

BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No. 19 Board of Education was held on August 8, 2022.

1. CALL MEETING TO ORDER AND FLAG SALUTE AND LAND ACKNOWLEDGEMENT

Board Chair Naomi Raven called the Springfield Board of Education meeting to order at 7:02 p.m. and led the Pledge of Allegiance. Following the Pledge of Allegiance, Director Light read the Land Acknowledgement:

We acknowledge that we are in the traditional homeland of the Kalapuya people, specifically the community that was known as Chifin, the area that we now call Springfield.

Kalapuya people, who have lived in this region since "[Time Immemorial](#)", were illegally dispossessed of their land and forcibly removed to what are now the Grand Ronde and Siletz reservations over several years, but most notably in treaties between 1851 and 1855.

The Kalapuya are now members of the [Confederated Tribes of the Grand Ronde](#) and the [Confederated Tribes of Siletz Indians](#), and members of the Kalapuya still live, work, study, and thrive in this area, and continue to make important contributions here in Springfield, across the land we now refer to as Oregon, and around the globe.

This information is shared out of a responsibility to honor the heritage and the humanity of all people and to promote unity within our school district.

Attendance

Board Members attending the meeting included Board Chair Naomi Raven, Board Vice Chair Todd Mann, Director Jonathan Light and Director Kelly Mason. Director Hernandez was excused due to illness.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Dustin Reese, Taylor Madden, Carla Smith, Kristen Noor, Shelley Nurre, Wayne Reposo, Bambi Van Dyke, Keith Manring, Amber Mitchell, Joan Bolls, Andy Price, Karri Thiele, Josh Donaldson, José da Silva, Whitey McKinley, Joyce Johnson, Brian Megert and Judy Bowden.

2. APPROVAL OF THE AGENDA

MOTION: Director Mann moved, seconded by Director Mason to approve the August 8, 2022 agenda as presented.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they were in favor of approving the agenda as presented: Director Mason - Yes, Director Light - Yes, Director Mann - Yes, and Director Raven - Yes.

Motion passed unanimously: 4:0.

3. PUBLIC COMMENT

Former Springfield teacher and resident Karri Thiele discussed the hiring and retention of teachers within the district. She noted that it was a dire situation regarding the number of vacancies posted, as well as the difficulty in filling those positions. Ms. Thiele felt that unless the District Leadership made the changes recommended by the teaching staff, many more staff members would walk away from Springfield, due to stress levels, number of students per class, lack of educational assistants, custodians, and bus drivers.

Johanis Tadeo had requested to share virtual public comment, but was unavailable at the time his name was called.

4. ACTION ITEMS

A. Approve Consent Agenda

1. June 13, 2022 Board Meeting Minutes
2. June 27, 2022 Special Board Meeting Minutes
3. July 12, 2022 Special Board Meeting Minutes
4. Personal Action, Resolution #22-23.001

MOTION: Director Mason moved, seconded by Vice Chair Mann to approve the Consent Agenda.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they were in favor of approving the Consent Agenda: Director Mason - Yes, Director Light - Yes, Director Mann - Yes, and Director Raven - Yes.

Motion passed unanimously: 4:0.

B. Accept Board Policy, First Read

Taylor Madden shared that Board Policy BDD had been revised to reflect Board meeting practices for reciting the Pledge of Allegiance and reading a Land Acknowledgement at the beginning of Board meetings.

Mr. Madden recommended that the Board of Directors review the policy revision as a first reading.

MOTION: Director Light moved, seconded by Director Mason to approve the policy revision for Policy BDD as a first read.

Director Mann appreciated the efforts of staff to move forward with this change in policy.

Director Light asked Mr. Madden to describe the process he followed to create the final version for the Land Acknowledgement. Mr. Madden shared that it was a collaboration of stakeholders, the director and staff from the District Indian Education Program, school staff, and membership and leadership from the Springfield Education Association (SEA). It was drafted, then shared with Tribal Officials of the Grand Ronde. He concluded by stating that the last paragraph is a purpose statement of the Land Acknowledgement, and was designed to be adaptable across contexts including school assemblies or parent engagement meetings.

Chair Raven called for a roll call vote. Director Raven asked each Board member to indicate if they were in favor of approving the First Read of the Proposed Board Policy BDD: Director Mason - Yes, Director Light - Yes, Director Mann - Yes, and Director Raven - Yes.

Motion passed unanimously: 4:0.

5. DISCUSSION

A. Equity Advisory Committee

Superintendent Hamilton commended Mr. Madden for his work in the last year where he was part of the state group which provided ODE with guidance and planning for the implementation of SB 732. The group worked to identify and answer the questions about how to establish the Equity Advisory Committee, as mandated in the Senate Bill.

Mr. Madden updated the Board on the committee plans. He noted that they were in alignment with and in accordance with Senate Bill 732. The purpose of the committee would be to advise the Board and the Superintendent, by engaging district parents, employees, students and community members to be members of the committee. The District wants to ensure the committee application was process widespread, authentic and a transparent process. The committee must be composed of four unique stakeholder groups: 1) employees of the District, 2) parents from the District, 3) students from the district and 4) community members that serve and/or live within the district. The committee would have an optional duty of preparing an annual report to be shared with the Board. Mr. Madden stated that clarifications had been made as to whether a board member would be allowed to sit on the committee. The Board would be required to select at least one member from the Education Equity Advisory Committee to serve on the Budget Committee.

Next, he addressed outreach efforts, pointing out that outreach and communication with schools and community agencies efforts had been ongoing, but that communicating specifically as to what the role requirements were, membership procedure, and nomination process had been difficult, as they were waiting the final administrative rules that were finally adopted in June.

Mr. Madden said that the next steps would be:

- Finalize application materials
- Share the application and the process for applying for membership on the committee;
- Briefly discussed the next steps for the committee. This application would be translated into multiple languages;
- Select committee members and submit the names to the Board for approval;
- Provide orientation and training for the committee members. This training would be supported by ODE and the Equity and Community Consortium members;
- There was no guidance provided for the number of committee members for the committee.

Board member questions included:

- Was there a specific time commitment for committee members? Mr. Madden replied that those details were still being discussed. He was also working with districts across the state to look for best practices.
- Would the meetings be subject to public meeting laws? Mr. Madden said that this was still being discussed and he would share the answer to this once he had received guidance from ODE.
- How much interest had been received from the community and staff? Mr. Madden responded that he had received interest from all four of the required stakeholder groups, but was anticipating additional interest from students once schools were back in session. He added that he has been working with Superintendent Hamilton to facilitate the outreach process with community members.

Chair Raven concluded the conversation by thanking Mr. Madden for all the work that has been done up to this point and felt that we are headed in the right direction with a strong start for the formation of this committee.

B. Board Retreat

Chair Raven asked Board members to share ideas for topics and desired outcomes for the Board Retreat:

Outcomes:

- Relationship building: Board Members and Superintendent
- Common understanding of diversity and equity work
- Board work calendar for 2022/23
- Priorities established for this year
- Aim for 3-4 outcomes for this year, possibly map out a further plan

Possible Topics:

- Board Roles/design/governance
- Vision/Strategy/Goals
- Curriculum
- Board meeting norms
- Data: where we are right now
- Strategic Planning
- Superintendent Evaluation process
- Increase transparency
- Building trust between Board members
- Discuss Board reports: school presentations, student reports, equity committee reports, etc.
- On-boarding process
- Board conversation about Board self-evaluation
- Board development 22/23
- Committee formation and support
- Standardized Testing

Possible Topics to be Discussed at the August 22nd Work Session

- Share out of OSBA conference insights
- Data: where we are now
- History of the District Strategic Planning and Goals
- Board work calendar

6. INFORMATION/REPORTS

A. Superintendent Evaluation

Board Chair Raven read the following annual performance review for Superintendent Hamilton:

Dear Superintendent Hamilton,

The Board of Directors of Springfield Public Schools has completed your annual evaluation for 2021-2022. All five Board members have served on the Board for at least one full year and have been able to observe and be a part of the successes achieved this year.

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The evaluation focused on 1) eight professional standards jointly developed by the Coalition of Oregon School Administrators (COSA) and the Oregon School Boards Association (OSBA), and 2) superintendent goal areas.

Regarding the eight professional standards, we determined that your performance was effective in the areas of visionary leadership, ethical leadership, building an inclusive culture, instructional leadership, organizational management, and resource management.

In the areas of community relations and policy and governance, the Board looks forward to, learning more about how staff will lead community engagement efforts for aligning student success; and working in partnership with you to cultivate a respectful and responsive relationship focused on supporting every student, every day.

We appreciate you partnering with the Board to learn and lead together. With the assistance of OSBA, you are helping to develop a collaborative governance model and establish healthy practices that focus our work on functional systems. We also applaud your efforts to develop and expand resources, programs, and services to provide safe and inclusive learning spaces for students. We look forward to seeing how efforts in our district will continue to positively influence and improve graduation rates.

We will be working with you over the next several months to develop goals that are aligned with our board and district goals and look forward to working together to continue the success of our District.

B. Superintendent Communications

Superintendent Hamilton was pleased to announce that he and the K-12 instruction administrators had the opportunity to reconnect and build relationships following the pandemic. They spent time reviewing their journey in Springfield Public Schools. He noted that 55% of the administrators had only been employed with the District since the pandemic. They recommitted to getting together to grow and celebrate the successes and expand them across all schools. The Equity and Community Consortium would be meeting together for the first time in over three years, on that upcoming Friday. They renewed their focus on equity and developing a shared understanding of what that means across the agencies. They discussed how to create an environment of belonging within their organization and the impacts of those within the community; workforce diversification, in-person staff safety drills, and health and safety of the school campus had been discussed. Mr. Hamilton said that recruiting and retention of staff had been an issue in every organization present at the consortium and would be a top priority moving forward.

C. Board Communications

Director Mason noted that she had enjoyed attending her first OSBA Conference and looked forward to each Board member sharing their take aways at the next work session.

Vice Chair Mann expressed that he had gleaned much value out from the conference. He believed the insights and forged bonding of relationships at the conference would have a great impact on the work of the Board.

Director Light had been invited to co-present at a workshop at OSBA's Annual Conference in November to discuss the topic of Standardized Testing, including a presentation of the history and the impact of alternatives to standardized testing. Mr. Light wished to have a discussion of that topic at a future work session.

Chair Raven said that Lane Council of Government (LCOG) passed and approved the budget for the year. Following that meeting, the organizations present, shared their challenges and strengths of what had taken place over the last year. The impacts of inflation on wages and the ability to be fully staffed, have been a primary concern for all. Community engagement had also been a main topic of interest.

7. NEXT MEETING:

August 22, 2022, TBD Board Work Session

September 12, 2022, 7:00pm Board Business Meeting

8. ADJOURNMENT

With no other business, Chair Raven adjourned the meeting at 8:37 p.m.

(Minutes recorded by Trenay Ryan, LCOG)