



SPRINGFIELD

PUBLIC SCHOOLS

Every Student, Every Day

BOARD OF EDUCATION
June 24, 2024
Administration Building Board Room
640 A Street
Springfield, OR 97477

[En español](#)

5:30 pm **Budget Hearing**
Special Meeting – Immediately following
Streaming Meeting URL: <http://www.vimeo.com/SpringfieldPS>

AGENDA	TAB
1. Call Budget Hearing to Order	Board Chair Jonathan Light
A. Pledge of Allegiance	Chair Light
B. Land Acknowledgement	Ken Kohl
C. Public Comments (Three (3) minutes each. Speakers may not yield their time to other speakers.)	Chair Light
2. Closing of Budget Hearing	Chair Light
3. Call Special Meeting to Order	Chair Light
4. Approval of the Agenda	Chair Light
5. Action Items	
A. Approve Consent Agenda	
1. June 10, 2024 Board Meeting Minutes	
2. Personnel Report, Resolution #23-24.063	Dustin Reese
3. Superintendent Evaluation Letter	Vice Chair Mason
4. 2022-23 Integrated Pest Management Report	Brett Yancey
B. Approve Supplemental Budget, Resolution #23-24.064	Brett Yancey
C. Approve 2024-2025 Nutrition Services Fresh Produce, Resolution #23-24.065	Brett Yancey
D. Suspend Policies BC/BCA and BCB	Superintendent Hamilton
E. Election of Board Officers	Chair Light
6. Work Session	
A. OSBA Board Self-Evaluation Survey Results	Vincent Adams
7. Next Meeting: August 12, 2024 – Business Meeting at 7:00 pm	
8. Adjournment	Chair Light



JUNTA DE EDUCACIÓN
24 de Junio de 2024
Sala de Juntas del Edificio de Administración
640 A Street
Springfield, OR 97477

[In English](#)

5:30 pm **Audiencia de Presupuesto**
Reunión Especial – Inmediatamente después
URL de la reunión en vivo: <http://www.vimeo.com/SpringfieldPS>

AGENDA	TAB
1. Apertura de la Audiencia Presupuestaria.	Presidente de la Junta Directiva, Jonathan Light
A. Juramento a la Bandera	Presidente Light
B. Reconocimiento de tierras	Ken Kohl
C. Comentarios públicos (tres (3) minutos cada uno. Los oradores no pueden ceder su tiempo a otros oradores).	Presidente Light
2. Cierre de la Audiencia Presupuestaria	Presidente Light
3. Apertura de la Reunión Especial	Presidente Light
4. Aprobación del Orden del Día	Presidente Light
5. Elementos de acción	
A. Aprobar la agenda de consentimiento	
1. Actas de la reunión de la Junta Directiva del 10 de Junio de 2024	
2. Informe de Personal, Resolución #23-24.063	Dustin Reese
3. Carta de Evaluación del Superintendente	Vicepresidente Mason
B. Informe de Manejo Integrado de Plagas 2022-23	Brett Yancey
C. Aprobar Presupuesto Suplementario, Resolución #23-24.064	Brett Yancey
D. Aprobar los servicios de nutrición productos frescos 2024-2025, Resolución #23-24.065	Brett Yancey
E. Políticas de suspensión BC/BCA y BCB	Superintendent Hamilton
F. Elección de los miembros de la Junta Directiva	Presidente Light
6. Sesión de trabajo	
A. Resultados de la encuesta de autoevaluación de la Junta Directiva de OSBA	Vincent Adams
7. Próximas reuniones: 12 de Agosto de 2024 – Reunión de Negocios a las 7:00 pm	
8. Aplazamiento	Presidente Light

BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No. 19 Board of Education was held on June 10, 2024.

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, Board 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, and Director Nicole De Graff.

Excused: Director Emilio Hernandez.

District staff and community members identified included David Collins, Dustin Reese, Brett Yancey, Martie Steigleder, Brian Richardson, Jeff Michna, Kimberlee Pelster, Andy Price, Katherine Sinevir, Jose da Silva, Lesa Haley, Ame Beard, Jerami Wood, Jody Barnhart, Troy Barnhart, Brian Watson, Katie Dawson, Sasha Chang, Alexis DeLuna, Theo Campbell, Patricia Gutierrez, Jenny Cathey, and Sergio Perez.

2. APPROVAL OF THE AGENDA

Chair Light asked for a motion to approve the May 13, 2024 agenda as amended.

MOTION: Director Kohl moved, seconded by Director De Graff, to approve the May 13, 2024 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 May 13, 2024 agenda as amended: Director Kohl – Yes, Director De Graff– Yes, Director Mason – Yes and Chair Light – Yes.

Motion passed, 4:0.

3. PUBLIC COMMENT

Chair Light shared: 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 2:00pm. Those who requested an opportunity to speak this evening were notified by the board secretary about their request.

Time permitting, the board may also hear public comment from individuals who signed up in person at the Administration Office before the meeting.

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.

A3 Sophomore Theo Campbell shared his experience of being bullied at school and the impacts this has had on him. He also offered possible steps the school might take to reduce the number of instances, as well as the severity of bullying.

Parent of Guy Lee Elementary students, Patricia Gutierrez shared her appreciation for the staff at Guy Lee and expressed her concerns regarding the staffing cuts and the impacts those have had in the classroom.

4. ACTION ITEMS

A. Approve Consent Agenda

- | | |
|---|--------------|
| 1. May 13, 2024 Board Meeting Minutes | |
| 2. Financial Statement | Brett Yancey |
| 3. Personnel Report, Resolution #23-24.050 | Dustin Reese |
| 4. 2024-2025 Nutrition Services Dairy, Resolution #23-24.051 | Brett Yancey |
| 5. 2024-2025 Nutrition Services Bakery, Resolution #23-24.052 | Brett Yancey |
| 6. 2024-2025 Nutrition Services Supplies, Resolution #23-24.053 | Brett Yancey |
| 7. 2022-23 Integrated Pest Management Report | Brett Yancey |

MOTION: Director Kohl moved, Vice Chair Mason seconded the motion to approve the Consent Agenda as amended. A postponement of the Consent Agenda, Action Item A7 - The 2022-23 Integrated Pest Management Report.

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 Consent Agenda: Director Light – Yes, Director Kohl – Yes, Director Mason – Yes and Director De Graff – Yes.

Motion passed, 4:0.

B. Approve City Tax Exemption, Resolution #23-24.054

Brett Yancey

It is recommended that the Board of Directors approve the City of Springfield Housing Diversity Tax Exemption.

The Housing Diversity Tax Exemption, also known as the multiple-unit property tax exemption, is an exemption that is set to expire after ten years.

MOTION: Vice Chair Mason moved, Director De Graff seconded the motion to approve the City of Springfield Housing Diversity Tax Exemption.

Chair Light asked if there was any discussion.

There was none.

Chair Light called for a roll call vote. Chair Light asked each Board member to indicate if they approve the City of Springfield Housing Diversity Tax Exemption: Director Light – Yes, Director Kohl – Yes, Director Mason – Yes and Director De Graff – Yes.

Motion passed, 4:0.

C. Approve Oregon School Employees Association (OSEA) Contract, Resolution #23-24.055

Dustin Reese

It is recommended that the Board of Directors approve the terms of the final year of the 2022-2025 agreement between Springfield Public Schools and Oregon School Employees Association (OSEA), effective July 1, 2024 through June 30, 2025.

MOTION: Chair Light moved, Vice Chair Mason seconded the motion to approve the Oregon School Employees Association (OSEA) Contract.

Chair Light asked if there was any discussion.

There was none.

Chair Light called for a roll call vote. Chair Light asked each Board member to indicate if they approve the terms of the final year of the 2022-2025 agreement between Springfield Public Schools and Oregon School Employees Association (OSEA), effective July 1, 2024 through June 30, 2025: Director Light – Yes, Director Kohl – Yes, Director Mason – Yes and Director De Graff – Yes.

Motion passed, 4:0.

D. Approve Springfield Education Association (SEA) Contract, Resolution #23-24.062

Dustin Reese

It is recommended that the Board of Directors approve the terms of the final year of the 2022-2025 agreement between Springfield Public Schools and Springfield Education Association, effective July 1, 2024 through June 30, 2025.

MOTION: Chair Light moved, Director Kohl seconded the motion to approve the Springfield Education Association (SEA) Contract.

Chair Light asked if there was any discussion.
There was none.

Chair Light called for a roll call vote. Chair Light asked each Board member to indicate if they approve Springfield Education Association (SEA) Contract: Director Light – Yes, Director Kohl – Yes, Director Mason – Yes and Director De Graff – Yes.

Motion passed, 4:0.

E. Approve 2024-2025 Revised Academic Calendar, Resolution #23-24.056

David Collins

It is recommended that the Board of Directors approve the revised 2024-2025 academic calendar as presented.

MOTION: Director De Graff moved, Vice Chair Mason seconded the motion to approve 2024-2025 Revised Academic Calendar.

Chair Light asked if there was any discussion.
There was none.

Chair Light called for a roll call vote. Chair Light asked each Board member to indicate if they approve 2024-2025 Revised Academic Calendar: Director Light – Yes, Director Kohl – Yes, Director Mason – Yes and Director De Graff – Yes.

Motion passed, 4:0.

F. Approve 2024-2025 Designation of District Officers, Clerks, Depositories and Contract Review Board, Resolution #23-24.057

Brett Yancey

It is recommended that the Board of Directors approve the resolution designating District officers, clerks, and agents, including the depositories for District funds as listed on the attached documents for the 2024-2025 fiscal year.

MOTION: Vice Chair Mason moved, Director Kohl seconded the motion to approve 2024-2025 Designation of District Officers, Clerks, Depositories and Contract Review Board.

Chair Light asked if there was any discussion.
There was none.

Chair Light called for a roll call vote. Chair Light asked each Board member to indicate if they approve 2024-2025 Designation of District Officers, Clerks, Depositories and Contract Review Board: Director Light – Yes, Director Kohl – Yes, Director Mason – Yes and Director De Graff – Yes.

Motion passed, 4:0.

G. Approve 2024-2025 Property and Liability Insurance, Worker's Compensation Insurance, Resolution #23-24.058

Brett Yancey

Be it Hereby Resolved, that the Springfield Public Schools Board of Directors renew property, casualty and liability insurance coverage, including earthquake and flood coverage under Special District Association of Oregon for the period July 1, 2024 – June 30, 2025.

Be it Hereby Resolved, that the Springfield Public Schools Board of Directors renew worker's compensation insurance coverage under SAIF Corporation for the period July 1, 2024 – June 30, 2025.

MOTION: Director De Graff moved, Director Kohl seconded the motion to approve 2024-2025 Property and Liability Insurance, Worker's Compensation Insurance.

Chair Light asked if there was any discussion.
There was none.

Chair Light called for a roll call vote. Chair Light asked each Board member to indicate if they 2024-2025 Property and Liability Insurance, Worker's Compensation Insurance: Director Light – Yes, Director Kohl – Yes, Director Mason – Yes and Director De Graff – Yes.

Motion passed, 4:0.

**H. Approve 2024-2025 Designation of District Legal Counsel and
Municipal Auditor, Resolution #23-24.059**

Brett Yancey

It is recommended that the Board of Directors approve the resolution designating District agents as listed on the attached documents for the 2024-2025 fiscal year.

MOTION: Vice Chair Mason moved, Director Kohl seconded the motion to approve 2024-2025 Designation of District Legal Counsel and Municipal Auditor.

Chair Light asked if there was any discussion.
There was none.

Chair Light called for a roll call vote. Chair Light asked each Board member to indicate if they approve 2024-2025 Designation of District Legal Counsel and Municipal Auditor: Director Light – Yes, Director Kohl – Yes, Director Mason – Yes and Director De Graff – Yes.

Motion passed, 4:0.

I. Adopt 2024-2025 Budget, Resolution #23-24.060

Brett Yancey

It is recommended that the Board of Directors adopt the 2024-2025 Budget Resolution as presented on the attached sheet.

MOTION: Vice Chair Mason moved, Director Kohl seconded the motion to approve the 2024-2025 Budget as presented.

Chair Light asked if there was any discussion.
There was none.

Chair Light called for a roll call vote. Chair Light asked each Board member to indicate if they approve the 2024-2025 Budget as presented: Director Light – Yes, Director Kohl – Yes, Director Mason – Yes and Director De Graff – Yes.

Motion passed, 4:0.

5. Reports and Information

A. Board Communication and Comments

Chair Light

- Future Agenda Item: Cell Phones in Schools
- Board Committee Reports

Chair Light

Chair Light expressed his appreciation for and acknowledged the amazing work completed by all school departments that contributed to the graduation ceremonies.

Chair Light shared:

- Cell phones and bullying are multifaceted problems, which will require multifaceted solutions. More information is needed and it would be beneficial to hear from administration, staff, and from the Student Voice group.

Director De Graff shared that she had enjoyed the varied programs of the graduation ceremonies she had attended.

Springfield Education Foundation (SEF):

- Had the opportunity to volunteer through SEF at United Way's Bookfest.
- The SEF Grand Giving Tour - \$112,000 distributed.
- June 13th. - Toured the Connected Lane County Spark program.
- SEF is busy planning the fundraiser, Night of 11,000 Stars.
- June 22nd. - The Summer Celebration.

Director Kohl shared his thought that cell phones are neither good nor bad, but feels they need to define what the problem is and also believes the Board would benefit from hearing from staff and students before arriving at a solution.

Director Mason echoed Chair Light's sentiments regarding graduation. She also noted how beautifully decorated the ceremony was, despite the track and the turf field being under construction.

6. NEXT MEETING: June 24, Board Work Session at 5:30 p.m.

Chair Light thanked everyone for attending.

7. ADJOURNMENT

With no other business, Chair Light adjourned the meeting at 7:37 p.m.

(Minutes recorded by Trenay Ryan, (LCOG))

PERSONNEL ACTION

RELEVANT DATA:

Each month the board of Directors is asked to approve personnel action involving licensed employees. Tonight the Board is being asked to approve the attached new hires and resignations. If the Board of Directors would like to discuss any of these recommendations in executive session, in accordance with ORS 192.660(2)(f) Exempt Public Records, the employee should be identified by the number and it will be withdrawn pending further instruction from the Board. Dustin Reese is available for questions.

RECOMMENDATION:

It is recommended the Board of Directors approve the personnel action for licensed employees as reflected in this resolution and any addendum presented along with this resolution. Categories include:

- New Hires
- Resignations

SUBMITTED BY:

Dustin Reese
Director of Human Resources

APPROVED BY:

Todd Hamilton
Superintendent

NO	NAME OR EMPLOYEE ID	CURRENT STATUS	FTE	EFFECTIVE DATE	NOTES
	NEW HIRES				
1	BARRETT, GEOFFREY	PROBATIONARY 1	FT	08/27/2024	REHIRE TEMPORARY TO PROBATIONARY 1
2	CASPERSON, KYLE	PROBATIONARY 1	FT	08/27/2024	NEW HIRE
3	CRITCHETT, REBECCA	PROBATIONARY 1	FT	08/27/2024	REHIRE TEMPORARY TO PROBATIONARY 1
4	HENDERSON, MICHELLE	PROBATIONARY 1	FT	08/27/2024	NEW HIRE
5	LYONS, AMY	PROBATIONARY 1	FT	08/27/2024	CLASSIFIED TO CERTIFIED NEW HIRE
6	MARIN, SARAH	PROBATIONARY 1	FT	08/27/2024	NEW HIRE
7	SMITH, JAMIE	PROBATIONARY 2	PT	08/27/2024	REHIRE TEMPORARY TO PROBATIONARY 2
8	VAN FLANDERN, CONSTANCE	PROBATIONARY 2	PT	08/27/2024	REHIRE TEMPORARY TO PROBATIONARY 2
	RESIGNATIONS				
9	2759101	PROBATIONARY 1	FT	06/17/2024	RESIGNATION
10	2759071	PROBATIONARY 1	FT	08/03/2024	RESIGNATION
11	2330660	PROBATIONARY 3	FT	06/17/2024	RESIGNATION
12	2179318	PROBATIONARY 2	FT	06/17/2024	RESIGNATION
13	385425	CONTRACT TEACHER	FT	06/17/2024	RESIGNATION

14	2239027	CONTRACT SPECIALIST	FT	06/17/2024	RESIGNATION
15	2591448	PROBATIONARY 2	FT	06/17/2024	RESIGNATION
16	1357883	CONTRACT TEACHER	FT	06/17/2024	RESIGNATION
17	2431815	CONTRACT TEACHER	FT	06/17/2024	RESIGNATION
18	2591669	PROBATIONARY 2	FT	06/18/2024	RESIGNATION

May 13, 2024

Dear Superintendent Hamilton,

The Board of Directors of Springfield Public Schools has completed your check-in meeting for the 2023-24 school year. All five board members have been able to observe and be a part of the successes achieved this year.

The evaluation continues to focus on 1) professional standards jointly developed by the Coalition of Oregon School Administrators and the Oregon School Boards Association, and 2) superintendent goal areas.

The board appreciates 1) your attention this year to communications and community engagement efforts for aligning student success, and 2) working in partnership with you to cultivate a respectful and responsive relationship focused on supporting every student, every day.

We appreciate you partnering with the board to continue to learn and lead together – developing strong leadership that focuses on student learning and success. We also applaud your efforts to develop and expand resources, programs, and services to provide safe and inclusive learning spaces for students – focused on creating a sense of belonging. We look forward to seeing how efforts in our district will continue to positively influence and improve graduation rates.

We will partner with you over the next several months to continue aligning superintendent, board and district goals, and we look forward to working together to continue the success of our district.

Sincerely,

Kelly Mason
Board Vice Chair
Board of Directors

SPRINGFIELD PUBLIC SCHOOLS
Integrated Pest Management (IPM) Report
2022 - 2023 School Year

Integrated Pest Management, also known as IPM, is a process for achieving long term, environmentally sound pest control and suppression through a wide variety of tactics. Control strategies in an IPM program emphasize structural and procedural improvements to reduce food, water and shelter and access used by pests. Trapping is the next strategy to remove pests if cleansing and structural improvements do not aid in their removal. Since IPM focuses on remediation of the fundamental reasons why pests are in the facilities, pesticides should rarely be used, and only when necessary as it relates to student, community or staff safety.

Oregon Revised Statutes, Chapter 634 requires the IPM Coordinator each January to provide the Springfield School District, Board of Directors, with an annual report of all pesticide applications made the previous year. While this report is delinquent for the 2022-2023 year, the district will work to ensure compliance in future years.

Children are more sensitive than adults to the potential toxic effects of pesticides. To protect our children, Oregon law requires extra precautions and restrictions when pesticides (including baits) are used on a school campus. For example, pesticides may only be applied by properly licensed applicators, and generally only "low-impact" pesticides can be used on a school campus. Additionally, each school's IPM coordinator is responsible for implementing IPM practices and overseeing pest management efforts.

For interior pest control we continue to update our procedures as necessary when pests are accustomed to our current methods. Our primary method of control remains removal of food and water access for pests. Once a pest has established itself in the building we rely on traps to remove the pests. While utilizing pesticides has been proven to be an effective mitigation method, the district made major changes to our process during the 2022-23 year, including no longer using Terro ant bait due to the possibility for exposure to anyone that would handle it. The district instead is using a fully enclosed bait station (epa# 73079-13-3095/64240-3). Mouse and rat mitigation methods continue to be snap and glue traps. They have been updated to fully enclosed traps in the kitchens and food prep areas at the direction of the health department. There were no prevention and management steps taken that proved to be ineffective and led to a different decision (i.e., using a pesticide application).

In the 2022 - 2023 school year there were 10 entries into pest logs for mitigation of mice, and 19 pest log entries for the mitigation of ants in buildings. These pest log entries were also submitted as work orders for response from the IPM coordinator. The cost of pest control items are included on Table 3 attached. There were no costs for pest management professionals outside of the wages of the Springfield Public Schools IPM coordinator, which is also the custodial and grounds supervisor. Additionally, these approaches proved to be effective and no use of pesticide was necessary. Use of pesticides indoors are extremely rare, and exclusively from fully enclosed ant bait stations for the appearance of a large number of ants when food is not properly stored.

For the 2022 - 2023 school year the pesticide use outdoors for controlling weeds in flower beds, parking lots, and fence lines is attached in Table 1 with the pesticides purchased included in Table 2. During this period we changed from the use of speed zone to crossbow in our pesticide sprays in these areas, with the goal to rotate our pesticide use and prevent creating a tolerance in the weeds that grow at our schools. Speed zone and T zone are still used in sports fields to limit unwanted weed and broadleaf growth. Our current mixture of Crossbow and Ranger Pro have proven to be effective against most weeds growing in the area.

Our exterior pesticide use proved effective due partly to rotation of chemicals used. Management of weeds outside of pesticide use include hand pulling of weeds, and frequent maintenance of beds. This is very time intensive and would take grounds personnel away from other important activities.

For exterior pest control our main changes are how the district mitigates yellow jackets and paper wasps. To limit pesticide use, yellow jackets are dug up and vacuumed by school district employees. This is a time intensive procedure, but helps reduce pesticide exposure at the schools. Paper wasp nests are knocked down rather than using pesticides whenever possible due to location. When pesticides must be used the district uses Spectracide wasp and hornet spray (EPA# 9688-190-8845). No pesticides were required to be used during the 2022-2023 year.

Submitted by:

Brett M. Yancey
Chief Operations Officer
Springfield Public School

Table 1 : Pesticide Applications

Date	Location	Pesticide Name	EPA Number	Quantity Used
8 Jul 22	BMS	Ranger Pro/Speed Zone	524-517/2217-833	12 gal
8 Jul 22	TMS	Ranger Pro/Speed Zone	524-517/2217-833	12 gal
11 Jul 22	Page	Ranger Pro/Speed Zone	524-517/2217-833	6 gal
12 Jul 22	YES	Ranger Pro/Speed Zone	524-517/2217-833	10 gal
12 Jul 22	BMS	Ranger Pro/Speed Zone	524-517/2217-833	10 gal
12 Jul 22	THS	Speed Zone	2217-833	150 Gal
13 Jul 22	GLE	Ranger Pro/Speed Zone	524-517/2217-833	4 gal
15 Jul 22	Maintenance	Ranger Pro/Speed Zone	524-517/2217-833	5 gal
20 Jul 22	HMS	Ranger Pro/Speed Zone	524-517/2217-833	9 gal
25 Jul 22	CES	Ranger Pro/Speed Zone	524-517/2217-833	3 gal
25 Jul 22	CES	Ranger Pro/Speed Zone	524-517/2217-833	2 Gal
26 Jul 22	Maple	Ranger Pro/Speed Zone	524-517/2217-833	7 gal
26 Jul 22	TRDR	Ranger Pro/Speed Zone	524-517/2217-833	6 gal
1 Aug 22	SHS	Ranger Pro/Speed Zone	524-517/2217-833	22 gal
20 Oct 22	CES	Ranger Pro/Tzone	524-517/2217-976	4 gal
20 Oct 22	RVB	Ranger Pro/Tzone	524-517/2217-976	4 Gal
20 Oct 22	BMS	Ranger Pro/Tzone	524-517/2217-976	12 Gal
20 Oct 22	TMS	Ranger Pro	524-517	3 gal
10 Jan 23	WES	Ranger Pro/Crossbow	524-517/62719-260-55467	3 gal
10 Jan 23	YES	Ranger Pro/Crossbow	524-517/62719-260-55467	3 gal
10 Jan 23	BMS	Ranger Pro/Crossbow	524-517/62719-260-55467	6.5 gal
17 Jan 23	THS	Ranger Pro/Crossbow	524-517/62719-260-55467	18 gal
19 Jan 23	Silke	Ranger Pro/Crossbow	524-517/62719-260-55467	8 gal

24 Jan 23	CES	Ranger Pro/Crossbow	524-517/62719-260-55467	6 gal
24 Jan 23	GLE	Ranger Pro/Crossbow	524-517/62719-260-55467	2 gal
24 Jan 23	Maple	Ranger Pro/Crossbow	524-517/62719-260-55467	2 gal
26 Jan 23	TMS	Ranger Pro/Crossbow	524-517/62719-260-55467	6 gal
6 Feb 23	WES	Ranger Pro/Crossbow	524-517/62719-260-55467	7 gal
9 Feb 23	DGE	Ranger Pro/Crossbow	524-517/62719-260-55467	2 gal
9 Feb 23	RDV	Ranger Pro/Crossbow	524-517/62719-260-55467	6 gal
16 Mar 23	BC	Ranger Pro/Crossbow	524-517/62719-260-55467	4 gal
21 Mar 23	TRDR	Ranger Pro/Crossbow	524-517/62719-260-55467	6 gal
13 Apr 23	TES	Ranger Pro/Crossbow	524-517/62719-260-55467	6 gal
13 Apr 23	Admin	Ranger Pro/Crossbow	524-517/62719-260-55467	1 gal
14 Apr 23	TES	Ranger Pro/Crossbow	524-517/62719-260-55467	4 gal
14 Apr 23	ASMS	Ranger Pro/Crossbow	524-517/62719-260-55467	8 gal
14 Apr 23	THS	Ranger Pro/Crossbow	524-517/62719-260-55467	4 gal
25 Apr 23	MtV	Ranger Pro/Crossbow	524-517/62719-260-55467	4 gal
25 Apr 23	RVB	Ranger Pro/Crossbow	524-517/62719-260-55467	7 gal
26 Apr 23	Page	Ranger Pro/Crossbow	524-517/62719-260-55467	8 gal
27 Apr 23	Maintenance Center	Ranger Pro/Crossbow	524-517/62719-260-55467	12 gal
11 May 23	A3	Ranger Pro/Crossbow	524-517/62719-260-55467	4 gal
22 May 23	EMC	Ortho Home Defense	239-2717	.5 gal
24 May 23	SHS	Ranger Pro/Crossbow	524-517/62719-260-55467	14 gal
22 Jun 23	BMS	Ranger Pro/Crossbow	524-517/62719-260-55467	11 gal

Table 2: Pesticide Purchases				
Date	Name	EPA Number	Quantity	Cost
27 Jul 22	Ranger Pro	524-517	5 gal	\$279.85
18 Oct 22	Ranger Pro	524-517	5 gal	\$279.85
20 Jan 23	Crossbow	62719-260-5905	25 Gal	\$567.65
24 Jan 23	Ranger Pro	524-517	5 gal	\$279.85
22 Jun 23	Ranger Pro	524-517	5 gal	\$217.76
26 Jun 23	Ranger Pro	524-517	10 gal	\$339.94
26 Jun 23	T-Zone SE	2217-976	15gal	\$1,288.80
			Total	\$3,253.70

Table 3: PMP Purchases				
Date	Name	Quantity	Cost	
13 Dec 22	Snap Trap	11	\$21.78	
22 Mar 23	Snap Trap	5	\$14.85	
5 Apr 23	Glue Trap	2	\$10.98	
5 Apr 23	Snap Trap	4	\$9.96	
1 May 23	Otho Ant Bait Station 8pk	4	\$19.96	
1 May 23	Wasp/Hornet Spray	6	\$23.88	
19 May 23	Ortho Home Max	2	\$19.94	
			Total	\$121.35

RESOLUTION: #23-24.064

DATE: JUNE 24, 2024

RESOLUTION – SUPPLEMENTAL BUDGET

RELEVANT DATA:

This resolution is necessary to properly record expenditures in the 2023-2024 budget appropriations within the levels as required by Oregon Budget Law. Oregon Budget Law requires that a Supplemental Budget process be conducted if unanticipated revenue is received and expenditures exceed originally adopted budget appropriations. This resolution recognizes expenditures associated with the General Fund (Fund 100) and the Capital Project Fund (Fund 401), and allocates budgeted appropriations to the function(s) where the expenditures are anticipated.

This resolution also recognizes revenue and expenditures associated with the Capital Projects Fund (Fund 401) and allocates budgeted appropriations to the function(s) where the expenditures are anticipated. The following actions require a supplemental budget hearing and process:

- 1) On January 17, 2024, the District convened a special board meeting to declare an emergency related to a winter ice storm. The district incurred additional costs and is in the process of filing a claim with FEMA. The district is transferring \$650,000 from contingency to Support Services in the amount of \$614,000 and Community Services in the amount of \$36,000 to cover a portion of the costs related to the storm. Additionally, the District is in the process of replacing a roof at Centennial Elementary School. The district is transferring \$365,000 to Facility and Construction Services from Support Services to cover projected costs related to the completed portion of the project at June 30, 2024.
- 2) The district is recognizing loan proceeds of \$3,500,000 and related expenditures of \$23,500 in Support Services for loan costs and \$3,476,500 in Facilities Construction for construction costs. Funds are being used to replace the natural grass fields at Springfield High School and Thurston High School with artificial turf. The projects began in the 2023-24 year and are scheduled to be completed in the fall of 2024.

Brett Yancey will be available for questions.

RECOMMENDATION:

It is recommended that the Board of Directors for Springfield School District No. 19, re- allocate budget appropriations within the 2023-2024 fiscal year in the General Fund and Capital Projects Fund as listed below:

Winter Storm:

100-6000 (Contingency)	(\$650,000)
100-2000 (Support Services)	\$614,000
100-3000 (Community Services)	\$ 36,000

Centennial Elem. Roof:

100-2000 (Support Services)	(\$365,000)
100-4000 (Facilities & Construction)	\$365,000

Loan Proceeds & Turf Field Projects:

401-5100 (Loan Proceeds - Revenue)	\$3,500,000
401-2000 (Support Services)	\$ 23,500
401-4000 (Facilities & Construction)	\$3,476,500

Submitted by:

Brett M. Yancey
Chief Operations Officer

Recommended by:

Todd Hamilton
Superintendent

- For supplemental budgets proposing a change in any fund’s expenditures by more than 10 percent.

A public hearing of the Springfield School District Board of Directors to discuss a proposed supplemental budget for the current fiscal year will be held on June 24, 2024 at 5:30 pm at 640 A Street, Springfield, Oregon.

This meeting will also be live streamed. Please access the live broadcast using the following link: <http://www.vimeo.com/SpringfieldPS>

The purpose of the hearing is to discuss the supplemental budget with interested persons. A copy of the supplemental budget document can be obtained on or after June 17, 2024 at 640 A Street, between the hours of 8 am and 5 pm.

Members of the community are invited to provide public comment, in-person, virtually, or via written submissions for the budget hearing. Information on how to sign up to provide public comment can be found at the following link: <https://www.springfield.k12.or.us/about/board#public-comment-info>

SUMMARY OF PROPOSED BUDGET CHANGES

AMOUNTS SHOWN ARE REVISED TOTALS IN THOSE FUNDS BEING MODIFIED

FUND: _____

Resource	Amount	Expenditure—indicate Org. unit / Prog. & Activity, and Object class.	Amount
1. _____	_____	1. _____	_____
2. _____	_____	2. _____	_____
3. _____	_____	3. _____	_____
		4. _____	
Revised Total Fund Resources	<div></div>	Revised Total Fund Requirements	<div></div>

Explanation of change(s):

FUND: _____

Resource	Amount	Expenditure—indicate Org. unit / Prog. & Activity, and Object class.	Amount
1. _____	_____	1. _____	_____
2. _____	_____	2. _____	_____
3. _____	_____	3. _____	_____
Revised Total Fund Resources	<div></div>	Revised Total Fund Requirements	<div></div>

Explanation of change(s):

**NUTRITION SERVICES
FRESH PRODUCE PRODUCTS**

RELEVANT DATA:

The Nutrition Services Fresh Produce Products Request for Proposals was advertised in the Daily Journal of Commerce and posted on Oregon Buys and Springfield Public Schools website. Proposal packets were available to suppliers on the current bidders list. District purchasing staff received two proposals that met the requirements.

This purchase will furnish fresh produce products including some locally grown farm to school produce for the Nutrition Services program for the 2024-2025 year with the option to renew annually through the 2028-2029 school year.

Board member Kelly Mason reviewed the procurement file. Brett Yancey will be available to answer questions.

RECOMMENDATION:

It is recommended that the Board of Directors award the fresh produce products contract to Emerald Fruit & Produce of Eugene for an estimated amount of \$323,519.

SUBMITTED BY:

Brett Yancey
Chief Operations Officer

APPROVED BY:

Todd Hamilton
Superintendent

Springfield School District 19

Code: BC/BCA
Adopted: 1/08/07
Revised/Readopted: 3/11/19
Orig. Code: BC/BCA

Board Organization/Board Organizational Meeting

Annually the Board shall hold an organizational meeting during the first regular Board meeting following July 1. In a Board election year, the Board organizational meeting must be no later than July 31st.

The organizational meeting will include, but not be limited to, the following actions:

1. Election of a Board chair;
2. Election of a vice chair;
3. Provision for a time and place for regular meetings;
4. Other organizational actions prescribed by law or by Board practice.

A majority vote of the Board is required for the election of the chair and vice chair.

All Board officers are subject to annual election for terms of one year.

The incumbent Board chair will preside until a successor is elected, whereupon the successor will assume the duties of the chair. In the event no incumbent chair or vice chair remains on the Board, or neither is able to continue to serve as an officer, the remaining Board member who has the most years of service will conduct the election.

END OF POLICY

Legal Reference(s):

[ORS 255.335](#)

[ORS 332.040](#) to [-332.045](#)

[ORS 332.057](#)

Cross Reference(s):

BCB - Board Officers

Springfield School District 19

Code: BCB
Adopted: 1/08/07
Revised/Readopted: 3/11/19
Orig. Code: BCB

Board Officers

At its first scheduled meeting after July 1, the Board will elect one of its members to serve as chair and one to serve as vice chair. No member of the Board may serve as chair more than four years in succession. If a Board member is unable to continue to serve as an officer, a replacement will be elected immediately. The replacement officer will serve the remainder of the officer's term until the following July.

The Board chair will:

1. Assist the superintendent in establishing the agenda for regular Board meetings;
2. Call special meetings when required;
3. Preside at all meetings of the Board and enforce the rules of order;
4. Sign the minutes and other official documents that require the signature of the chair;
5. Represent the district and the Board at official functions, unless this duty is delegated by the Board chair to another Board member;
6. Appoint all committees unless otherwise ordered by the Board;
7. Have the right to discuss issues and vote.

In the absence, incapacitation or death of the chair, the vice chair will perform the duties of chair and, when so acting, will have the chair's powers. The vice chair will perform other functions as designated by the Board.

The superintendent will designate a staff member to serve as Board secretary and will directly supervise and evaluate the secretary. The secretary to the Board will take notes at Board meetings, compile minutes and perform related work as assigned by the superintendent or requested by the Board chair. These duties will include, but not be limited to, the following:

1. Record the disposition of all matters on which the Board considered action;
2. Prepare and distribute minutes in advance for approval at the next Board meeting;
3. Maintain and keep copies of the minutes;
4. Maintain the official record of Board policies;
5. Properly post all board meetings.

Board or District Spokesperson

The Board may appoint one of its members, usually the chair, or another person to make authorized statements to the public or the media when the Board deems that, under the circumstances, the district's position should be articulated by a single voice. The spokesperson serves at the Board's direction and may be removed or replaced at any time by action of a majority of the Board.

END OF POLICY

Legal Reference(s):

[ORS 255.335](#)
[ORS 332.040](#)

[ORS 332.045](#)
[ORS 332.057](#)

[OAR 166-400-0010\(9\)](#)

Cross Reference(s):

BC/BCA - Board Organization/Board Organizational Meeting



Balanced Governance Self-Evaluation

<i>School District and Evaluation Year</i>	
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Springfield 19	2024
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Springfield 19	2024
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Springfield 19	2022
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Springfield 19	2022
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Prepared by:

Your OSBA Board Development Team
Oregon School Boards Association
1201 Court Street NE, Suite 400
Salem, OR 97301
(503) 588-2800
(503) 485-4837 Direct Line
www.osba.org



Balanced Governance Board Self-Evaluation

Reviewing Your Detailed Report

The disaggregate data of each question's responses are displayed in column charts color coded to show responses in each of the categories for every question in the survey.

OSBA believes your school board will find it beneficial to drill down to the individual questions within each of the standards for the 12 board performance standards, and requests you read through this report thoroughly prior to your facilitator's arrival.

With the help of your OSBA facilitator the board will go through discussion in the following areas:

1) What do you see?

Be prepared to describe what you see in the data and identify where it is located to the group. This is not about interpretation at this stage, only what you see.

2) What does the data suggest?

The board will discuss what the data suggest and try to generate different interpretations. Please come prepared to ask clarifying questions of one another to increase clarity and understanding of one another's perspectives.

3) Identify growth area(s) from the observations and interpretations.

The board will discuss which standard(s) to focus on for improvement and any indicators that the board wishes to see increased.

4) Build a professional development plan for the board.

The board will discuss how it wishes to go about implementing its professional development by determining the level of commitment from the individual board members, how much time it is willing to devote to learning and who the board wishes to help guide the learning.

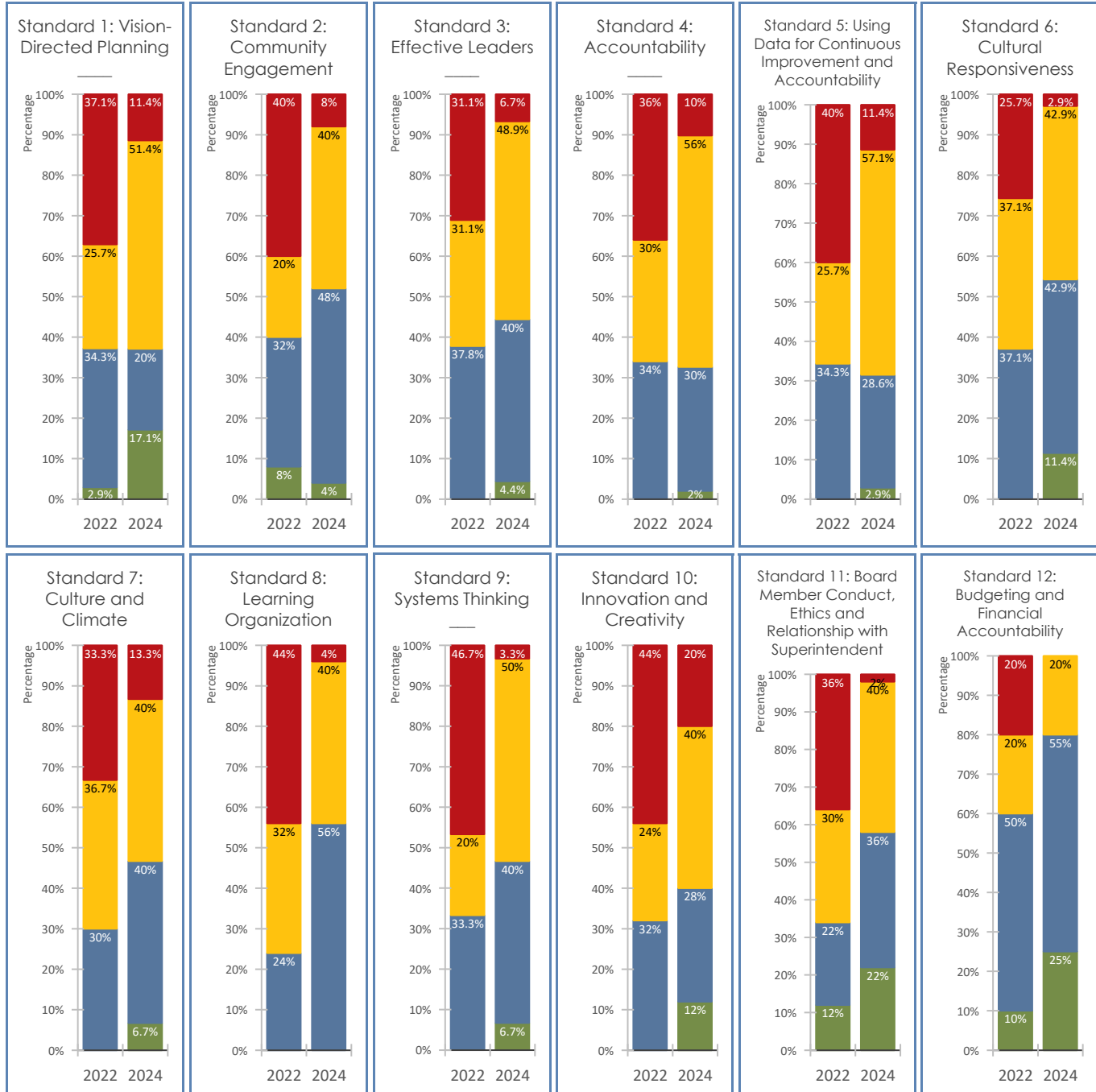
- Identify available time for board-superintendent team learning
- Determine use of a learning facilitator (OSBA, in-district, consultant, other)
- Establish commitment from individual board members to participate in the professional development.

OSBA looks forward to serving your board and being the association dedicated to improving student success and education equity through advocacy, leadership and service to Oregon school boards.



Balanced Governance: Standards Overview

Accomplished Effective Developing Ineffective



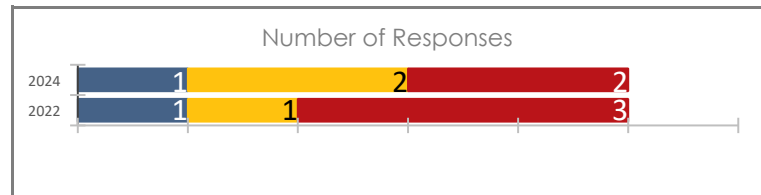


Standard 1 Vision-Directed Planning

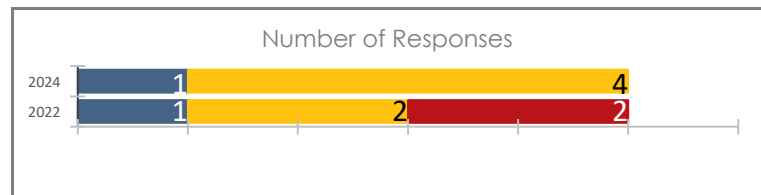
The Board engages community and staff in the development of a shared vision focused on student learning. The Board ensures that the vision is the foundation of the mission and strategic goals that direct board policy-making, planning, resource allocation and activities.

■ Accomplished ■ Effective ■ Developing ■ Ineffective

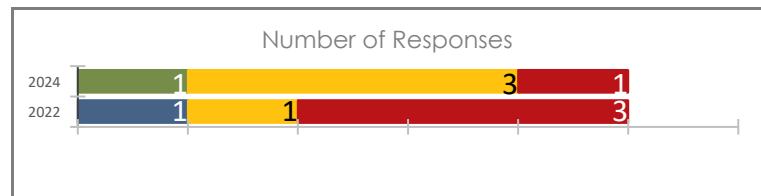
Q 4 The board collaborates with the community to articulate core values and beliefs for the district



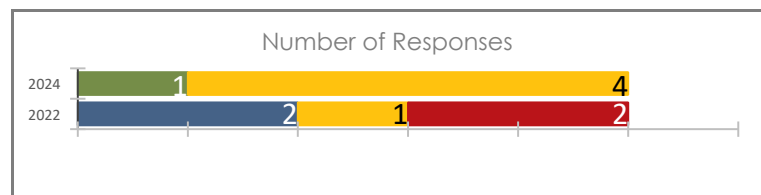
Q 5 Board members can clearly articulate the vision and strategic goals of the district



Q 6 The board collaborates with the superintendent to develop long-range strategic goals for improving student learning



Q 7 The board regularly monitors the progress of strategic goals focused on improving student learning



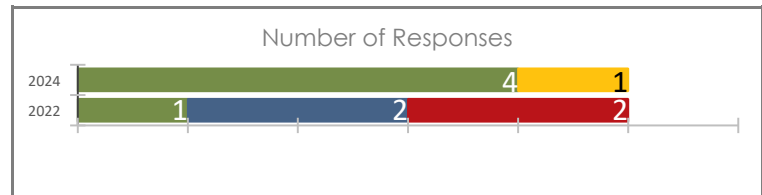


Standard 1 Vision-Directed Planning

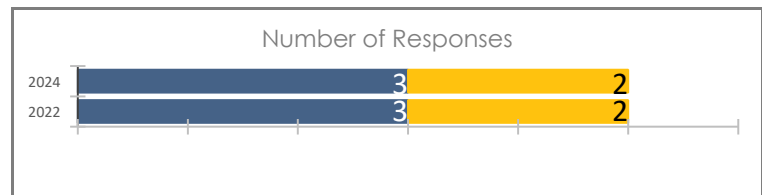
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■ Accomplished ■ Effective ■ Developing ■ Ineffective

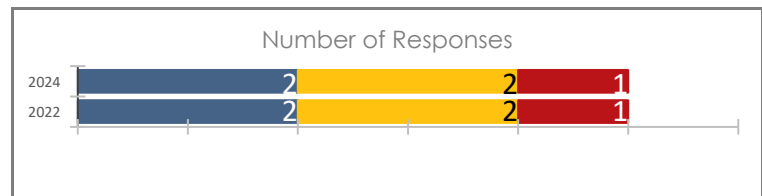
Q 8 The board adopted a budget that aligned resources to the district's vision and strategic goals



Q 9 The board establishes and models a culture of high expectations for all students



Q10 The board promotes a vision and expectation for excellence beyond the present performance



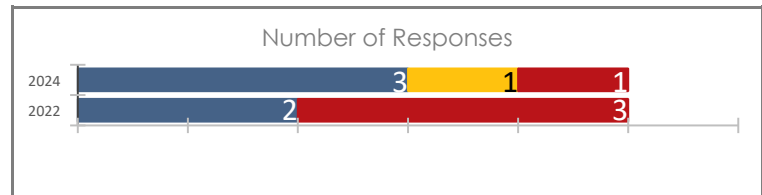


Standard 2 Community Engagement

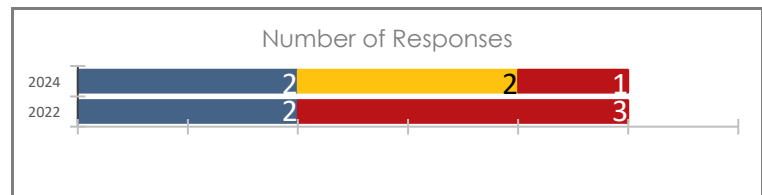
The Board recognizes that all members of the community are stakeholders in the success of their schools. The Board engages the community using a reciprocal advocacy process that creates and sustains meaningful conversations, system connections, and feedback loops across the breadth of their community. The Board supports collaborative partnerships and new types and levels of community participation in schools.

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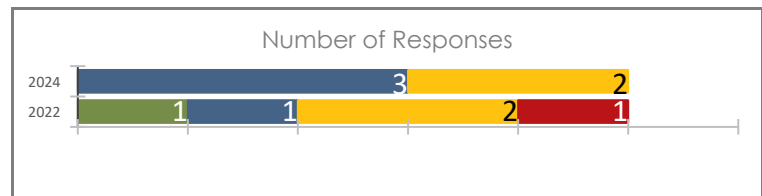
Q11 The board promotes practices that solicit input and involvement from all segments of the community



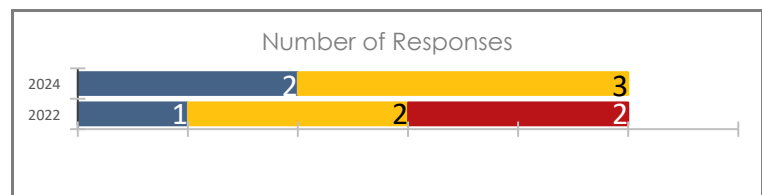
Q12 The board ensures that vision and goals are collaboratively developed with input from staff, parents, students, and the broader community



Q13 The board recognizes and celebrates the contributions of school and community members to school improvement efforts



Q14 The board is responsive and respectful to community inquiry and feedback



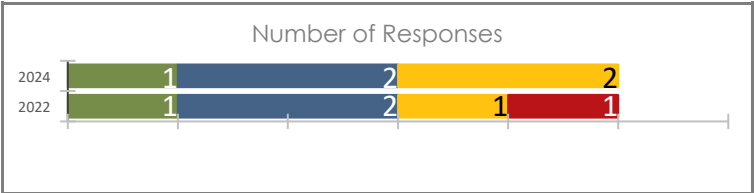


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Q15 The board advocates for public policy that supports education through relationships with community leaders, city, and county government officials, and state legislators



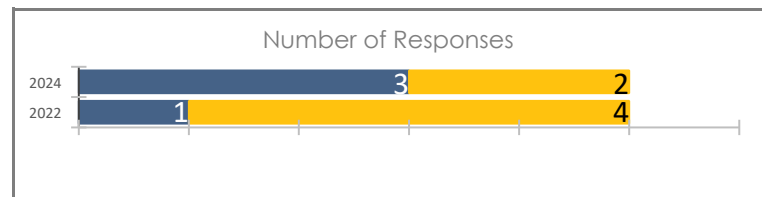


Standard 3 Effective Leadership

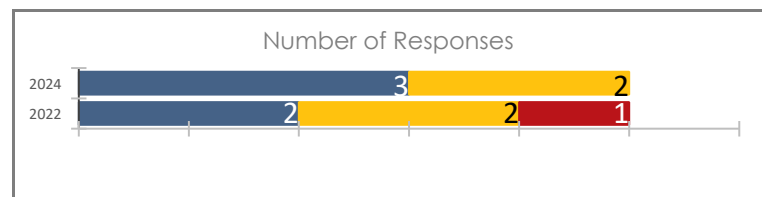
The Board practices and supports leadership that is proactive, integrated, and distributed. The Board establishes focus, direction, and expectations that foster student learning. Across education system, the board ensures the development and implementation of collaborative leadership models and practices guided by student learning goals. Within the district, the board ensures the alignment of authority and responsibility so that decisions can be made at levels closest to implementation.

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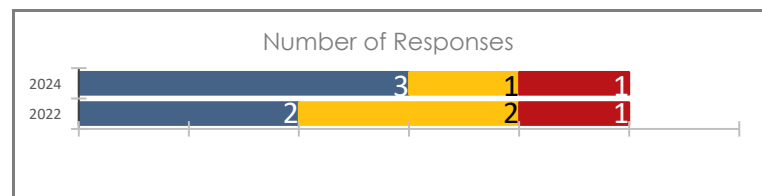
Q16 Board members are visible in the community



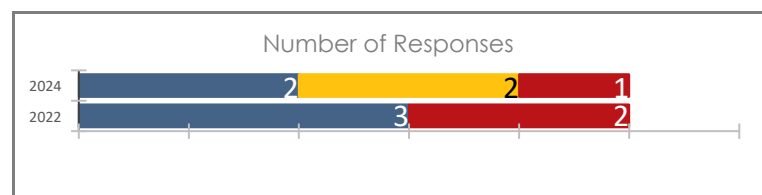
Q17 Board members develop professional community relationships to improve student learning and opportunities for students



Q18 Board activities, analysis, and decision-making are aligned with the vision and strategic goals



Q19 The board solicits input from multiple sources to assist in making informed decisions



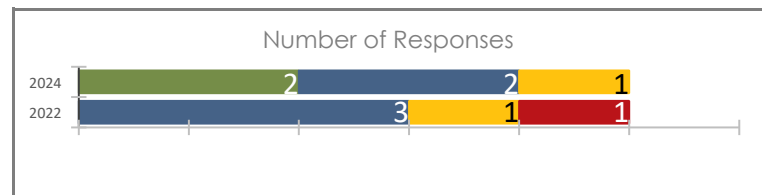


Standard 3 *Effective Leadership*

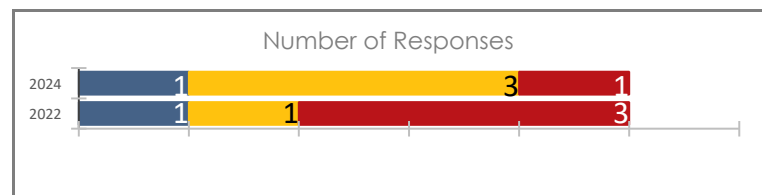
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■ Accomplished ■ Effective ■ Developing ■ Ineffective

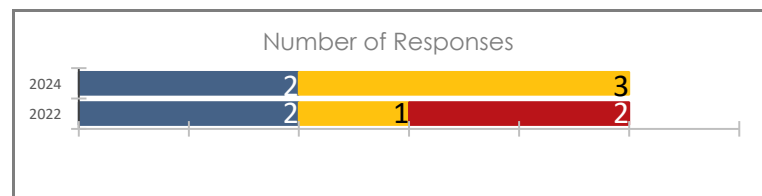
Q20 The board establishes and sustains relationships with community leaders, city, and county government officials, and state legislators



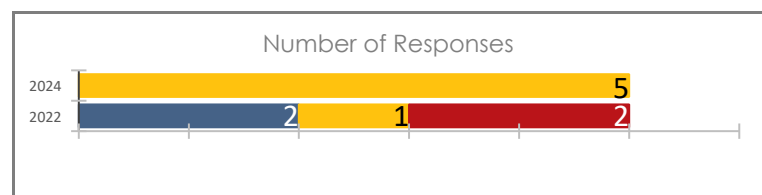
Q21 Board members model an empowering leadership style



Q22 The board enacts strategic goals and policies to define hiring practices that ensure employees fit into the culture and core values of the district



Q23 Board members promote change through dialogue and collaboration



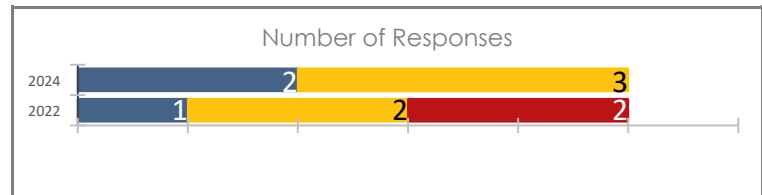


Standard 3 *Effective Leadership*

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Q24 Board members understand and are knowledgeable about school improvement initiatives and their role in supporting those initiatives



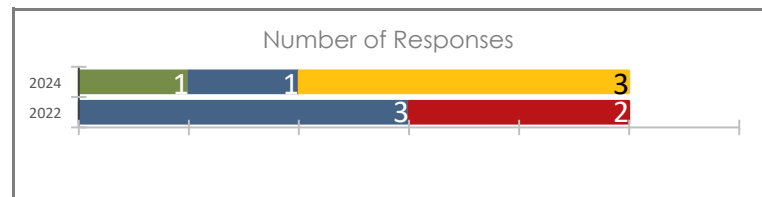


Standard 4 Accountability

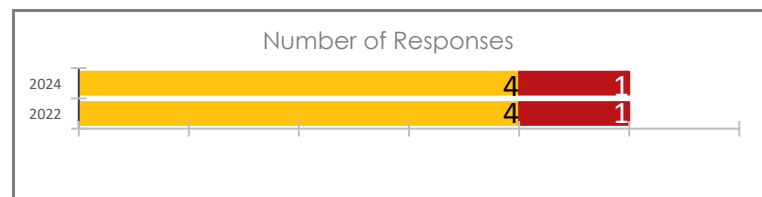
The Board holds high expectations for the learning of each and every student and holds themselves and the District accountable for reaching those results. The board provides strategic direction in the development of the District's mission, vision, and goals. The Board adopts policy and resources that align with District's strategic vision and goals. The Board monitors and holds accountable the superintendent to implement the District's strategic vision and goals.

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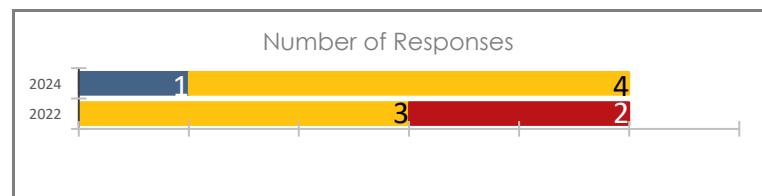
Q25 The board ensures funding to implement accountability measures



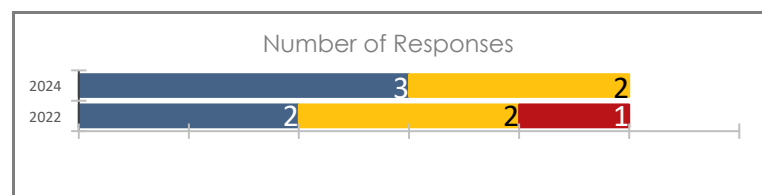
Q26 The board regularly reflects on its performance and makes substantive change based on the results of self-evaluation



Q27 The board models a culture of high expectations throughout the district



Q28 The board's priority and focus are on the student learning and student success in alignment with the district's strategic goals



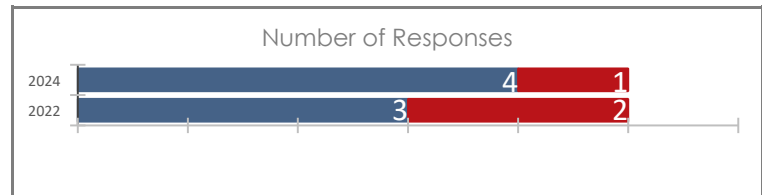


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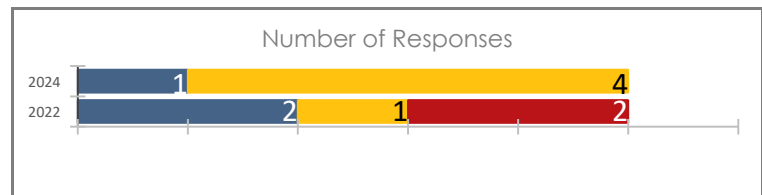
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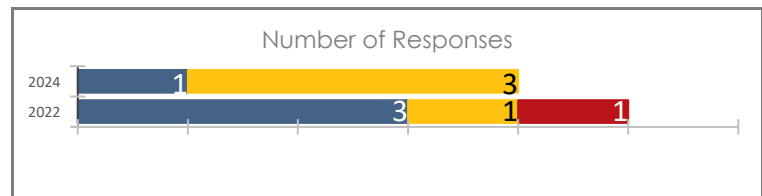
Q29 The board ensures the budget aligns resources based on student learning priorities



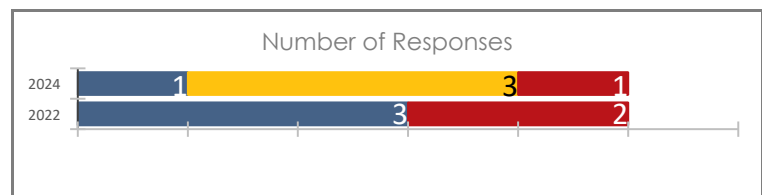
Q30 The board supports rewards, consequences, and recognition systems to encourage advancement of the district's strategic goals



Q31 Disaggregated student results and growth are measures against expectations set by district strategic goals



Q32 The board conducts an effective superintendent evaluation focused on monitoring progress on the district's strategic goals



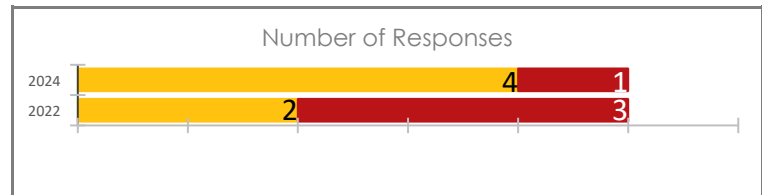


Standard 4 Accountability

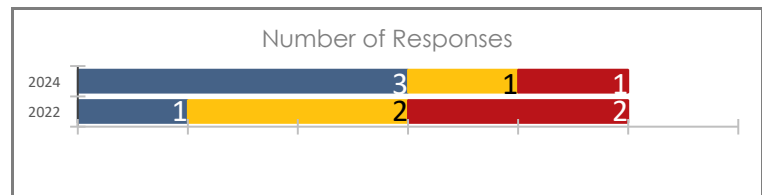
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Q33 The board regularly establishes performance goals for itself



Q34 The board ensures the superintendent and staff clearly understand their roles and responsibilities in creating and supporting a culture of high expectations throughout the system



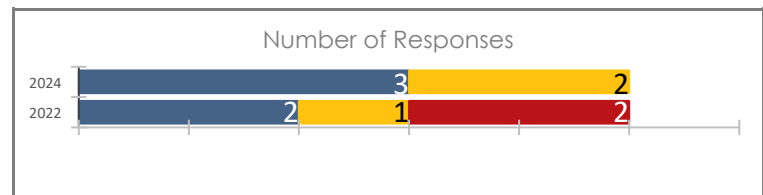


Standard 5 Using Data for Continuous Improvement and Accountability

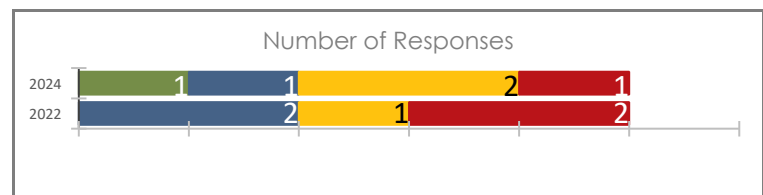
The Board uses meaningful quality data and information, from multiple sources and in various formats, to identify areas for improvement, set priorities, and monitor improvement efforts. At the same time, they support even better ways to do things the organization is already doing well.

■ Accomplished ■ Effective ■ Developing ■ Ineffective

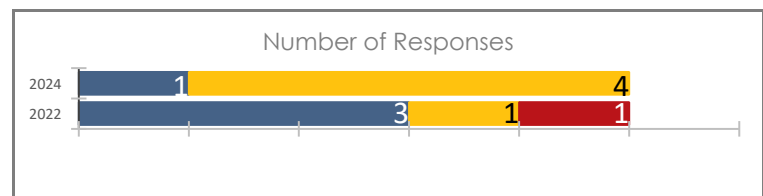
Q35 The board uses, and expects the superintendent to use, a variety of types of relevant data in decision-making



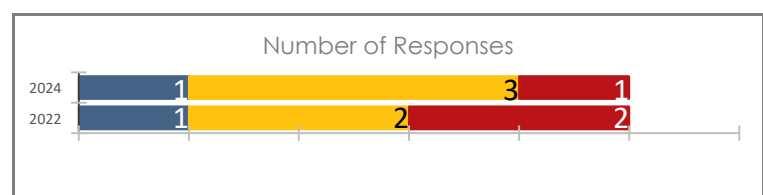
Q36 Programs approved by the board have effective data collection requirements and measurable results



Q37 The board uses data to identify discrepancies between current and desired outcomes



Q38 The board identifies and addresses priorities and needs based on data analysis



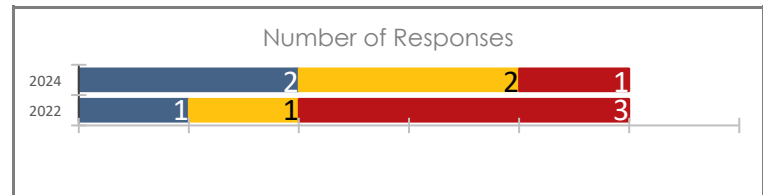


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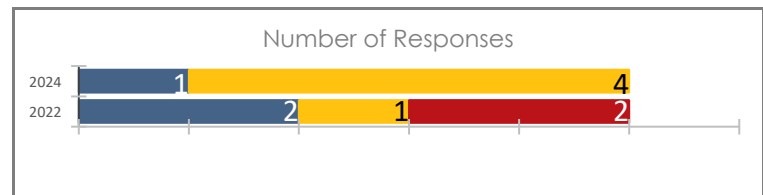
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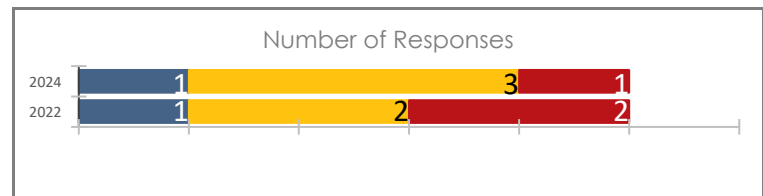
Q39 The board communicates to the public how policy decisions are linked to student learning data



Q40 The board creates a culture that encourages the use of data to identify learning needs throughout the system



Q41 The board ensures data used in decision-making is disaggregated, culturally representative, and provides the ability to monitor the district's strategic goals



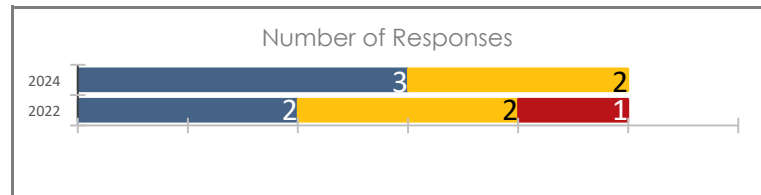


Standard 6 Cultural Responsiveness

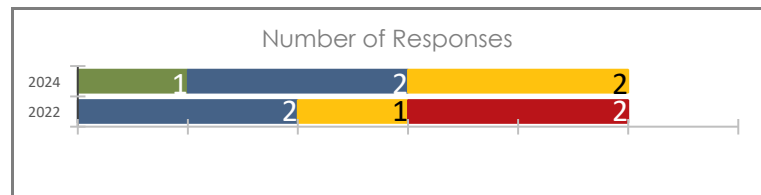
The Board recognizes cultural diversity in its many facets including social, economic, political, religious, geographical, generational, linguistic, ethnic, racial, sexual orientation, gender identification, and students with special needs. The Board develops an understanding of this diversity and applies perspectives responsive to the cultures in their community in policy and program approvals. The Board supports effective community engagement and expectancy strategies to build on the strengths of a community's cultural diversity.

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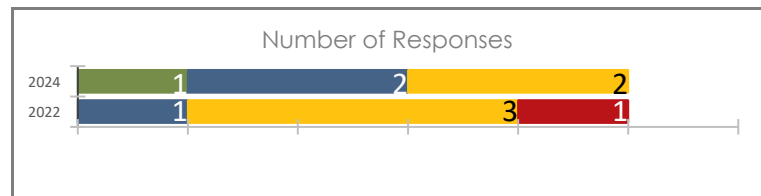
Q42 Board outreach and community engagement activities accommodate cultural differences in values and communication



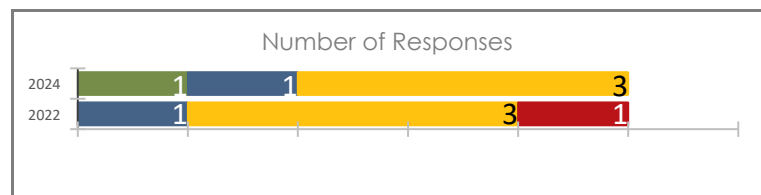
Q43 The board actively encourages and expects the superintendent to facilitate the participation of culturally diverse groups



Q44 The board has a process to review policies for cultural responsiveness and bias



Q45 Board members approach decision-making considering the many facets of cultural diversity including those indicated in the cultural responsiveness standard



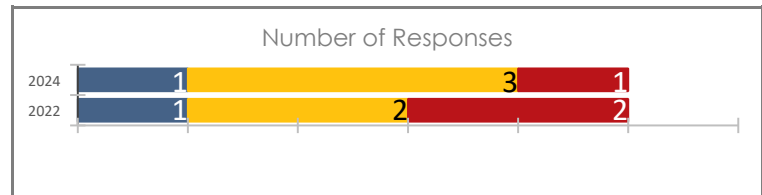


Standard 6 Cultural Responsiveness

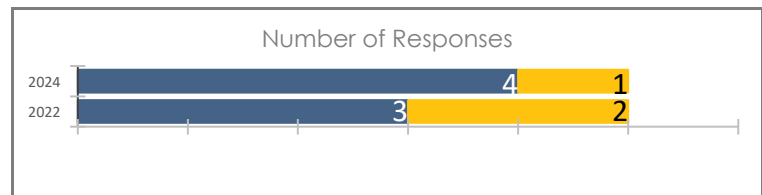
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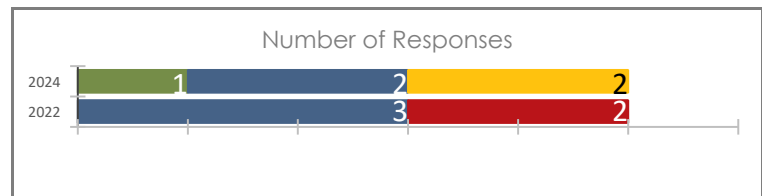
Q46 The board ensures district employees are representative of the values and culture of the community



Q47 A climate of caring, respect, and the valuing of students' cultures is established through board policies and goals



Q48 The board ensures the superintendent holds all employees accountable for high standards and expectations for each and every student



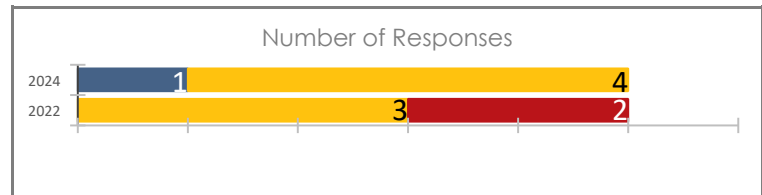


Standard 7 Culture and Climate

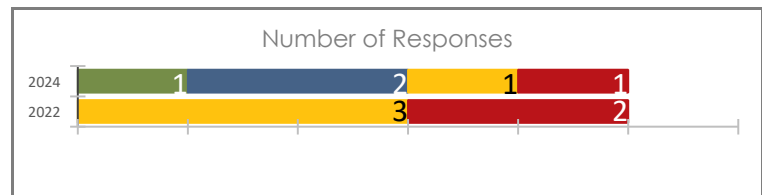
The Board creates a climate of expectation that all students can learn at their highest level. The Board supports policy and procedures that foster a positive and safe learning environment. The Board models professional relationships and a culture of mutual respect with staff and community. The Board models and establishes an organizational culture of service.

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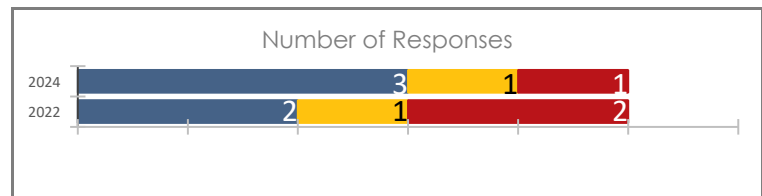
Q49 The board models relationships built on trust and respect



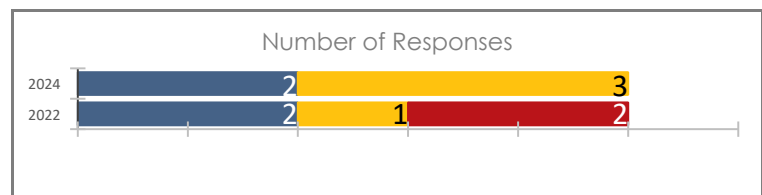
Q50 The board takes time to reflect and improve internal and external relationships



Q51 The board regularly assesses, holds the district accountable, and provides support for the improvement of the district culture and climate



Q52 The board creates a system in which high levels of student learning are expected.



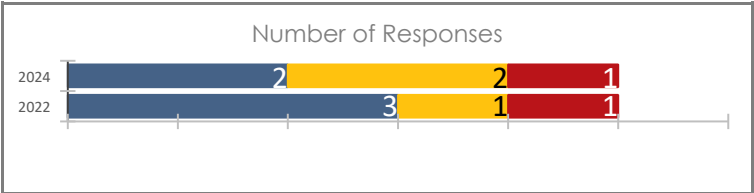


Standard 7 Culture and Climate

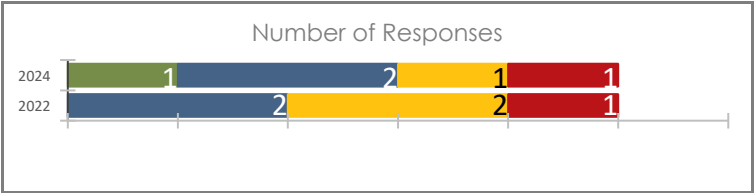
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Q53 The board establishes policies and ensures practices to foster a safe, positive learning climate for students



Q54 The board models and holds the district responsible for improving a culture of service



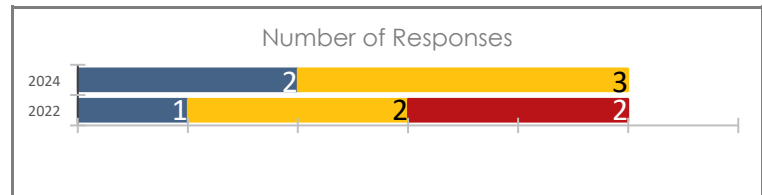


Standard 8 Learning Organization

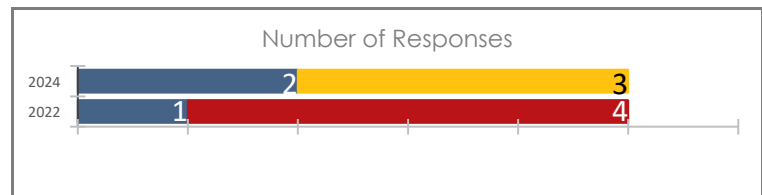
The Board ensures the District functions as a self-renewing professional community that supports reflection, discovery, learning, improvement, and success by staff at all levels. The Board encourages professional development that empowers staff and nurtures leadership capabilities across the organization.

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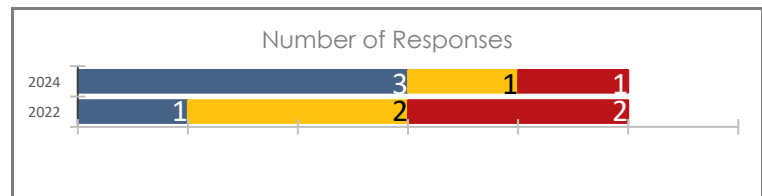
Q55 Board policies nurture leadership capabilities across the organization



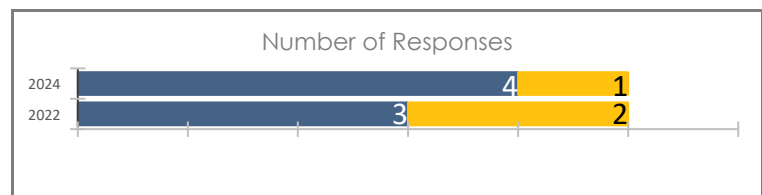
Q56 The board creates and pursues opportunities to learn about research-based strategies that ensure continuous improvement for the next generation of learners



Q57 Board members promote positive change through dialogue and collaboration



Q58 The board encourages professional development that increases learning and empowerment



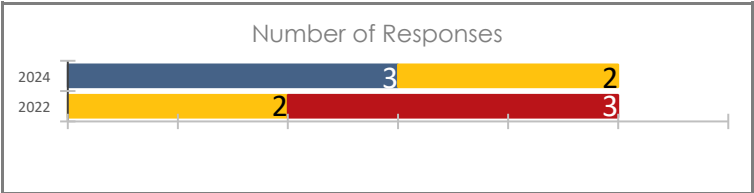


Standard 8 Learning Organization

The Board ensures the District functions as a self-renewing professional community that supports reflection, discovery, learning, improvement, and success by staff at all levels. The Board encourages professional development that empowers staff and nurtures leadership capabilities across the organization.

Accomplished Effective Developing Ineffective

Q59 The board fosters and environment of mutual cooperation, emotional support, and personal growth throughout the organization



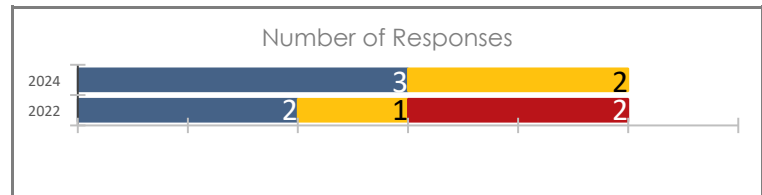


Standard 9 Systems Thinking

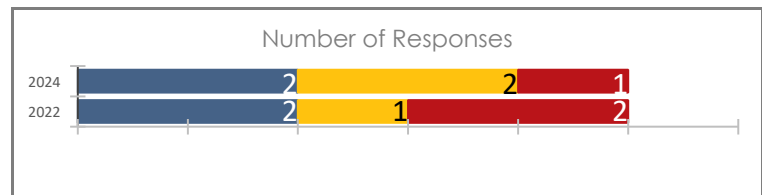
The Board practices and supports systems thinking in its deliberation and approval of policy, programs, and procedures. The Board practices an integrated view of education within and across systems and levels (e.g. K-12, ESD, community college, and university). The Board seeks out collaborative local, state, and national partnerships, coordinated programs, and shared resource models to improve student learning.

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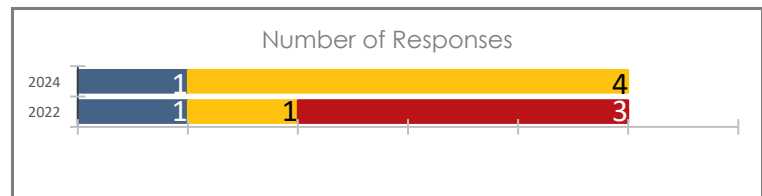
Q60 The board works to avoid policy decisions that shift problems from one part of the system to another



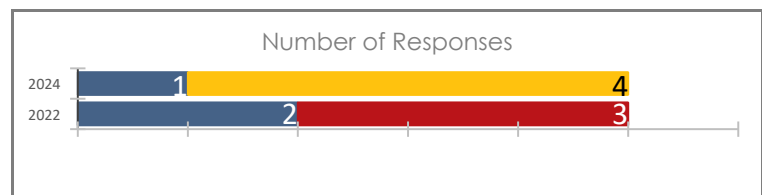
Q61 The board encourages an organizational structure that enables creative processes



Q62 The board engages in process thinking, seeing beyond the immediate situation and easy solutions



Q63 The board analyzes issues for their impact on other parts of the system



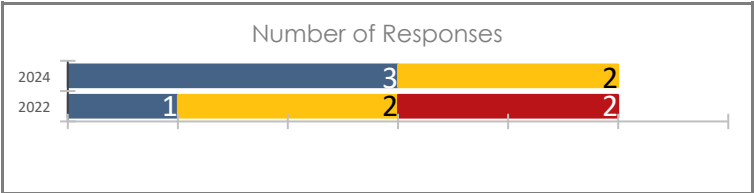


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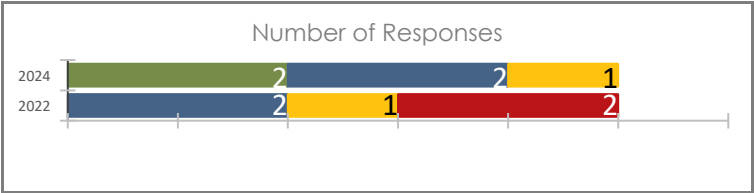
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Q64 The board team is solution-oriented



Q65 The board works collaboratively with other agencies to encourage dialogue that fosters continual growth



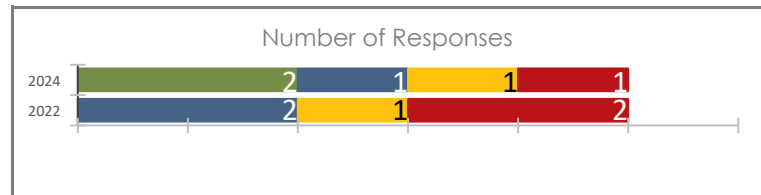


Standard 10 Innovation and Creativity

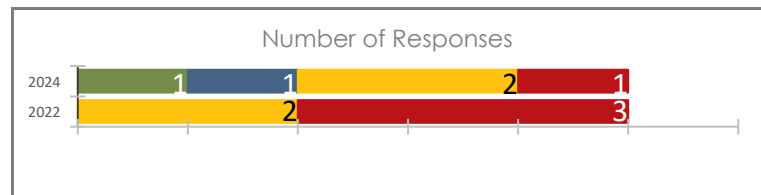
The Board encourages innovation and creativity as assets to the process of development and change, leading to new types of thinking and better ways of meeting student needs. The Board supports innovation and creativity that support district vision, values, and goals throughout the organization; engages collaborative partnerships; and encourages dialogue, new ideas, and differing perspectives.

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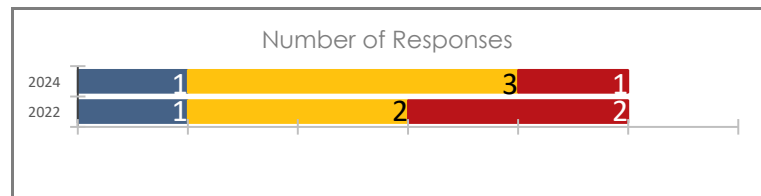
Q66 Board members create time and opportunities for their own creative thinking



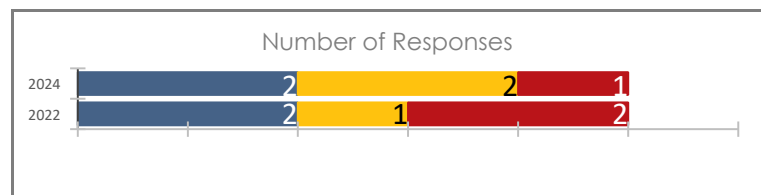
Q67 Board members partner with community and educational organizations to remove real and perceived barriers to creativity and innovation



Q68 The board sets meeting agendas that allow it to proactively identify and explore strategic issues



Q69 The board incorporates flexibility into its future plans to enable the district to look and move in unforeseen directions in response to unexpected events



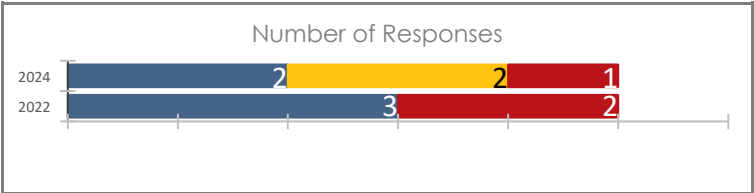


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Q70 The board recognizes the risk inherent in creativity and innovation and promotes employee knowledge, awareness, creativity, self-initiated action, and experimentation



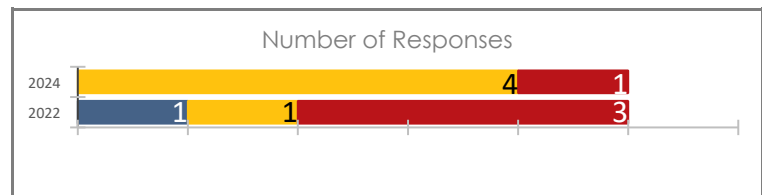


Standard 11 Board Member Conduct, Ethics and Relationship with Superintendent

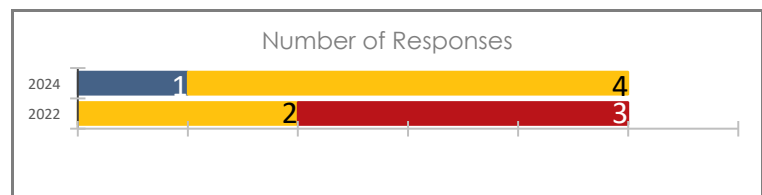
The Board recognizes that it is essential to have a clear, mutual understanding of the respective roles and responsibilities of the Board and the superintendent. The Board supports and practices team building as an essential part of this relationship.

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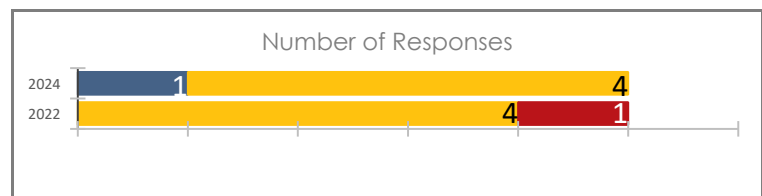
Q71 Each member of the board understands and respects the distinction between the board's responsibilities and the superintendent's duties



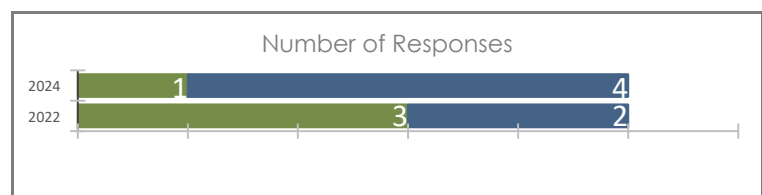
Q72 The board and superintendent trust and respect one another



Q73 Board members represent the interests of the entire district



Q74 Board members preserve the confidentiality of items discussed in executive session



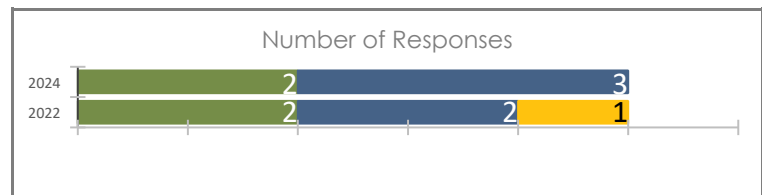


Standard 11 Board Member Conduct, Ethics and Relationship with Superintendent

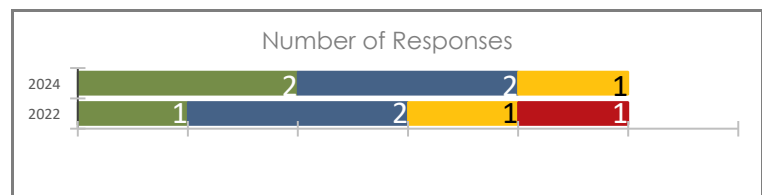
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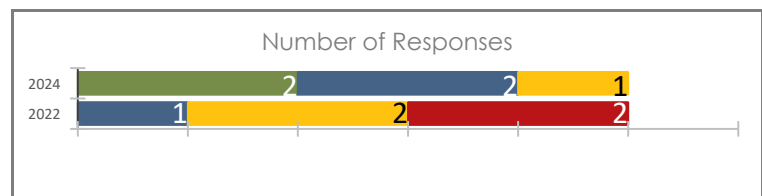
Q75 Board members do not use their office for personal gain or advancement



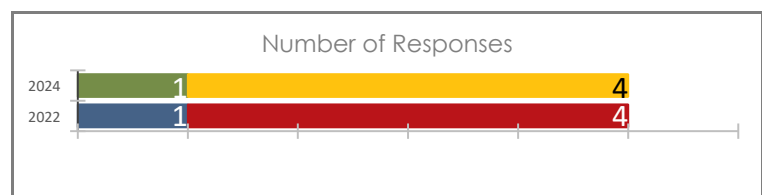
Q76 Board members do not attempt to individually speak on behalf of the entire board or commit the board



Q77 Board members direct complaints and requests to the superintendent rather than attempting to solve them directly



Q78 The board and superintendent agree on the information needed by the board, and when and how the board receives that information



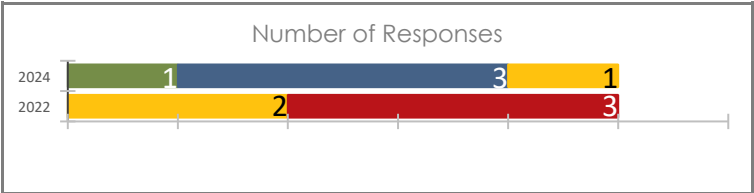


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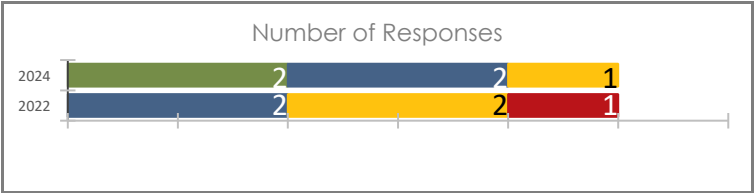
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Accomplished Effective Developing Ineffective

Q79 The board and superintendent participate in learning opportunities as a team



Q80 Board members come to the meeting familiar with the agenda and prepared to discuss, ask questions, and take action on agenda items



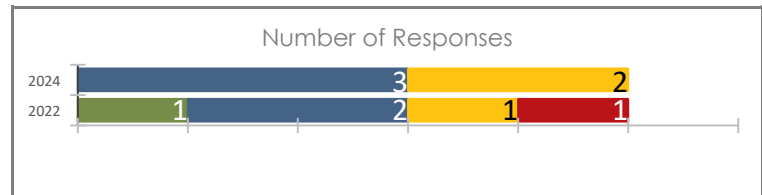


Standard 12 *Budgeting and Financial Accountability*

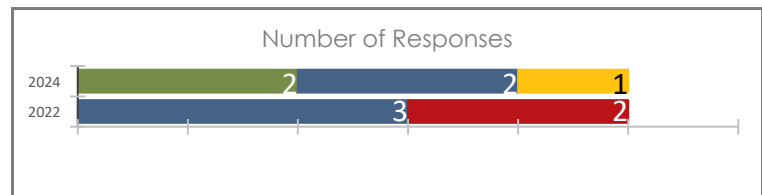
The Board ensures that strategic educational goals of schools of schools are translated into reality through effective alignment with the budget and make sure the school district is fiscally sound. The Board utilizes fiscal resources based on student needs and district policy and strategic goals.

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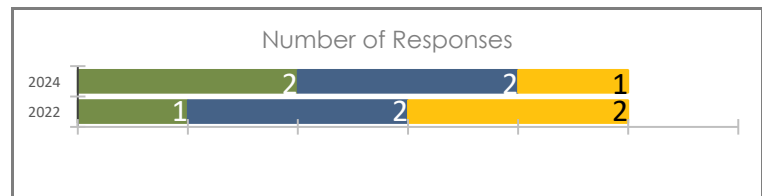
Q81 Board members are knowledgeable of the district budgeting process



Q82 Budgeting decisions are based on student needs, adopted district policy and goals, and the district's financial ability to meet those needs



Q83 Board members have a basic understanding of district revenues and expenses



Q84 The board reviews monthly financial statements provided by the superintendent and understand their role in the oversight of the budget

