

WORK SESSION MINUTES

12/ The Springfield Board of Education held a work session on February 8, 2016 around strategic planning/ thinking.

Board Chair Jonathan Light welcomed those in attendance and called the meeting to order at 3:40 pm, in the Board Room, of the District Administration Center, 525 Mill Street, Springfield.

Attendance

Board members present included Chair Light, Laurie Adams, Erik Bishoff, Sandra Boyst, and Tina DeHaven.

Others in attendance included Superintendent Sue Rieke-Smith, Brett Yancey, Jenna McCulley, Karen Lewis, Linda Henry, Brian Megert, Kevin Ricker, Suzy Price, Laura Scruggs, Yvonne Atteberry, Anne Goff, and Victoria Boyst.

Mike Dugas of Vision Creation Consulting facilitated a Strategic Planning/Thinking Work Session with Board and Cabinet members. He reviewed the agenda for today's meeting and the prepared charts on the walls entitled History, Context Map, Spot Matrix, Cover Story Vision and Five Bold Steps. He explained the group would work on the History and Context Maps charts today, and complete the Spot Matrix, Cover Story Vision and Five Bold Steps charts at a future meeting. He explained the following:

- Roles for recorders, presenters and facilitators
- Rules for today's meeting
 - Everyone participates
 - No one dominates
 - Have fun
- Expected outcomes
 - Key learning from history
 - Understand our context
 - Have some fun

Board and Cabinet members met in small groups to brainstorm ideas for History and Context Map, which they recorded on the charts and reported back to the group.

HISTORY OF Springfield SCHOOL DISTRICT

- Goals/Results
 - SQEM Goals
 - Every students a graduate prepared for a bright and successful future
 - Culture of trust
 - Create & implement SQEM
 - System of teaching and learning
 - Schools are places of learning
 - SQEM adopted by the Board
 - 2013-2014 Goals
 - Future ready
 - Communication
 - Advocacy
 - Technology

- Facilities
- Projects/Strategies
 - A3/WLA Charters
 - PBIS
 - Lots of grants
 - Springfield Education Foundation
 - RTI community model
 - Diversity
 - Chalkboard Collaboration Grant 2/3 year
 - Stand for Children
 - Strong Schools for Springfield
 - New Native Center
 - Advisories—teacher, student, parent, ministerial
 - ALICE
 - Vision Session
- Key Events
 - Ballot Measure 5—1992
 - 1998 Thurston shooting
 - United Front
 - District morale low
 - Opening of A3
 - SQEM
 - Recession and budget reduction—fiscal cliff mitigated impacts of whole child and staffing
 - Closing of schools
 - Reorganized leadership team
 - Bond passed
 - State No Child Left Behind Waiver
 - CCSS/SBAC teacher admin evaluation
 - Open enrollment
 - Failed bond
 - Opt out
 - Bond passed
 - State budget increased to \$7.235b from \$6.9b
 - Collaboration grant—3 year
 - ESSA
 - FDK
 - Coherence—instructional model
 - Refocus to Whole Child
 -
- People
 - J. Kent
 - Loss of trust
 - Divided community
 - S. Barrett
 - Nancy Golden
 - Collaborative
 - Innovative
 - Community healing
 - First Bond passed since 1996
 - Thurston Elementary and Maple Elementary built
 - S. Barrett retires

- Ronnel Curry
- Nancy goes to Salem
- KITS
- Nancy G retires
- H. Martin
 - New Board Member
 - 8 of 13 Cabinet (new members)
 - Hired 6 HS admin
 - 5 new elementary admin
- Sue hired as Asst. Super
- Hertica resigns
- S. R-S
- Sue hired as Super
- New Board members
- Products/Services/Sites
- Learning
 - Keep community engaged
 - Lack of consistency leadership
 - Recession—major event (2008-2009)
 - Springfield
 - High value of Trust Nancy rebuilt
 - Transparency
 - Open communication
 - Periods of no goals
 - District fiscally conservative—long time learning
 - How do you stay the course? (with lack of sense maker—we did have Brett)
 - Need to stay ahead of this!
 - Initiatives introduced at a time of fiscal challenges—did not match resource goal
 - 2013 message lack of trust—we did not pay attention
 - Really grant dependent—make sure align with goals
 - School District’s engagement with community groups and parent organizations critical
 - 2014 bond passed!
 - New enticements (athletics)
 - The Board became the face of the bond
 - Advocacy!!! (door to door)

CONTEXT MAP

- Trends
 - Conversation around success is less heavy handed
 - Move toward individual student needs—less punitive
 - Increased move towards whole child
 - CTE—district to business to community college partnerships
 - Interest in bringing in high tech industries
 - Diversity continues to grow
 - More students living in unstable economic conditions—70% F & R lunch
 - Multigenerational households; disconnect regarding parental responsibilities
- Political Factors
 - ESSA
 - Legislative mandates
 - Election year

- Funding sources
- Major statewide push to increase educational funding
- Springfield representation high engaged
 - Mayor
 - Senator
 - Representative
- United Front active and effective
- Shift in federal policy re: student academic accountability
- Lack of confidence
- Uncertainty
- 3/5 School Board new
- OEIB eliminated
- Trends
 - Increase in multi-family housing (aging parents)
 - Diverse population
 - Older workforce (longer)
 - F & R rate = 70%+
 - Minimum wage increase
 - Slow economic recovery
 - Job growth (?)
 - Increased cost of living
 - Alternative education opportunities
 - 42% community poverty
 - Economic climate on the way up
 - Increase in violent crimes
 - CLT product market
 - EUG/SPFD tech hub
 - More students with IEPs and mental health concerns moving into district
- Economic Climate
 - '14-16 Biennium better ed funding
 - '17-19 uncertain
 - PERS
 - Minimum wage
 - Health care
 - 37th in Ed funding nationally
- Technology Factors
 - \$13 million (bond)
 - Online options
 - Info @ fingertips
 - Challenge to keep up
 - Expectations to have it!
 - Communication is instant
 - Access to different devices
 - Student expertise and knowledge
 - CTE: STEAM hands on knowledge
 - Change
 - Keeping up while remaining innovative
 - Maintaining decisions around selection
 - Safety/responsible student use
 - Maximizing tool to demonstrate learning—accessing information to extend 4 walls
 - Efficiencies—maximizing data including environment

- Customer Needs
 - Students—instruction, social/emotional behavioral support, engagement, opportunities, technology, resources, relevant knowledge
 - Staff—PD, manageable work load, leadership, resources, supportive environment, respect, valued
 - Parents—communication, partnership, performance, accountability, access, opportunities
 - Business—Chamber, CTE, ready to work graduates, performance, workforce
 - Community partners—looking for ways to support SPS, looking for ways to leverage and extended resources, accountability, voice at table
 - Educational partners—U of O, LCC, students ready to learn
 - Unions—OSEA, SEA, SAAC
 - Fair working conditions, communication, want to be heard, opportunities for shared leadership and collaboration
 - School Board—information, communication, autonomy, see as asset
 - Legislators—accountability, information, invitation
 - ODE/OEA—feedback, data, communication
 - TEAM Springfield—cooperation, communication
- Uncertainties
 - State & federal leadership
 - PERS
 - Direction of governor/legislature/federal leadership
 - Graduation rates
 - \$ Support
 - ESSA—ODE filter
 - How ODE will enact ESSA

The work session was adjourned at 6:47 pm.

BUSINESS MEETING MINUTES

A Regular Meeting of the Lane County School District No. 19 Board of Education was held on February 8, 2016.

1. CALL MEETING TO ORDER

Board Chair Jonathan Light called the Springfield Board of Education meeting to order in the boardroom of the District Administration Center at 7:00 pm and led the Pledge of Allegiance.

Attendance

Board Members present included Chair Jonathan Light, Laurie Adams, Sandra Boyst, and Tina DeHaven. Erik Bishoff was excused.

District staff, students and community members identified included Superintendent Sue Rieke-Smith, Brett Yancey, Michael Henry, Jenna McCulley, Karen Lewis, Brian Megert, Kevin Ricker, Suzy Price, Yvonne Atteberry, Anne Goff, Shari Furtwangler, Whitney McKinley, Sheila Minney, Kyle Minney, Danielle Smith, Jose daSilva, Chad Towe, Paul Weill, Christina Cox, Michelle Johnson, Rachael Villa, Dr. Dene Eller, and Darcy Wallace of the *Springfield Times*.

Student Board Representatives present included:
Sabrina Gross/ Academy of Arts and Academics (A3);
Stevie Poole/ Gateways High School (GHS);
Nick Romig/ Thurston High School (THS);
Cody Johnson/ Willamette Leadership Academy.

2. CLASSIFIED EMPLOYEE APPRECIATION WEEK PROCLAMATION

Ms. Adams read the following proclamation in recognition of Classified Employee Appreciation Week:

WHEREAS, the education of youth is essential to the future of our community, state, country and world;
and

WHEREAS, classified employees are the backbone of our public education system; and

WHEREAS, classified employees work directly with students, educators, parents, volunteers, business partners and community members; and

WHEREAS, classified employees support the smooth operation of offices, the safety and maintenance of buildings and property, and the safe transportation, healthy nutrition and direct instruction of students; and

WHEREAS, our community depends upon and trusts classified employees to serve students; and

WHEREAS, classified employees, with their diverse talents and true dedication, nurture students throughout their school years.

NOW, THEREFORE, BE IT RESOLVED that the Springfield Board of Education proclaims March 7 through 11, 2016, to be **Classified Employee Appreciation Week**; and

BE IT FURTHER RESOLVED that the Springfield Board of Education strongly encourages all members of our community to join in this observance, recognizing the dedication and hard work of these individuals.

Dated this 8th day of February 2016.

Ms. Adams presented the proclamation to Oregon School Employees Association (OSEA) Chapter 4 President Yvonne Atteberry, and thanked Ms. Atteberry and the classified employees for everything they do for the District.

Ms. Atteberry said most classified staff were not at work for the money but for the kids and because they loved what they did. She thanked the Board for acknowledging Classified Employee Appreciation Week.

3. SCHOOL PRESENTATION – TWO RIVERS-DOS RÍOS ELEMENTARY SCHOOL (TRDR)

Principal Shari Furtwangler introduced 2nd grade teachers Kyle Minney and Danielle Smith who introduced the students who participated in tonight's demonstration. Students presented key chains to Board members. The teachers and students offered a PowerPoint presentation entitled *Two Rivers-Dos Ríos Elementary School—Second Grade Happenings* which explained how the Hour of Code was being used at TRDR. The students gave the Board members a robot demonstration and explained how they had programmed the robot. Ms. Smith said had TRDR entered the Hour of Code competition. A \$10,000 prize was awarded to one school in each state, and TRDR was the recipient of the prize in Oregon. TRDR recently purchased \$10,000 worth of computer science tools and technology.

Mr. Light said District representatives were recently in Washington, D.C. where they lobbied for increased financial support for Career Technical Education (CTE). There were over 420 technical companies in the local metropolitan area, many of whom were recruiting employees who had technical skill sets. He congratulated the TRDR students and teachers for earning the Hour of Code award. The Board acknowledged the efforts of the students' families in their support for their students.

4. WORK SESSION SUMMARY

Mr. Light provided a summary of today's Work Session.

5. PUBLIC COMMENTS

Anne Goff said the Better Oregon Campaign was discussed at a recent Oregon Education Association (OEA) meeting with Lane County legislators. A legislator asserted that government and education in Oregon had been gutted since Ballot Measure 5 and suggested the Better Oregon Campaign could change that. One legislator said the school boards needed to stand up and express their support for the Better Oregon Campaign. Another legislator who served on the Ways and Means Committee said the Better Oregon Campaign was targeted for education, health care, social and senior services, and was large enough to lift everybody. Ms. Goff requested that the Board support getting the measure on a ballot.

Rachael Villa said she was speaking on behalf of several parents who were in attendance at tonight's meeting. She expressed concern about bullying and safety issues at Ridgeview Elementary School. She trusted that the Board would address the issue.

In response to Mr. Light, Ms. Villa confirmed the issue had been raised with Director of Elementary Education Suzy Price.

6. CONSENT AGENDA

A. January 12, 2016 Board Meeting Minutes

B. January 25, 2016 Work Session Minutes

C. Financial Statement

D. Board Policy, First Reading

Jenna McCulley recommended that the Board of Directors review the following board ARs as a first reading:

- IGBAF-AR Special Education – Individualized Education Programs (IEPs)
- LBE-AR Public Charter Schools

E. Personnel Report, Resolution #15-16.025

Michael Henry recommended that the Board of Directors approve the personnel action for licensed employees as reflected below:

New Hires

Ryan Booth Terry Rutledge

Retirement

Mary Lou Bradley Kathryn Harrington

Resignation

Jennifer Clason

Change of

Contract Status

Kevin Rowan Mary Lou Bradley

F. Board Policy Approval, Resolution #15-16.026

Jenna McCulley recommended that the Board of Directors approve the following board policy:

- JFCG/JFCH/JFCI Use of Tobacco Products, Alcohol, Drugs, or Inhalant Delivery Systems

G. Budget Calendar Adoption, Resolution #15-16.027

Brett Yancey recommended that the Board of Directors approve the Budget Calendar for the 2016-2017 proposed budget as presented.

H. Contract Renewals, Resolution #15-16.028

Sue Rieke-Smith recommended that the Board of Directors approve the contract agreements for the Director of Human Resources and the Chief Operations Officer for the 2016-2017 fiscal year.

I. Division 22 Assurances, Resolution #15-16.029

Kevin Ricker recommended that the Board accept the Division 22 Assurance Standards as presented.

J. Open Enrollment & Inter-District Transfers, Resolution #15-16.030

Kevin Ricker recommended that the Board of Directors approve up to 150 Open Enrollment spaces for the 2016-2017 school year. It was also recommended that the Board approve up to 60 slots into and out of the District for Inter-District Transfers.

Motion: Ms. Adams moved, seconded by Ms. Boyst, to approve the Consent Agenda. The motion carried unanimously, 4-0.

7. ACTION ITEMS

A. Lane ESD Local Service Plan 2014-2017 Year Three (3), Resolution #15-16.031

Sue Rieke-Smith recommended that the Board of Directors of Lane County School District No. 19 hereby reauthorizes the approval of the Lane ESD Local Service Plan 2014-2017 Year Three and requests the Lane ESD to provide the services described during the 2016-2017 (Year Three) fiscal year in accordance with ORS 334.175.

Motion: Ms. Adams moved, seconded by Ms. DeHaven. The motion carried unanimously, 4-0.

8. REPORTS AND DISCUSSION

A. Student Communication

Cody Johnson reported Willamette Leadership Academy (WLA) recently began to offer an aviation class. The curriculum had improved from when the class was offered in the past. Students were learning to use a variety of smart phone applications applicable to flying. WLA recently purchased a flight simulator for student use. He had solicited information from other students about what they liked about WLA. Students liked the school's routine and staff was supportive of students. One student liked the leadership class taught at WLA. He heard from students that staff members were dedicated instructors, and that the students trusted the staff. He appreciated staff who worked at WLA which was an unfunded school. He invited Board members to the awards ceremony scheduled for February 11, 2016 at the National Guard Armory in Springfield. He was concerned that WLA did not participate in athletics because as a charter school did not have money to fund those activities although many students would like to participate in competitive athletics. Many students lived a great distance from WLA and transportation for after school activities was an issue.

Sabrina Gross reported that J Term at the Academy of Arts and Academics (A3) had taken place in January 2016. A focus of this semester's curriculum beginning in February was chemistry, food science, and economics which would lead up this semester's confluence project, food carts. She asked Board members to encourage students who were interested in attending A3 to attend one of the weekly information nights where prospective students would receive information about A3. The A3 Governing Board was scheduled to meet on February 22, 2016, mid-year reviews were scheduled for March 3 and 4, 2016, and portfolio reviews were scheduled for March 5, 2016. The A3 student written and produced winter play would be presented February 26 and 27, and March 3, 4, and 5, 2016.

Stevie Poole reported that 21 new students began attending Gateways High School (GHS) during the third term. The recognition assembly was scheduled for February 8, 2016. Phoenix Friday, scheduled for February 12, 2016, would feature several classes, including math, a tour of the science labs at the University of Oregon (UO), monsters, the history of law, all about Disney, and Valentines crafts. Beginning February 10, 2016, all doors in the Memorial Building would be locked to provide extra security, and students would need to use a code to enter the building. She said six students completed their graduation requirements last quarter and they would be back to participate in graduation in June 2016. She was graduating this year!

Nick Romig reported that Thurston High School (THS) recently began a new semester. Leadership was planning the prom and the Mr. and Ms. THS Pageant. Students had a fund raiser at Papa's Pizza on January 22, 2016 for the Mr. and Ms. THS Pageant. The Sweet Heart Dance was scheduled for February 13, 2016. Students recently held a coat drive at a basketball game where they collected over 100 coats that were donated

to Brattain House for Springfield students and families. THS recently started a college readiness class for juniors. THS would add Latin, Japanese and German to the foreign language curriculum, which currently offered Spanish, and psychology was being considered as an addition to the curriculum. Candy Roses were being sold and the choir was performing Valentines, as fund raisers.

Mr. Light thanked the student leaders on behalf of the Board for attending tonight's meeting.

In response to Ms. Adams, Nick Romig understood the 2016 graduation ceremony would be held at the Hult Center for the Performing Arts.

B. Superintendent Communication

Superintendent Sue Rieke-Smith reported that she, Mr. Light and Ms. McCulley recently traveled to Washington, D.C. to participate in the Eugene/Springfield United Front lobbying effort. She was proud and honored to be part of the United Front delegation. She had visited Ridgeview Elementary School today, where she observed great things happening in kindergarten and in the other classrooms. She was optimistic that Ridgeview and the District's other elementary schools would continue to improve their reading, writing and math capacity, which would allow the District to meet its benchmarks for 3rd grade. She gave a shout out to Ms. Furtwangler for the coding work the TRDR students were engaged in.

C. Board Communications

Ms. DeHaven recently participated in a clothing drive at her place of employment where coats, socks and underwear were collected for the Brattain House. She planned to volunteer at the *Game of Life* with 5th graders at Thurston Middle School (TMS).

Ms. Boyst said she recently participated in the *Game of Life* at Hamlin Middle School (HMS) which was student led by the leadership class. She planned to attend the Springfield Education Foundation meeting on February 9, 2016.

Ms. Adams reported she had been attending basketball games. She recently received a graduation announcement from former student board representative Joey Palermo from a college in Phoenix, Arizona.

Mr. Light offered a report on the annual United Front trip to Washington, D.C. The United Front was a consortium of the City of Springfield, City of Eugene, Lane County, Lane Transit District, Willamalane Park and Recreation District (WPRD), and Springfield Public Schools (SPS), which advocated for resources that made the community more livable. The focus of the trip was often economic development because it encompassed livability, education, and other common issues. This year emphasis was River Districts 2021, which was an attempt to leverage the notoriety of hosting the 2021 International Association of Athletics (IAAF) World Championships. The event organizers estimated that 1,000 athletes accompanied by their coaches and trainers, 3,000 members of the media, and 35,000 visitors a day for ten days, would attend the event. The television audience was estimated at 3 billion viewers. He added United Front representatives met with the Economic Development Administration (EDA). The Eugene/Springfield area was one of 24 communities in the nation identified with the Investing and Manufacturing Communities Partnership (IMCP) designation. The IMCP identified priorities for grant funding of transportation, housing, education, and parks and recreation programs. This designation for SPS could address the issue of cross laminated timber products that would be used in HMS. Laminated timber products was ground floor technology and differed from glue laminated timber products. Laminated timber products used smaller pieces of wood in an environmentally friendly resin, was structurally sound and seismically more flexible than concrete and steel. If this industry moved forward, it could reenergize the timber industry in the Eugene/Springfield area. There was currently only one mill that manufactured laminated timber products in the United States, in Riddle, Oregon. United Front delegates also met with representatives of the federal Environmental Protection Agency (EPA), who were very interested in those products. The EPA had suggested that the United Front organization should host

a regional economic summit to explain the product and perhaps invite Group of 7 (G-7), the world's economic powers, to share information about this new technology. The United Front received support for Career and Technical Education (CTE) expansion in the schools. Some members of the delegation met with the American Association of School Administrators (AASA) about the Promise Neighborhoods, where they learned about the Carl D. Perkins Grant, which SPS used to fund the CTE program. The federal agencies emphasized the importance for school districts to engage with the business community. SPS had made contacts with the business community and established partnerships. Some members of the delegation had met with Congressman Peter DeFazio's staff, Trevor Jones, who was excited about learning about education. Some members of the delegation met with the House Education Workforce Committee, which was excited about the passage of The Every Student Succeeds Act (ESSA) and SPS' post-secondary relationships with Lane Community College (LCC) and the University of Oregon (UO). Some members of the delegation also met with Senator Ron Wyden and Senator Jeff Merkley. Lane County Commissioner Jay Bozievich said temporary housing would be needed for the athletes and others who attended the 2021 IAAF World Championships. He suggested that housing could be built in the Glenwood area of Springfield, and converted to affordable housing after the games were completed. Such an endeavor would need funding support from the federal government. Some delegates met with the Director for the Oregon Governor's Office in D.C. about issues important to the United Front delegation, particularly the CTE grants. Some delegates visited the U.S. Department of Education which continued to fine tune the ESSA and potential for the program. SPS was asked to be involved as the Department of Education worked through the interpretation of the ESSA. He added the EPA was excited about the possibilities. The EPA had discussed the environmental workforce opportunities related to brown fields, for which a curriculum had been developed. Currently, the only curriculum was at the college level, but Mr. Light suggested sharing the work already done by SPS students on the Wet Well project with the EPA staff, that could be a CTE strand through SPS environmental sciences offerings. One United Front delegate met with the Legislative and Public Affairs Officer for the Association of Career and Technical Education (ACTE) who provided information on grant possibilities and other funding sources. He suggested that SPS should join the organization, which published a monthly newsletter and had a blog. The delegation met with Congressman Peter DeFazio who was supportive of the proposals put forth by the United Front. WPRC was seeking support for a trail system out to Mt. Pisgah which contained over 5,000 acres of park land. Mr. Bozievich talked about a connector for the trails that would go to Lowell and Oakridge, connecting various trails into the Eugene system, out to Fern Ridge. The delegation discussed the needs for the 2021 IAAF World Championships, noting Track Town USA was responsible for the events that took place at the track and field venues, but the communities were responsible to addressing everything that took place outside of the actual venues. He thanked SPS for allowing him to participate in the United Front events, and Ms. McCulley and Dr. Rieke-Smith for providing him support for the trip.

Mr. Light asked staff to distribute an article from Educational Leadership on how poverty affected classroom engagement. He suggested the Board should have a discussion at a future meeting on the Better Oregon Campaign, and engage in a conversation with local businesses about the campaign.

Mr. Light addressed Cody Johnson's comments related to funding for WLA. He said as a SPS school, WLA was family and SPS and the Board should help develop a solution for funding athletics. He suggested Cody could talk with Director of Secondary Education Kevin Ricker about the logistics.

In response to Ms. Adams, Cody said WLA started in Eugene as a charter school, noting charter schools were responsible for raising their own money.

Ms. Adams asserted that WLA was funded by SPS just as the other SPS schools.

Mr. Light added that school funding came from the State of Oregon. When charter schools were affiliated with a district, funding passed through the district, and 95 percent of the funding passed through to WLA. He

thought WLA may not have the economies of scale other SPS schools had that allowed support of school activities and athletics.

Ms. McCulley reported that the Hamlin Middle School groundbreaking was scheduled for February 18, 2016.

9. OTHER BUSINESS

The Board had no other business.

10. NEXT MEETING

Mr. Light said a Mid-Year Planning Meeting was scheduled on February 22, 2016, at 4:00 pm.

11. ADJOURNMENT

With no other business, Chair Light adjourned the meeting at 8:28 pm.

(Minutes recorded by Linda Henry)