



**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
NOVEMBER 10, 2022, 6:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

BOARD MEMBERS PRESENT:

Tom Oliver, Chair
Richard Borden, Vice Chair
Tammy Schilling, Member

EXECUTIVE STAFF PRESENT:

Bo Yates, Superintendent
Jennifer Meckley, Assistant Superintendent
William Lewis, Business Director

The meeting minutes were recorded by Executive Secretary Jessica Woody.

1. WELCOME AND CALL TO ORDER

Board Chair Tom Oliver called the meeting to order at 6:01 PM and led the flag salute.

2. PUBLIC COMMENTS

No public comments were made.

3. SIA ANNUAL REPORT

Jennifer Meckley explains the SIA information from the packet, and explains that SIA covers a lot of things in the district. Jennifer explains that the first year that the district had SIA was during COVID, and last year the district received full funding and were able to implement most of the strategies including staffing IA's for all K-3 classrooms and staffing dean of students at each building who also assist with MTSS. Jennifer also explains that a struggle the district ran into last year is substitutes, the program is built on people and when staff are gone with a lack of subs, other staff are pulled to cover. She then explains that though it has been a very successful implementation with K-3 classified staff, dean of students, bilingual staff with growing ELL programs, and a CTE teacher at Seven Oak. She also explains that adding our communications director, and family engagement coordinator the districts output in more consistent and effective, as the district works to build a more collaborative engagement with our community and stakeholders. Jennifer also notes that the district is trying new things all the time with student voice and parent engagement nights and are going to continue with the same goals and hope to see positive outcomes with these in place.

Tom Oliver asks if we have identified any consistent barriers with community engagement and Jennifer explains that the district just sent a survey to families asking what keeps them from being involved. She explains that most noted that they do feel that they are involved, the district has more interaction with teachers and parents more then ever with parent square, Jennifer states that the district may be more engaged with families than they think. Jennifer also states that time, work

schedules, child care issues could all be barriers and the district is thinking of ways to work around those for families.

Richard Borden asks how many surveys the district received back, Jennifer states that the district averaged about 20% back from each school it was believed.

4. MTSS PRESENTATION

Rachel Cannon speaks to the board referencing the presentation from the packet. Rachel explains that after COVID the district knew that they were going to have to provide more support than they ever had before, and had to decide how to do this given no additional time.

Rachel explains the process of RTI and how it has transitioned into MTSS. She also explains the tiers and that 100% of students receive high quality classroom instruction in tier 1, only about 80% of students will be successful with only tier 1 so those students access tier 2 interventions to support alongside their tier 1 support, while about 5% of students will access tier 3 which will provide more intensive instruction. She explains that with the RTI process, separate meetings were being held to support behavior, academics, and more, and last year the district moved to an MTSS system which is a more comprehensive system looking at the student as a whole child.

She describes how incredible it is to see a student that had been struggling, come back excited about what they have been learning, and this shows what a positive adult can do for a child's success. Rachel also describes the events and development that the MTSS systems have taken on, for example the safety care training for staff when handling individuals with the most up to date systems and processes.

Rachel also explains that the district MTSS team meets once a month to discuss and refine systems, also with a quarterly review of district level data. As well as weekly building level MTSS meetings, providing administration the chance to voice and discuss any concerns or areas of support that they need. Rachel adds that there is always room for improvement and the district continues to work towards improving the processes with further training and discussions.

When asked by Tom, she also notes that buildings will work within their own teams when students need more support and when that does not work they refer to tier 2 and so forth, though teachers have gotten really good at accessing all interventions before the referral.

Tom Oliver asks if the district is resourced enough to access these interventions, and Rachel adds that the dean of students have been very helpful in this, and that implementing DESSA has also been very helpful to stay on top of behaviors before finding out about them later.

Rachel also explains that the life skills program at Pioneer school is in its first year and plan to expand to all 4-6th graders in the coming years, and that Linn County has shown to have the resources to do this.

She then explains the process of elementary tiered support and if a student has utilized all tiers and interventions and are not seeing success, they can be referred to the SEL program which has been expanded to a younger and higher elementary program. She explains that this is a more intensive program with smaller classrooms and teaches students how to self regulate. She notes that similar to elementary, Seven Oak houses middle school SEL students for Hamilton Creek and Lacombe school as well. Lastly she notes that at the high school there is not a specific SEL program, there are cohort groups and smaller supports for students and if they are struggling the district has the teen

center and Ralston academy to access as an alternative. Bo Yates notes that the way the district does this at the high school may look different with more students on a case load.

Bo also adds that Rachel has done a fantastic job at implementing this program and the district is excited about the direction that this is going. Richard adds that staff are key and really make a difference and how much they care about the students success.

5. NEW TEACHER SUPPORT PROJECT

Tina Snieder speaks to the board referencing her presentation in the packet. She explains the districts 2nd year into the instructional mentor program provided to all teachers new to Lebanon Community School District. She shows that when a new certified staff member is hired in the district they will receive new licensed academy with tips and tricks and best practices, a building mentor and an instructional mentor (Tina), the building mentor can focus on a year long checklist of things that the teacher should know as well as cheer them on, while Tina is able to provide coaching on specific areas of focus. She also explains that she is able to be transparent in her role and clear up front with district goals, growth, and area of focus agreed upon by district leadership, and teachers are prepared and understand the focus. She also notes that this is a confidential relationship that she shares with the teachers and there are low stakes and more comfort ability and vulnerability knowing it is not tied to their evaluation. She explains how this program is required for any new teachers to the district, even for true veteran teachers who have been teaching for quite some time, giving everyone a chance to grow. Tina explains that instructional mentorship is so important for growth across the district and helps to build relationships and provide a safe space to learn and grow. She notes that she has 37 teachers participating this year and 38 last year, teachers receive at least 4 cycles of observation and feedback, with an opportunity for more. She also notes that they can utilize video coaching and learning walks. Tina states that 100% of the staff that completed the school year also completed the program, and when the teachers were surveyed 94% felt that the post observation debriefs were the most helpful part of the program. Tina was pleased to hear this since it is hard to find extra time to meet with teachers. Tina lastly states that even with just small recommended tweaks the district sees a big impact on those small changes, and even after the 2nd meeting they see a difference in their classroom.

Tom Oliver states that he loves the program and that there is no greater tool than this kind of coaching. He feels that expanding this scope to not just the first year of teaching would be fantastic. Tammy Schilling likes the idea of sharing the district talent, since the district has some really talented people.

6. BARGAINING CERTIFIED/CLASSIFIED SCHEDULE

Kim Grousbeck speaks to the board about the busy year it will be and how they are working with both licensed and classified unions. She states that they set a tentative timeline which she refers to in the packet, and points out that they will be working with a classified union and OEA rep on reclassifying the salary schedule, Albany will join for this as well. She explains that they will be doing a lot of work with the leadership team and administration, and the attorney and will come back in December in executive session to provide additional information.

Tom Oliver states that it is helpful to get a preview of timelines. Kim looks forward to working with the board on this.

7. SEVEN OAK & KEES ST UPDATES

William Lewis speaks to the board about the Seven Oak building and how they will be raising the roof 4 ft. on each side, it is \$160,000 to do this and he felt that was reasonable to offset that with the cost reduction in other areas like reducing the window package in the front. He also explains that they are working toward a final bid package coming back to the board by January. He states that they are bringing architects and contractors in early in the process, and working on language to hold contractors feet to the fire.

William also speaks about the Kees St project and where they are at with breaking ground, pouring forms, and ordering a lumber package for the first house. He also explains how students have been excited to be a part and see the site prep perspective.

8. CONSENT AGENDA

Richard Borden motions to approve and Tammy Schilling seconds the motion. All in favor with a unanimous vote, the consent agenda made up of the October 13, 2022 Board Meeting Minutes, first reading policy update EFA, EFA-AR, JEA, GCBDB/GDBDB, and DBEA, and second reading policy update IKF, IGAI, JHC, KBA, KBA-AR, JHCD/JHCDA, and JHCD/JHCDA-AR, and temporary new hires Debra Price and Lindsey Smith is approved in its entirety.

9. DEPARTMENT REPORTS

A. Operations

Bo Yates notes that in relation to SIA, the district now has staffing in place and can run school like they intend to and are seeing some really good things happening, for example the presentations the district has shown tonight. He also adds that he feels good about the position that the district is now in and after treading water for some time, it is nice to have a plan and follow through with that plan. Lastly he notes that the district has incredible staff and there is only good things to come for us.

Richard adds that there are good things happening.

B. Human Resources

Nothing to report.

C. Finance

William Lewis asks the board for re-approval of the budget resolution no. 2022-08, which added 2 additional lines on enterprise and internal services. He states that the bottom line does not change, it just adds 2 additional lines. William references the packet showing the prior and new resolution terms.

Richard motions to re-approve budget resolution no. 2022-08 and Tammy seconds the motion. All were in favor making for a unanimous vote to approve. Williams also reminds the board to fill out their audit forms.

10. COMMUNICATION

A. Board

The board is glad to have Tom back in person.

B. Superintendent

Jennifer reads to the board about the successes that have taken place recently in the district. Erica Cooper shared with families on parent square her weekly classroom news that will come from their

5th graders tasked with writing the newsletter, this fun task for the students will help to strengthen writing and more. Great job Erica!

The Seven Oak dean of students Lisa Canaday spends a lot of time in the classrooms, and witnessed teacher Madison Shryock teaching her students about the titanic and how people were treated as well as understanding differences in class. Students read dinner menus from different wealth classes and were served food in relation to their class. This brought great creativity to the classroom. Way to go Madison and Seven Oak staff!

The districts racial equity staff received a one time \$300 grant from the Siletz tribe, providing books for students who cannot afford, as well as shoes for students in PE class that are in need. Thank you to the Siletz tribe for the contribution fund and the staff that worked hard towards receiving it.

AUDIENCE COMMENTS

No audience comments were made.

11. MEETING ADJOURNED

There being no further business before the Board, the meeting was adjourned at 7:03 PM.



Tom Oliver, Board Chair



Bo Yates, Superintendent

Jen's Zens: Just a Few Happy Stories from LCSD November 2022 Edition

Students on the Beat

Green Acres teacher Erica Cooper shared with families on ParentSquare that her weekly classroom news would be coming from a new source—her 5th graders. Students who have mastered their other work in class are tasked with creating the newsletter, which is sent home at week's end and is full of details for the week ahead. The most recent newsletter was written by Abigail, Clayton, Hayley, and Seairra, featured here. This activity not only empowers students by giving them voice and ownership over their learning, but it incorporates one of the best practices to learn and strengthen writing—which is to do it for a real-life audience. Way to go, Ms. Cooper, and way to go, student authors!

The Tip of the Iceberg

Seven Oak's Dean of Students, Lisa Canaday, spends a lot of time in classrooms, and she's great about photographing and sharing the neat things going on there, so thanks to her for passing this along!

Teacher Madison Shryock's 6th graders were learning about the Titanic last week, and a crucial piece of context is the role that class played in how people were treated aboard the ship. To help students understand differences in class, Ms. Shryock planned a series of experiences. For example, students read replicas of the dinner menus from the Titanic and were actually served food based on a class system. First-class students were served donuts with plates, forks, and napkins; second-class students received chocolates; third-class students each got a pack of saltines. Lessons like these make learning tangible, impactful, and indelible. Thanks to Ms. Shryock for her creativity in bringing history alive!

Racial Equity Team Scores for Students

Racial Equity Groups are teams of staff members who volunteer their time to learn and consider how we can best meet the needs impacting our students of color. The Racial Equity Group at Cascades School applied for, and received, a one-time \$300 grant from the Siletz Tribal Charitable Contribution Fund.

The grant money will be used for two purposes: to help purchase yearbooks for students whose families cannot cover the cost, and to purchase sneakers for students to use in P.E. class. Aside from the cost of shoes, some families' work schedules make it difficult for them to shop for their students' clothing. This generous gift will ensure those students' participation in school is made easier.

The photo features all grant recipients and committee members at a ceremony on Monday night. Thank you to the STCCF, to the Cascades Racial Equity Group, and to teacher Jacque Wells (featured with the check on the bottom left) for drafting and submitting the grant application.

RESOLUTION #2022-08 MAKING APPROPRIATION FOR THE 2022-2023 BUDGET

BE IT RESOLVED that the amounts for the fiscal year beginning July 1, 2022, and for the purposes shown below are hereby appropriated:

General Fund (100)	
Instruction.....	\$ 28,758,250
Support Services.....	\$ 17,742,457
Enterprise & Community..	\$ 1,291
Other:	
Interest.....	\$ -
Transfers.....	\$ 2,284,000
Contingency.....	\$ 100,000
Unappropriated Ending Fund Balance	\$ 2,900,000
Total.....	<u>\$ 51,785,998</u>

Special Revenue Funds (200's)	
Instruction.....	\$ 9,469,111
Support Services.....	\$ 5,732,973
Enterprise & Community..	\$ 2,334,820
Facilities Acquist./Const..	\$ 5,400,000
Transfers.....	\$ 125,000
Contingency.....	\$ -
Unappropriated Ending Fund Balance	\$ 4,480,765
Total.....	<u>\$ 27,542,668</u>

Debt Service (300's)	
Debt Service.....	\$ 4,423,550

Capital Projects (400's)	
Facilities Acquist./Const..	\$ 24,000

Enterprise Fund (500's)	
Support Services.....	\$ 27,273
Facilities Acquist./Const..	\$ 767,727
Total.....	<u>\$ 795,000</u>


Internal Service (600's)	
Support Services.....	\$ 50,000
Unappropriated Ending Fund Balance	\$ 187,400
Total.....	<u>\$ 237,400</u>

Trust and Agency (700's)	
Support Services.....	\$ 1,000

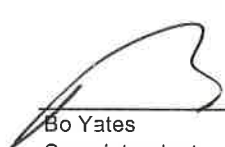
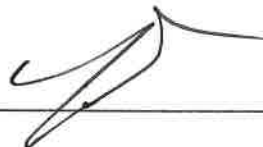
Total Appropriations, All Funds \$ 84,809,616

TOTAL ADOPTED BUDGET \$ 84,809,616

Date: November 10, 2022



 Tom Oliver
 Chair, Board of Directors

 Bo Yates
 Superintendent