



## **SOUTH LANE SCHOOL DISTRICT 45J3**

Children Come First • Always Learning, Teaching, Caring • Safe, Respectful, and, Inclusive Schools & Community

### **August 9, 2022 SCHOOL BOARD MEETING**

**Work Session  
4:00 P.M.**

**MEETING LOCATION  
455 Adams Ave- Board Room – [Google Link](#)**

The South Lane School Board appreciates hearing from our citizens. We value the ideas, opinions, questions, concerns, suggestions and input from parents and community members. The Board of Directors allows time on their agenda for testimony regarding a published agenda item to its designated place on the agenda. A visitor may introduce another topic not on the published agenda during Public Comment. The Board Chair usually allows three minutes per speaker.

At this time, due to the spread of the COVID-19 virus, our meetings will be conducted in a hybrid format until further notice. This means that all Board members and the Superintendent will be present online and when possible, in person in the boardroom. Citizens are invited to join the Board meeting online. Meetings will also be broadcast on South Lane Community Broadcasting 14.4. If you wish to speak to the Board, about an agenda item or another topic, please submit an email request to [public.comment@slane.k12.or.us](mailto:public.comment@slane.k12.or.us) to the Board Secretary prior to noon on the day of the Board meeting. Request to speak must include the following:  
Full name, address, email address, date, agenda item or topic. If you want to submit written testimony, either attach a separate document or include the message in the email request.

Board meetings by Oregon State statute are public, for citizens to observe the Board conducting the district business. The meetings are not opportunities for the public to join the Board's discussion. For this reason, when public testimony is provided, Board members do not respond or interact with those providing testimony. This process is often confusing and feels like the Board is unresponsive, but this process is a legal process. If a question is asked, the Superintendent will follow up or ask a Cabinet member to follow up to respond on her behalf.

We look forward to hearing from our community.  
For additional information contact:  
South Lane District Office 541-942-3381



## **SOUTH LANE SCHOOL DISTRICT 45J3**

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### **August 9, 2022 SCHOOL BOARD MEETING**

**Special Session- Work Session  
4:00 P.M.**

**MEETING LOCATION  
455 Adams Ave- Board Room  
[Virtual-Google Link](#)**

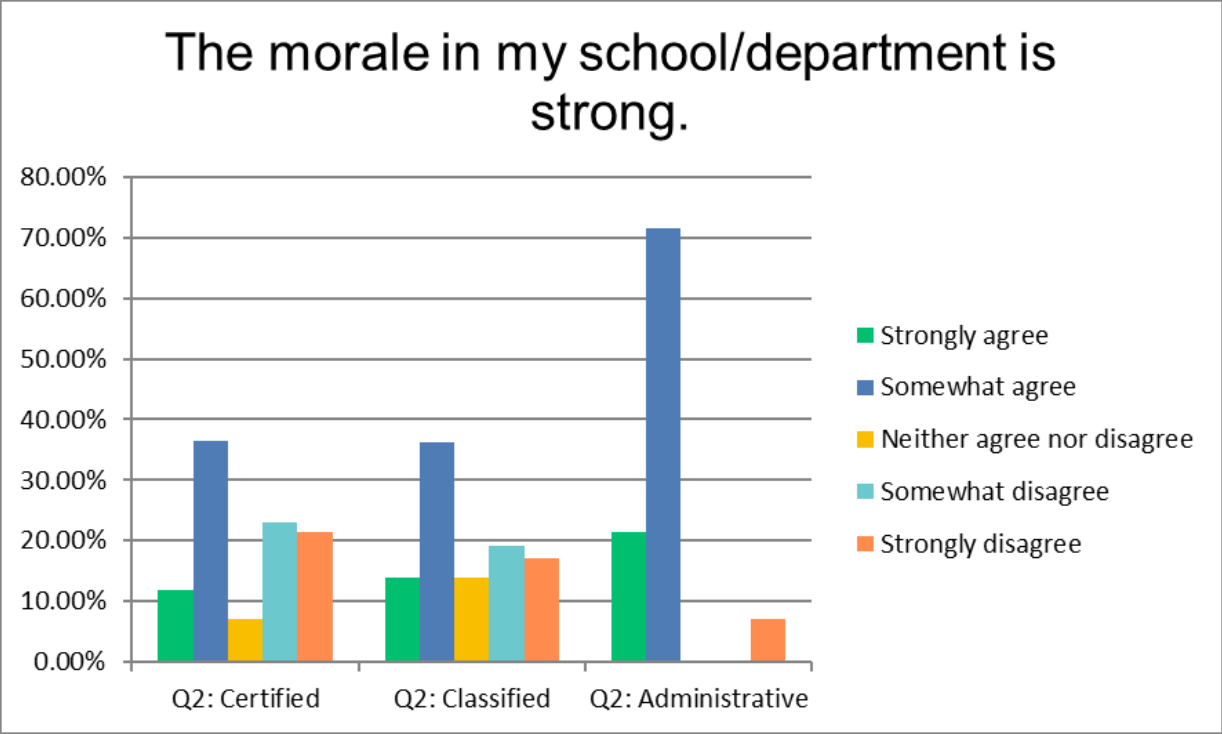
#### **Work Session**

- I. Call to Order and Flag Salute**
- II. Agenda Review**
- III. Board Agreements 2022-23**
- IV. Morale Survey**
- V. Communication Plan 2022-23**
- VI. Superintendent Goals**
- VII. Adjournment**

# Employee Morale Survey

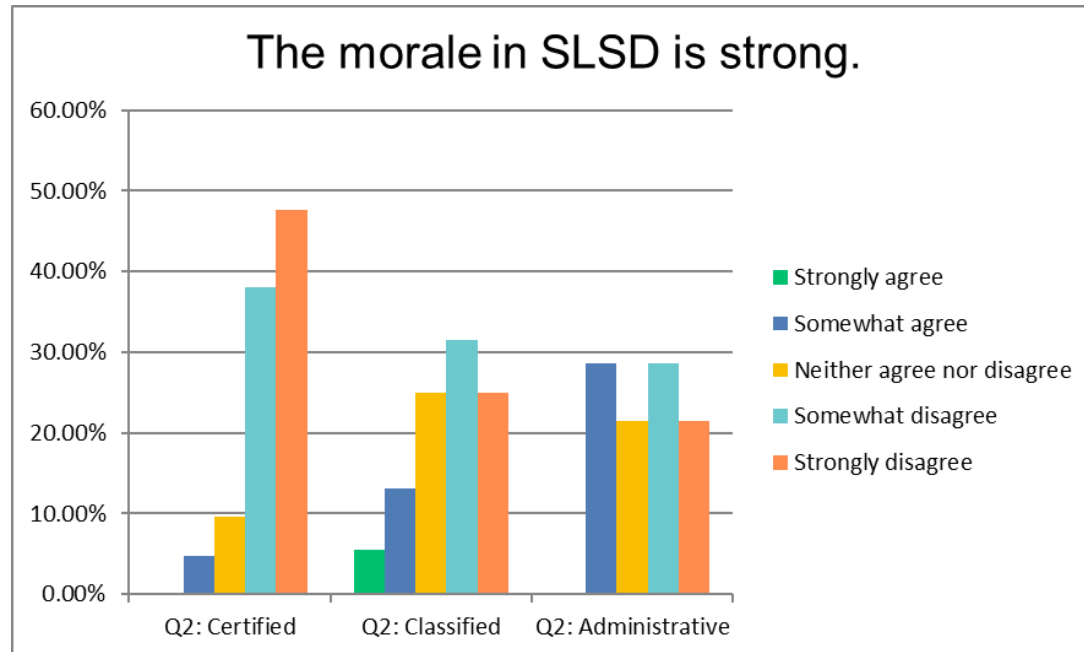
Responses by Job Category

# Morale in School/Department is Strong



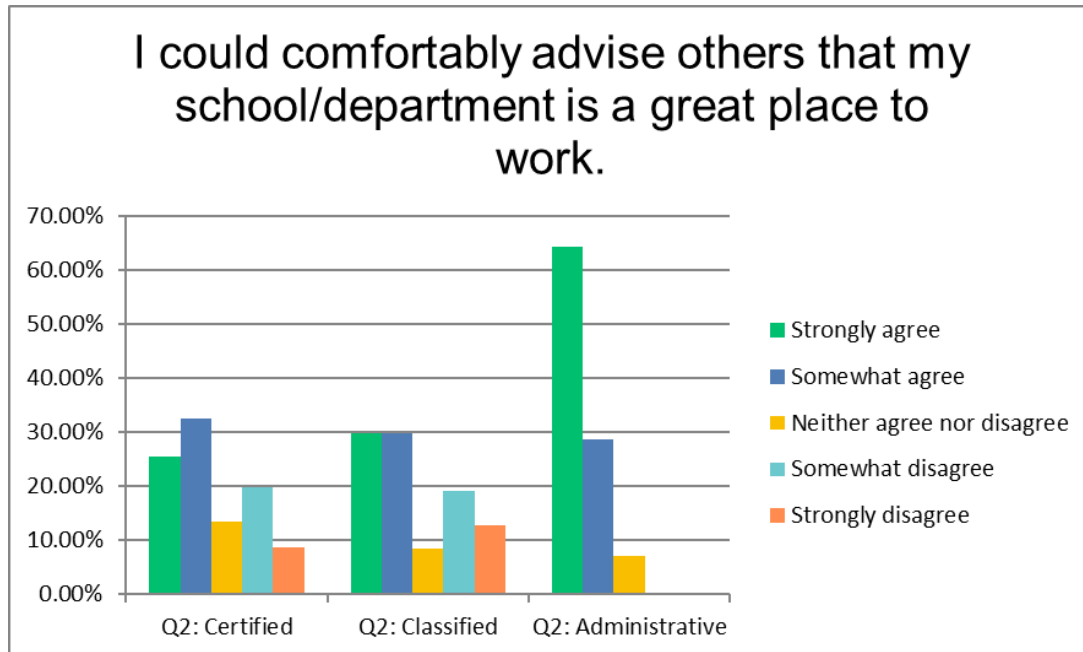
Job Category	Agree
Certified	48%
Classified	50%
Administrative	93%
Total	51%

# Morale in SLSD is Strong



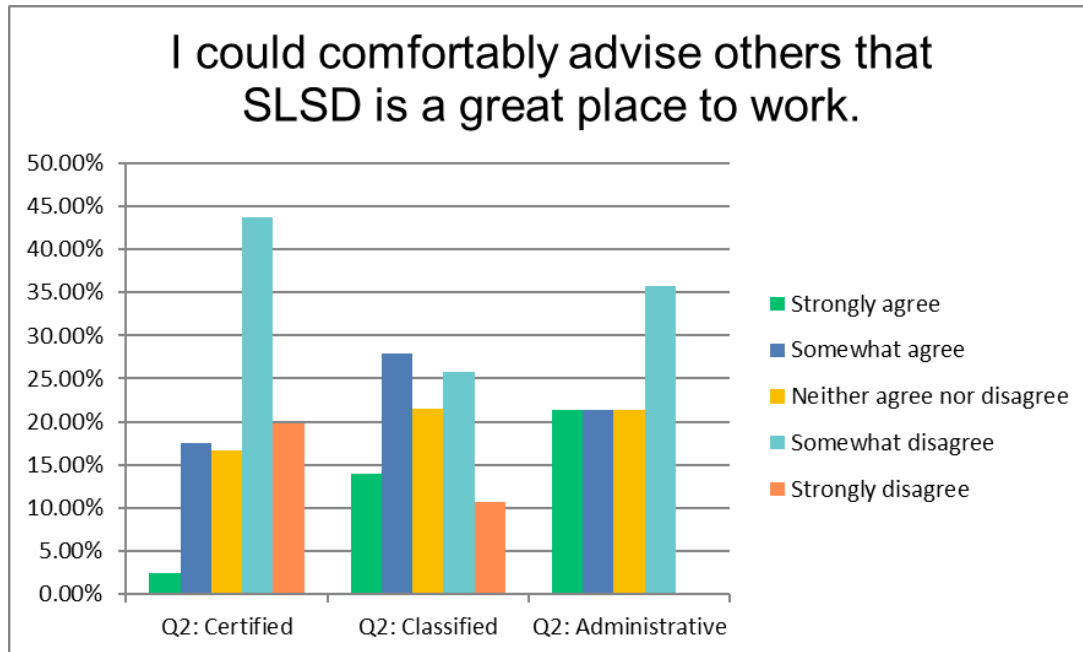
Job Category	Agree SLSD	vs School
Certified	5%	48%
Classified	18%	50%
Administrative	29%	93%
Total	9%	51%

# Advise Others School/Dept a Great Place to Work.



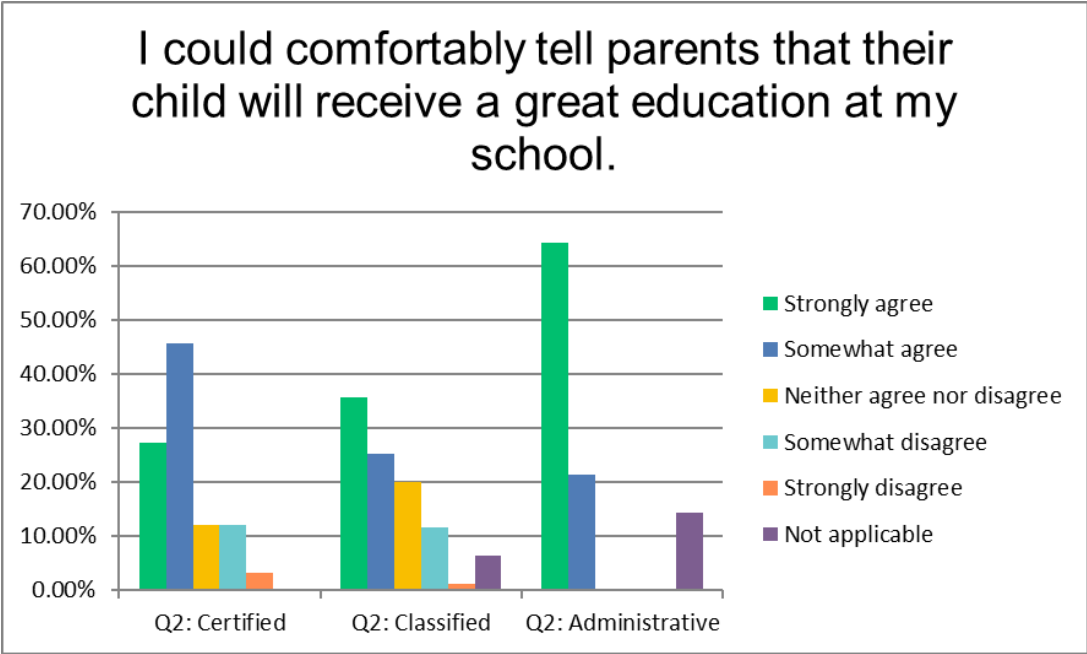
Job Category	Agree
Certified	58%
Classified	60%
Administrative	93%
Total	60%

# Advise Others SLSD a Great Place to Work.



Job Category	Agree SLSD	vs School
Certified	20%	58%
Classified	42%	60%
Administrative	43%	93%
Total	30%	60%

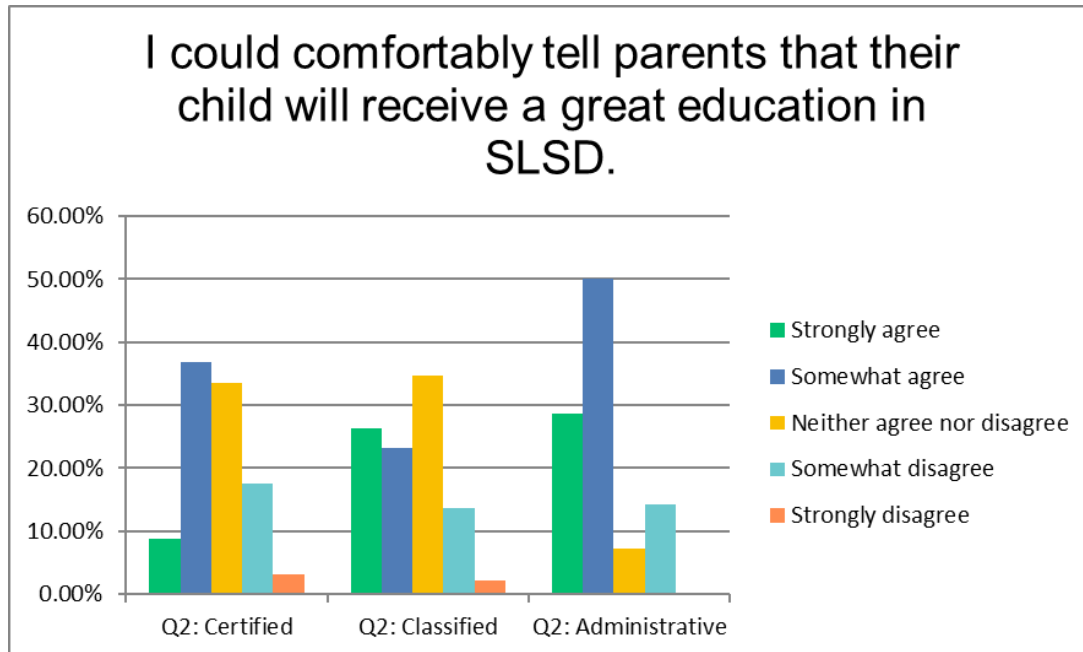
# Tell Parents Great Education at School



Job Category	Agree
Certified	73%
Classified	61%
Administrative	86%
Total	67%

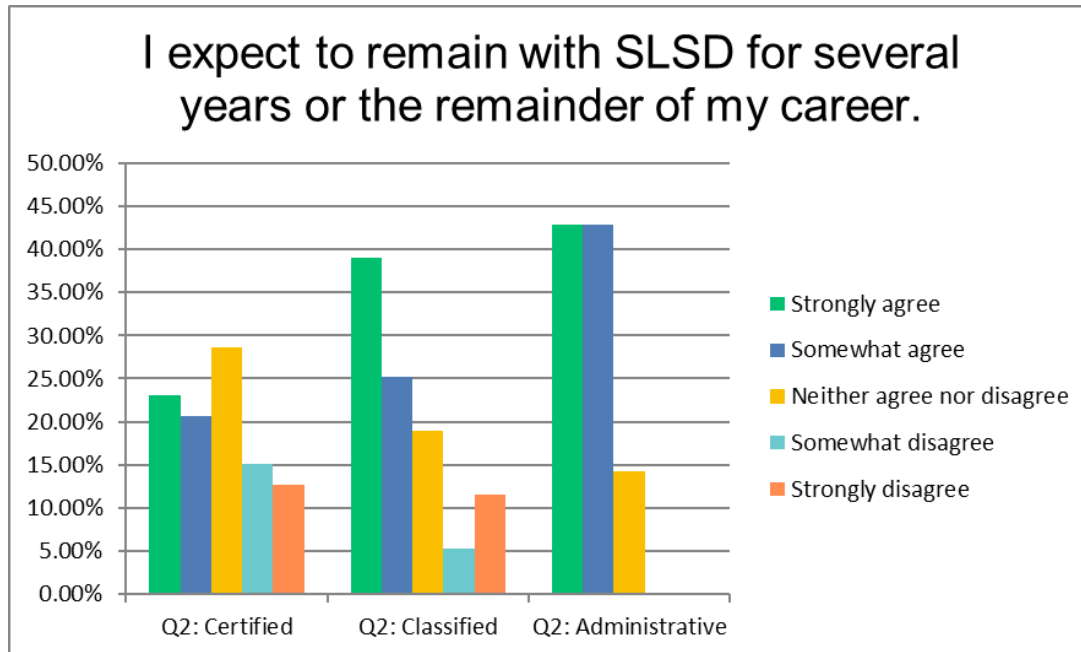


# Tell Parents Great Education in SLSD



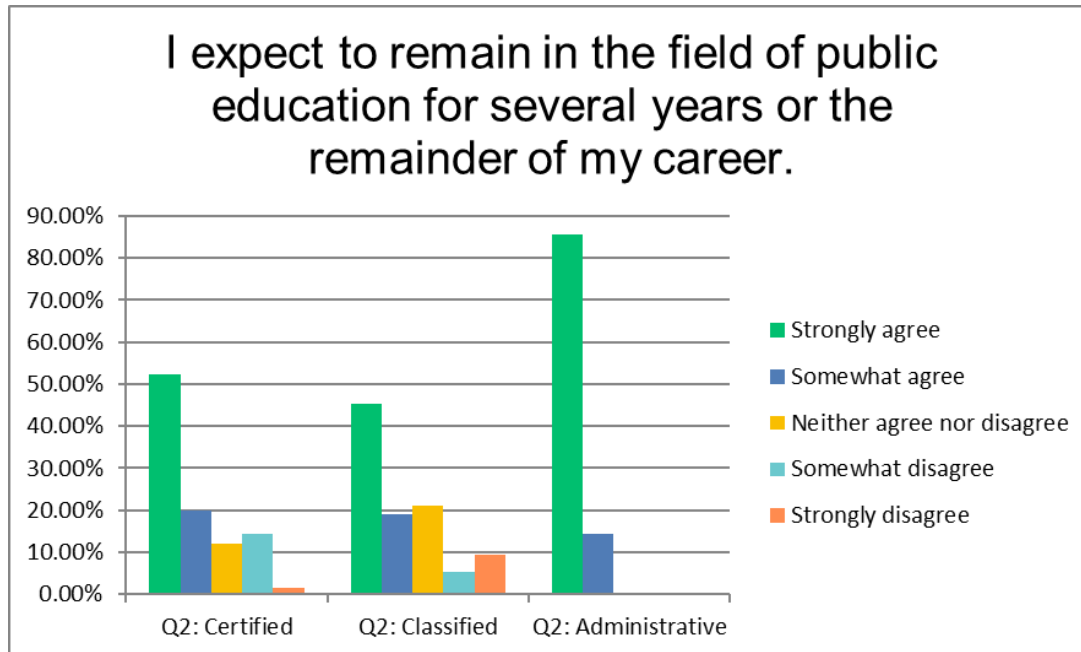
Job Category	Agree SLSD	vs School
Certified	46%	73%
Classified	49%	61%
Administrative	79%	86%
Total	49%	67%

# Expect to Remain with SLSD



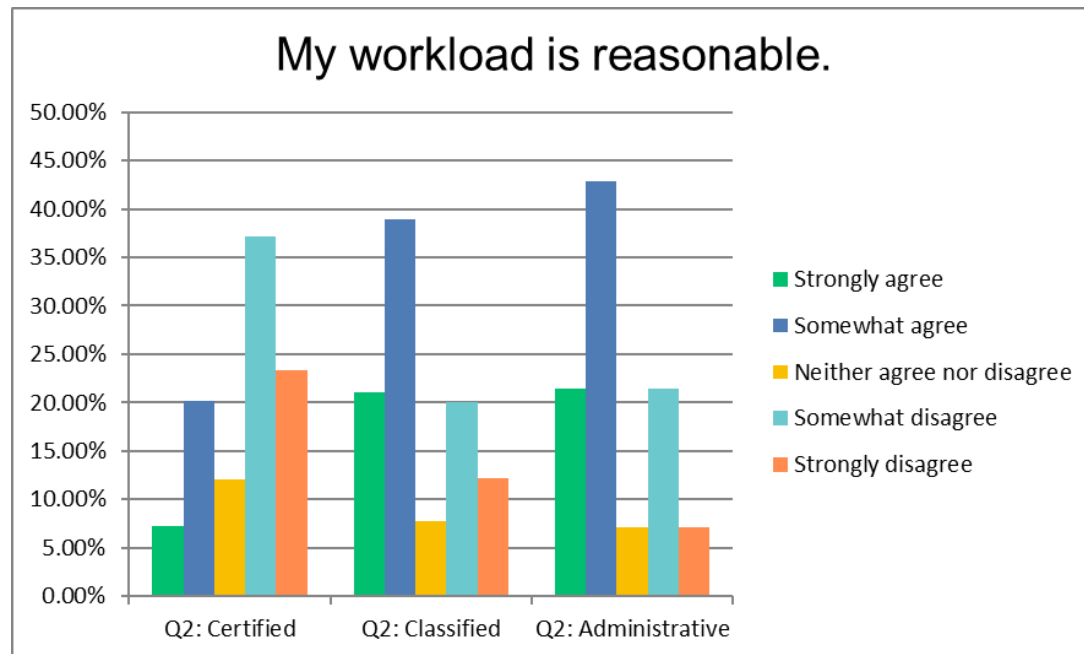
Job Category	Agree
Certified	44%
Classified	64%
Administrative	86%
Total	53%

# Expect to Remain in Public Education



Job Category	Agree Public Ed	vs w/ SLSD
Certified	72%	44%
Classified	64%	64%
Administrative	100%	86%
Total	70%	53%

# Workload is Reasonable



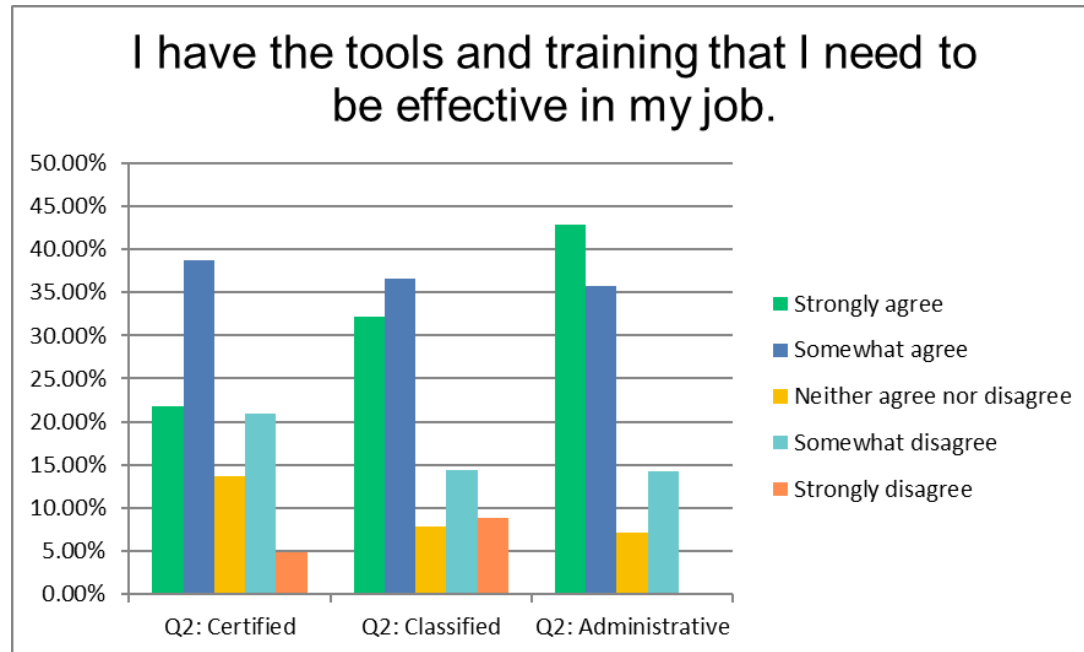
Job Category	Agree
Certified	27%
Classified	60%
Administrative	64%
Total	42%

# Work Gives Sense of Accomplishment



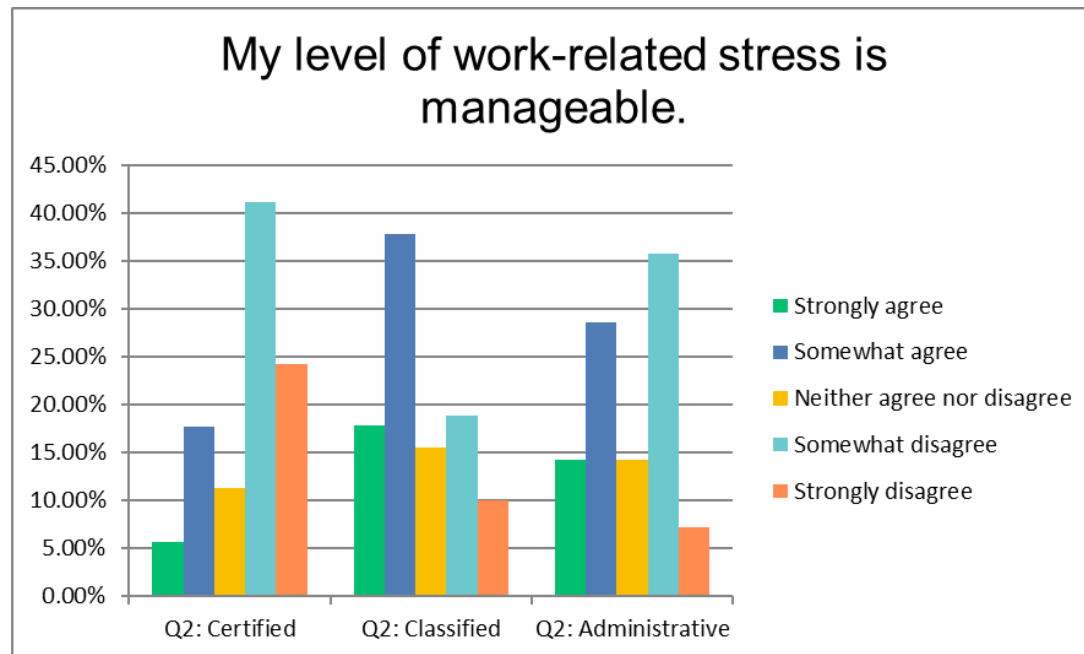
Job Category	Agree
Certified	81%
Classified	81%
Administrative	100%
Total	82%

# Have Tools and Training



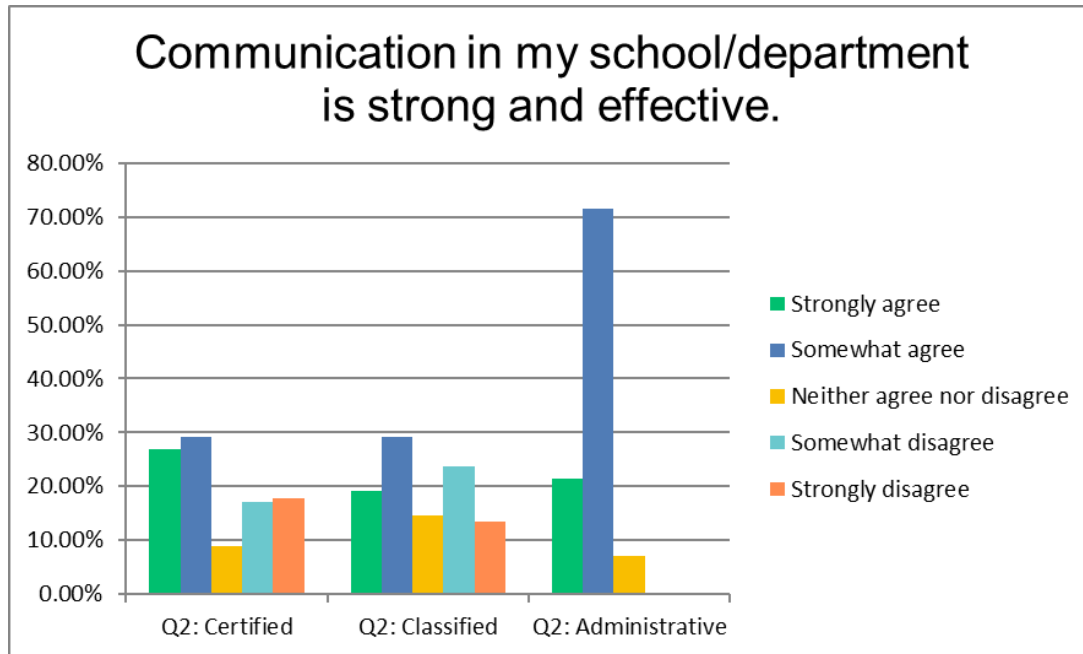
Job Category	Agree
Certified	60%
Classified	69%
Administrative	79%
Total	64%

# Work-Related Stress is Manageable



Job Category	Agree
Certified	23%
Classified	56%
Administrative	43%
Total	36%

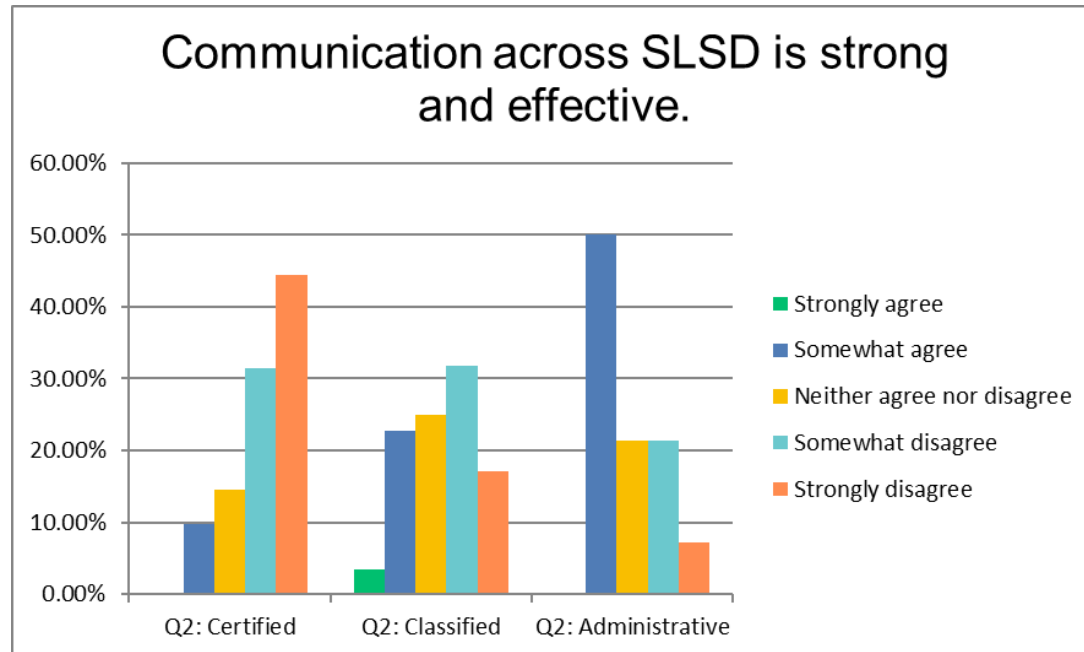
# School/Department Communication Strong



Job Category	Agree
Certified	56%
Classified	48%
Administrative	93%
Total	56%

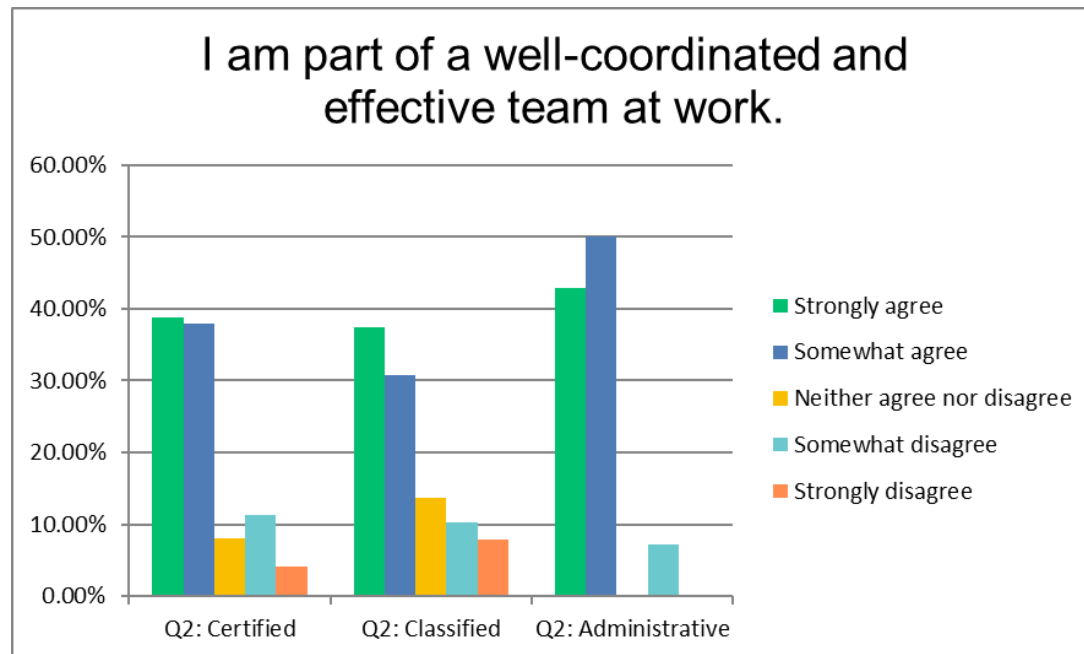


# Communication SLSD Strong



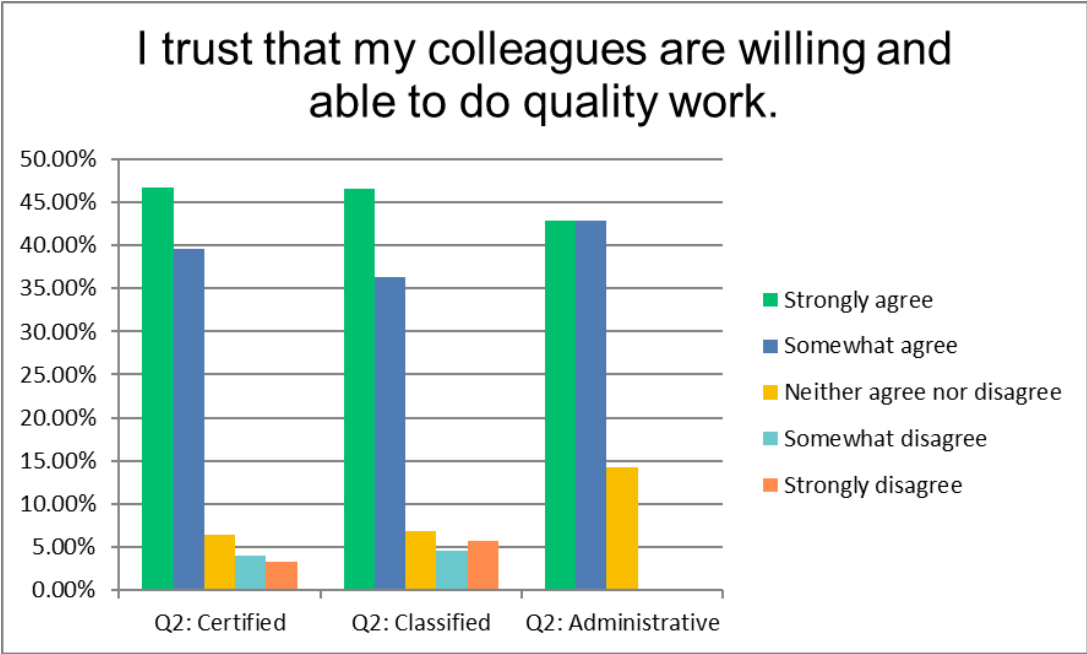
Job Category	Agree SLSD	vs School
Certified	10%	56%
Classified	26%	48%
Administrative	50%	93%
Total	18%	56%

# Part of an Effective Team



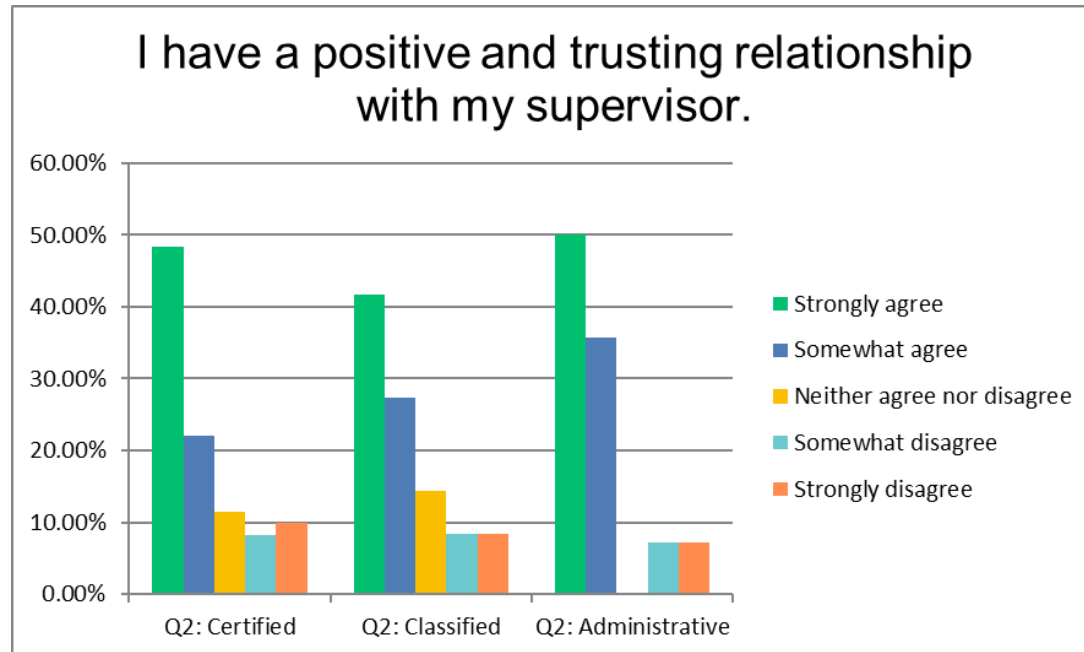
Job Category	Agree
Certified	77%
Classified	68%
Administrative	93%
Total	74%

# Trust Colleagues for Quality Work



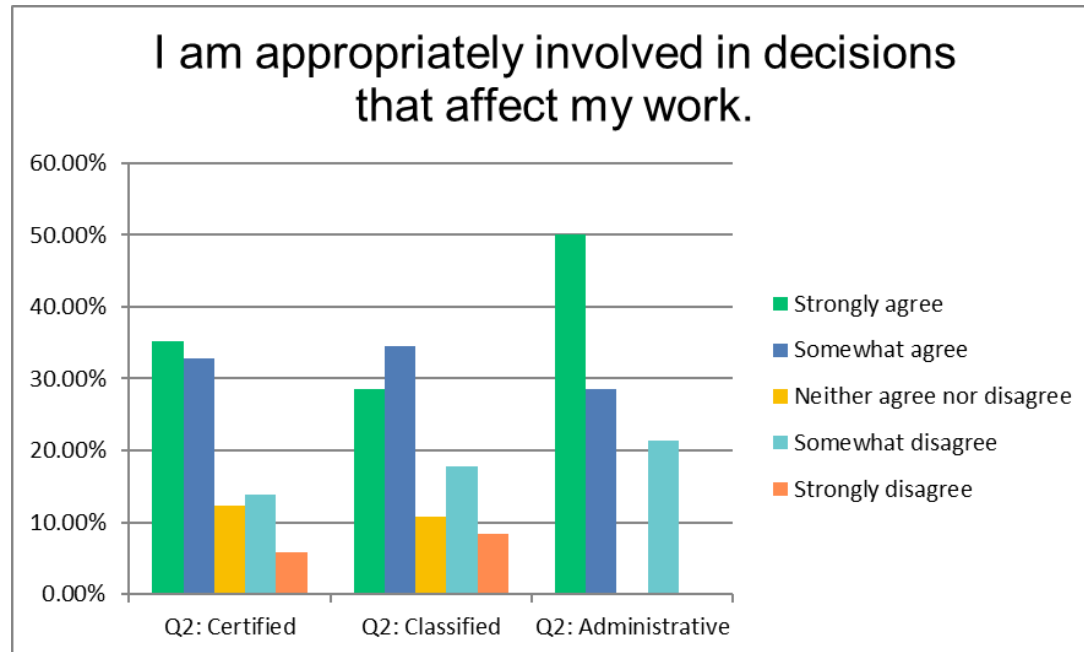
Job Category	Agree
Certified	86%
Classified	83%
Administrative	86%
Total	83%

# Positive Relationship with Supervisor



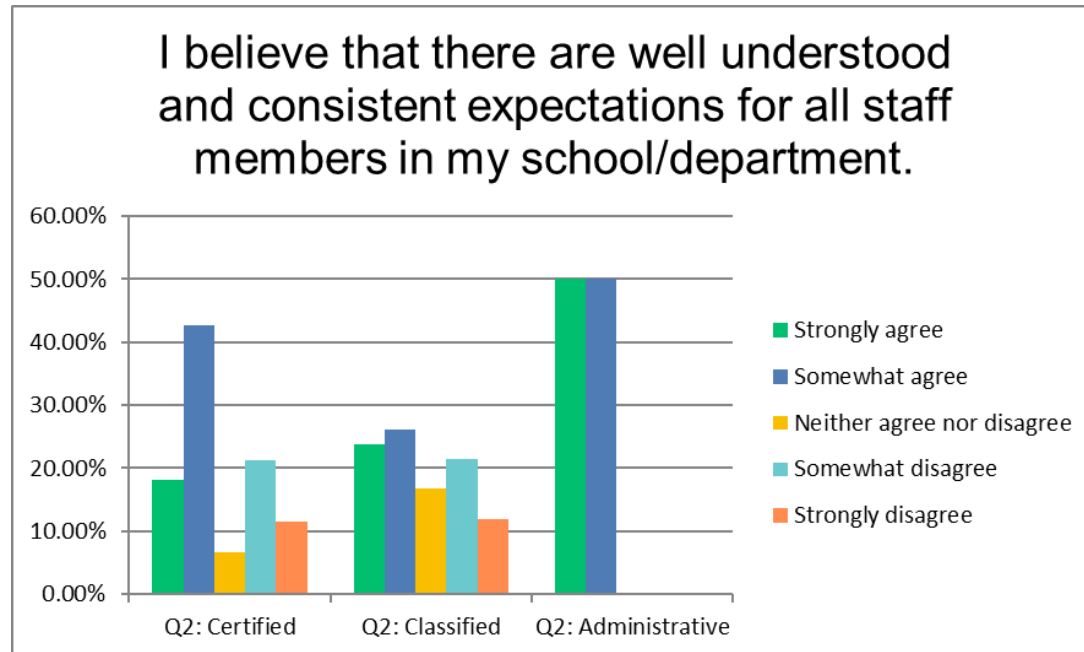
Job Category	Agree
Certified	70%
Classified	69%
Administrative	86%
Total	71%

# Involved in Decision Making



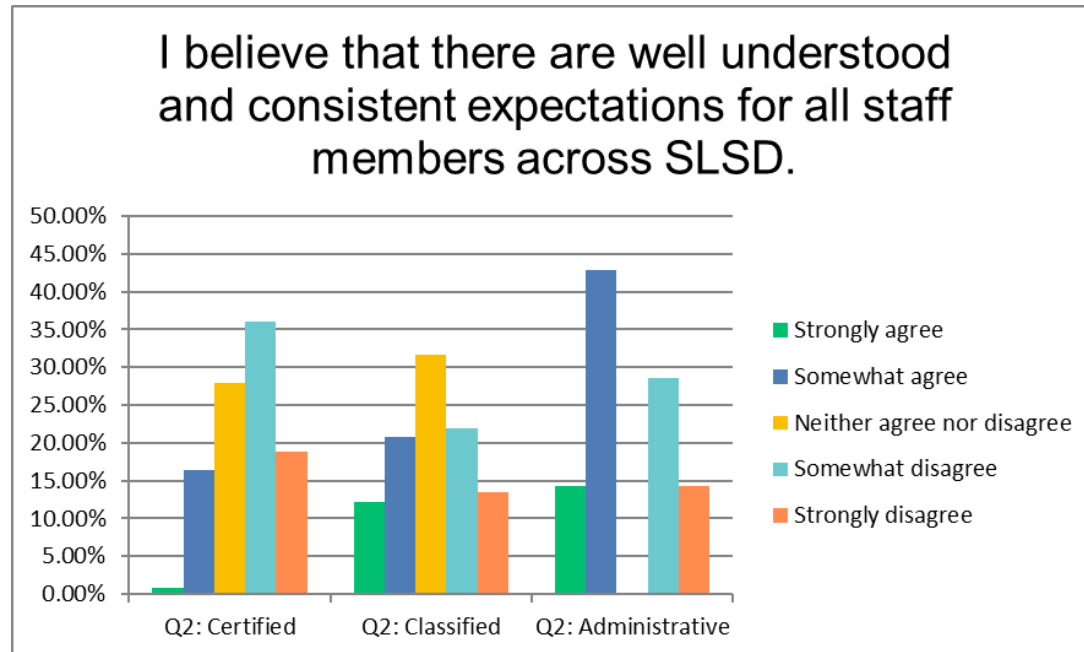
Job Category	Agree
Certified	68%
Classified	63%
Administrative	79%
Total	66%

# Consistent Expectations for School/Dept.



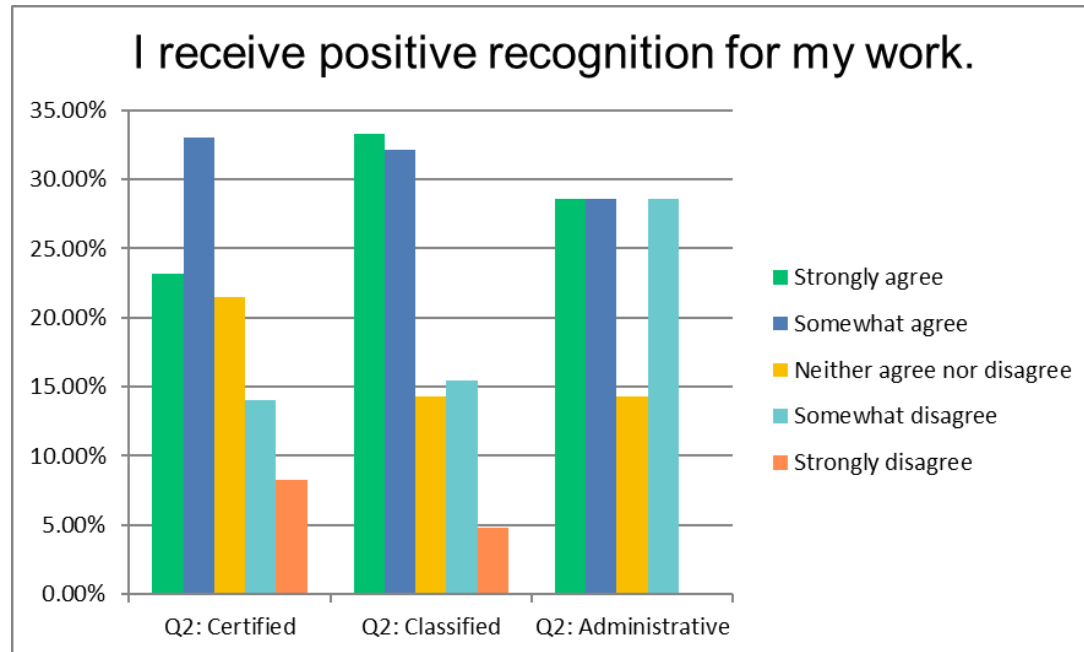
Job Category	Agree
Certified	61%
Classified	50%
Administrative	100%
Total	60%

# Consistent Expectations for District



Job Category	Agree SLSD	vs. School
Certified	17%	61%
Classified	33%	50%
Administrative	57%	100%
Total	25%	60%

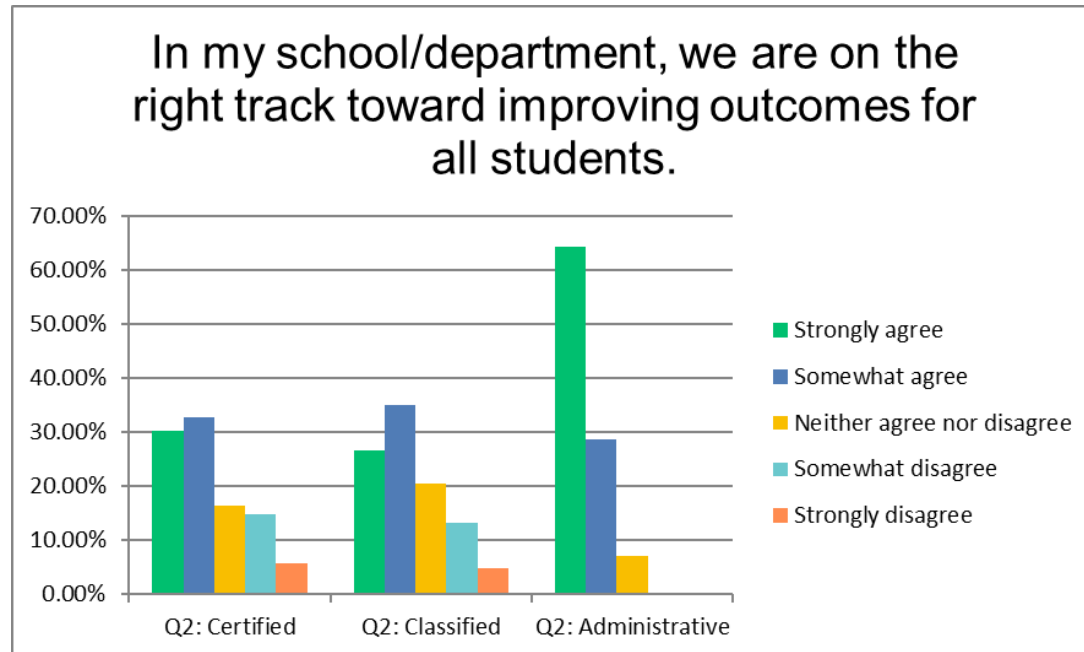
# Receive Positive Recognition



Job Category	Agree
Certified	56%
Classified	65%
Administrative	57%
Total	60%

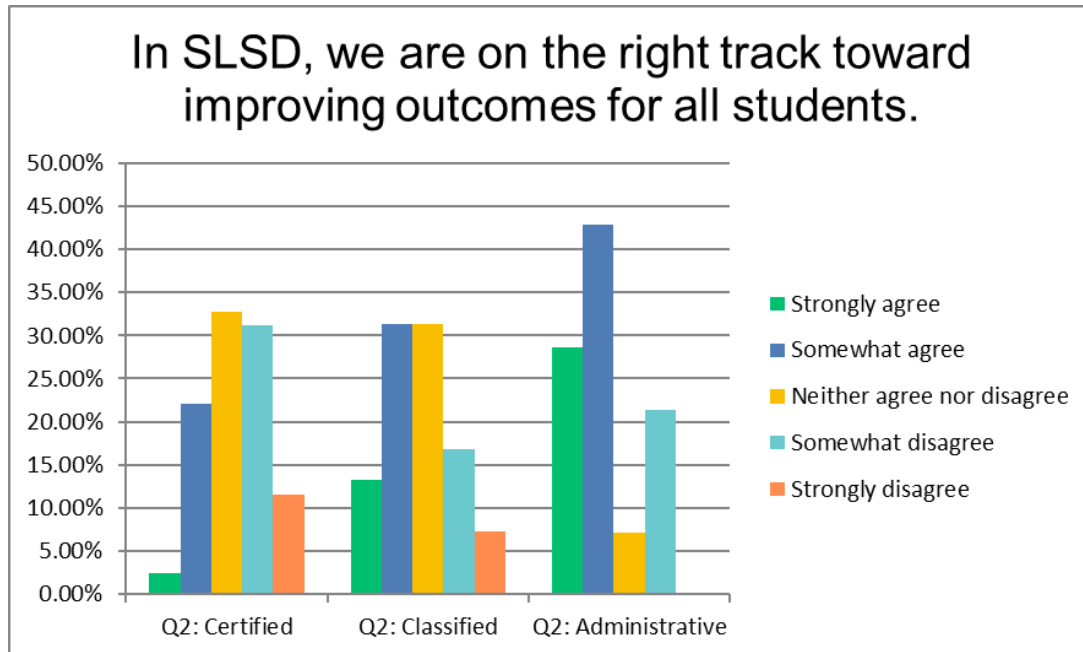


# School/Dept. on Right Track



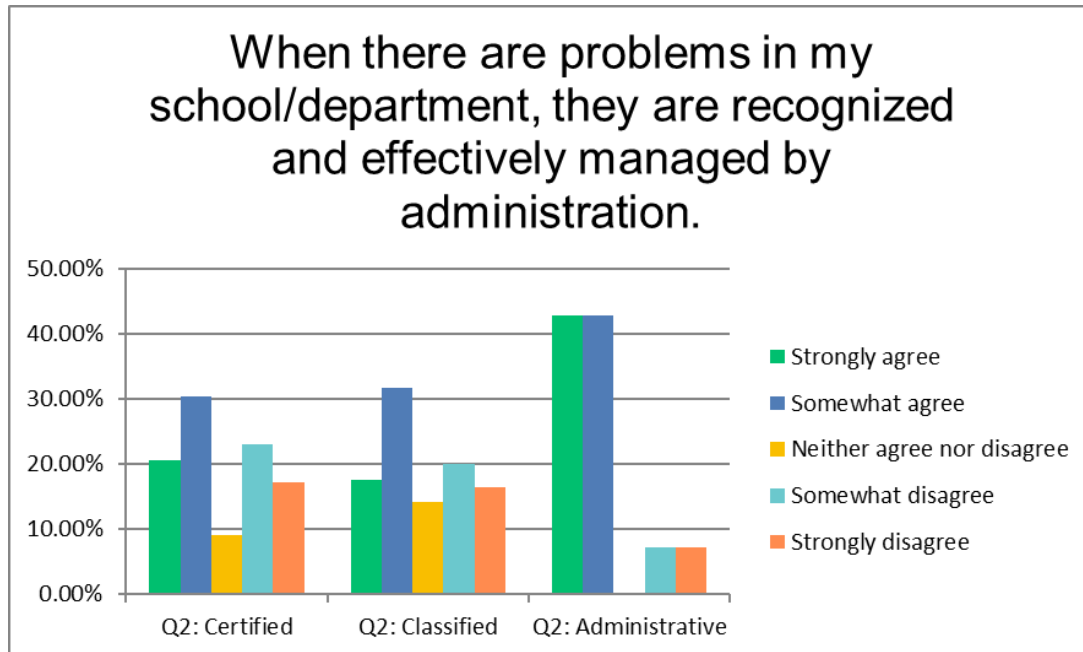
Job Category	Agree
Certified	63%
Classified	61%
Administrative	93%
Total	65%

# SLSD on Right Track



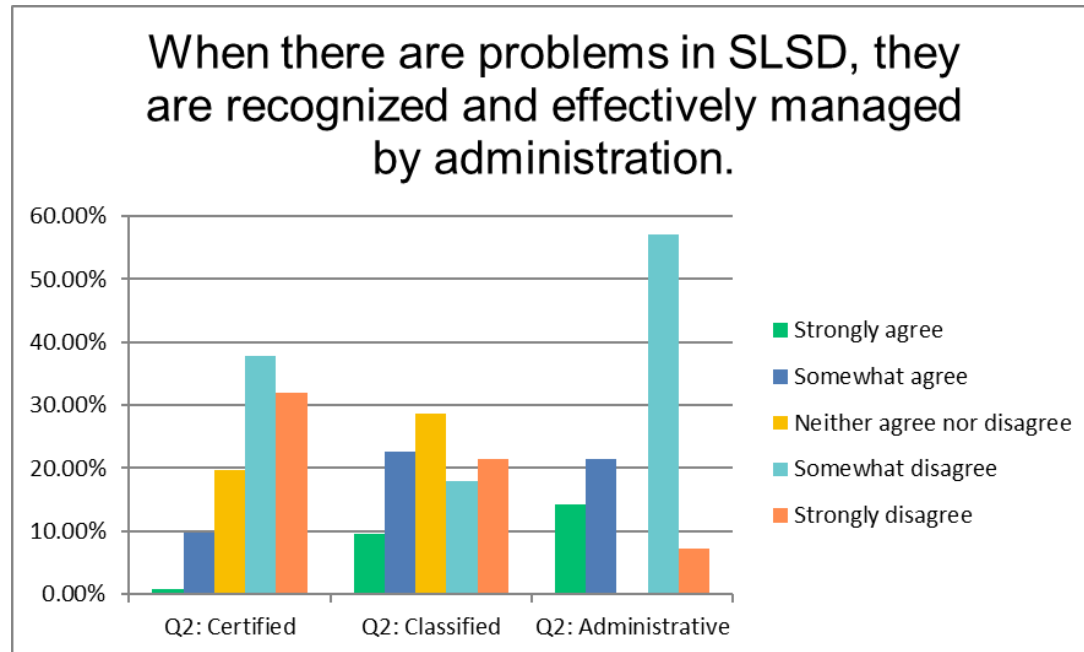
Job Category	Agree SLSD	vs School
Certified	25%	63%
Classified	45%	61%
Administrative	71%	93%
Total	35%	65%

# Problems in School/Dept. Managed



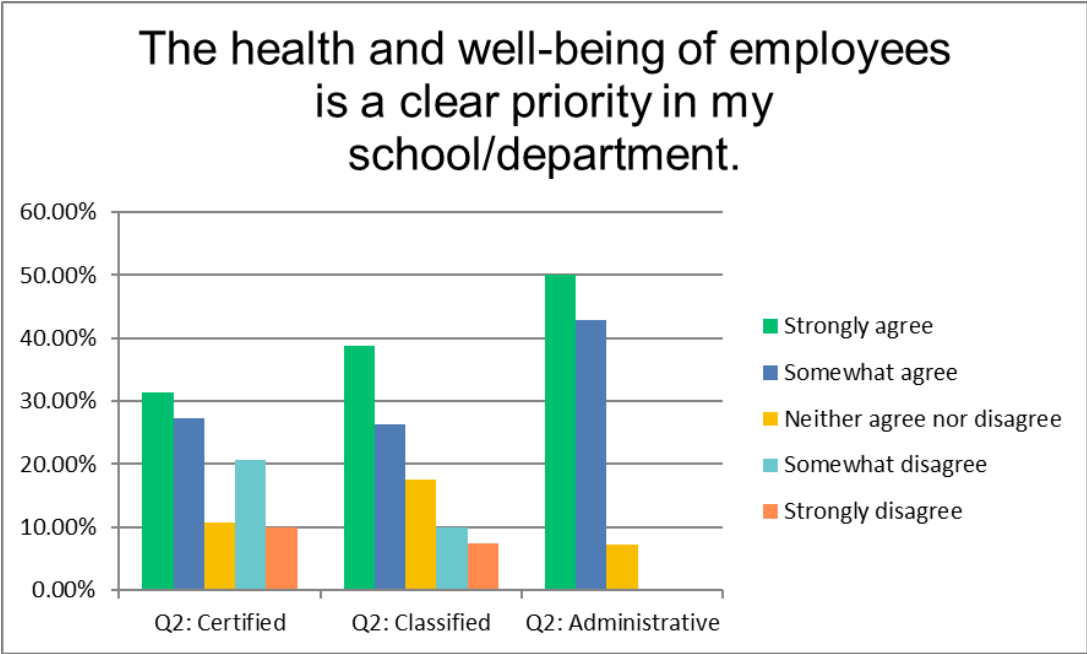
Job Category	Agree
Certified	51%
Classified	49%
Administrative	86%
Total	52%

# Problems in SLSD Managed



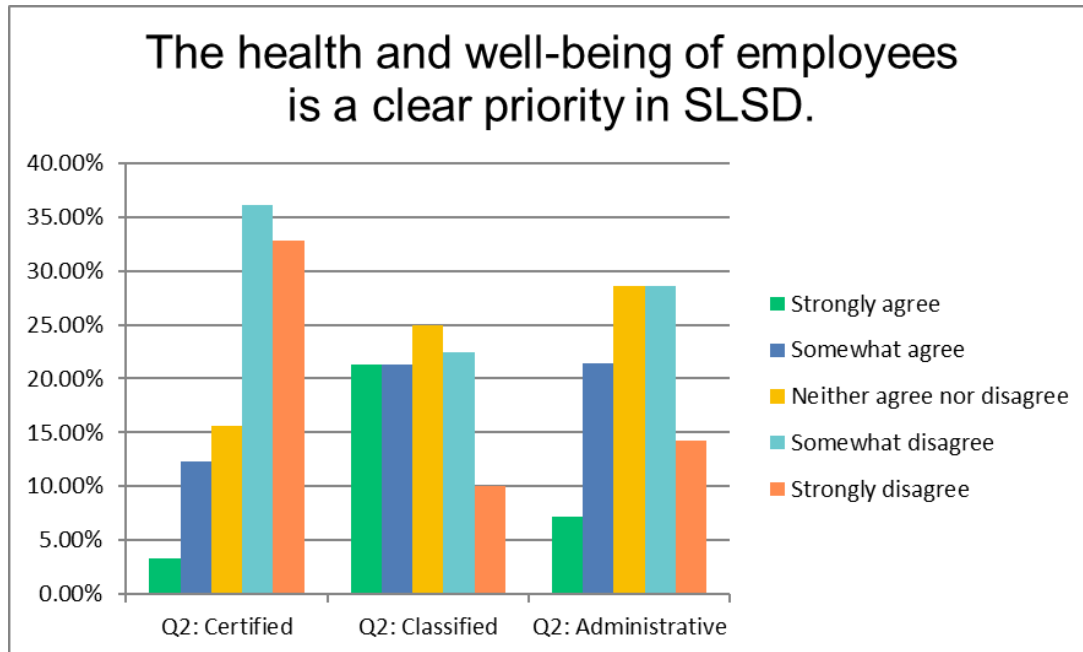
Job Category	Agree SLSD	vs School
Certified	11%	51%
Classified	32%	49%
Administrative	36%	86%
Total	20%	52%

# Health & Well-Being Priority for School



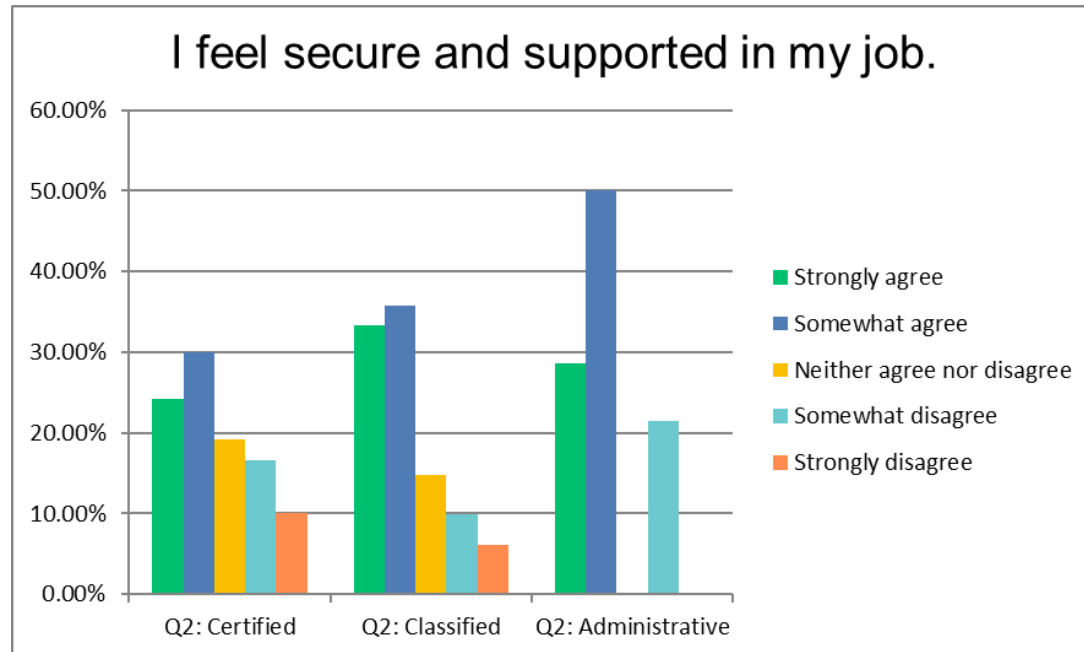
Job Category	Agree
Certified	59%
Classified	65%
Administrative	93%
Total	64%

# Health & Well-Being District Priority



Job Category	Agree SLSD	vs School
Certified	16%	59%
Classified	43%	65%
Administrative	29%	93%
Total	27%	64%

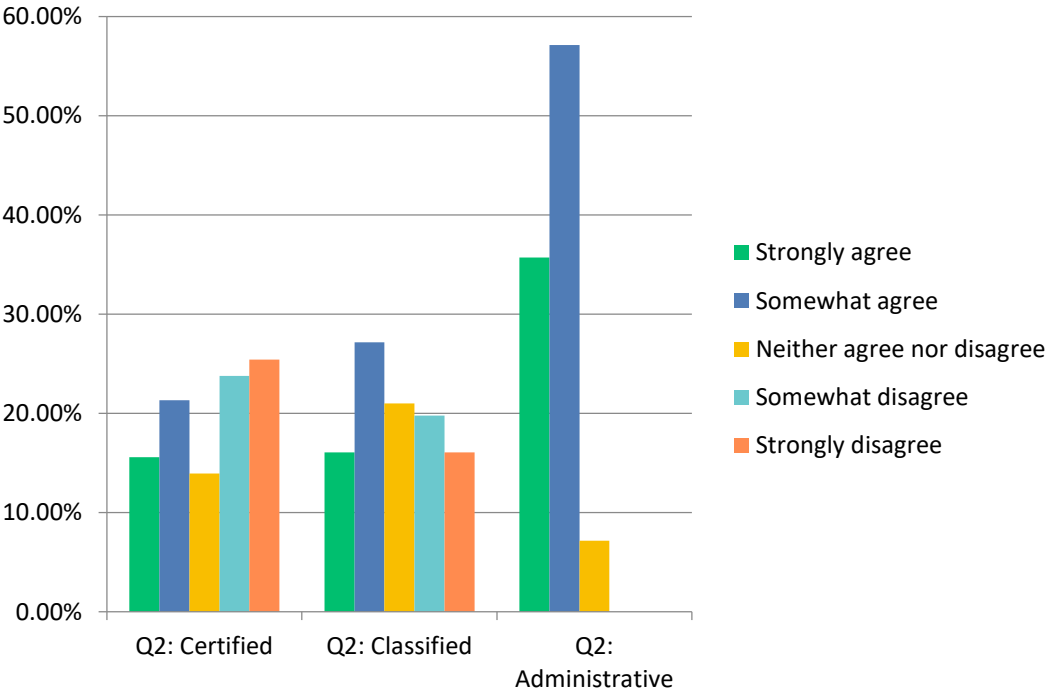
# Secure and Supported in Job



Job Category	Agree
Certified	54%
Classified	69%
Administrative	79%
Total	60%

# Received Helpful Training in Last Year

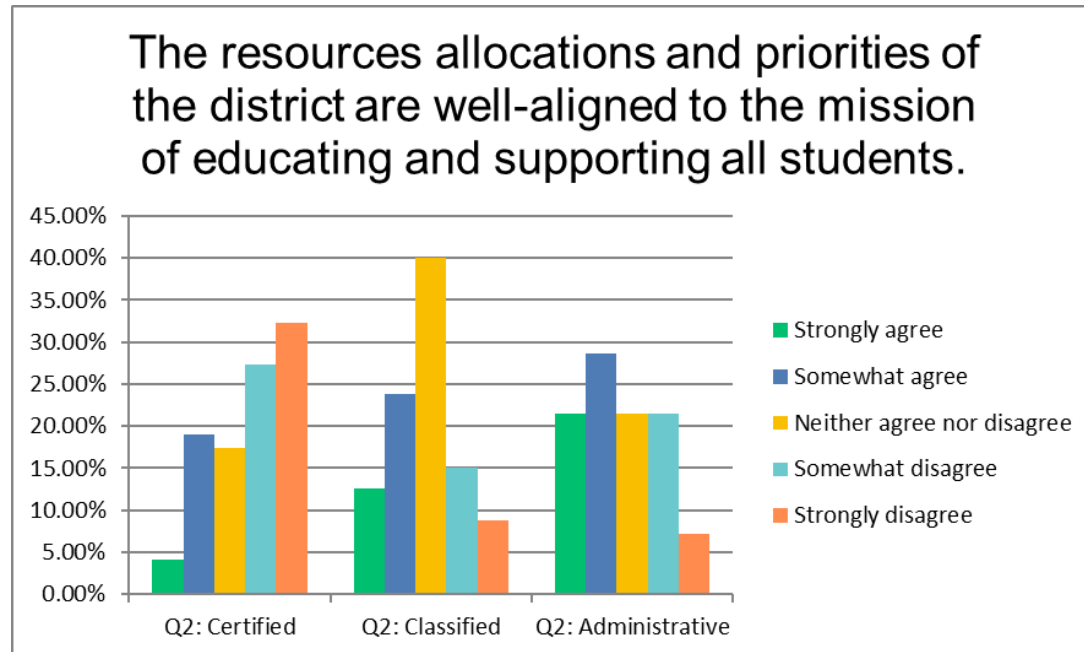
In the last year, I have received training/professional development that has enhanced my effectiveness.



Job Category	Agree
Certified	37%
Classified	43%
Administrative	93%
Total	43%



# Resources and Priorities Aligned w/ Mission

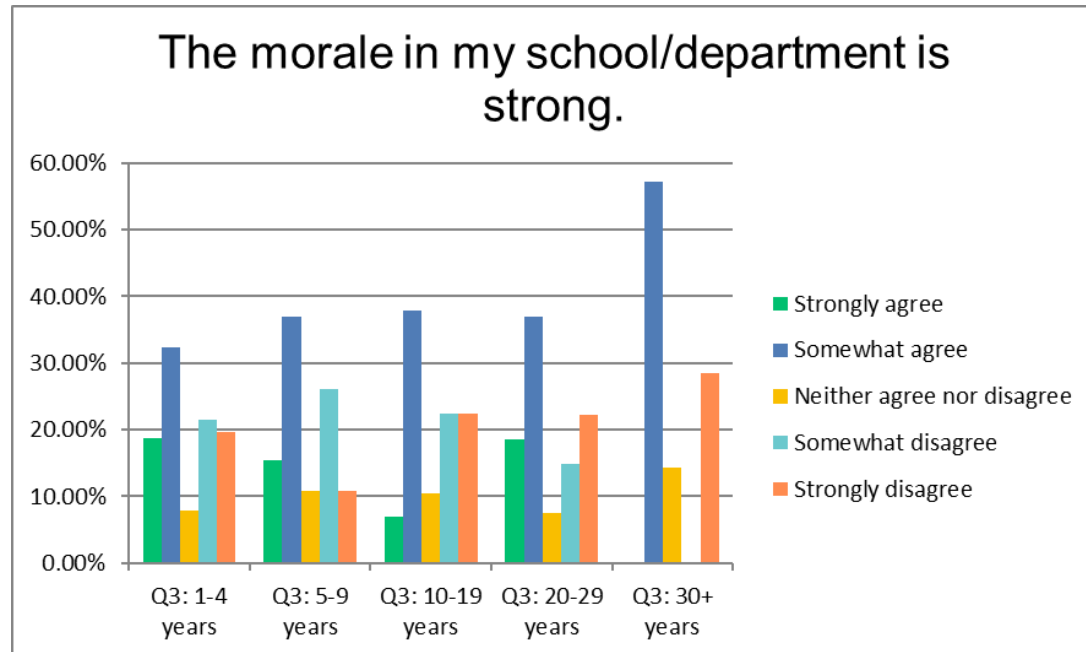


Job Category	Agree
Certified	23%
Classified	36%
Administrative	50%
Total	29%

# Staff Morale Survey

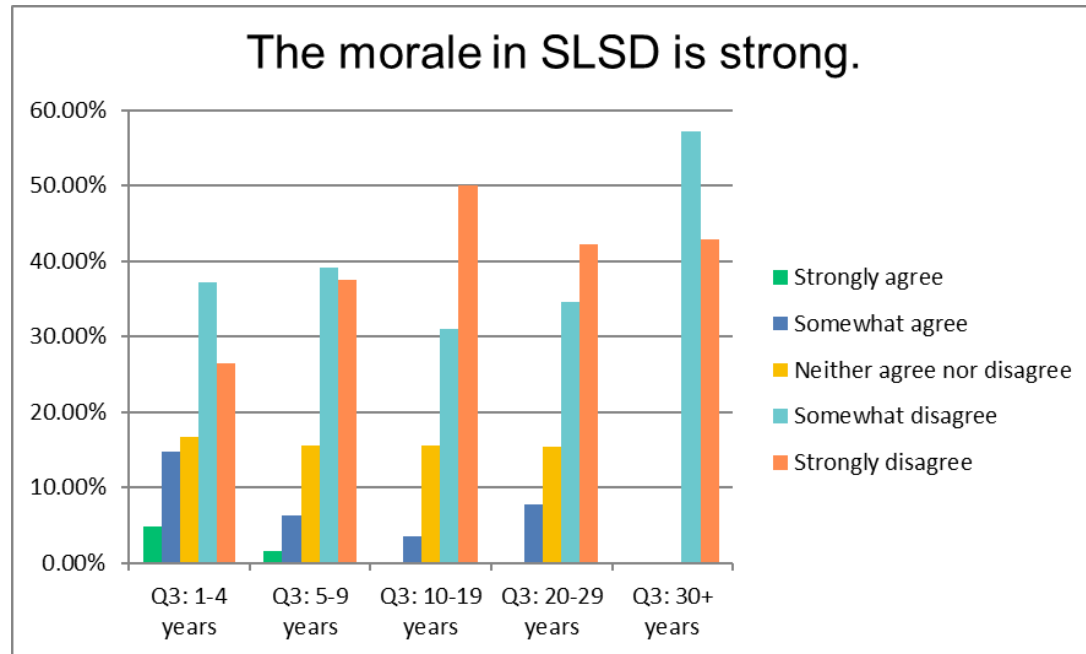
Responses by Years in District

# Morale in School/Department is Strong



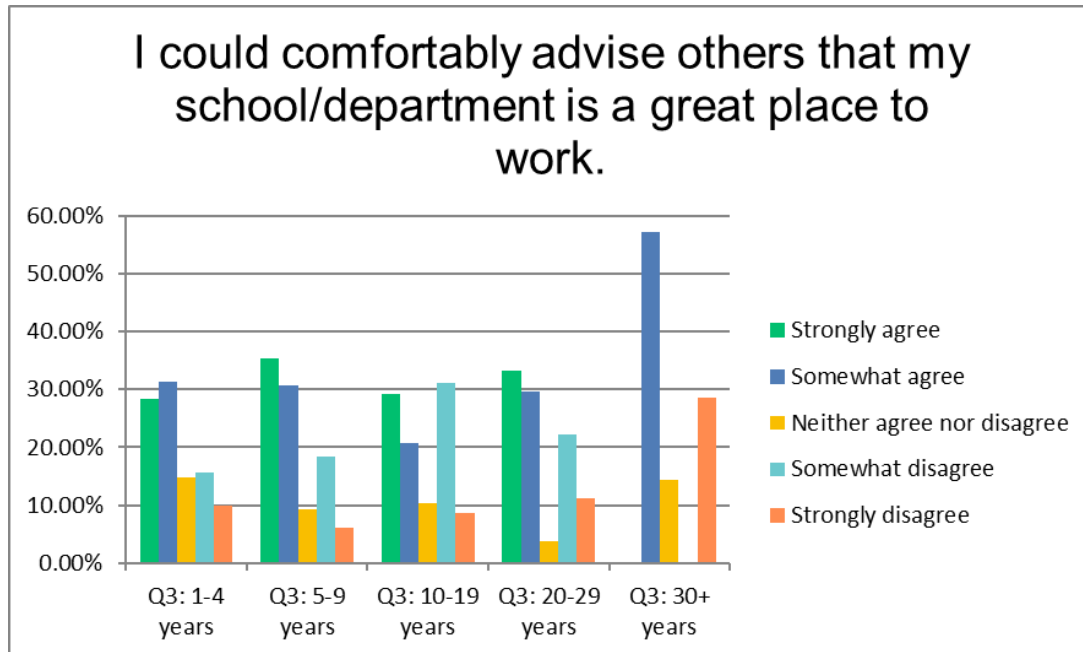
Years in SLSD	Agree
1-4	51%
5-9	52%
10-19	45%
20-29	56%
30+	57%
Total	51%

# Morale in District Strong



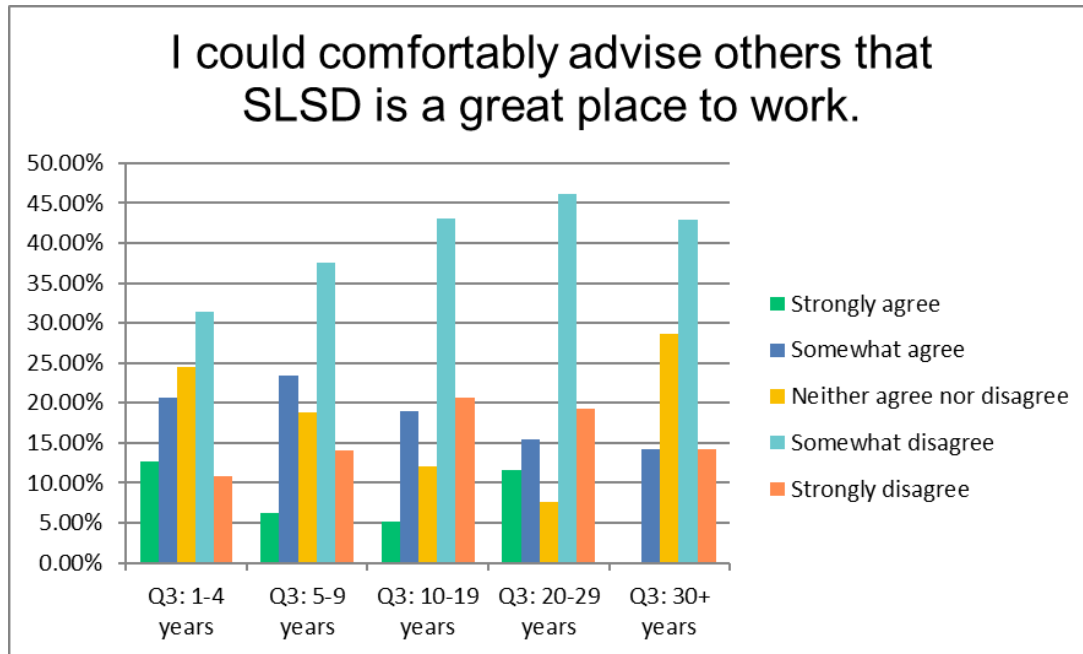
Years in SLSD	Agree
1-4	20%
5-9	8%
10-19	3%
20-29	8%
30+	0%
Total	11%

# School/Department Great Place to Work



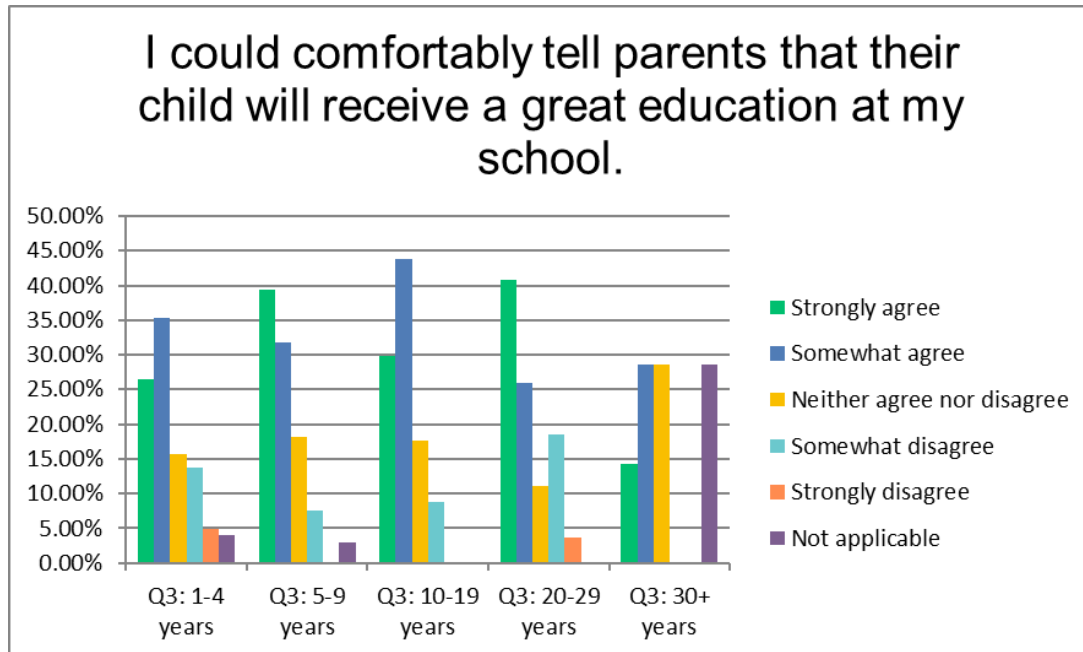
Years in SLSD	Agree
1-4	60%
5-9	66%
10-19	50%
20-29	63%
30+	57%
Total	59%

# SLSD Great Place to Work



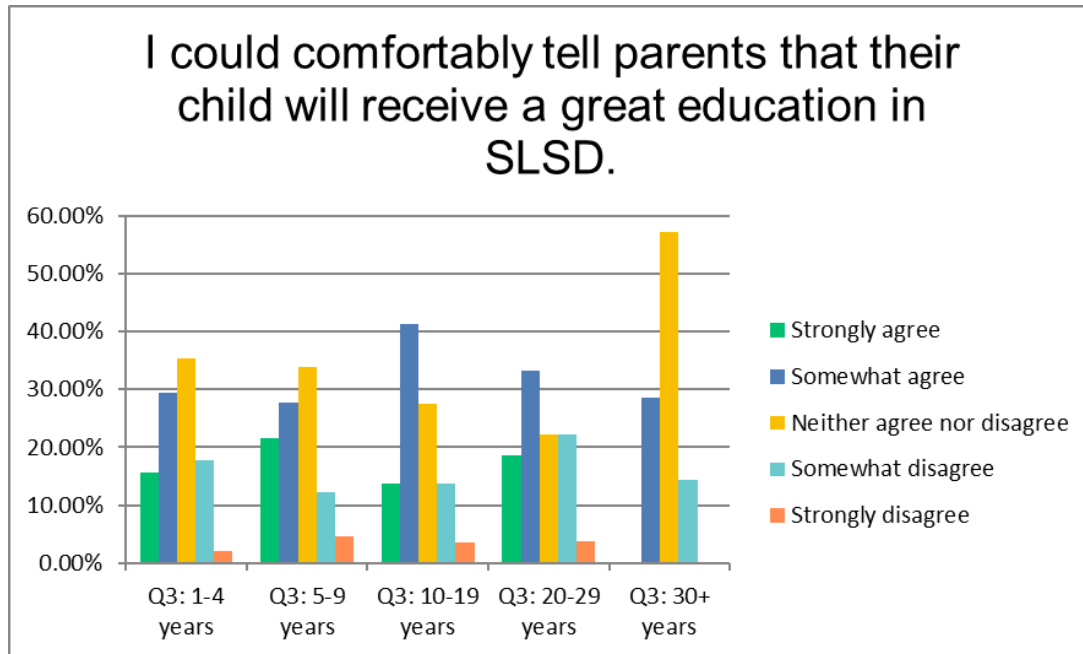
Years in SLSD	Agree
1-4	33%
5-9	30%
10-19	24%
20-29	27%
30+	14%
Total	29%

# Tell Parents Great Education from School



Years in SLSD	Agree
1-4	62%
5-9	71%
10-19	74%
20-29	67%
30+	43%
Total	67%

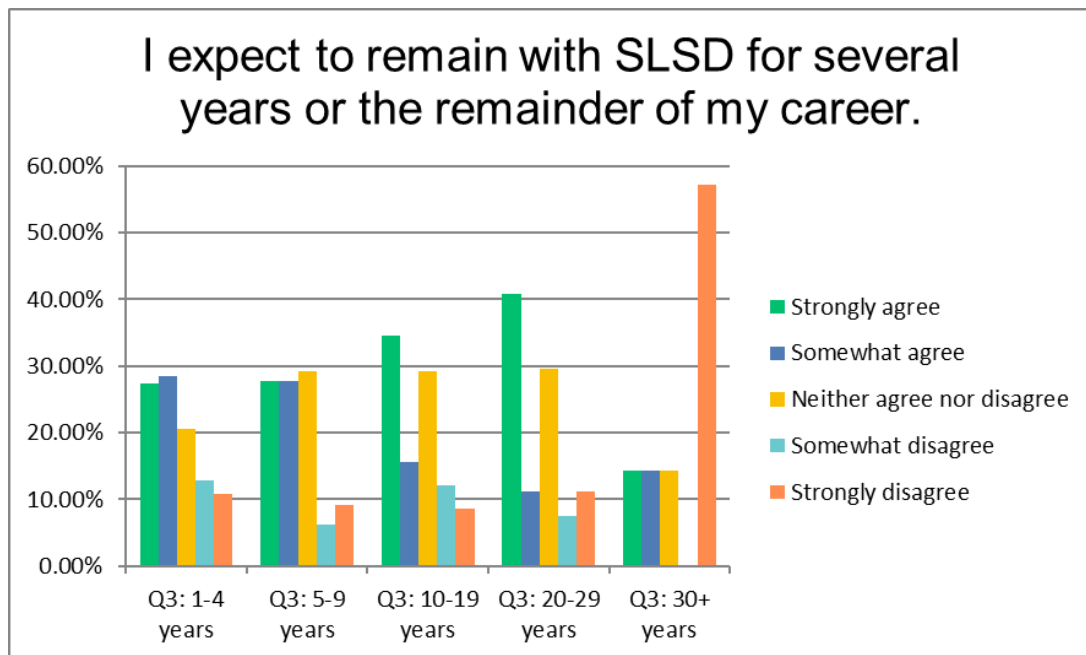
# Tell Parents Great Education from District



Years in SLSD	Agree
1-4	45%
5-9	49%
10-19	55%
20-29	52%
30+	29%
Total	49%

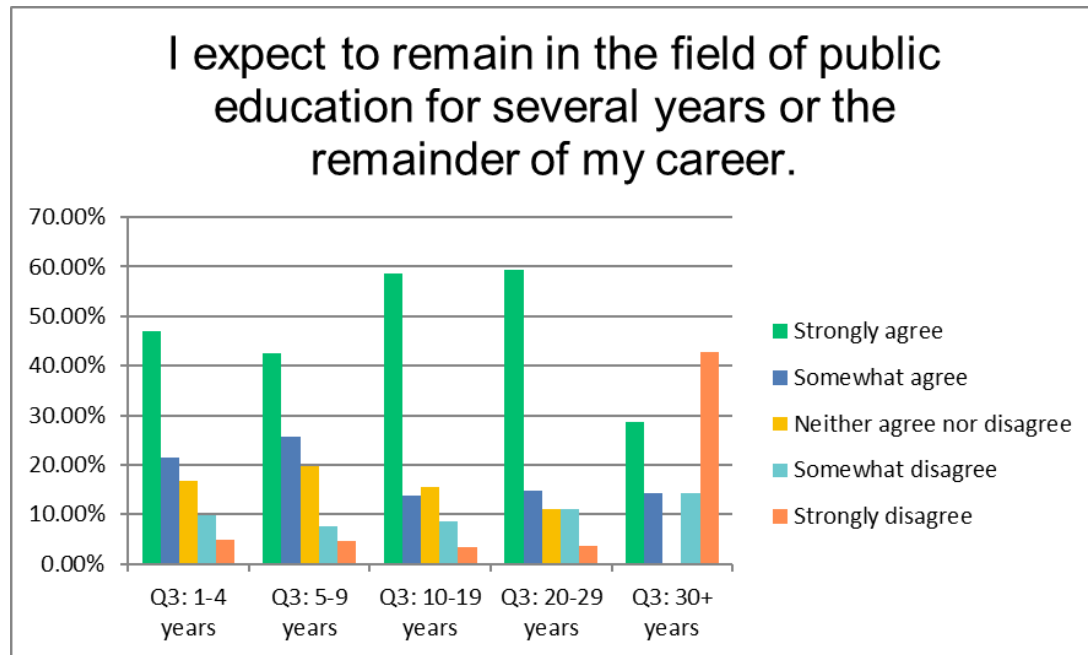


# Expect to Remain in SLSD



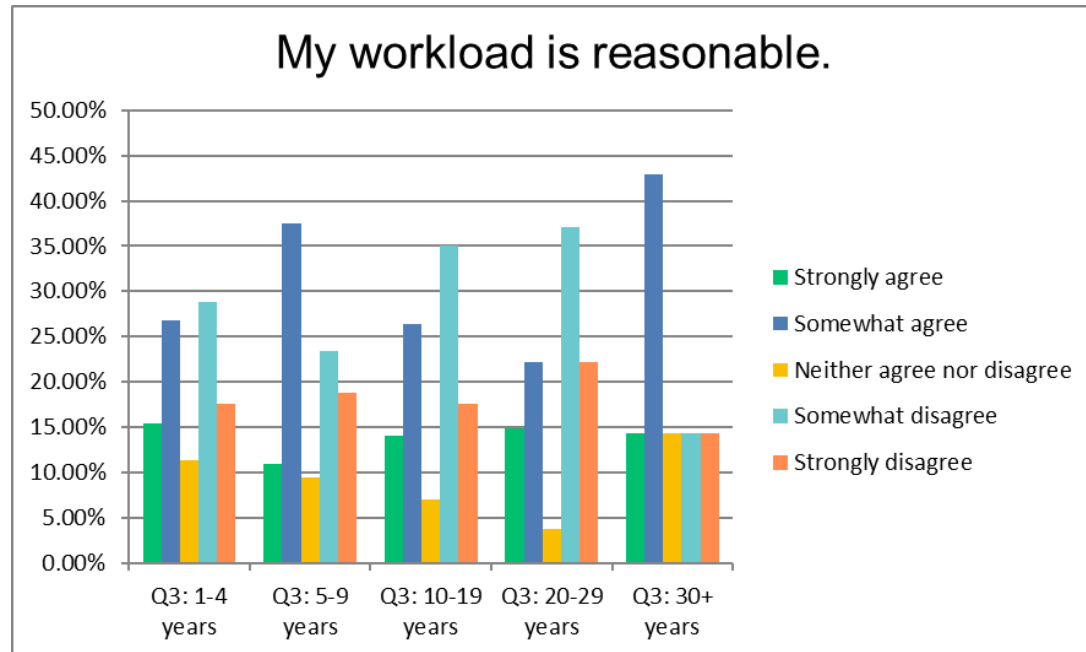
Years in SLSD	Agree
1-4	56%
5-9	55%
10-19	50%
20-29	52%
30+	29%
Total	53%

# Expect to Remain in Public Education



Years in SLSD	Agree
1-4	69%
5-9	68%
10-19	72%
20-29	74%
30+	43%
Total	69%

# Workload is Reasonable



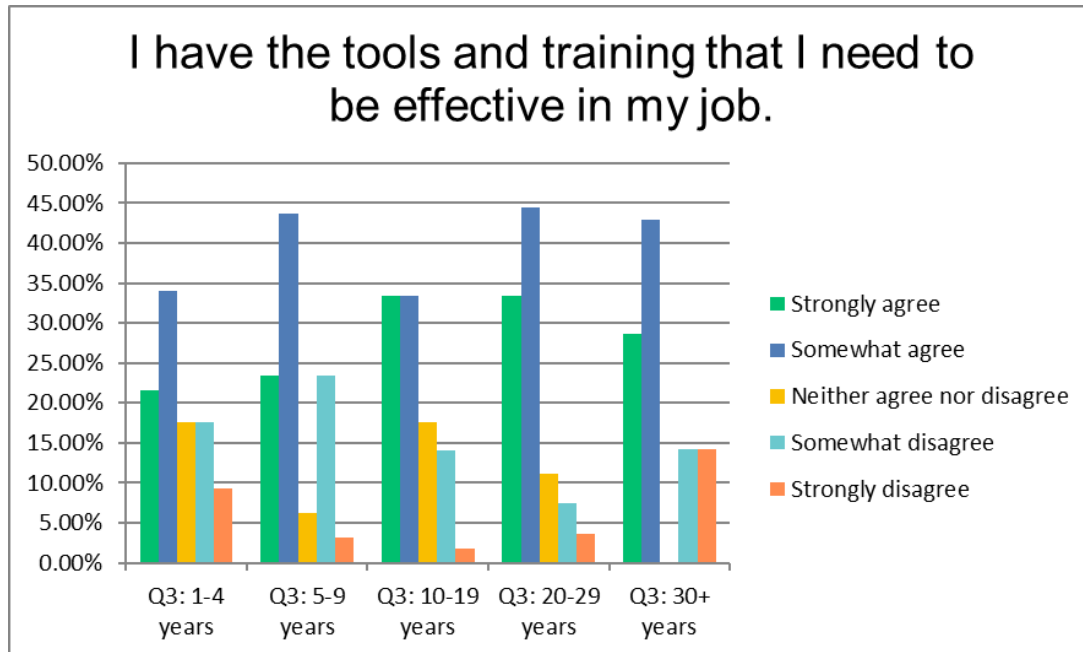
Years in SLSD	Agree
1-4	42%
5-9	48%
10-19	40%
20-29	37%
30+	57%
Total	43%

# Sense of Accomplishment from Work



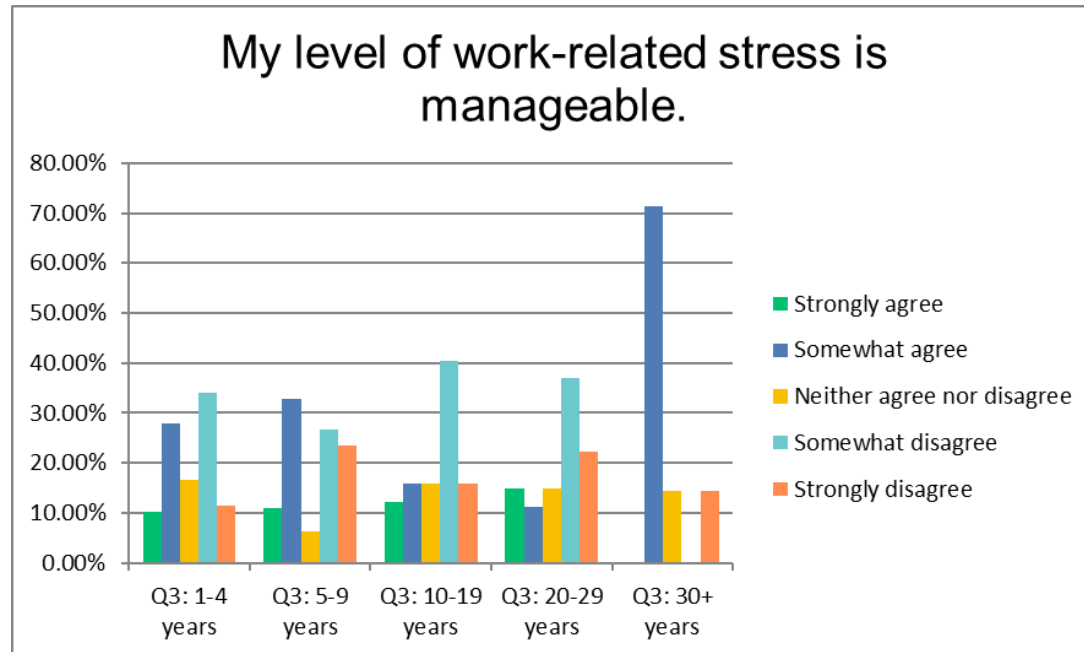
Years in SLSD	Agree
1-4	76%
5-9	84%
10-19	89%
20-29	78%
30+	86%
Total	82%

# Have Tools and Training Needed



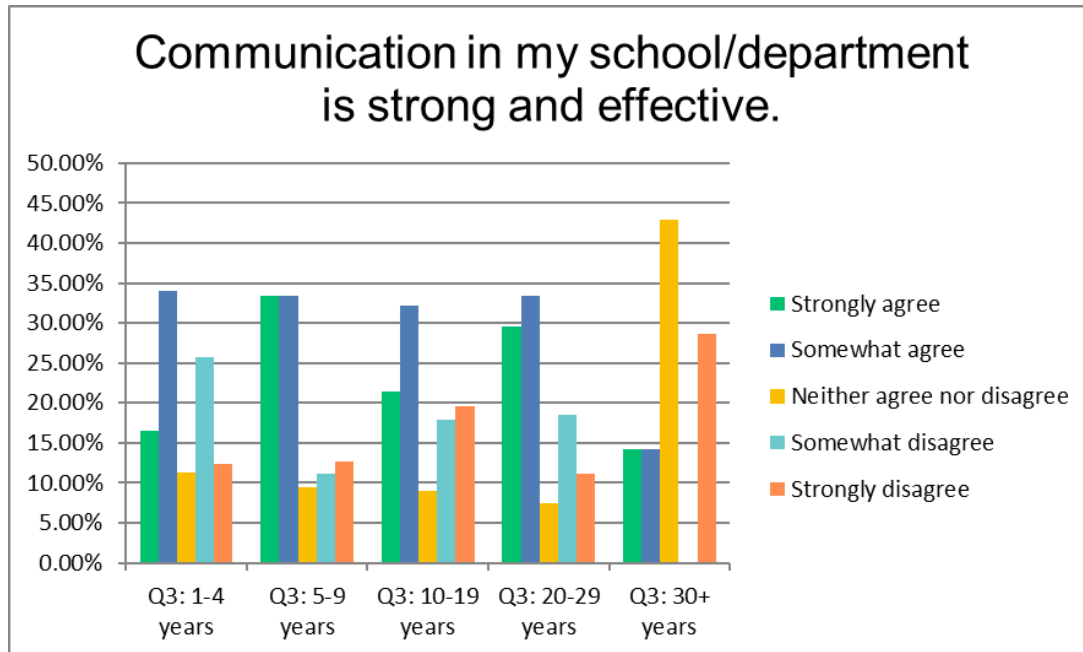
Years in SLSD	Agree
1-4	56%
5-9	67%
10-19	67%
20-29	78%
30+	71%
Total	64%

# Work-Related Stress is Manageable



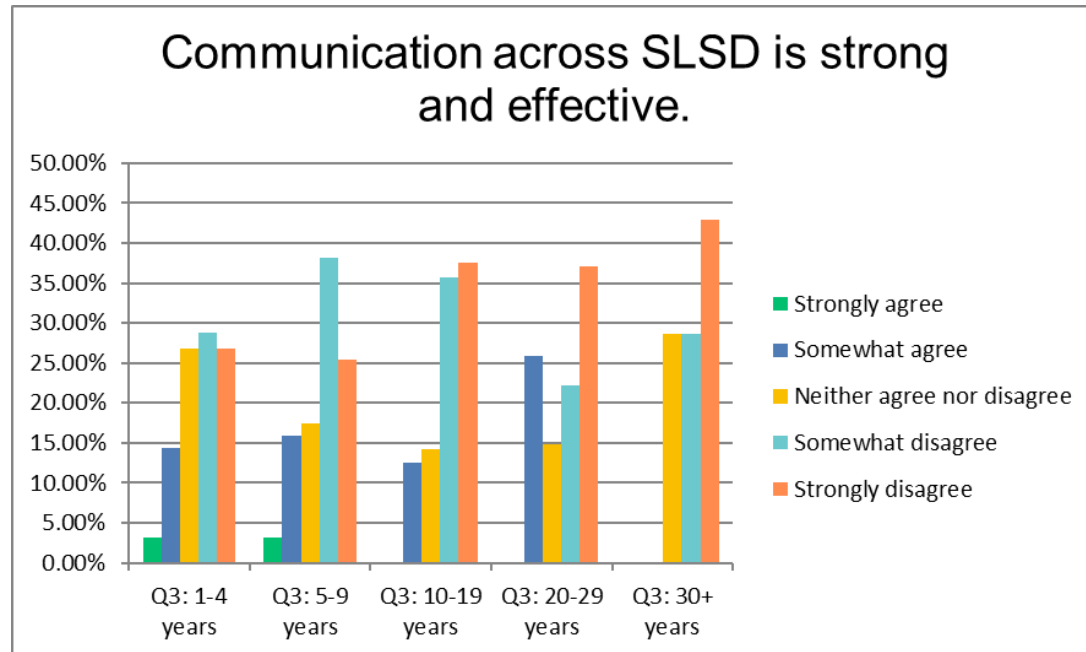
Years in SLSD	Agree
1-4	38%
5-9	44%
10-19	28%
20-29	26%
30+	71%
Total	37%

# School/Department Communication Strong



Years in SLSD	Agree
1-4	51%
5-9	67%
10-19	54%
20-29	63%
30+	29%
Total	56%

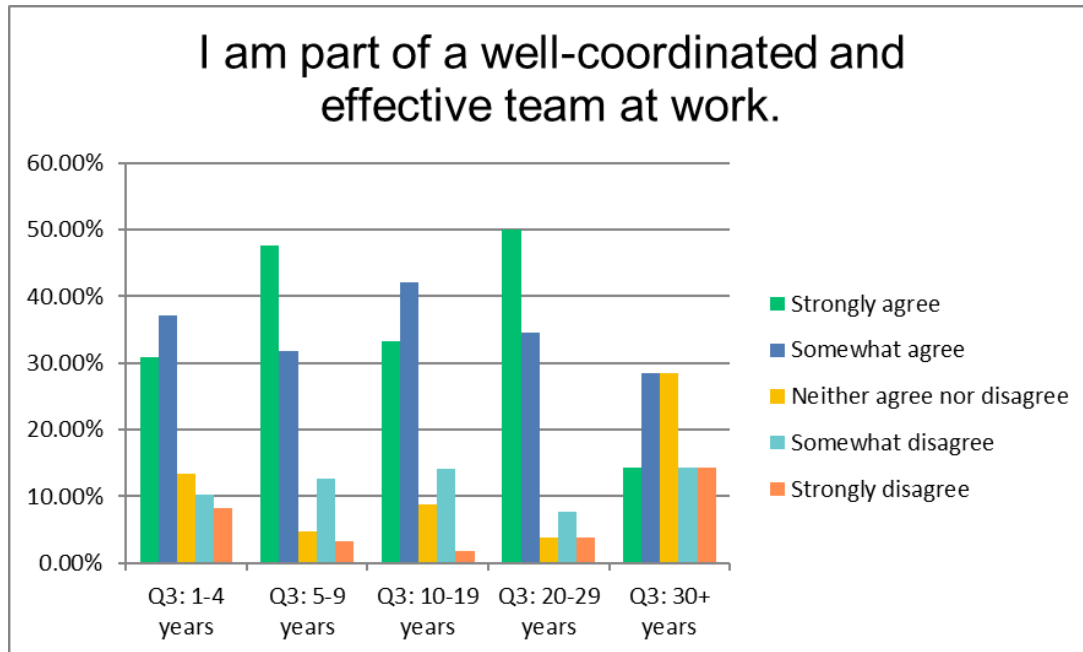
# District Communication Strong



Years in SLSD	Agree
1-4	18%
5-9	19%
10-19	13%
20-29	26%
30+	0%
Total	17%

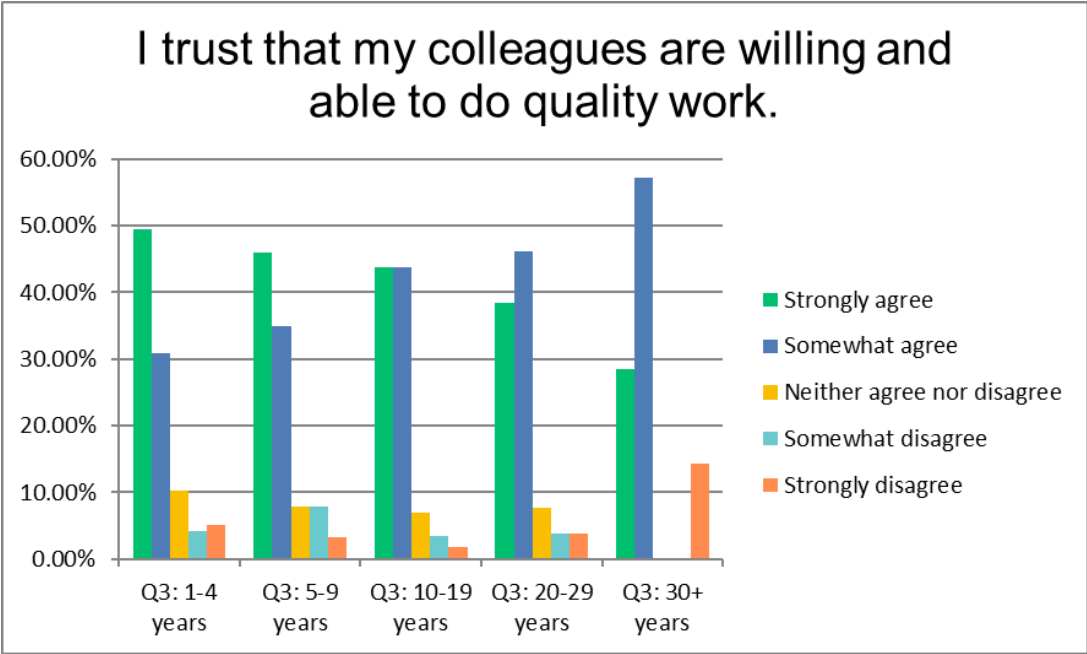


# Part of Effective Work Team



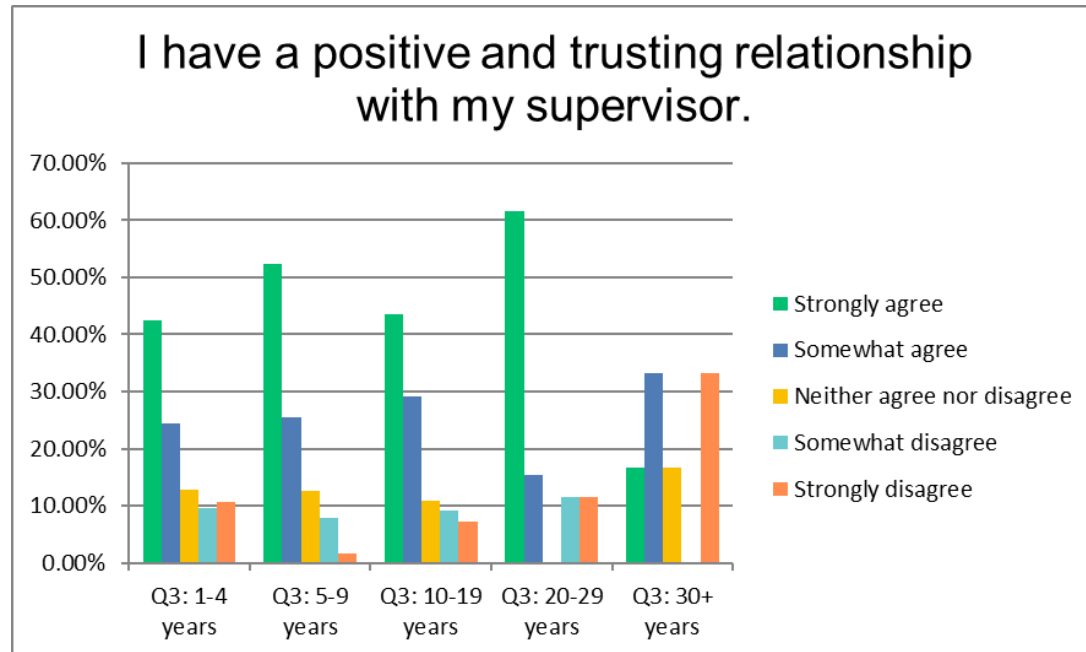
Years in SLSD	Agree
1-4	68%
5-9	79%
10-19	75%
20-29	85%
30+	43%
Total	74%

# Trust Colleagues for Quality Work



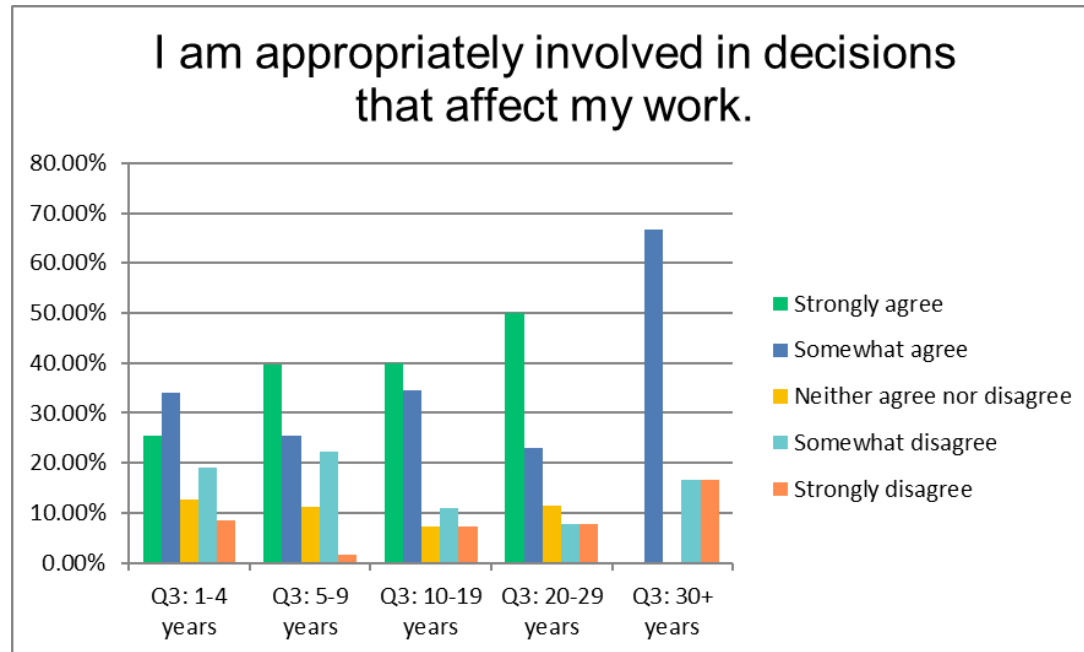
Years in SLSD	Agree
1-4	80%
5-9	81%
10-19	88%
20-29	85%
30+	86%
Total	83%

# Positive Relationship with Supervisor



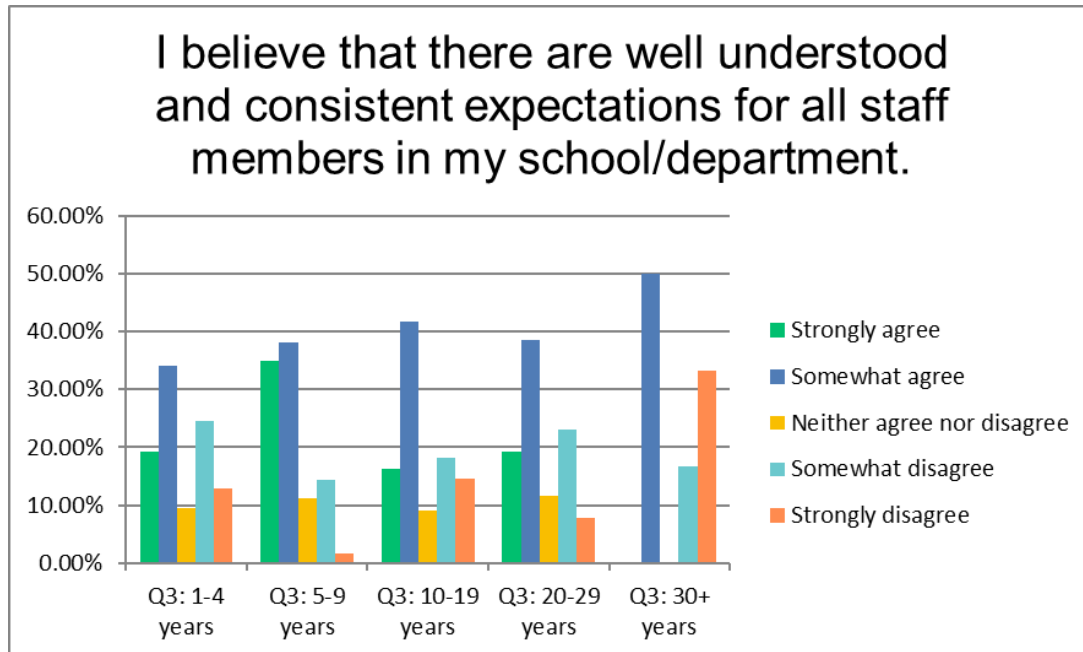
Years in SLSD	Agree
1-4	67%
5-9	78%
10-19	73%
20-29	77%
30+	50%
Total	72%

# Involved in Decision Making



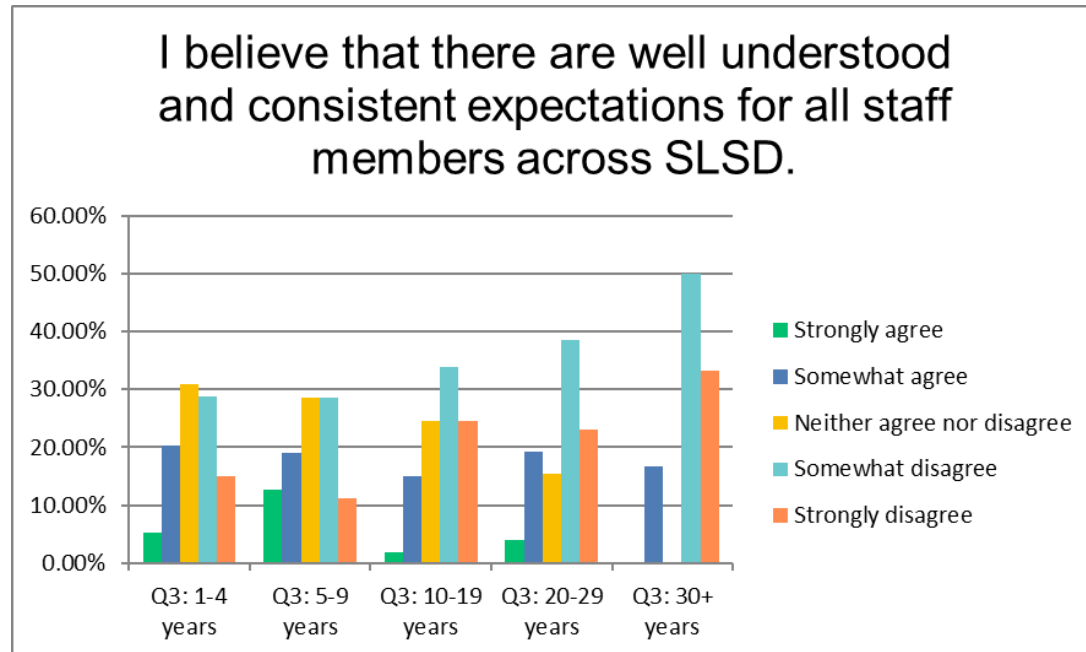
Years in SLSD	Agree
1-4	60%
5-9	65%
10-19	75%
20-29	73%
30+	67%
Total	66%

# Consistent Expectations for School/Department



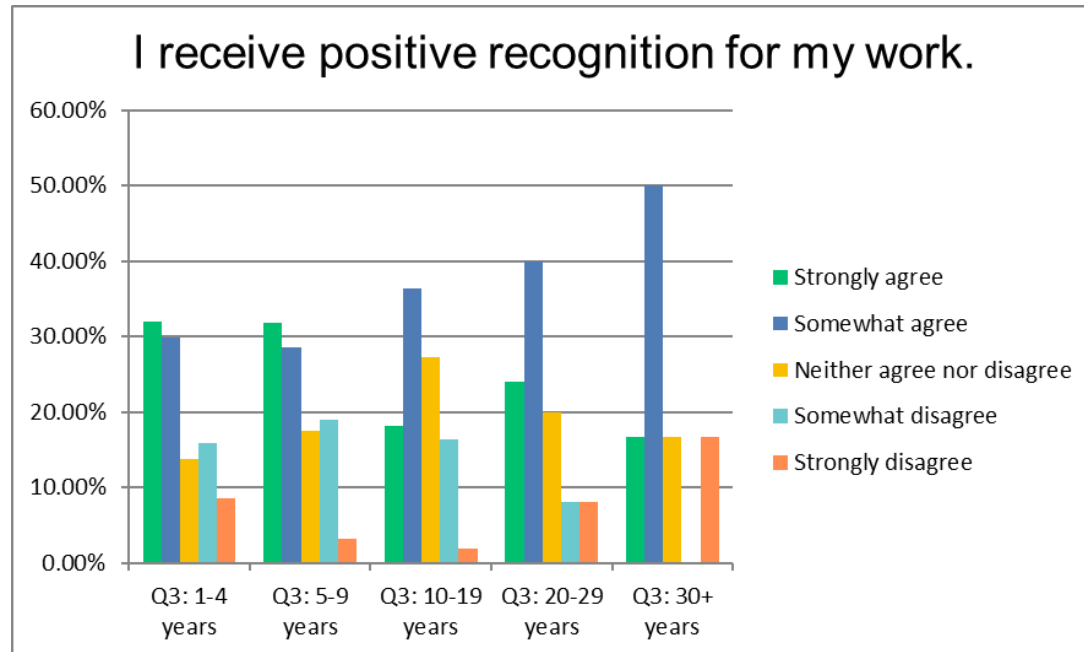
Years in SLSD	Agree
1-4	53%
5-9	73%
10-19	58%
20-29	58%
30+	50%
Total	60%

# Consistent Expectations for District



Years in SLSD	Agree
1-4	26%
5-9	32%
10-19	17%
20-29	23%
30+	17%
Total	25%

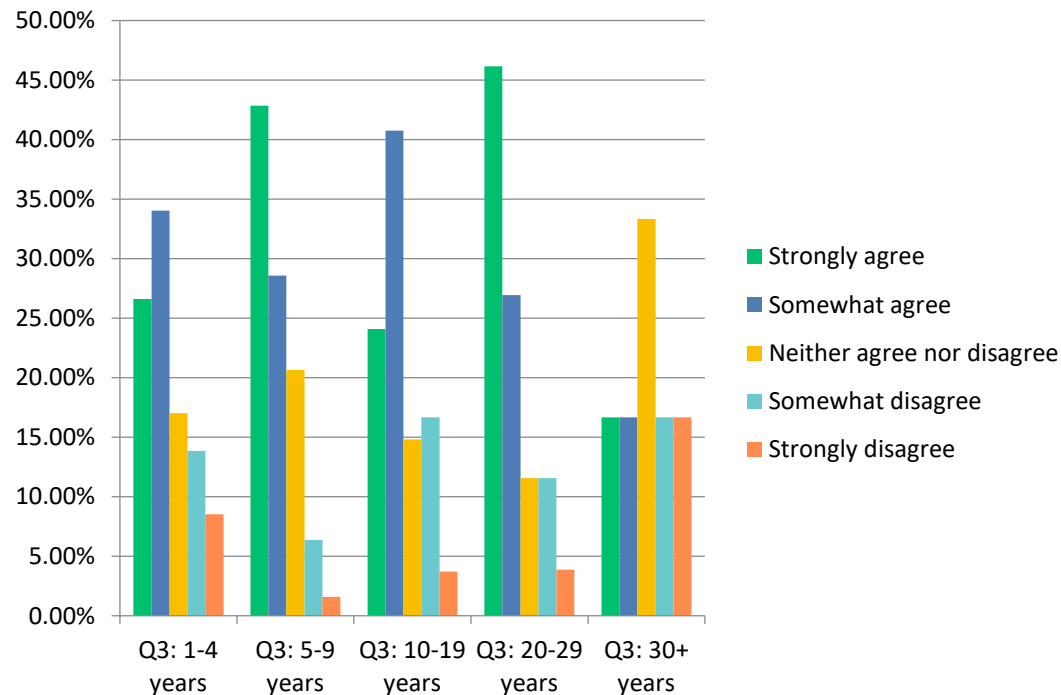
# Receive Positive Recognition for Work



Years in SLSD	Agree
1-4	62%
5-9	60%
10-19	55%
20-29	64%
30+	67%
Total	60%

# School/Department on Right Track

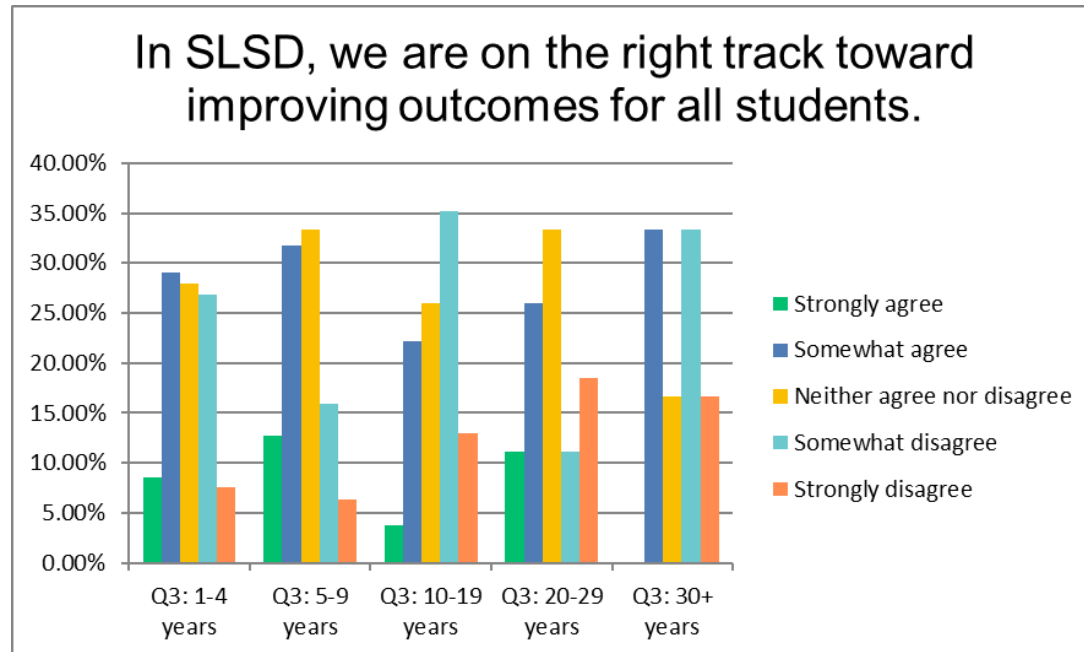
In my school/department, we are on the right track toward improving outcomes for all students.



Years in SLSD	Agree
1-4	61%
5-9	71%
10-19	65%
20-29	73%
30+	33%
Total	65%

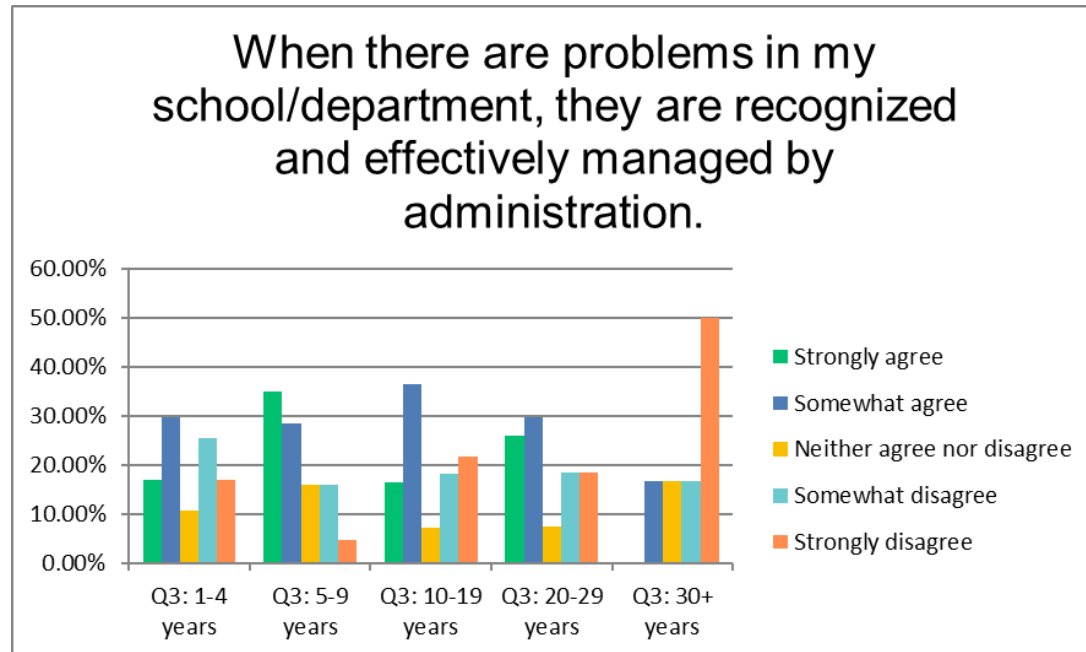


# District on Right Track



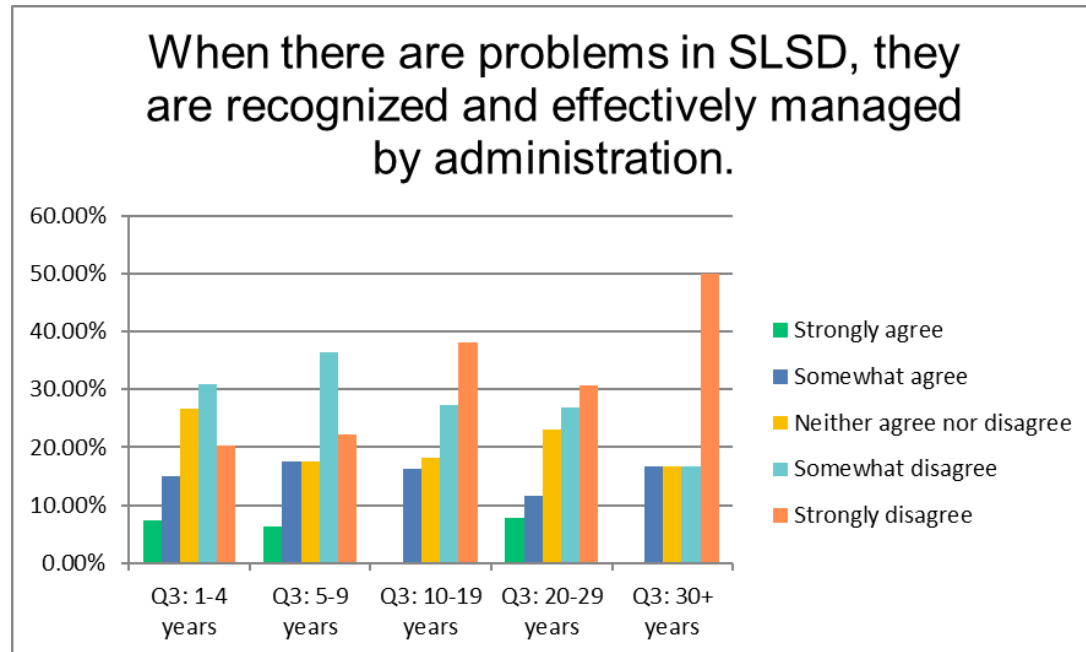
Years in SLSD	Agree
1-4	38%
5-9	44%
10-19	26%
20-29	37%
30+	33%
Total	37%

# Problems at School/Department are Managed



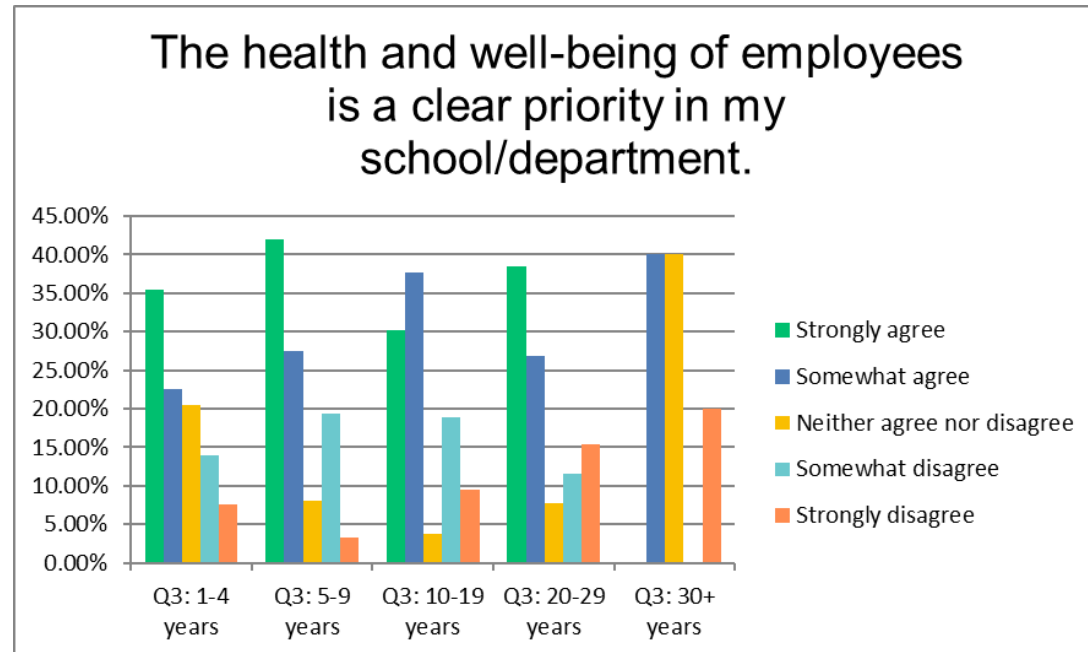
Years in SLSD	Agree
1-4	47%
5-9	63%
10-19	53%
20-29	56%
30+	17%
Total	53%

# Problems in District are Managed



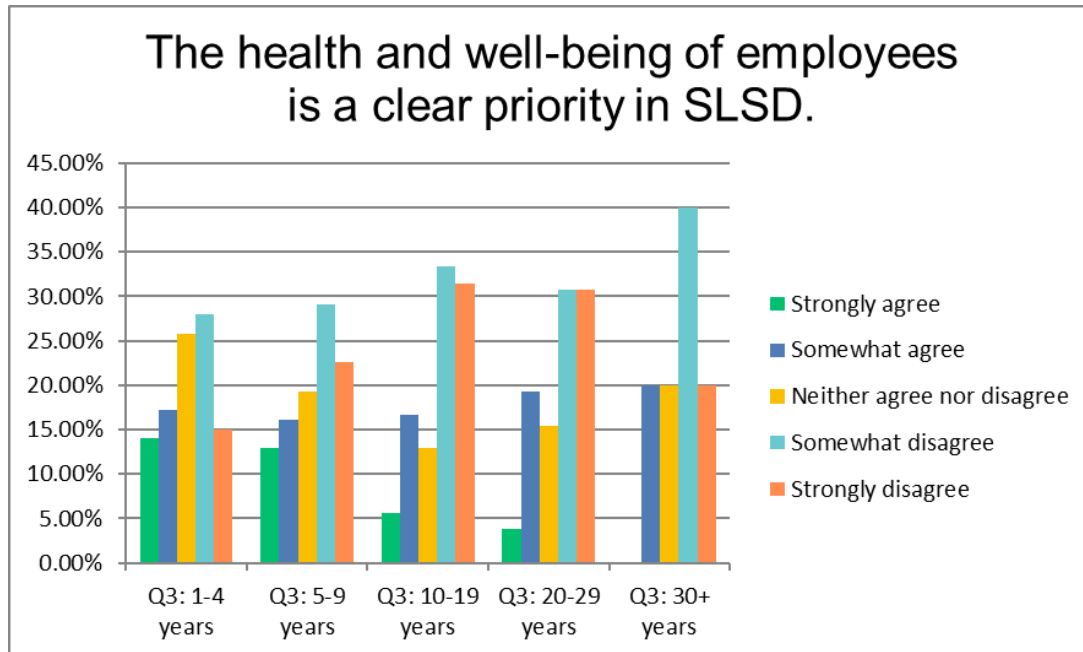
Years in SLSD	Agree
1-4	22%
5-9	24%
10-19	16%
20-29	19%
30+	17%
Total	21%

# Health & Well-Being Priority for School



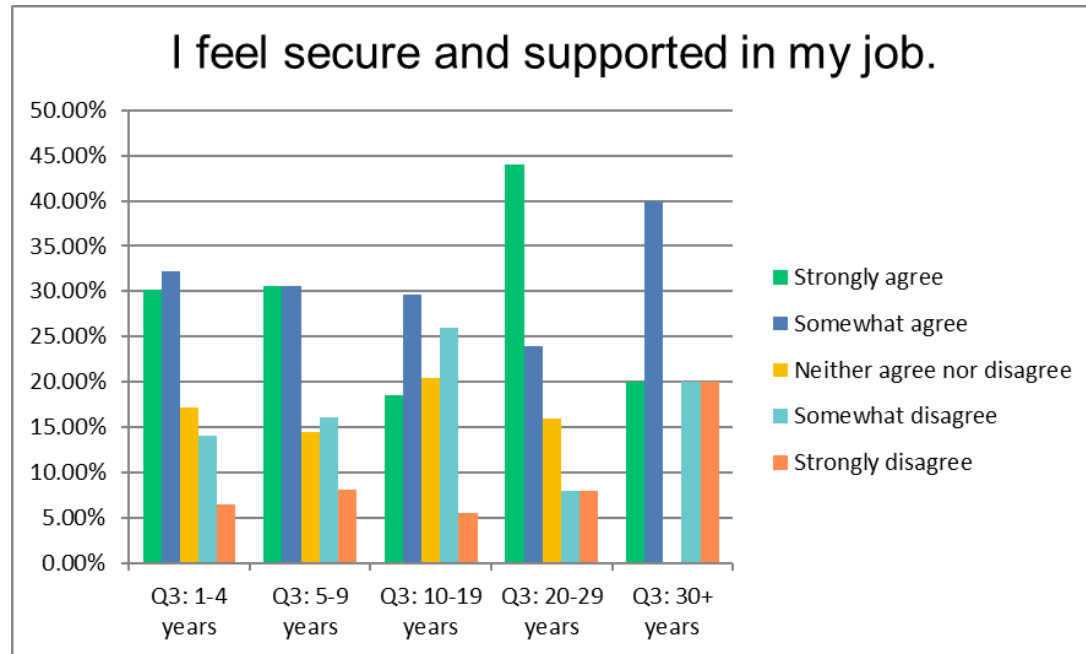
Years in SLSD	Agree
1-4	58%
5-9	69%
10-19	68%
20-29	65%
30+	40%
Total	64%

# Health and Well-Being a Priority for District



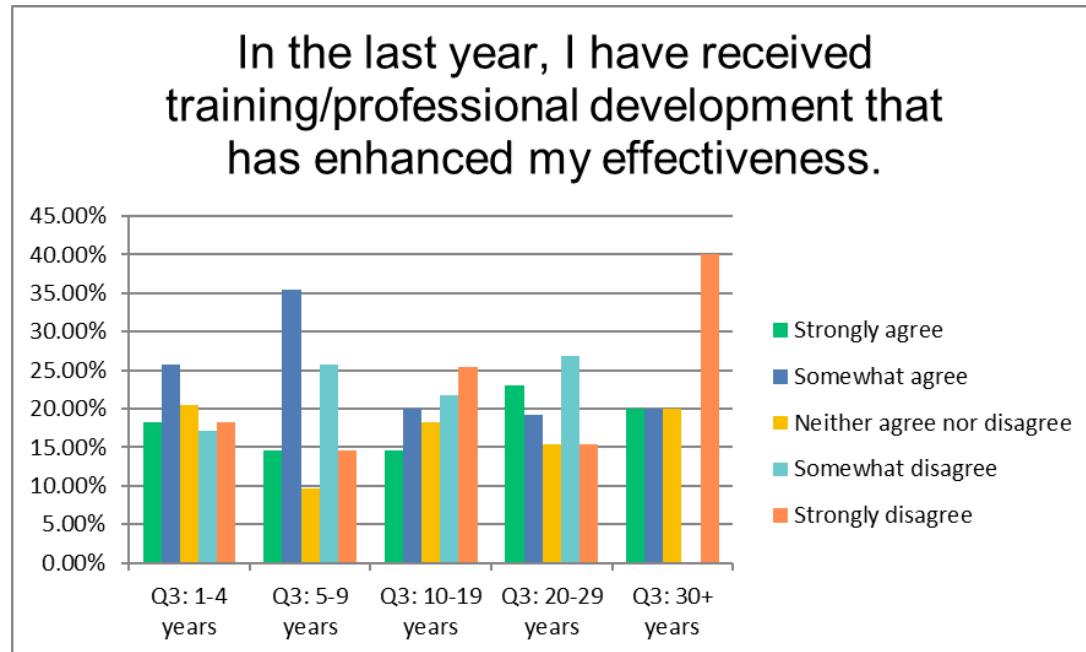
Years in SLSD	Agree
1-4	31%
5-9	29%
10-19	22%
20-29	23%
30+	20%
Total	28%

# Feel Secure and Supported in Job



Years in SLSD	Agree
1-4	62%
5-9	61%
10-19	48%
20-29	68%
30+	60%
Total	59%

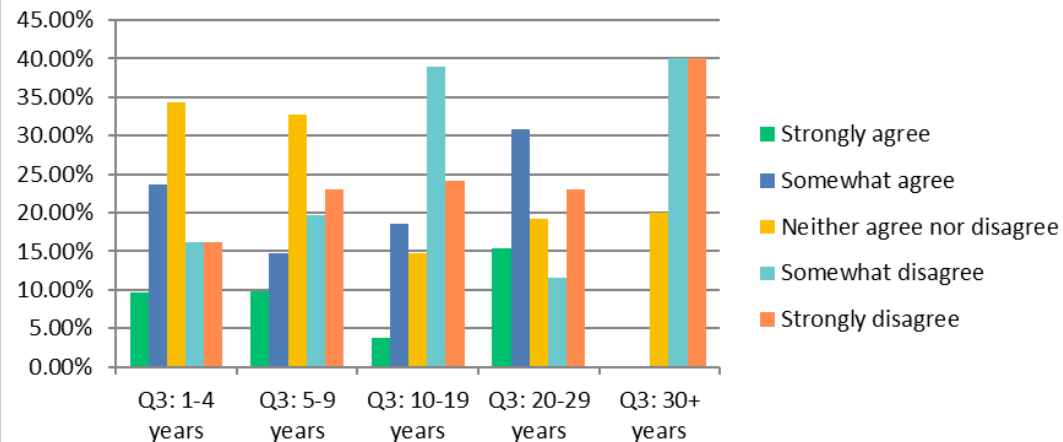
# Received Helpful Training in Last Year



Years in SLSD	Agree
1-4	44%
5-9	50%
10-19	35%
20-29	42%
30+	40%
Total	43%

# Resources and Priorities of District Aligned with Mission

The resources allocations and priorities of the district are well-aligned to the mission of educating and supporting all students.



Years in SLSD	Agree
1-4	33%
5-9	25%
10-19	22%
20-29	46%
30+	0%
Total	29%



# Staff Morale Survey

Themes from open-ended responses

# Proximity Effect

- Comments as well as scored responses suggest more satisfaction with settings and coworkers closest to respondents.
  - Most concerns/negative comments associated with district level
  - Higher portion of positive comments and responses for school level
  - Grade and department level teams received highest regard

# Theme 1: Concerns Related to District Office and District Leadership

- 200+ comments, chief concerns included:
  - Lack of connection and familiarity with staff across district
  - Lack of awareness of what is going on in building/departments
  - Lack of supportiveness
  - Ineffective communication
  - Opinion district leaders need to listen to staff and be more responsive
  - Perception of ineffective leadership

# Theme 2: Human Resources Concerns

- 40+ comments, chief concerns included:
  - Lack of effectiveness
  - Lack of supportiveness, responsiveness, accessibility
  - Perception of department being over-staffed
  - Regret for loss of prior HR staff, deemed to have been effective

# Theme 3: Building/Department Administration

- 60+ comments of concern, including:
  - Ineffective leadership
  - Lack of support and follow-through
  - Poor communication
  - Need for more equitable and consistent supervision
- 20+ positive comments, including:
  - Supportive leadership
  - Introduced positive changes
  - Care for staff and students

# Theme 4: Building/Team Concerns

- 20+ Positive comments including:
  - Team is functional and supportive
  - Enjoyment of working with team/at building
- 10+ concerns, primarily around co-worker conflict

# Theme 5: Behavior and Discipline

- 100+ comments of concern including:
  - Level of impact that behavioral difficulties have on classroom/school
  - Need for high and consistent expectations across school/district
  - Need for student accountability
  - Need for transparency on process and outcomes
  - Need for more behavioral supports at the classroom/school level

# Theme 6: Contract and Compensation

- 80+ comments of concern including:
  - Perception district not flexible and fair in bargaining
  - Disappointment that contract has not been settled
  - Perception that other districts in the area have been more generous
  - Belief that staff in district (or education in general) not adequately compensated



# Theme 7: Inadequate or Misaligned Staffing and Resources

- 70+ comments of concern, including:
  - Class sizes need to be smaller
  - General lack of resources and staffing
  - Inequitable distribution of resources and staffing across schools/programs
  - Inadequate staffing for PE
  - Need to offer Art and Music instruction to all students

# Theme 8: Quality of Work Life

- 70+ comments of concern including:
  - Untenable levels of stress and workload
  - Lack of prep time
  - Most commonly a concern from certified staff

# Theme 9: Retention of Qualify Staff

- 60+ comments of concern including:
  - Losing too many good staff members
  - Need for effective training and mentoring program for new staff

# Theme 10: Training and Professional Development

- 60+ comments including:
  - Currently lack adequate training/PD
  - Lack of coordinated training across district
  - Need for more collaboration within and between buildings/departments
  - Need to be more focused in district priorities
- 30+ comments specifically related to PLC training and focus
  - ~60% expressing not helpful or not the right time
  - ~40% expressing that it has been valuable

# Theme 11: Substitutes

- 40+ comments expressing:
- Frustration in lack of substitutes
- Concern for how this impacts programs by pulling staff away from their regular roles

# Theme 12: Return to Normalcy

- 30+ comments, including:
  - Appreciation for having in-person instruction for the full school year
  - Appreciation for return of extra-curricular activities
  - Observation of high levels of student progress