

GRESHAM-BARLOW SCHOOL DISTRICT NO. 10 JT.
Minutes of Regular Board Work Session

February 2, 2017

The Gresham-Barlow School District Board of Education held a regular work session on Thursday, February 2, 2017, in the council chambers conference room of the Public Safety and Schools building, 1331 NW Eastman Parkway, Gresham, Oregon.

The meeting was called to order at 6:05 p.m. by the vice-chair, Kris Howatt. Other board members in attendance were Sharon Garner, Kent Zook, Matt O’Connell, Kathy Ruthruff, and John Hartsock. Carla Piluso arrived at 6:10 p.m. and presided as chair for the balance of the meeting.

The following members of the superintendent’s cabinet were present:

| | |
|-----------------|---|
| Jim Schlachter | Superintendent |
| Teresa Ketelsen | Deputy Superintendent of Teaching and Learning |
| James Hiu | Deputy Superintendent of Secondary Education and Operations |
| Mike Schofield | Chief Financial Officer |
| Sara Huston | Executive Director of School Performance |
| John Koch | Executive Director of Student Support Services |
| Athena Vadnais | Director of Communications and Community Engagement |
| Randy Bryant | Executive Director of Human Resources |

Julie Evans, executive director of elementary education, was absent.

Gary Ray of Ray and Associates, Inc., was a guest presenter.

SUPERINTENDENT SEARCH PROCESS AND TIMELINE (6:05 p.m.)

Members of the superintendent search committee provided an update regarding the development of a process and timeline for filling the superintendent vacancy. They introduced Gary Ray of Ray and Associates, Inc., the search firm being recommended to assist with the search process.

The committee explained that the search process will include interviews and surveys to identify desired characteristics of a new superintendent and develop a profile. (Refer to the handout titled, “Search Consultant Interviews / Survey to Develop the Profile,” which has been appended to these minutes.)

As an introduction to Ray and Associates, Inc., Gary Ray provided a handout titled, “What Sets us Apart,” and summarized the firm’s background, experience, and services. He also provided a suggested process and timeline for the district’s superintendent search. (Refer to the appendices.)

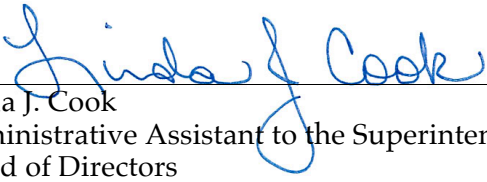
Following Mr. Ray’s presentation, he responded to questions of the board and superintendent’s cabinet.

ADJOURNMENT (6:47 p.m.)

The work session was adjourned at 6:47 p.m. A regular board business meeting followed in the council chambers at 7:00 p.m.

Note: These minutes were approved by the board on March 9, 2017.

Submitted by: _____


Linda J. Cook
Administrative Assistant to the Superintendent and
Board of Directors

GBSD Superintendent Search

Search Consultant Interviews/ Survey to Develop the Profile

Jan 30, 2017

| GROUP | INDIV one on one | FORUM small group 20-30 or less | SURVEY consultant tool | THOUGH EXCHG | NUMBERS |
|---|---------------------|---------------------------------------|------------------------------|-----------------|---------|
| Board | X | X | | | 7 |
| Cabinet | X | | | | 9 |
| Admin Directors - ELL/HS- ELL/MS-ELL/ES-ELL/ CURRICULUM/FEDERAL PROG/TECH/FACILITIES/INFO SYS/BUDGET/ACCOUNTING | | X | | | 11 |
| Cabinet Secretaries / HR Specialist | | X | | | 11 |
| Admin Classified - Bus/Tech/Sped/Fac/HR | | X | | | 25 |
| HS / MS Principals | | X | | | 8 |
| ES Principals | | X | | | 10 |
| Charter Principals | | X | | | 4 |
| Office Managers | | X | | | 2 |
| Head Secretaries / Office Managers | | X | | | 18 |
| Licensed Staff | | | X | | 550 +/- |
| Licensed - Association Leadership | | X | | | 8 |
| Classified Staff | | | X | | 400 +/- |
| Classified - Association Leadership | | X | | | 8 |
| DAC | | X | | | 36 |
| Key Communicators | | | X | | +/- 50 |
| Parents | | | | X | |
| Community at Large | | | | X | |
| Chamber Board | | X | | | 19 |
| Foundation Board | | X | | | 19 |
| Mayor | X | | | | 1 |
| City Council | | X | | | 6 |
| | 17 | 15 | | | |

GRESHAM BARLOW SCHOOL DISTRICT SUPERINTENDENT SEARCH *SUGGESTED* PROCESS AND TIMELINE

Items highlighted in yellow indicate an in-person meeting with the consultant(s)

| DATE | |
|---|---|
| Stage 1 Board Input & Preparation | 2/08/2017 Consultant planning meeting with the Board and individual Board member interviews. <i>(Time: TBD) (option to conduct via Skype or gotomeetings.com)</i> |
| | 2/09/2017 Begin preparing information for the District promotional flyer and online application form with the District liaison representative(s). |
| | 02/09/2017 Notify all associates and other professional contacts of vacancy. |
| | 02/10/2017 Contact constituents and stakeholders for input meetings on 02/28-03/01/2017 . |
| Stage 2 Profile Development & Process | 02/13/2017 Online survey link, for input on developing the profile, available on District website from 02/13/2017 to 03/01/2017 . |
| | 02/28-03/01/17 Meetings with constituent and stakeholder group representatives. |
| | 3/02/2017 8 a.m. deadline for survey/input from constituents, stakeholders and Board members, including online survey. |
| | 3/08/2017 Promotional flyer draft due. |
| | 03/09/2017 Board to finalize Superintendent profile for the promotional flyer and online application form. <i>(Time: TBD) (option to conduct via Skype or gotomeetings.com)</i> |
| Stage 3 Recruiting & Screening | 03/10/2017 Print promotional flyer. |
| | 03/10/2017 E-mail promotional flyer and online application instructions to interested candidates. |
| | 04/03/2017 Deadline for all application materials. <i>(*See note below.)</i> |
| Stage 4 Candidate Presentation | 04/10/2017 Consultant develops and finalizes interview questions and procedures with the Board. Top candidates are presented to the Board and consultant assists the Board in selecting finalists for the interviews. <i>(Time: TBD)</i> |
| | Wk of 04/17/17 Interview top candidates (1 st round). |
| | Wk 04/17/17 Meeting with consultant following the last interview. <i>(Time: TBD)</i> |
| Stage 5 Selection of Finalist & Future Planning | Wk of 04/24/17 Interview finalist candidates (2 nd round). (Optional) |
| | Wk of 04/24/17 Final meeting with consultant following the last interview. <i>(Time: TBD) (option to conduct via Skype or gotomeetings.com) (Optional)</i> |
| | TBD Consultant will discuss contract terms with the finalist. |
| | TBD Offer the contract. |
| | TBD Press release of new Superintendent. |
| | TBD Board Self-Assessment Survey Results presented to the Board. |

**All applications will be reviewed. Materials received after the closing date may be given full consideration depending upon the number of applications received and other factors.*

(Actual dates to be determined in the first meeting with the Board.)



EXPERIENCE

- Ray and Associates, Inc. has been in the school executive search business since 1975.
- The firm is under sole, continuous ownership – it has never been bought out or reorganized and is not engaged in any competing business interests!
- Recruiting the nation's educational leaders is our primary business. Our experience has taught us that continual improvement of our process will keep us on the cutting edge of the profession.

ASSOCIATE CONTINUITY

- Our associates are with us long-term, which provides stability in the firm and a wealth of experience.
- Our associates work extremely well together and typically work in teams organized regionally. We will devote the time needed to complete a successful search.



DIVERSITY

- Over forty percent (40%) of our associates are women or minorities, providing different perspectives as we vet candidates and prepare candidate pools.



POOL OF CANDIDATES

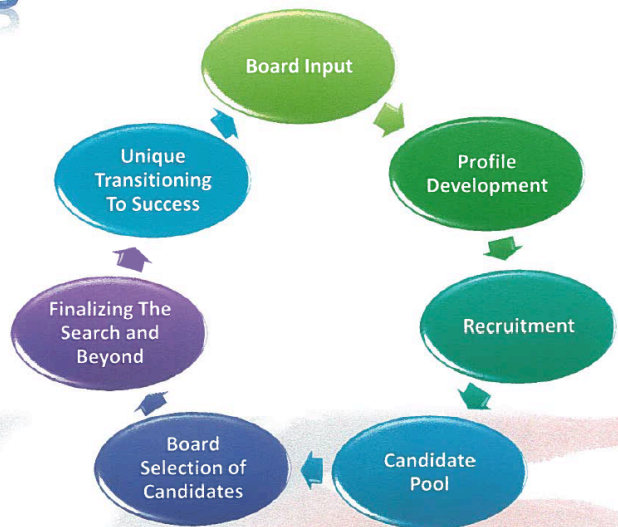
- The average number of completed candidate application files per search is seventy (70).
- Ongoing candidate communications allow us to attract and maintain strong candidate interest in the position throughout the search process.



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THE PROCESS

- Thorough – great attention is paid to detail.
- Flexible – allows the search to be tailored to the needs of our District client.
- Experienced - highly qualified, full-time office staff taking the burden off District employees and supporting District needs!



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Board Input

- ❖ **IT'S YOUR SEARCH!**
- ❖ **Individual Board Interviews**
- ❖ **Board Determines Stakeholder Groups**
- ❖ **Board Determines Timeline and Compensation**
- ❖ **Board Finalizes Profile**

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Profile Development

- ❖ **Stakeholder Meetings**
- ❖ **Online Survey**
 - **Various Languages**
 - **Research Based**
 - **33 Characteristics**
 - **Stakeholder Comments**
- ❖ **Survey and Focus Group Results (tallying information gained from all resources)**
- ❖ **Board Determines Profile Characteristics (final profile determined from presented survey results)**
- ❖ **Open Public Forums**

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Recruitment

- ❖ **AGGRESSIVELY RECRUIT** top candidates for the position by personally reaching out and encouraging them to apply.
- ❖ **Access** highly qualified, diverse candidate pools.
- ❖ **Utilize Robust Ray and Associates website** (with over 3,500 monthly hits).
- ❖ **Advertise** with productive venues and through other channels: including our website and social media such as Facebook and Twitter.
- ❖ **Average 4-5 times more applicants than any other firm.**



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Candidate Pool

- ❖ **Screen according to Profile.**
- ❖ **Investigate/vet the candidates** (use Google, Yahoo, Twitter, Facebook and other media sources).
- ❖ **Bring 8-12 top candidates to the Board for consideration.**
- ❖ **Provide candidate application and video interview to the Board.**
- ❖ **NO surprises!**

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Board Selection of Candidates

- ❖ Review top candidate files
- ❖ Review top candidate videos
- ❖ Complete consensus building matrix (scoring instrument)
- ❖ Deliberate/discuss and reach consensus of matrix results
- ❖ Select candidates for interviews (either one or two rounds)
- ❖ Assist in development of Board interview questions

****ALL candidate information will be shared with the Board!***

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Finalizing The Search and Beyond

- ❖ Interviews and final selection.
- ❖ Assist the District to reach contractual agreement.
- ❖ Two (2) year guarantee on Superintendent search.
- ❖ Provide ongoing yearly assistance (at no cost).
- ❖ Building the new leadership team.

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Unique Transitioning To Success

- ❖ Completion of our Transition Survey is designed to create a good Board/Superintendent relationship from the start and is continuing as long as the Superintendent is employed. The areas surveyed by the questionnaire include the following:

***Board Meetings *Board Roles and Responsibilities *Team Building
*Goal Setting and Problem Solving *Decision Making *Program Evaluation
*Board-Superintendent Relationship *Community Relations
*Board Development *Fiscal Responsibility**

•Resulting in:

***Building the Leadership Team
*Establishing a Positive Relationship
*Setting Expectations
*Creating a Foundation for the Future**

- ❖ Maintain contact with the new Superintendent and the Board as long as that Superintendent is in tenure.

**•Superintendent and Board Complete "Transition Survey"
•Share Transition Survey Results
•Assist and Develop Transition Plan**

- ❖ We provide a two-year guarantee.

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All of the factors presented today allow our firm to provide you with a proven search process tailored to the needs of the Gresham-Barlow School District.

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GRESHAM-BARLOW SCHOOL DISTRICT NO. 10 JT.
Minutes of Regular Board Meeting / Business

February 2, 2017

The Gresham-Barlow School District Board of Education met in regular session on Thursday, February 2, 2017, in the council chambers of the Public Safety and Schools building, 1331 NW Eastman Parkway, Gresham, Oregon.

The meeting was called to order at 6:59 p.m. by the chair, Carla Piluso. Other board members in attendance were Sharon Garner, Kris Howatt, Kathy Ruthruff, Kent Zook, Matt O'Connell, and John Hartsock.

The following members of the superintendent's cabinet were present:

| | |
|-----------------|---|
| Jim Schlachter | Superintendent |
| James Hiu | Deputy Superintendent of Secondary Education and Operations |
| Teresa Ketelsen | Deputy Superintendent of Teaching and Learning |
| Mike Schofield | Chief Financial Officer |
| Randy Bryant | Executive Director of Human Resources |
| Sara Huston | Executive Director of School Performance |
| John Koch | Executive Director of Student Support Services |
| Athena Vadnais | Director of Communications and Community Engagement |

Julie Evans, executive director of elementary education, was absent.

The chair led board members, administrators and all those present in the Pledge of Allegiance.

MOTION 49 MEETING AGENDA (7:00 p.m.)

It was moved by Kris Howatt, seconded by Kent Zook and carried unanimously to approve the meeting agenda as presented.

MOTION 50 CONSENT AGENDA (7:01 p.m.)

The following items were included on the consent agenda:

1. Minutes from Regular Work Session January 5, 2017
Minutes from Local Contracts Review Board Meeting January 5, 2017
Minutes from Regular Business Meeting January 5, 2017
Minutes from Regular Work Session January 19, 2017
2. Financial Report
3. Personnel Changes
4. Policy Updates

It was moved by Kris Howatt, seconded by Kathy Ruthruff and carried unanimously to approve the consent agenda as presented.

RECOGNITIONS (7:02 p.m.)

Rachel Wilczewski, 2017 Speech Educator of the Year: The board recognized Rachel Wilczewski, a Sam Barlow High School teacher, advisor, and speech and debate coach for being selected as the 2017 Speech Educator of the Year by the Oregon School Speech League Coaches Association.

GRESHAM-BARLOW EDUCATION FOUNDATION REPORT (7:04 p.m.)

Vicki Moen, manager of the Gresham-Barlow Education Foundation, reported on foundation activities.

SUPERINTENDENT'S REPORT (7:06 p.m.)

Superintendent Schlachter reported on the following:

- A letter will soon be sent to staff, parents, and the community regarding the importance of safe, welcoming school environments. The letter has been written in response to concerns raised by students and staff based on social issues of the day. (A copy of the letter has been appended to these minutes.)
- Governor Brown's proposal of \$8.02 billion for K-12 education would require that the school district make budget reductions, resulting in staff reductions, higher class sizes, and program reductions/eliminations. If an \$8.4 billion education budget were to be approved by the legislature, the district would be able to maintain its current level of service. The legislative session started February 1, 2017. (Refer to the two handouts appended to these minutes.)
- The school district held an information session on January 31 for prospective school board candidates. The event was well attended and attendees had thoughtful questions. Board members Sharon Garner, John Hartsock, and Kathy Ruthruff participated in the event.

GRESHAM ARTHUR ACADEMY PUBLIC CHARTER SCHOOL ANNUAL EVALUATION REPORT (7:15 p.m.)

Principal Kandice Burton and representatives from Gresham Arthur Academy presented the school's annual report. State law requires charter schools to submit a report to the district and the State Board of Education each year. The report includes information on the performance of the school and its students in the preceding fiscal/school year. Portland State University conducted an independent review of the school, and this information was included in the annual evaluation and report. (Refer to the agenda packet.)

LEWIS & CLARK MONTESSORI PUBLIC CHARTER SCHOOL (LCMCS) ANNUAL EVALUATION REPORT (7:28 p.m.)

Melissa Harbert, executive director, Matt Lee, board chair, and representatives from the Lewis & Clark Montessori Charter School (LCMCS) presented the school's annual report. LCMCS completed its ninth year of operation in June of 2016. Charter schools are required to report to the district and the State Board of Education each year on the performance of the school. The report included the school's goals and assessments related to student performance. An independent review of the Lewis & Clark Montessori Charter School was conducted by Portland State University, and was included as part of the school's evaluation. (Refer to the agenda packet.)

TRANSPORTATION SERVICES UPDATE (7:48 p.m.)

Representatives from First Student Transportation Services were unable to attend the board meeting; therefore, the report was deferred until the March board meeting.

COMMITTEE MEETING MINUTES AND/OR REPORTS (7:48 p.m.)

District Advisory Council (DAC): Athena Vadnais reported that the January DAC meeting was canceled due to weather. The next DAC meeting will be on February 16, 2017, at Clear Creek Middle School.

Superintendent Search Process Committee: It was noted that minutes of the January 9 and the January 25-26 committee meetings were included in the agenda packet for information.

BOARD REPORTS (7:50 p.m.)

Board members summarized various meetings and other activities they participated in during the month.

CABINET REPORTS (8:02 p.m.)

There were no cabinet reports.

ASSOCIATIONS REPORTS (8:04 p.m.)

Rhett Hyman, a teacher at East Orient Elementary School, reported on behalf of the Gresham-Barlow Education Association (GBEA).

Erika Fuller, a secretary at West Gresham Elementary School, reported on behalf of Oregon School Education Association (OSEA) Chapter 8 employees.

CITIZENS' REQUESTS OF THE BOARD (8:04 p.m.)

There were no citizens' requests of the board.

MOTION 51 ACCEPTANCE OF A DONATION: SAMSUNG TECHNOLOGY PACKAGE TO CLEAR CREEK MIDDLE SCHOOL (8:05 p.m.)

Teresa Ketelsen introduced Tom Erickson, STEAM teacher at Clear Creek Middle School and the state winner in Samsung's "Solve for Tomorrow" contest. Mr. Erickson explained that the award was a \$25,000 Samsung technology package for use at Clear Creek Middle School. The technology package will be used to design and build adult manipulatives for Alzheimer's patients at the Lambert House, an adult care facility in Gresham.

It was moved by Kris Howatt, seconded by Kent Zook and carried unanimously to accept the donation of a \$25,000 Technology Package to the STEAM program at Clear Creek Middle School from Samsung.

MOTION 52 INCLEMENT WEATHER MAKE-UP DAYS (8:12 p.m.)

It was moved by Matt O'Connell, seconded by Kris Howatt and carried unanimously to adopt the amended 2016-17 School Year Calendar which identifies June 20 to 26 as inclement weather make-up days, and moves the last day for 12th grade students to Wednesday, June 7, 2017; the last day for 8th grade students to Tuesday, June 20, 2017; the last day for K-7th grade students to Thursday, June 22, 2017; and, the last day for 9-11th grade students to Friday, June 23, 2017.

MOTION 53 INCLEMENT WEATHER MAKE-UP DAYS – 14-DAY WAIVER REQUEST (8:14 p.m.)

It was moved by Kris Howatt and seconded by Kent Zook to have administration request from the State Superintendent of Public Instruction permission to include in the district's calculation of instructional time required by OAR 581-022-1620 14 hours for emergency school closures due to adverse weather conditions.

In the discussion that followed, it was noted that it is unclear at this time how the waiver request will affect Division 22 standards reporting. This information will be provided the board when it is received from the Oregon Department of Education.

The motion carried unanimously.

MOTION 54 APPROVAL OF SUPERINTENDENT SEARCH SERVICE CONTRACT (8:16 p.m.)

Kris Howatt explained that the Superintendent Search Committee has met twice after reviewing proposals from eight search firms. The finalist selected by the committee, Ray and Associates, was invited to attend the work session that preceded this evening's board meeting. The committee is recommending that the board approve the selection of Ray and Associates, Inc., to serve as the Board's superintendent search consultant, and authorize the Superintendent Search Committee to negotiate the terms of a contract with the consultant for an amount not to exceed \$19,500 in fees, and reimbursable expenses of approximately \$5,000. Kathy Ruthruff seconded the recommendation.

In the discussion that followed, Director Howatt explained that additional information will be provided in a variety of ways (e.g., email, newspaper advertisements, etc.) about a search timeline, and the engagement of parents, staff, and community members in the development of a profile for the new superintendent.

The motion carried unanimously.

MOTION 55 OPEN ENROLLMENT APPLICATION PROCESS AND TRANSFERS (8:20 p.m.)

James Hiu summarized the information provided in the agenda packet. It was then moved by Kathy Ruthruff and seconded by Kris Howatt to accept the Gresham-Barlow School District Open Enrollment 2017-2018 School and Grade Slots, as presented.

Board member expressed an interest in knowing how many of the students who transferred into the district over the past six years stayed with the district through graduation. This topic will be covered in a future board work session.

The motion carried unanimously.

MOTION 56 MESD PROGRAMS AND SERVICES PROPOSAL, LOCAL SERVICE PLAN
(8:24 p.m.)

Jim Schlachter provided a brief overview of the MESD Local Service Plan proposed for 2017-18.

It was moved by Kathy Ruthruff and seconded by Kent Zook to approve the MESD Local Service Plan 2017-18, Programs and Services Proposal, as presented.

Following discussion, the motion carried unanimously.

MOTION 57 BOARD REPRESENTATION AT COMMENCEMENT (8:28 p.m.)

It was moved by Kris Howatt, and seconded by Kathy Ruthruff to appoint board representatives for high school commencements as follows [in alphabetical order by location]:

| | | |
|----------------|---------------|---|
| Matt O'Connell | Carla Piluso | Adult Program Wed., June 14 – 7:00 p.m. Council Chambers |
| Kris Howatt | John Hartsock | Gresham HS Tues., June 13 – 8:30 p.m. Memorial Coliseum |
| Kathy Ruthruff | Carla Piluso | Sam Barlow HS Tues., June 13 – 5:00 p.m. Memorial Coliseum |
| Kent Zook | Sharon Garner | Springwater Trail HS Thurs., June 15 – 7:00 p.m. Sam Barlow High School |

The motion carried unanimously.

ANNOUNCEMENTS (8:32 p.m.)

Feb. 7, 2017: Board Policy Review Committee – 8:00 - 9:30 a.m.
Gresham-Barlow School District Office
Business Office Conference Room

Feb. 9, 2017: Board Work Session - 6 p.m.
Partnership Room
Center for Advanced Learning

Feb. 16, 2017: DAC Meeting - 7 p.m.
Clear Creek Middle School
Board Representatives: Kathy Ruthruff, Sharon Garner,
John Hartsock

Feb. 17, 2017: Board Mid-Year Planning Session – 8 a.m. - 4 p.m.
Easthill Church
Gresham, Oregon

Feb. 20, 2017: Presidents Day Holiday
School and Offices Closed

Feb. 23, 2017: Board Work Session - 6 p.m.
Partnership Room
Center for Advanced Learning


Mar. 9, 2017: Regular Board Meeting - 7 p.m.
Council Chambers
Public Safety and Schools Building

ADJOURNMENT

There being no other business, the meeting was adjourned at 8:33 p.m.

Note: These minutes were approved by the board on March 9, 2017.

Submitted by: _____


Linda J. Cook
Administrative Assistant to the Superintendent and
Board of Directors



Jim Schlachter, Superintendent

Gresham-Barlow School District No. 10Jt

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February 2, 2017

A Message for the Community

Dear Gresham-Barlow School District Staff and Families,

The mission of the Gresham-Barlow School District is to prepare every student for success. To achieve our mission, we must provide our students with an educational environment that is welcoming and safe. On behalf of the school district and in consultation with the board-appointed Superintendent's Equity Advisory Committee, I am writing to affirm our commitment to the safety and well being of all students in our district.

The school district's Educational Equity [Policy JBB](#) states: "The Gresham-Barlow School District recognizes that an inclusive and welcoming environment allows students and families to feel safe, respected, and valued, thus supporting students in achieving their educational objectives." Our staff is committed to providing such an environment in our schools every day for every student and will continue to do so. As a district we recognize that culture and diversity are assets for our communities that are to be respected.

The Gresham-Barlow School District's [Policy GBNA](#) states behaviors such as hazing, harassment, intimidation, and bullying are strictly prohibited and shall not be tolerated. This policy is always in effect and any actions or statements that conflict with this policy will be swiftly and appropriately addressed. If a person experiences any of the behaviors listed above it is important that they report it to school administration as soon as possible.

In an effort to maintain school environments where students and families are safely respected and valued, we strive to minimize access of outside agencies to our students. Public schools are for everyone. Federal law prohibits public schools from asking about, or maintaining information on, a student's immigration status. The school district does not request or document this information, nor do we have this information to release.

We live in an exceptional community dedicated to encouraging and supporting our students and staff. We thank you for your continued commitment and support of our schools.

Sincerely,
Jim Schlachter
Superintendent of Schools

Brief Narrative for Gresham-Barlow School District

Cuts

The crippling reductions that defined 2009-13 would again be our experience. The modest improvements that we have made in addressing class sizes in recent years would be lost. A return to a budget-reduction process would require a focus on staff reductions since many of the programs reduced in 2009-13 were never restored.

- Staff reductions and related higher class sizes at all levels
- Program reductions and eliminations
- Suspend curriculum adoptions and related professional development
- Reduce investment in early career teacher training and support

No Cuts

Maintaining status quo is clouded by the budget restrictions required by Measure 98. The challenge of making Measure 98 investments at the expense of staff and programs elsewhere will create significant tension.

- Maintain current class sizes in upper elementary, middle and high schools
- Possible increase in class sizes in primary classes
- Sustain the program improvements made over past four years
- Maintain a minimal curriculum adoption plan and associated assessment program and collaboration opportunities
- Maintain a modest early-career teacher training and support program

Progress

The investment in effective programs, practices and services that have not been fiscally possible would be central to this level. An evaluation of where class size reductions are most effective along with what practices and programs would support student achievement would precede investments.

- Reduced class sizes in identified grades and subjects
- Support needed curriculum adoptions, assessment support and associated professional development
- Full support for core content and improved opportunities in the arts, physical education, and electives
- Fully support Measure 98 investments without need to make reductions elsewhere
- Increase early-career teacher training and support

Quality

Full support for a quality K-12 program would allow a process of rethinking how we can best achieve our mission. The feasibility of funding educational practices that have not been remotely possible in recent years would allow a refinement of our vision for the future.

- Build a system that is supported by research-based instructional models and associated class sizes
- Support instruction by a robust assessment program and time that supports quality collaboration.
- Redesign schedules to accommodate increased STEM, CTE, arts and electives.
- Add instructional time to address student learning needs
- Invest in fully-funded models of developing early career educators.

JS:lc 01/23/2017