

Gresham-Barlow



School District

BOARD OF EDUCATION

Board Work Session

AGENDA

November 2, 2017

BOARD OF EDUCATION
November 2, 2017

Regular Board Meeting / Work Session – 6:00 p.m.

**Large Conference Room
Public Safety and Schools Building
1331 NW Eastman Parkway, Gresham, OR**

I. CALL TO ORDER

II. ROLL CALL

_____ Kris Howatt, Chair	_____ Kathy Ruthruff, Director
_____ Sharon Garner, Vice-Chair	_____ Blake Petersen, Director
_____ Carla Piluso, Director	
_____ John Hartsock, Director	
_____ Matt O’Connell, Director	_____ A. Katrise Perera, Superintendent

III. APPROVE MEETING AGENDA

IV. ACTION ITEMS

First Reading

None.....n/a

V. INFORMATION ITEMS

None.....n/a

VI. DISCUSSION ITEMS

1. Academic Audit: First Draft.....	Perera
2. Fundraised Out-of-State Field Trips.....	Ketelsen

VII. RECESS INTO EXECUTIVE SESSION ORS 192.660(2)(d), Negotiations

3. Negotiations Update.....Hiu

RECONVENE INTO REGULAR WORK SESSION

VIII. ANNOUNCEMENTS

Nov. 2, 2017: Board Business Meeting - 7 p.m.
Council Chambers
Public Safety and Schools Building

IX. ADJOURN

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors
FROM: A. Katrise Perera
DATE: November 2, 2017
RE: No. 1 – Academic Audit: First Draft

EXPLANATION: Felicity Educational Services (FES) conducted an academic audit for the Gresham-Barlow School District. The research, extensive interviews, classroom walkthroughs, online surveys and dialogue with students provided a tremendous amount of insight, data, and unique perspectives on the District. FES found every District representative responsive to questions, generally enthusiastic to be participating in the audit and authentic when discussing the District. The online survey results, predominately completed by parents, also demonstrated the positive vibe these community members feel about Gresham-Barlow.

Strength: In addition to a genuine desire to improve the experiences of students, FES found people to be honest about their likes and dislikes of District practices and protocols. This sincere, relatively accurate, assessment of strengths and weakness, and the apparent willingness to improve set the stage for substantial growth. Staff understands the complex and difficult work of educating students of varying socio-economic situations and ethnicities. During classroom visits, students were engaged, positive and generally ready to learn. Traditionally, the District allowed substantial autonomy in buildings and classrooms so programs have grown organically. There are choices for students, especially for high school students, including an alternative setting (small environment), International Baccalaureate program and a tradition starting with Advanced Placement options. In many ways, Gresham-Barlow is on the cusp to become a great District for all students, with the administration, faculty and staff willing to perform the work necessary to achieve these lofty goals.

Areas of Potential Growth: Felicity Educational Services has identified the following areas that could help Gresham-Barlow School District improve.

Unifying Vision, core beliefs and focus to align the District: From a systems approach, growth and consistency would be realized by developing a clear and concise focus for all District employees.

Curriculum: Based on best practices, participant insight and research, classroom outcomes can be improved by defining

“curriculum,” establishing exemplar documents and protocols, and establishing a more robust accountability system for students and staff. Discussions should include:

- Guaranteed and viable curriculum
- Formative and common assessments
- Curriculum design consistency
- Vertical integration

Technology: With more and sufficient hardware and broadband capabilities, the District could begin to shift technology focus to instructional technology. Efforts should be systemic and designed to infuse the use of technology into the curriculum. With the enormity of this task, it is difficult for “structure”/hardware-focused individuals or administrators, also responsible for teaching and learning, to lead.

Opportunities for Students:

- HR- Hiring, Attendance, On-boarding: Gresham-Barlow should consider reviewing human resource protocols and practices for efficiencies to allow some decisions on hiring to be localized and incentivize better staff attendance.
- Equity: With changing demographics, the District has begun working on issues related to equity and poverty. These early stages, while commendable, should be enhanced and systemized as much as possible to ensure positive change is occurring throughout the organization.
- Interventions: The extent of interventions in buildings is a school-by-school choice. With very limited interventions in high school, and few in math, the District should look to establishing District best practices and protocols. While there are successful pockets, the system is not as equipped as staff, parents and administrators would like.
- Leveraging new opportunities: The District should continue to examine the fidelity of current offerings (from a systems lens) and determine which programs at various schools are best for District students. Replicating successes across the District (like AVID, PBIS...) and creatively working on community resources, such as business partnerships and alternative options for students, could add substantial value to the educational experiences provided by Gresham-Barlow.

Obstacles and Threats: With any organization or change process, obstacles to success exist. While these roadblocks can be overcome, consideration and planning must occur to avoid pitfalls. Please consider:

- Initiative Fatigue: There have been a number of initiatives, and many of these improvement plans have not been sustained over time. Whether redone, ignored and replaced with new initiatives, the many initiatives have led to staff fatigue. Perhaps, in the future, this may mean fewer goals, more clear direction, and a promise of a long-term commitment.
- Mistrust: As in any organization, there are groups at Gresham-Barlow that rightfully have different priorities. Over time, these conflicts have manifested themselves in divergent thinking and

some mistrust. Open and honest dialogue should continue to be valued. During negotiation times this can be more difficult. Another way to describe mistrust could be the problem of inertia: a mentality believes in the status quo and/or in outlasting this initiative/leadership.

- Skill: Some of the suggested areas to consider involve creating, developing, improving or rethinking some responsibilities. There will be areas of focus like technology, curriculum design or leadership where people will need some professional development, mentoring or other skill work.
- Historical autonomy (versus consistency): The District has a tradition of local autonomy that can conflict with system consistency. Attention must be given to this dynamic.
- Mismanagement: Careful attention must be applied to the institutional process of change and accountability to ensure consistency and resiliency.
- Will: Unfortunately, in some instances initiatives and change will be threatened by people's unwillingness to change. While not a skill issue, this involves a true willingness to change behavior and empathize with people in different circumstances. The areas of poverty, equity and interventions are more likely to experience this reality.

This report of findings will serve to provide recommendations and commendations using a research-based diagnostic tied to the AdvancED Standards for Quality. These standards are comprehensive statements of quality practices and conditions that research and best practice indicate are necessary for schools/districts to achieve quality student performance results and organizational effectiveness. The indicators are operational definitions or descriptions of exemplary practices and processes. When seen together, the indicators provide a comprehensive picture of each of the standards. Supporting data is generated from site assessment results. Gresham-Barlow school leaders and staff are committed to providing the best possible experiences for the students and community of the District. There are great teachers and high levels of learning throughout the District. At the same time, there are opportunities to create a more systems approach to the academic programs to ensure all students benefit from the efforts of all Gresham-Barlow employees.

PRESENTER: A. Katrise Perera
Mike Nekritz, Felicity Educational Services

SUPPLEMENTARY MATERIALS: None

RECOMMENDATION: This report is being provided as information only.

REQUESTED ACTION: No action is required at this time.

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GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

TO: Board of Directors

FROM: A. Katrise Perera
Teresa Ketelsen

DATE: November 2, 2017

RE: No. 2 - Fundraised Out-of-State Field Trips

EXPLANATION: Information was brought to the October 19 board work session for discussion in regards to fundraised out-of-state field trips. At that time, the board requested information on the number of trips programs have taken in the past five or six years.

The district has followed guidelines to approve fundraised out-of-state field trips occurring every other year for any particular program. This was put in place to help relieve the financial burden from the families of students who want to commit to participate in these enrichment field trip opportunities. Over the past couple of years, these guidelines have become less clear and more complex to follow, especially when it comes to attending competitions or traveling to see or participate in a performance.

Both the information sheet shared at the October 19 work session and the requested data are included as supplementary materials. During the meeting this evening, the district and board would like to have a discussion leading to a clear process that can be communicated to schools.

PRESENTER: Teresa Ketelsen

SUPPLEMENTARY
MATERIALS:

1. Out-of-State Travel Discussion Information
2. Out-of-State Travel 2009 - 2017

RECOMMENDATION: This item is being provided as information for discussion.

REQUESTED ACTION: No formal action is required.

TK:sa

Out-of-State Travel

Discussion Information for Board Work Session

Background:

As indicated in the Executive Summary, this practice/guideline has followed varying degrees of compliance, given the intricacies of application for various groups (sports, clubs, competition, co-curricular). Recently, GBSD High School administration has examined this practice, and the complexities in application without clarity.

Rationale:

The schools are concerned with the equity of application, and of individual students' ability to participate in out-of-state travel. There also is a degree of concern regarding the financial impact on families, students and the community given some of the higher-cost trips.

Likewise, there has been extensive discussion about the appropriateness of a school-related activity that can cost individual participants upwards of a thousand dollars per student in fundraising and student/family contributions. It is recognized that the experience is valuable to students both within the realm of experiential learning, and within social bonding over learning/experiencing/competing in these events. We also request consideration of the other fees associated with the students' participation in these classes and activities that is in addition to these trips (participation fees, equipment, instruments, uniforms, food when traveling on other in-state trips).

Finally, it is also recognized that relatively local, low-cost out-of-state travel is considerably different (Redding, CA or Seattle, WA, vs. Florida, Chicago, New York). Events such as team camps at Eastern Washington University, weekend music trips to Seattle, or tournaments in Boise, Idaho where teams stay in dorms and may use parent transportation or buses are significantly different than the larger, more-extensive experiences that some groups propose.

Proposal:

In discussions between the high schools, it would seem reasonable to formalize these agreements in "tiers". Considering the exponential cost, it could be deemed reasonable to allow leaders/ coaches/ teachers to plan in advance for major trips, while relatively low cost ones could be managed on a more regular basis.

We would propose the following levels be considered. While cutoff points can be adjusted, this would provide a reasonable level of expectation for families and students, as well as opportunity to plan in advance for major fundraising needed for large trips.

The per-student expenses should include travel (bus, car rental, shuttles and airfare), meals (per-diem when students are on their own, and group meals paid as an overall cost), lodging, and associated expenses for the event (registration, activities, event fees). These

costs would include those paid for by the ASB account, regardless of individual-student expected contributions.

Programs would be approved to travel out-of-state under the following guidelines. A program is defined as one activity, such as “choir”, “band”, “football”, and “dance”, **not as** separate “groups” within an activity. If a program travels under any of the following Tiers, they will not be allowed to travel again until the waiting period expires to complete that term. For example, if a program travels under Tier 3, they may not travel out-of-state again until the next third year following that trip. At that point the program can request approval for a tier 1, tier 2 or tier 3 out-of-state trip.

- Tier 1 – Annual Up to \$350
- Tier 2 – Every 2 Years \$350-\$700
- Tier 3 – Every 3 Years \$700+

**HS Out-of-State Fundraised Events
2009-2017**

GHS			SBHS		
March 2014	New York, NY	Argus students at convention	April 2011	Charlotte, NC	Academic Decathlon
March 2012	New York, NY	Argus students at convention	March 2011	Boise, ID	Academic Decathlon
July 2011	Tacoma, WA	Yearbook staff	April 2010	Omaha, NE	Academic Decathlon
March 2009	New York, NY	Argus & Yearbook	March 2017	San Francisco, San Jose	Concert Choir
April 2009	Seattle, WA	AVID Classes	April 2014	Seattle, WA	Concert Choir
March 2013	Anaheim, CA	Cheerleading Competition	March 2012	Anaheim, CA	Concert Choir
May 2017	San Francisco, CA	Overtones	Feb 2011	Seattle, WA	Concert Choir
March 2016	Orlando, FL	Concert Choir	March 2009	Seattle, WA	Concert Choir
March 2015	Anaheim, CA	Overtones	April 2013	Seattle, WA	Symphonic Band
March 2014	New York, NY	Concert Choir	March 2012	Anaheim, CA	Symphonic Band
March 2013	San Diego, CA	Overtones	Feb 2011	Bellevue, WA	Symphonic Band
March 2012	Orlando, FL	Concert Choir	Mar 2009	Anaheim, CA	Symphonic Band
March 2011	Anaheim, CA	Overtones	Feb 2009	Spokane, WA	Solo Musicians
Feb 2011	Seattle, WA	Concert Choir	June 2017	EWU, Cheney, WA	Barlow Football camp
March 2010	San Francisco, CA	Concert Choir	June 2016	Cheney, WA	Barlow Football camp
May 2009	Vancouver, BC	Overtones	June 2015	Boise State	Barlow Football Camp
March 2009	Tacoma, WA	Concert Choir	June 2013	Boise State	Barlow Football Camp
June 2017	Anaheim, CA	Wind Symphony Clinic	June 2012	EWU, Cheney, WA	Barlow Football camp
June 2016	Anaheim, CA	Jazz Ensemble	June 2011	EWU, Cheney, WA	Barlow Football camp
March 2015	San Francisco, CA	Wind Symphony Clinic	June 2009	Boise, ID	Barlow Football camp
March 2014	Seattle, WA	Jazz Ensemble	June 2016	Moses Lake, WA	Equestrian Team
March 2014	Seattle, WA	Wind Symphony Clinic	June 2016	Lincoln, Nebraska	Nat'l Thespian Festival
March 2013	San Diego, CA	Jazz Ensemble	June 2018	Lincoln, Nebraska	Nat'l Thespian Festival
March 2013	Seattle, WA	Wind Symphony Clinic	March 2017	Anaheim, CA	National Cheer Competition
March 2012	Orlando, FL	Wind Symphony Clinic	March 2016	Anaheim, CA	National Cheer Competition
May 2011	Seattle, WA	Jazz Ensemble	March 2013	Anaheim, CA	National Cheer Competition
May 2011	Seattle, WA	Wind Symphony Clinic	March 2012	Anaheim, CA	National Cheer Competition
Sept 2013	Boise, ID	Cross Country	March 2017	St. Louis, MO	Raquetball Nationals
Sept 2011	Boise, ID	Cross Country	February 2015	St. Louis, MO	Raquetball Nationals

**HS Out-of-State Fundraised Events
2009-2017**

GHS			SBHS		
April 2013	Anaheim, CA	DECA Club	June 2018	Ft. Lauderdale, FL	Speech & Debate Competition
May 2012	Salt Lake City, UT	DECA Club	Feb 2018	Stanford, Palo Alto, CA	Speech & Debate Competition
April 2011	Orlando, FL	DECA Club	Jan 2018	Tacoma, WA	Speech & Debate Competition
April 2009	Anaheim, CA	DECA Club	Dec 2017	Ridgefield, WA	Speech & Debate Tournament
May 2016	Phoenix, AZ	Int'l Science Fair	August 2017	Cle Elum, WA	Speech & Debate officer retreat
May 2014	Los Angeles, CA	Int'l Science Fair	June 2017	Birmingham, AL	Speech & Debate Competition
May 2013	Pittsburgh	Science Fair Finalist	Feb 2017	Berkeley, CA	Speech & Debate Competition
March 2010	Seattle, WA	Key Club	Dec 2016	Ridgefield, WA	Speech & Debate Competition
Dec 2013	New York, NY	Theater/Drama	June 2016	Salt Lake City	Speech & Debate Competition
June 2013	Lincoln, Nebraska	Theater/Drama	January 2016	Tacoma, WA	Speech & Debate Competition
June 2010	Lincoln, NE	Theater/Drama	December 2015	Ridgefield, WA	Speech & Debate Competition
June 2009	Lincoln, NE	Theater/Drama	October 2015	Tacoma, WA	Speech & Debate Competition
March 2012	Stanford, Palo Alto, CA	Track and Field	June 2015	Dallas, Texas	Speech & Debate Competition
March 2018	Phoenix, AZ	Varsity Baseball	January 2015	Phoenix, AZ	Speech & Debate Competition
March 2017	Orlando, FL	Varsity Baseball	October 2014	Walla Walla, WA	Speech & Debate Competition
March 2015	Phoenix, AZ	Varsity Baseball	June 2014	Overland Park, Kansas	Speech & Debate Competition
March 2014	Phoenix, AZ	Varsity Baseball	February 2014	Stanford, Palo Alto, CA	Speech & Debate Competition
March 2012	Phoenix, AZ	Varsity Baseball	June 2013	Birmingham, AL	Speech & Debate Competition
March 2009	Glendale, AZ	Varsity Baseball	Feb 2013	Berkeley, CA	Speech & Debate Competition
Dec 2016	Vancouver, WA	Wrestling Tournament	Nov 2012	Walla Walla, WA	Speech & Debate Competition
July 2011	Tacoma, WA	Wrestling Tournament	Feb 2012	Henderson, NV	Speech & Debate Competition
			Feb 2012	Berkeley, CA	Speech & Debate Competition
			Dec 2011	Alta, Utah	Speech & Debate Competition
			Nov 2011	Walla Walla, WA	Speech & Debate Competition
			June 2011	Dallas, Texas	Speech & Debate Competition
			April 2011	Lexington, KY	Speech & Debate Competition
			Feb 2011	Berkeley, CA	Speech & Debate Competition
			Nov 2010	Walla Walla, WA	Speech & Debate Competition
			June 2010	Kansas City, MO	Speech & Debate Competition

**HS Out-of-State Fundraised Events
2009-2017**

GHS	SBHS		
	June 2009	Birmingham, AL	Speech & Debate Competition
	March 2009	Washington, DC	Speech & Debate Competition
	Feb 2009	Berkeley, CA	Speech & Debate Competition
	Nov 2008	Walla Walla, WA	Speech & Debate Competition
	April 2011	Arcadia, CA	Track meet - Ryan Crouser
	March 2017	Palm Desert, CA	Varsity Baseball Tournament
	Mar 2009	Phoenix, AZ	Varsity Baseball Tournament
	Oct 2011	Spokane, WA	Volleyball Tournament
	Oct 2010	Spokane, WA	Volleyball Tournament
	Sept 2010	Auburn, WA	Volleyball Tournament
	Dec 2011	Reno, NV	Wrestling Tournament
	Dec 2010	Reno, NV	Wrestling Tournament
	December 2008	Reno, NV	Wrestling Tournament

GRESHAM-BARLOW SCHOOL DISTRICT
1331 NW Eastman Parkway
Gresham, OR 97030-3825

Executive Session
Negotiations ORS 192.660 (2)(d)

TO: Board of Directors

FROM: A. Katrise Perera
James Hiu

DATE: November 2, 2017

RE: No. 3 – GBEA Negotiations Update

EXPLANATION: Time has been reserved on this evening's executive session of the board meeting agenda to receive an update from Brian Hungerford, lead negotiator for the district and members of the district's negotiations team (Sharon Garner, Teresa Ketelsen, and James Hiu) regarding the current status of contract negotiations with the Gresham-Barlow Education Association.

PRESENTER: James Hiu

SUPPLEMENTARY
MATERIALS: None

RECOMMENDATION: This summary is being provided as information only.

REQUESTED ACTION: No action is required.

AKP:sa