

# ROSEBURG PUBLIC SCHOOLS

**School Board Regular Meeting**  
**Green Elementary School**  
**4498 SW Carnes Road**  
**Roseburg, Oregon 97471**  
Available via Zoom

Vol 5 No. 20

May 22, 2024

**Board Members:**

- Rodney D. Cotton, Chair
- Keith Cubic
- Steve Hammerson
- Ann Krimetz
- Michael Leone
- Andrea Miner, Vice Chair
- Andrew Shirtcliff

**Administration:**

- Jared P. Cordon, Superintendent
- Michelle Knee, Assistant Superintendent
- Cheryl Northam, Director of Finance and Operations
- Melissa Roberts, Director of Student Services
- Jill Weber, Director of Teaching and Learning

### SCHOOL BOARD MEETING

**TIME/PLACE:** A meeting of the Douglas County School District No. 4 Board of Directors was convened on Wednesday, May 22, 2024, at 6:00 p.m. in the Green Elementary School Library, 4498 SW Carnes Road, Roseburg, Oregon, in person and available via Zoom link.

**ATTENDANCE:** Board members and Cabinet members attended in person. No media representatives announced themselves.

**CALL TO ORDER / PLEDGE OF ALLEGIANCE:** Board Chair, Rodney D. Cotton, called the regular meeting to order at 6:00 p.m. and invited Mr. Keith Cubic to lead the Pledge of Allegiance. He thanked Technology Coordinator, Matt Hill, for providing technology assistance at our board meetings. Chair Cotton also advised the audience that Board meetings are recorded for future viewing and to please silence their cell phones. Anyone wishing to be part of Public Participation was asked to complete a card at the entrance to the room and cards will be collected prior to Public Participation. Our Zoom link is available for family and friends unable to attend the student and staff recognitions. Patrons may also contact board members via email.

***A Tribute to former Vice-Chairman, Rev. Howard Johnson  
1942 – 2024***

*Chair Rodney Cotton shared his deep sadness at the recent passing of Reverend Howard Johnson, RPS Vice-Chair and a treasure to this entire community. Howard served our school district as a Board member for the past nine years. He had a deep passion for student success and well-being and was dedicated to seeing our district and community thrive.*

*Howard played an instrumental role in developing our district’s Strategic Plan that centers on the goal that all students receive the care, support and instruction needed to graduate from high school with plans for their most successful futures. Howard was always willing to share his unique life experiences as we worked toward improving outcomes for our students, and for this we are especially grateful. His voice will be missed, but his efforts will continue to reverberate throughout our schools.*

*Chair Cotton extended condolences to Howard's family during this difficult time. Although we have lost a great champion for our students, we know that he will continue to serve as an inspiration to us all moving forward.*

***Swearing in of appointee to complete term of School Board Position No. 3, effective through June 30, 2025***

Superintendent Jared Cordon had the pleasure of delivering the Oath of Office for Mr. Keith Cubic, newly appointed by the Board to complete the term recently vacated by Rev. Howard Johnson. Congratulations!

Chair Cotton announced that Mr. Cubic is not new to RPS, as he previously served on the Board for 18 years. Rod further acknowledged that Keith was a mentor to him when he first came on the board, and he is very happy to have him serve once again.

***PRINCIPAL REPORTS:  
Green Elementary School  
2023-2024 Year 1 – Tammy Rasmussen  
Improving Academic Outcomes – One Student at a Time***

Principal Tammy Rasmussen earlier led the board on a tour of the grounds, ending with a visit to the student garden area. She thanked many staff, including Mrs. Bernardo, librarian, for displaying student artwork, and her office manager Cherie Jones for making the space so welcoming. The school embraces the concept of “We are One” after reading *I am One*. Teachers hope to instill an environment where children feel safe, loved and have a sense of belonging.

This year, teachers are focusing on:

1. Mentoring (common prep)
2. Conscious Discipline implementation
3. Collective Efficacy
4. Effective core instruction and small group focused on instructional need
5. Creating powerful learning experiences for all students in and outside of the classroom

Tammy shared her commitment to the Throughline for supporting teacher learning as well as their guiding principles:

1. Vision and beliefs
  - a. Shared vision for student learning
  - b. Efficacy – Teacher beliefs about their impact on students
2. Adult learning culture
  - a. Collaboration
  - b. Getting better
  - c. Problem solving
3. Systems and Routines
  - a. For empowering teachers and leaders to identify and name problems
  - b. For empowering teachers to solve problems and analyze impact

Children at Green are celebrated for learning all kinds of new skills as they lend a hand with garden clubs, landscaping, blower skills and moving dirt.

***All Green students feel safe and valued and have the ability to learn.  
They can thrive with high expectations and compassion that will lead to a positive, resilient and engaged learner.***

***Winchester Elementary School  
2023-2024 Year 2 - Meghan Pirtle***

Principal Pirtle shared her good fortune in being part of the Winchester team over the past 9 years. She noted that Principal Rasmussen was one of her mentors and she feels blessed to have her as a colleague. Mrs. Pirtle

explained that last year the school was building their culture, and now are focusing on instructional improvement. The staff created an improvement plan in alignment with the District’s Strategic Plan. The team agreed that Winchester students will achieve social, emotional, and academic growth through experiences of perseverance, collaboration, risk-taking and effort. The goal is for them to feel safe, loved, happy and proud. An overview of state OSAS results from 2022-23 was provided, along with their ELA Support Plan through the 5D Instructional Framework:

- Highly qualified ELA leaders
- Literacy Framework
- Purposeful Collaboration
- IRLA Support and Implementation
- Small Group Instruction
- Title I Tiered Interventions

Meghan also thanked Hucrest and Green for being learning partners in Math Studio this year, an eye-opening experience she credits for being one of the greatest growing moments in her career. The Math Support Plan within the 5D Instructional Framework includes:

- ✓ Math Sustainability
- ✓ Purposeful Collaboration
- ✓ Math Studio Classroom
- ✓ Habits of Mind and Interaction
- ✓ Title I Math Interventions
- ✓ Focused Learning Targets

The school hopes to continue to encourage family meetings and collaboration working to further improve classroom culture. Community partners including Farm to School, Thrive Umpqua, Umpqua Riverhawks, Roseburg Alliance Church, Wailani Shave Ice and Costco have all been supportive.

Chair Cotton thanked both Principal Rasmussen for hosting, stating that wherever she is, children will learn; and Principal Pirtle as well for sharing student experiences, adding that he would be very proud to have either one as his child’s principal.

### **STUDENT REPRESENTATIVE REPORT:**

Leadership students Raeleigh Traviss and Taylor Sands shared that students are enjoying Homegoing Week, with a Senior Farewell Assembly coming up this Friday and Senior Sunset next Wednesday. Class representatives for next year include Carter Koster, Ryne Wilson, and Spencer Bingham. Student body co-presidents will be Annan Kolberg and Sylvia Eckman. Spring sports have concluded their seasons with baseball, softball & boys lacrosse reaching playoff games. Timothy Johnson ran a school record in the 3K at the OSAA 6A state championship. Massimo Falleni and Estaban Webber Bernal will be competing at state in tennis. Tyler Popken will compete in state golf competition as well.

### **STUDENT / STAFF RECOGNITION**

Director Steve Hammerson had the pleasure of presenting honorary certificates and McDonald’s gift cards to worthy students this evening. Honorees this evening included:

#### ***Lisette Ceballos, Fifth Grade Student at Green Elementary School***

Lisette is an encourager. She has attended Green Elementary since kindergarten. During that time, she participated in our English Language Development program, is a classroom leader, and grew her skills of composure. Mrs. Johnson said, “Lisette loves Green and will greatly miss the people here. She has pushed through obstacles and does that with a smile and a word of encouragement for those around her.” Lisette is a gifted student who thinks deeply about her class work and

always puts forth the extra effort to do her best. Lisette, everyone at Green is so proud of you and can't wait to share in your next accomplishments.

**Congratulations, Lisette!**

***Hope Maliah Johnson, Seventh Grade Student Fremont Middle School***

Hope is the type of student that every teacher wants in their classroom. She goes above and beyond what is asked of her in all of her classes, and serves as an excellent role model and leader for her peers. She is kind, thoughtful, positive, and passionate about her learning and always has a smile on her face. She has a HUGE heart, and consistently seeks opportunities to make a difference in the school community. Hope pushes herself to be exceptional, and her hard work pays off. She is quick to help others when they are struggling with understanding material, and she enjoys taking on new challenges, always ready to lead the way on a project.

**Congratulations, Hope!**

***Neikko Pinon-Gasca, Fifth Grade Student at Winchester Elementary School***

Neikko is an outstanding role model and is well respected by both staff and peers alike. Neikko can always be counted on to act with integrity and respect and serves as an excellent example for others. His effort is commendable and he strives to do his best, does not shy away from a challenge, and is involved in extracurricular sports. He is a team player and very capable in all he does. Staff at Winchester have no doubt that he can be successful in anything he sets his mind to, and they all wish him the best as he moves on to middle school. He will be very missed at Winchester!

**Congratulations, Neikko!**

***Lillian Rudolf, Eighth Grade Student at Joseph Lane Middle School***

Lilly is an awesome student who always focuses on quality work and helping others. Teachers can always count on her to be focused on class topics and looking to extend her learning through deeper questioning and conversation. Lilly's desire to learn is at a level of maturity not often seen in middle school. On top of being a great student, Lilly is a fantastic human being. She sets the example in class for how to treat others with respect and patience. Her quick wit and sense of humor always keep staff on their toes. The future is bright for Lilly, and she will excel at whatever she chooses to do.

**Congratulations, Lillian!**

***Eliza VanBurger, Ninth Grade Student at Roseburg High School***

Eliza is an exceptional student always striving for excellence. She approaches her studies with a high level of motivation and dedication, evident in her active participation in classroom discussions and group activities. Eliza is also a great collaborator. She works well with her classmates, and her contributions always elevate the level of learning for everyone. In the field of robotics, Eliza is a standout, approaching every challenge with enthusiasm and a willingness to learn. Her hardworking nature is evident in her ability to take on even the most demanding tasks, and she consistently delivers excellent results. Her passion for learning, dedication, and collaborative spirit make her a natural leader who inspires others to achieve their best. If she chooses to pursue a career in teaching, there is no doubt she will make a significant impact on the lives of her students.

**Congratulations, Eliza!**

Director Andrea Miner expressed that it was her honor and extreme privilege to present Crystal Apple Awards

to the following staff members:

***Tabatha Nordlund, Skills Trainer at Green Elementary School***

Tabby is the skills trainer at Green and supports students and staff in a multitude of ways. One click of the radio and Mrs. Nordlund is there to support a students who needs support emotionally, a sick child, or someone who needs a job during the day. She uses her time with a student to grow their skills to handle big emotions and to build their confidence. She is always willing to demo some dance moves, participate in a spirit day, or put on a 40-pound Dragon costume. You make Green such a special place because you relate authentically to every student and you care about every member of the Green community.

**Congratulations, Tabatha!**

***Crystal Apple: "A heart filled with love for every member of the Dragon family"***

***Debbie Wilks, Second Grade Teacher at Green Elementary School***

The heart of a school starts with the love that you share with your students and staff. Debbie is someone who truly cares for others. She uses positive strategies to build a classroom environment that is welcoming to all. When she isn't getting the results she wants, she is tenacious to find another way. This includes collaborating with specialists, collecting more data, and assessing the connection she has with the student. She does not give up! Her commitment to the school extends to her desire to learn more and to lead. She has become a dyslexia expert and is the school's science lead. Green employees couldn't be prouder to work with Mrs. Wilks every day.

**Congratulations, Debbie!**

***Crystal Apple: "A leader and learner who celebrates every child"***

***Heidi Guyer, Librarian at Winchester Elementary School***

Heidi is an alumna of Winchester Elementary. When the library was being built, she would stare into the windows waiting for the day the doors would open. This was when her love of books began to grow. She has celebrated most of her life at Winchester, six years as a student, and 25 years as a librarian. Heidi has built a beautiful and welcoming library. She has helped students not only learn the importance of literacy, but to enjoy and celebrate literacy, but to enjoy and celebrate literacy! She serves as a valuable resource for teachers by recommending books to support instruction, supporting technology needs, planning, and implementing reading programs, and is always encouraging and challenging students to grow in their reading ability in both the school and community. Whether she is teaching a class, greeting students during morning duty, giving tokens to the book vending machine, facilitating a STEAM activity, or helping a student choose the perfect book, she can be seen with a smile on her face and a book in her hand. Heidi is creative, flexible, and a processor. She is the knowledge and wisdom that is part of the Winchester School family.

**Congratulations, Heidi!**

***Crystal Apple: "The guardian of Winchester's knowledge"***

***Amanda Sandoval, Learning Specialist at Winchester Elementary School***

Amanda Sandoval is a beacon of light when it comes to Winchester. She began her educational journey as an instructional assistant for six years and then was a classroom teacher for 11 years. She has a deep passion for students and their ability to learn in a way that makes them truly successful. Amanda was truly meant for the Learning Specialist position at Winchester. She has a dedication for a multi-tiered system of interventions, making data-driven decisions, bridging the gap in student learning, advocating for student needs, as well as supporting staff through their instructional journey. She is a vital member to the support team at Winchester and her insight into decision making has led Winchester to truly be a model of an RTI system. Amanda make

sure students are at the heart of every decision. Roseburg Public Schools is fortunate to have Amanada as part of the district family.

**Congratulations, Amanda!**

***Crystal Apple: "Making students the heart of every decision"***

Congratulations to each of tonight's recipients!

**BRIEF RECESS:** On behalf of the Board, Chair Cotton thanked the attendees for coming tonight to support the honorees and offered a brief break to allow an opportunity for those who wished to depart for the evening. The meeting was recessed at 6:30 p.m. and reconvened at 6:39 p.m.

**PUBLIC PARTICIPATION:** Representing the Douglas County Board of Commissioners, Commissioner, Chris Boice, *accompanied and completely overshadowed by his two-year old springer spaniel "Bella"* was pleased to present the district's portion of trees harvested from the Calahan Ridge logging project from land known as Britt Nichols Park, a partnership started in 1952 between the local Kiwanis Club and the district and intended to benefit the Roseburg High School forestry studies. Mr. Boice reflected that as a newly elected commissioner, he was introduced to Kiwanis member Don Acre, who had a vision of harvesting the trees prior to his passing. The Kiwanis portion has been donated to Doernbecher Hospital.

Another community member, Mr. Kevin Murphy who is a district roving substitute, thanked the board for the temporary position he has served in from 2022 to present. He asked the board to consider a long-term strategic discipline plan in response to student behaviors, as well as a limitation on possession of cell phones by students based on monthly attendance and academics, along with TikTok filters and social media.

**ACTION / DISCUSSION ITEMS**

**REVIEW OF AGENDA / COMMUNICATIONS TO THE BOARD**

Superintendent Cordon welcomed everyone present in person, as well as those who were joining the meeting remotely. One additional retirement notice was added to the Consent Agenda.

**CONSENT AGENDA:**

The Board approved the Consent Agenda, including approval of the Agenda; Minutes from the March 13<sup>th</sup> board meeting; Committee minutes; Curriculum & Instruction (April 17); Building & Sites (May 13); Gifts to the district; and the following personnel actions:

[Licensed Hire Recommendations for 2024-25 school year:](#)

- Robert Coulson, GED Teacher at Roseburg High School, and
- Michael Mahoney, Fifth Grade Teacher at Eastwood Elementary School

[Notice of Resignation:](#)

- Jennifer Higgins, Language Arts Teacher at Roseburg High School, effective May 24, 2024.

Director Steve Hammerson moved to approve the Consent Agenda as presented. Director Michael Leone seconded, and the Motion passed unanimously.

M5-066 Approved the Consent Agenda

## PHOENIX CHARTER SCHOOL CHECK-IN

Dean of Students Corrie Bernard and Executive Director Thomas McGregor shared data related to Star 360 assessments and dashboard data specific to attendance, completion rates and student growth in English Language Arts and Mathematics. The information had been prepared by Principal Kat Bierkens, who had a prior commitment this evening. Reported dashboard data indicated that 21% of all students are attending 90% of the time; 40% of all students are on track for graduation; 37% of all students are at or above benchmark in ELA; and 29% of all students are at or above benchmark in Math.

Ms. Bernard shared her experience in teaching Math for approximately 13 years, and that she is getting to know students at Phoenix.

Board members expressed some distrust in the reports as historical data was inconsistent. It's hard to compare results when the charter is not using the same assessment tools as RPS. Supt. Cordon clarified that concern stems from disparity in the report provided this evening and state OSAS data. The most recent data from the state illustrates that Phoenix student growth and achievement is a Level One across every subcategory, which is 10<sup>th</sup> percentile or below state reporting.

## LONG RANGE FACILITIES PLAN – INTRODUCTION OF SUSAN MILLER FROM THE WOOLPERT GROUP

Chief Operations Officer, Cheryl Northam introduced Susan Miller of the Woolpert Group, formerly Cooperative Strategies. Susan provided an overview of how numerous components are being researched in updating the District's Facilities Master Plan and how it supports our District's Strategic Plan. Susan presented what long-range facility plans are, the data considered, and key questions to ask ourselves, including:

- Are the facilities we operate now, the ones we should continue to operate for the next 5-10+ years?
- Which facilities are in good enough condition, relative to their replacement value, to maintain and which ones require major renovation or replacement?
- Do all our students have equitable access to high-quality learning environments in a warm/cool, safe and dry school and educationally adequate?
- What is the history of your district and community and how should that inform future facility investments?

Historical enrollment, factors and considerations were presented. Susan emphasized the importance of understanding the “why” students transfer away can help frame opportunities for retention.

During group discussion, the board was encouraged to consider similar lines of inquiry we plan to have with the community in the fall:

- What issues do we need to discuss before we consider investments in student and teacher spaces?
- With finite resources, what other investments in students and the portfolio do we need to consider and/or prioritize?
- What constraints do we need to address?

The Board suggested that Susan return in August to engage in soliciting community input as to our facility conditions and needs.

## POLICY DID: CAPITAL ASSET INVENTORIES, for Second Reading and Adoption

The Board approved Policy DID for First Reading at the April 10<sup>th</sup> Board Meeting. When we conducted our complete policy review through OSBA, this policy was recommended but not required. During this year's ESSER review, it was found that we did not have a current Fixed Asset Policy. Adoption of Policy DID will satisfy the notation from the ESSER review.

Director Andrea Miner moved to approve Policy DID: CAPITAL ASSET INVENTORIES, for Second Reading and Adoption. Director Steve Hammerson seconded, and the Motion passed unanimously.

M5-067 Approved Policy DID: Capital Asset Inventories, for Second Reading and Adoption

### **POLICY EFA: LOCAL WELLNESS, for Second Reading and Adoption**

The Board approved Policy EFA for First Reading at the April 10<sup>th</sup> Board Meeting. During our most recent Nutrition Services review, it was recommended that the Board take action to approve new language within Policy EFA to bring us into compliance with federal and state legislation.

Director Steve Hammerson moved to approve Policy EFA: LOCAL WELLNESS, for Second Reading and Adoption. Director Andrea Miner seconded, and the Motion passed unanimously.

M5-068 Approved Policy EFA: Local Wellness, for Second Reading & Adoption

## **REPORTS**

### **BUILDING AND SITES – May 13, 2024**

Committee Chairman, Steve Hammerson, reported that the committee met May 13 to review various district projects. Steve provided an overview of the Fullerton IV, Sunnyslope and Green security vestibule projects. Work is expected to begin at the Hucrest and Melrose sites and should be completed prior to the end of the 2024-25 school year. ODE conciliation agreement requirements for the new softball field will hopefully be officially accepted. Representatives expressed that it appears that the district exceeded the compliance requirements and set a gold standard for the project. To help mitigate lighting effects in the neighborhood adjoining the high school, the board may consider a proposal for updated lighting at their April meeting.

### **CURRICULUM AND INSTRUCTION – May 17, 2024**

Committee Chairman, Michael Leone, shared that the committee met February 28<sup>th</sup> to review math and reading achievement data and to discuss the process for adopting a new science curriculum for grades K-12. Principals are meeting with Dr. Weber and reviewing mid-year reading and math data in efforts to determine what steps are needed to meet end-of-the-year goals. Teams of teachers will be piloting new science curriculum options for the 2024-25 school year. A community review of the piloted curricula will take place in May, with the C & I Committee expected to take recommendations at the end of May.

### **SUPERINTENDENT REPORT** *(slide deck follows)*

Superintendent Cordon shared some of the amazing experiences involving our staff and students including First Responder career fairs, eight RHS students completing the Certified Nursing Assistant (CNA) 1 Program in partnership with UCC; students placing flags to honor our veterans for Memorial Day; and elementary math coaches from around the state meeting in Roseburg and Bend to learn together about habits and routines of effective classrooms. We have great people working here.

Election results around the state are highlighting the importance of every single vote. Honest community conversations matter.

Jared continues to work with state legislators and Governor Kotek as school district leaders advocate for



adequate support for education. In response to our aspirational efforts to be the place where people come to learn how to do things right, Jared reported that districts are reaching out in efforts to replicate the great work being done here at RPS to improve student outcomes.

As we mourn the loss of our dear friend Howard Johnson, and our love for that family, Jared shared a favorite quote of Howard's, *"Children are the legacy we leave behind for the age we will not live to see."* - Aristotle. In sharing a picture of Dubai illustrating how challenging a location it is to build, Jared offered that as we think about what's possible for our community, consider that *"the future belongs to those who can imagine it, design it, and execute it. It isn't something you await, but rather create."* Sheikh Mohammed bin Rashid Al Maktoum.

## **BOARD OF EDUCATION REPORTS**

Director Andrea Miner commented that we will miss Director Johnson, especially how his mind worked with numbers. She was excited to learn that the RHS woodshop hosted the first of its kind woodworking project with younger students. Eastwood students were instructed on how to make woodcraft gifts, connecting younger and older students. She hopes there will be more collaborations in the future.

Director Steve Hammerson wanted to note how much Howard will be missed, adding that his wealth of knowledge and experience in life were stellar. Steve had been looking forward to spending a good amount of time with him. He finished by saying that he had "nothing more to add to benefit the children" a favorite comment of Reverend Johnson.

Director Ann Krimetz shared similar sentiments about Howard, observing that his passing hit her harder than she expected, but believes and hopes that he is happy. Ann noted that Howard was the first board member she reached out to when she considered running for the board, and she appreciated how he became a great resource to her over the past few years. We are praying for the family, and he will be greatly missed.

Chair Rodney Cotton encouraged board members to attend graduation. There is also an open house at Winchester this week and Green is having a flag ceremony. Eastwood's nature days are wrapping up tomorrow. It was a long board meeting tonight, and we appreciated the comments.

**ADJOURNMENT:** With regular business before the Board concluded, and with no objections, Chair Cotton adjourned the meeting at 9:13 p.m. The next meeting will take place on June 5<sup>th</sup> at Joseph Lane Middle School and will also be available via zoom link.

**Jared P. Cordon, Superintendent**  
JPC/jlk

**Next Meeting:** Board Meeting, June 5, 2024, at 6:00 p.m. at Joseph Lane Middle School, 2153 NE Vine Street, Roseburg, and available via Zoom.