

WORK SESSION MINUTES

A Work Session of the Springfield School District No. 19 Board of Education was held on October 26, 2020. In order to comply with the Governor's executive orders, the Board conducted this meeting by video conference only. The public was invited to watch or listen to the board meeting via Zoom Webinar or Zoom Phone. Information for participating was shared with the public on the district website and news media outlets.

1. CALL MEETING TO ORDER

Board Chair Zach Bessett called the Springfield Board of Education virtual work session to order at 5:01 p.m.

Attendance

Board Members attending the Zoom webinar included Board Chair Zach Bessett, Board Vice Chair Naomi Raven, Lisa Barrager, and Dr. Emilio Hernandez. Todd Mann was excused from the meeting due to illness.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Brett Yancey, Judy Bowden, Whitney McKinley, Jeff Michna, Jen McCulley, Dustin Reese, Charlie Jett, Mindy LeRoux, Laura Weiss, Vincent Adams from OSBA and Lydia Dysart, minutes recorder.

2. APPROVAL OF THE AGENDA

Chair Zach Bessett called for a motion to approve the agenda as presented.

MOTION: Dr. Hernandez moved and seconded by Vice Chair Raven to approve the agenda as presented.

Chair Bessett called for a roll call vote. Chair Bessett asked each board member to indicate if they supported the motion to approve the Agenda as presented: Ms. Raven – aye, Ms. Barrager – aye, Dr. Hernandez – aye, and Mr. Bessett – aye.

Motion passed, 4:0.

3. OREGON SCHOOL BOARD ASSOCIATION TRAINING

Chair Bessett introduced Vincent Adams from Oregon School Boards Association (OSBA) who would continue with the training that was started at the Work Session held on September 28, 2020.

Mr. Adams said that this evening the Board would discuss the Superintendent Evaluation process and later in the meeting he would share a review of Robert's Rules of Order for Parliamentary Procedure.

As the Board begins the process for the Superintendent Evaluation, Mr. Adams suggested that they might want to consider the following:

- Set clear expectations for the Superintendent
- Learn together as a Board team through the process and make any needed changes
- Create conditions for success for both the Board and the Superintendent
- Hold the system accountable

Mr. Adams continued by sharing the five major parts to the evaluation:

- Pre-evaluation planning – consider referring to policies CBG – Evaluation of the Superintendent and CB/CBA – Qualifications and Duties of the Superintendent
- Have quarterly check-in meetings
- Gather information and create a contract and a plan
- Compile results of the information gathered
- Conclusion

Mr. Adams shared that the Board would need to vote on and approve the criteria, procedures and timelines for the process.

Mr. Adams said the following are some performance standards on which the Superintendent could be evaluated: visionary district leadership; ethics and professional norms; inclusive district culture; culturally responsive instructional leadership and improvement; communication and community relations; effective organizational management; effective financial management; and policy, governance and advocacy. Components would be chosen by the Board based on what they found most relevant to support Board goals.

Following the evaluation, the Board Chair would write a statement summarizing the evaluation. This would be presented at a board meeting.

The Board took a break from 6:14pm – 6:20pm

Following the break, Mr. Adams went over Roberts' Rules for Parliamentary Procedure. He said there were six principles of meetings:

- The majority had the right to decide and the minority had the right to be heard.
 - This could mean using a round robin technique or having a speaking/voting chart.
- Members had a right to information to help make decisions.
 - This could result in putting a vote off until later.
- Courtesy and respect were required.
- All members had equal rights, privileges and obligations.
- Members have a right to an efficient meeting.

Next, Mr. Adams reviewed Robert's eight steps for passing a motion. Once a vote has been made, there would be no additional discussion and the Board would move on to the next item on the agenda. He said that boards are not required to use Robert's Rules, but he suggested that using them makes for a more organized meeting.

In regards to public comment, the Board felt that it was important to make time for public comment and to ensure the community that the board is listening to their concerns.

Mr. Adams reminded the Board that emails between Board members cannot involve deliberation, debate, decision-making or gathering of information on which to deliberate. Emails could include reminders of meetings, one-way information from Board members or the Superintendent to each Board member, if the information is public, and individual responses to questions posed by community members.

Board's Next Steps

Mr. Adams said they needed to create the calendar for the Superintendent evaluation process, come up with project ideas, and choose the book for their book study. He shared the following list of books for their consideration:

- The Color of Law: A Forgotten History of How Our Government Segregated by Richard Rothstein
- Begin Again: James Baldwin’s America and Its Urgent Lessons for Our Own by Eddie S. Glaude, Jr.
- White Fragility: Why It’s So Hard for White People to Talk About Racism by Robin DiAngelo, Michael Eric Dyson
- “Why Are All the Black Kids Sitting Together in the Cafeteria”?: A Psychologist Explains the Development of Racial Identity by Beverly Daniel Tatum
- Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibram X. Kendi

Chair Bessett said, and Superintendent Hamilton agreed, that a portion of the Board’s budget was set aside for these types of expenditures.

4. NEXT MEETINGS

The next Board meeting will be held on Monday, November 9, 2020 beginning at 7:00pm. The location and format will be determined at a later time.

5. ADJOURNMENT

With no other business, Chair Bessett adjourned the work session at 7:59 p.m.

(Minutes recorded by Lydia Dysart)