

BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No. 19 Board of Education was held on August 14, 2023.

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

Board Chair Jonathan Light called the Springfield Board of Education meeting to order at 7:00 p.m. and led the Pledge of Allegiance. Following the Pledge of Allegiance, Vice Chair Kelly Mason read the following 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 Jonathan Light, Board Vice Chair Kelly Mason, Director Ken Kohl, Director Nicole De Graff and Director Emilio Hernandez.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Dustin Reese, Brett Yancey, Martie Steigleder, Brian Richardson, Jeff Michna, Whitney McKinley, Jeff Fuller, Joyce Johnson, Don Hakala, Lonnie Usrey, Jonathan Gault, Carla Smith, Kari Isham Shelton, Melissa Locke, Jerami Campbell, Shelley Nurre, Kimberlee Pelster, Joan Bolls, Jose da Silva, Kristen Noor, Erin Hunt, Russell Huff, Josh Donaldson, Kenny Weigandt, Michael Wargo, Sasha Chang, Mindy LeRoux and Armando Garcia.

2. APPROVAL OF THE AGENDA

Chair Light asked for a motion to approve the August 14, 2023 agenda as presented.

MOTION: Director Hernandez moved, seconded by Vice Chair Mason, to approve the August 14, 2023 agenda as presented.

Chair Light called for a roll call vote. Chair Light asked each Board member to indicate if they supported the motion in favor of approving the August 14, 2023 agenda as presented: Director Hernandez – Yes, Chair Light – Yes, Vice Chair Mason – Yes, Director Kohl – Yes and Director De Graff – Yes.

Motion passed, 5:0.

3. INTRODUCTION OF NEW ADMINISTRATORS

Jeff Fuller, Curriculum Coordinator
Lonnie Usrey, Assistant Principal, Two Rivers-Dos Rios
Armando Garcia, Assistant Principal, Guy Lee Elementary
Don Hakala, Principal, Centennial Elementary

4. PUBLIC COMMENT

Chair Light read the following statement concerning public comment:

This is the portion of our agenda for public comment. The board provides three ways for community members to share public comment: written public comment, in person oral public comment and virtual public comment. Written public comment is received via email. Public comment received via email for this evening has been reviewed by the Board and has also been posted on the District's website. The deadline for submitting a request for oral public comment was today at noon. Those who requested an opportunity to speak this evening were notified by the board secretary about their request.

We encourage groups with a common purpose to designate a spokesperson. If your comments will be covered by a group spokesperson, please indicate so when your name is called. I want to remind those members of the public who have indicated a desire to make comments that our policy provides for a limitation of three (3) minutes per person.

The Board will not hear comments regarding any school personnel. We ask those speaking to refrain from using names and titles of school personnel. Any complaints regarding a particular employee must be processed through the procedure set forth in Board policy KL, which requires that complaints be submitted in writing to the Superintendent. This procedure must be followed before there is any Board involvement with such issues. A compliment involving a staff member should be sent to the superintendent, who will forward it to the employee, their supervisor and the Board.

Speakers are reminded that their public comments will be limited to three (3) minutes.

There were no requests to speak publicly and there were no written statements received.

5. ACTION ITEMS

A. Approve Consent Agenda

1. July 31, 2023 Board Meeting Minutes
 2. Personnel Report, Resolution #23-24.003
 3. 2021-2022 Oregon English Language Learner Report, Resolution #23-24.004
 4. ~~Alternative Education Program Approval, Resolution #23-24.005~~
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MOTION: Director Kohl moved, seconded by Vice Chair Mason to approve the Consent Agenda.

Chair Light called for a roll call vote. Mr. Light asked each Board member to indicate if they supported the motion in favor of approving the Consent Agenda: Director Hernandez – Yes, Chair Light – Yes, Director Kohl – Yes, Vice Chair Mason – Yes and Director De Graff – Yes.

Motion passed, 5:0.

6. DISCUSSION

A. Growth and Evaluation Handbook

Dustin Reese began by sharing a brief overview of Senate Bill 290, which had passed in 2011 then again in 2012, teachers and administrators came together to study requirements and to refine the evaluation system, then to pilot the program that is in place today. COVID provided an opportunity to reevaluate the program. The committee convened in February of 2023, including teachers and administrators who represented the elementary, middle, high schools and instructional coaches. They focused on assessing the current handbook and processes to identify any positives/strengths, challenges/gaps and the key characteristics of an ideal evaluation process. The current evaluation had challenges, such as being too arduous and not allowing enough time for staff and supervisors to complete all their assigned tasks, there was an increased volume of probationary teachers, there were stable and experienced teachers wanting feedback and did not feel prioritized and their goal settings was less ambitious or thought out. The ideal evaluation process consisted of dedicating time for observations, setting goals for the teachers' growth and positive student impact, for equity within all domains, and for refined rubrics for different types of licensed positions, differentiating systems for probationary teachers with shorter timelines and the appropriate amount of time to complete tasks and to debrief with administrators. The changes being endorsed now are for probationary 1, 2 and 3 teacher evaluation cycle timelines and tasks, contract teacher evaluations cycle timelines and tasks and improved cycle changes. Future plans are to search for and use an equity and growth lens throughout the overview process, continued assessment and refining of the rubrics, access to tools and resources for teachers to use developing goals, connect building priorities and individual goals, further incorporate coaches and interventionists and making it easier to use the system TalentEd.

Director Hernandez was concerned that teachers may feel surprised or overwhelmed and remarked that many also have busy lives with children. He asked if Taylor would be involved with the equity overview and requested regular updates, with Taylor's reporting as to how that was functioning with the teachers and the committee.

Dustin Reese replied that teachers were not being asked to do extra work, but it would be the committee doing the extra work to assist them while they are trying to figure out how to craft their goals. In regards to the equity overview, he remarked that Taylor would not necessarily be in charge of that, but may receive an invite to serve on the committee or there may be some intersectionality with his equity committee.

Chair Light commented that it was nice to see their association working hand in hand with their HR department to accomplish the long overdue evaluation of the evaluation. He clarified that if approved in September, it would go into effect immediately. Mr. Light requested to have a look at it in the spring and to receive a sentiment from staff on whether it is actually working or not, to whether it is making a difference?

B. HB 2753, Compensation of Directors of District School Boards

Superintendent Hamilton shared that House Bill 2753 had been recently approved and signed by the Governor. The bill is to put forward the notion that compensation of directors at District School Board's would now be an option. Boards may consider it, but it is not a requirement and if they do choose to do so then boards may choose the amount, though not to exceed \$500 per month per board member. If the Board approves this, individual directors may choose not to receive the stipend. Mr.

Hamilton was interested in knowing if the Board wished to learn more, discuss this as a board or begin the process of preparing proposals and resolutions for board consideration. Director Mason asked if there was a draft policy released.

Mr. Hamilton answered that OSBA is working on a sample policy that they will share with boards in the upcoming weeks.

Director De Graff, on a side note requested that her questions and their answers be included in his proposal when next discussed. She would like to have the community's thoughts on the matter, then asked if the resolution is approved, could board members donate their stipend.

Director Kohl felt that it was a worthwhile discussion. His understanding was that it would also need to be passed into the budget and would not go into effect until the next school year.

Mr. Hamilton replied that it does have an emergency clause that declared it in-effect immediately. Mr. Hamilton and Mr. Yancy discussed taking a look at the existing budget to see if there were opportunities within the budget to cover these expenses or whether they would need to revisit the Board to adjust the budget.

Chair Light concluded that the Board would like more information on the subject. He felt Director De Graff's comment concerning obtaining the community's thoughts on the matter was a good one and he was in agreement with that.

7. REPORTS AND INFORMATION

A. Summer Learning and Engagement Programs

David Collins introduced; **Melissa Locke**, Federal Programs and Grants Coordinator.

Ms. Locke shared that part of her job was in overseeing summer learning and it happened to be the one of the most rewarding parts of her job. Willamalane engaged 2008 students in grades pre K - 12 in summer learning programs within Springfield, just in their internal service tickets. State Summer Learning funds were not received, and even though they had a smaller budget they were still able to serve nearly the same number as they had the previous year, ensure any student the opportunity to attend and continue to recruit staff and students early. Extra efforts were made to ensure that the priority focal groups of students were able to access program information, complete the registration and benefit from the programs. Information is shared with families at student's IEP meetings, the English Language Development staff get information out to their families in their home languages, the Homeless Liaisons and the Family Resource coordinators connect with the families to ensure they have access to the site and all registrations were accepted through the third week of the program. The programs are designed to meet the unique needs of their learners, including support from special education teachers and assistants, behavior teachers and assistants, school psychologists and many, many more supports. The use of their student information system Synergy, facilitated the process of getting critical information to staff in the summer program. The longest running program is KITS, which is specifically for incoming kinders to help prepare them and their families to be ready for kindergarten. At present 78 students are being served within four English groups and one Spanish group. The program SPARK is a 14-Day Camp and serves K - 7th grade. 1,162 students across seven sites attended this year. Students receive content and project-based learning, hands-on infused with art and science and math connecting all of those together. Students have a recreation component, social and emotional community building, academic skill practice time and engage in activities of their choice. The Middle School Summer Experience held a two-day camp for sixth grade students yesterday. Students engage in activities to help them transition into middle school.

Ms. Locke noted that when last she checked, 288 students across four middle schools had registered for the Summer Experience, but that number had probably already increased. Entity partners really make the programs a lot more meaningful and really enrich the experience for the students. Those partners include Willamalane, Lane Arts Council, the Springfield Library, Ophelia's Place, Connected Lane County, Arc of Lane County and Decision Education Foundation. The Strong Art Program is for incoming ninth grade students into Springfield and Thurston High Schools. 142 students participated in the week-long program, which is held in partnership with the Decision Education Foundation (DES). The High School Credit Recovery program is offered for four weeks in July. There were 347.5 credits earned by 349 students. This has increased the graduation rate, with 34 additional seniors graduating on time thanks to this opportunity. The DEF helps with much of the financial costs associated with this impactful program.

Michael Wargo, Executive Director at Willamalane; **Kenny Weigandt**, Director of Community Engagement; and **Chase Newton**, Director of Recreation Services were present to highlight their 1PASS Program. Mr. Wargo first expressed his appreciation for all of the important work the Board and the staff do and what an absolute honor it is to collaborate with the Springfield Public Schools (SPS). He discussed the following 1PASS information.

- 1PASS is a summer destination pass to be utilized by students and kiddos up to the ages of 18.
- Unlimited transportation on LTD buses is included for those ages 18 and under.
- 16 amazing destinations are available in Springfield and Eugene, and can be visited all summer long.
- Each destination is activity-based with some cultural enrichment.
- Normally a 1PASS costs a one-time fee of \$60, but this year through the partnership between the Springfield School District and Willamalane they are able to offer at no cost, free 1PASSes for 3,846 students.
- 150 of the 5,500 passes have been earmarked for students who are homeless, in poverty, bilingual or have other family circumstances that would make it difficult to get there within the first week of sale.

Kenny Weigandt said this year the team wanted to separate the Outreach and Marketing and Operations of the 1PASS. Their current goal is to make it as fair as possible because now the financial barrier has been removed for Springfield Public School students. Last year Willamalane had 5,000 passes and the City of Eugene had 5,000 passes. This year they have each increased that number to 5,500. Of Willamalane's total 5,500 passes, up to 4,000 of Springfield Public School students are eligible to receive one at no cost. Last year 68% of total 1PASSes sold were SPS students, this year it is 70%. Anyone in or out of the district from Willamalane's district boundaries can purchase the pass. Last year the passes were scanned 50,000 times and each year they have actually seen that usage rate increase. Last year the team found gaps between schools, noticeably in the elementary levels. The goal was to level that out as much as possible. They activated their entire marketing campaign, but found that the digital marketing was especially impactful, as well as the use of their social media as more of a platform. They worked with PTOs, schools, and with family resource coordinators to help reach students. Both Spanish and English materials were available and bilingual staff are at Willamalane's sales counters, available to help answer questions.

Chase Newton discussed some of the challenges they faced with the 1PASS. One of the biggest challenges was the overwhelming demand for the pass. The first sale day presented long wait lines. They regrouped that night to adjust their delivery method and on the second day they had cut the wait time down by half. They will continue working to improve the 1PASS distribution and also to streamline some of the processes so that Eugene's and Willamalane processes are uniform.

Dave Collins added that previously they had received state funding to support and launch summer learning programs and they had learned a lot through community partnerships. The state did not continue funding that, but the District is committed to keeping it going and has set aside funds to ensure its continued success.

Director De Graff commended Willamalane for their programs, their transparency and in their communications through regular updates.

Director Hernandez thanked Willamalane. He enjoyed seeing just how happy all of the bilingual, at risk, and those with disabilities students were with their 1PASS.

Chair Light stated that he believes the 1PASS program underscores the power of partnership. He thinks the program is too important for the State not to be involved in building the program out to the extent that it can be.

B. Save the date: OSBA Annual Convention , November 10-11, 2023, Portland
Superintendent Hamilton announced that the Fall Conference will be approaching quickly. The Lodging opens up around Labor Day. He urged them to get in on the queue to arrange hotel reservations and asked Board members to hold the date for November 10th - 11th, 2023. More information would soon be made available.

Chair Light added to the calendar the National School Board Association National Conference, held in New Orleans on April 6th - 8th, 2024.

C. Superintendent Communication

Superintendent Hamilton expressed great appreciation to Willamalane and all those involved in these tremendous programs. He added that people at the conferences are always in awe of the Team Springfield partnership (Willamalane, City of Springfield, Springfield Utility Board and Springfield Public Schools).

He declared that it is truly a special and successful relationship. School supervisors, administrators and confidential employees returned to work on July 31, 2023. Early Career teachers and new teachers to the District will begin next week.

- Next Wednesday night at Lively Park, the Springfield Summer Celebration will be held.
- October 7, 2024 the fundraiser “SEF Night of 11,000 Stars” will be held.

Mr. Hamilton thanked all who were able to make the recent conference. They had some good discussions on how they can continue to make Springfield a great place.

D. Board Communication

Chair Light shared that he would like to figure a way, that as a Board they can become more proactive in determining future agenda items. Any information that Board members can send forward is helpful in planning future meetings. He attended the conference, taking in functional workshops. He enjoyed a dynamic conversation around the importance of community engagement. Mr. Light attended the Springfield Drifters game and found the stadium to be an amazing facility and an amazing partnership.

He noted that it was apparent from the last regular meeting in June, that the Board needs to change the Public Comment procedure and update and revise the meeting brochure to help people navigate the new terrain. He would like to have a short Board Retreat since they have two new members. In conclusion, he stated that the publication “Education Week” addresses many of the hot topic issues in

education from around the nation. He felt it would be beneficial for professional development and would like to discuss obtaining a subscription for the Board. It is also available in digital content.

Director Hernandez shared that he had also attended the conference and enjoyed the workshops.

Director Kohl shared that he liked Chair Light's thought on being proactive toward meeting preparations. He noted that it is helpful to have a guideline, to know what are regular events and agenda items so that they are able to build on those.

Director De Graff shared that she had attended the OSB Summer Conference. She attended four workshops and enjoyed them all, but enjoyed Oregon's Literacy Framework workshop the most. Ms. De Graff will be attending the November conference. She remarked, there were too many good workshops and information that she just did not have the time to take them all in during the course of one weekend. She valued the making of connections with the rest of the Boards, Brett Yancey and Superintendent Hamilton the most.

Vice Chair Mason shared that she appreciated the opportunity to get together with other board members and chat, in addition to attending a few sessions. Her highlight was in meeting the many newly elected board members and to network with neighboring districts.

8. NEXT MEETINGS

August 28, 2023 Board Work Session at 5:30 p.m.

September 11, 2023 Board Business Meeting at 7:00 p.m.

Chair Light thanked everyone for attending.

8. ADJOURNMENT

With no other business, Chair Light adjourned the meeting at 8:45 p.m.

(Minutes recorded by Trenay Ryan, Lane Council of Governments (LCOG))