

**St. Helens School District #502
School Board Retreat Minutes
May 12, 2012**

Call to Order & Flag Salute

Alan King called the Board Retreat to order at 9:10 a.m. and led the flag salute.

Recess into Committee of the Whole

Alan King recessed the Board into a Committee of the Whole.

District Priorities

In regard to district priority priorities the Board brainstormed the following:

<u>Strengths</u>	<u>Weakness</u>	<u>Opportunities</u>	<u>Threats</u>
Committed staff	Funding	Vacant properties	Legislature Failure
Communication	Community awareness	Community organizations	Funding
Administrative staff	Community involvement	Grants	Enrollment
Special programs	Community apathy	Public Portland area cuts	

After review of the strengths, weaknesses, opportunities and threats of the brainstormed priorities of the district, the Board brainstormed focus points for achievement by Superintendent Davalos during the 2012-13 school year.

2012-13 Focus Points/Critical Achievement

Evaluation

- Staff Performance
 - Administration (360 – design and implement)
 - Staff
- Student – Consistent, longitudinal data,
- Property
 - Surplus
 - Efficient/effective use
- Programs

- Cost justifies benefits?
- Impacts how many?
- Exit interview

Safety

- Student safety
- Grounds liability
- Property safety concerns

Student Achievement

- Maintain/Expand broad K-12 education programs

Budget/Funding

- Evaluate opportunities to find cost efficiencies

Alan King questioned the ability for the Supt. to have the action plan in place by fall.

Superintendent Davalos agreed to have an action plan ready for implementation by fall. However, the staff evaluation portion will be in two parts due to upcoming evaluation state requirements as of July 2013 and negotiations. Superintendent Davalos expressed a desire for additional clarification on the student evaluation item when the action item comes into play.

Nathan Helwig expressed concern with the continued (9 years) complaint of no early education evaluation model/tool.

Superintendent Davalos added he recently gave direction for use of easyCBM assessment. The Board's direction for K-12 student evaluation will now support the direction to use easyCBM.

Supt. Davalos requested sharing a draft action plan in the summer for fall implementation.

Superintendent Evaluation

Prior to review of the current superintendent evaluation form Superintendent Davalos provided an option for the Board to consider and agreed to design and implement the 360 degree evaluation on himself and administrative staff.

Mr. Helwig recommended using the Superintendent Evaluation Form with the elimination of the rating scale and the 360 model.

Mr. Helwig's recommendation led to Mr. King recommending use of the 9 standards as discussion items with the 7 focal points plus Superintendent's K-6 instructional leadership for evaluating.

Mr. Helwig requested input on 360 models and use prior to selection. When asked how to obtain a coach, Superintendent Davalos recommended Cynthia Gillham. The Board preferred to use a facilitator not closely tied to the district, so Superintendent Davalos agreed to seek representation from the ESD. Agreement, that will be acted on later, includes using the Standard Evaluation Form's 9 Standards as the 360 evaluation format and the 8 superintendent focal points as the evaluation items.

K-12 Achievement Compact

Information on the K-12 Achievement Compact was provided to the Board by Superintendent Davalos. The deadline for compact submission to the state is July 2, 2012. Board introduction will be held at the May Work Session with Board approval at the Regular Meeting in May.

Adjournment

The May 12, 2012 board retreat adjourned at 1:00 p.m.