

Steve Spencer
Superintendent

Rachel Alpert
Assistant Superintendent

**2024-2025
Board of Directors**

Ed Dressel

Lu Ann Meyer

Rob Ogilvie

Zach Steele

Jon Woods

Board Secretary
Juli Lichtenberger

Please join us at our
school board meetings.

Unless otherwise
scheduled the board
meets the second and
fourth Mondays
of the month.

District Office
Board Room
6:30 p.m.

Mission Statement
*Dallas School District
is centered on students,
powered by
collaboration, built on
equity, and driven by
excellence.*

*Dallas School District
111 SW Ash Street
Dallas OR 97338*

*503.623.5594 ph
503.623.5597 fax*

**Agenda
Board Meeting
July 8, 2024
6:30 p.m.**

<https://dsd2-org.zoom.us/j/84855147461>
District Office Board Room

- | | | |
|-------------|--|----|
| 1.0 | Welcome/Pledge of Allegiance | |
| 2.0 | Approval of the Agenda | |
| 3.0 | Good News | |
| 3.1 | OEA Choice Trust has awarded an Education Employee Wellness grant of \$75,000 to Dallas School District. | |
| 4.0 | Public Comment | |
| 5.0 | Announcements | |
| 5.1 | July & August Calendars | 1 |
| 5.1.1 | No Board Meeting on July 22, 2024 | |
| 5.1.2 | Next Board Meeting August 12, 2024 at 6:30 p.m. | |
| 5.1.3 | Citizens Oversight Committee Meeting August 6, 2024 at 5:30 p.m. | |
| 6.0 | Consent Agenda | |
| 6.1 | Approval of the June 24, 2024 Board Minutes | 3 |
| 6.2 | Annual Business Procedures | 6 |
| 7.0 | Resolution #24-25-01 Authority to Pay Bills and Expend Funds (Board Action) | 10 |
| 8.0 | Resolution #24-25-02 to Set Construction Excise Tax Rates for Fiscal Year 2024-25 (Board Action) | 11 |
| 9.0 | Supplemental Transportation Plan (Board Action) – Todd Baughman | 12 |
| 10.0 | Board and Superintendent Operating Agreement (Board Action) | 29 |
| 11.0 | Board Advisory Committees (Board Action) | 31 |
| 12.0 | District Committee Assignments | |
| 13.0 | Superintendent Contract (Board Action) | 33 |
| 14.0 | Superintendent Professional Growth Goal | 40 |
| 15.0 | District Goals | 42 |
| 16.0 | Reports | |
| 16.1 | District Equity Advisory Committee Draft Minutes | 44 |
| 17.0 | Adjourn | |



Public Participation in Board Meetings

During each school board meeting, the agenda has been set to include an item titled “public comment.” It is during this portion of the agenda the public can comment on any item that is or is not on the agenda.

Because of the nature of the Board’s work, it is typical that the Board will hear from a patron. Public participation is a time for the Board to listen, not a time for discussion or responding to questions, as the Board needs adequate time to process the information received to ensure proper steps are taken going forward. The Board may direct questions to district administrative staff to respond to after the meeting. If input is given related to an action item later in the agenda, the Board will use the input during their discussion or deliberation of that specific item. All public comment during a Board meeting is limited to 3 minutes for each individual. Up to 5 minutes may be granted to one person who represents a group of 3 or more with similar testimony. The Board Chairperson may adjust or extend allowable time limits, if necessary.

The Board cannot hear complaints about specific school personnel during an open meeting. If a patron has a specific complaint against district personnel, the board chair or the superintendent can direct the patron to the appropriate complaint process governed by board policy.

There are three ways to provide public comment at a Board meeting.

- 1) If you wish to address the Board in person during a Board meeting, please fill out the request for public comment form available outside the boardroom. If the meeting has started and you decide you would like to provide public comment, please alert the administrator who was the greeter or the board executive assistant with your request by simply handing them the public participation form. This will be directed to the board chair.
- 2) If you wish to address the Board remotely (via Zoom) during a Board meeting, please email Juli Lichtenberger, Executive Assistant to the Superintendent and Board, (juli.lichtenberger@dsd2.org) at least two hours prior to the start of the meeting. Clearly label the subject line as “Public Comment”. In the email state that you would like to address the board remotely during the meeting, and include the topic.

Steve Spencer, Superintendent

Rachel Alpert, Assistant Superintendent

Board of Directors: Ed Dressel • Lu Ann Meyer • Rob Ogilvie • Zach Steele • Jonathan Woods

- 3) If you wish to address the Board in hard copy or email please submit to Juli Lichtenberger, Executive Assistant to the Superintendent and Board, at juli.lichtenberger@dsd2.org at least two hours prior to the start of the meeting. Clearly label the subject line or document as "Public Comment"

If you have questions about the district, we encourage you to contact our superintendent.

Thank you for your interest in Dallas School District.

All public meetings, assemblies and celebrations held by the Dallas School District 2 are required to be accessible to persons with disabilities under Title II of the Americans with Disabilities Act (ADA). Accommodations are available upon request to persons who require alternatively formatted materials or auxiliary aids to ensure effective communication and access to events. Please allow at least 10 business days to arrange for accommodations. All requests should be sent to:

DO Reception
Dallas School District 2
111 SW Ash Street
Dallas, OR 97338
503-623-5594

Or: e-mail compliance.officer@dsd2.org

JUL 2024

SUN	MON	TUE	WED	THU	FRI	SAT
	01	02	03	04	05	06
				Offices Closed Holiday		
07	08	09	10	11	12	13
	Board Meeting 6:30 p.m.					
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

AUG 2024

SUN	MON	TUE	WED	THU	FRI	SAT
				01	02	03
04	05	06 Citizens Oversight Committee Meeting 5:30 p.m.	07	08	09 OSBA Conference	10 OSBA Conference
11 OSBA Conference	12 Board Meeting 6:30 p.m.	13	14	15	16	17
18	19	20	21	22	23	24
25	26 Inservice Board Meeting 6:30 p.m.	27 Inservice District Wide Welcome Back Meeting 8:00 a.m.	28 Inservice	29 Inservice	30 Inservice	31

Minutes
Board Meeting
June 24, 2024
6:30 p.m.
<https://dsd2-org.zoom.us/j/84855147461>
District Office Board Room

Present: Jon Woods, Lu Ann Meyer, Rob Ogilvie, Zach Steele, Ed Dressel, Steve Spencer, Juli Lichtenberger, Rachel Alpert, Sean Johnson, Todd Baughman, Nick Ingalls, Tami Montague

Visitors: Dana Goodale, Erin Sutro, Dave Morris, Abby Warren, Carol Bryan, Hilary Morris, Randy Schild

1.0 Welcome/Pledge of Allegiance

2.0 Approval of the Agenda

Zach Steele moved to approve the agenda, seconded by Rob Ogilvie. The motion passed unanimously.

3.0 Open Budget Hearing

The Budget Hearing was opened at 6:31 p.m.

4.0 2024-2025 Budget – Tami Montague

4.1 Changes since Budget Committee Approval

Tami Montague, Director of Fiscal Services, shared the provided budget document includes changes since the bond sales. That is the only change since the final Budget Committee meeting.

5.0 Public Comment Related to Budget

No public comment.

6.0 Resolution #23-24-10 to Adopt the Budget, Make Appropriations, Impose and Categorize the Tax 2024-25 (Board Action)

Zach Steele moved to approve Resolution #23-24-10 to adopt the budget, make appropriations, impose and categorize the tax 2024-25, seconded by Rob Ogilvie. The motion passed unanimously.

7.0 Close Budget Hearing

Budget Hearing closed at 6:33 p.m.

8.0 Good News

8.1 Construction is underway at Lyle. A large portion of the secured vestibule is already completed.

Steve Spencer, Superintendent, shared good news.

9.0 Public Comment

No Public Comment.

10.0 Announcements

10.1 June & July Calendars

10.1.1 Next Board Meeting July 8, 2024 at 6:30 p.m.

10.1.2 Citizens Oversight Committee Meeting July 2, 2024 at 5:30 p.m.

11.0 Consent Agenda

11.1 Approval of the June 10, 2024 Board Minutes

11.2 Approval of the May 13, 2024 Budget Committee Minutes

Lu Ann Meyer moved to approve the Consent Agenda, seconded by Zach Steele.
The motion passed unanimously.

12.0 Superintendent Contract – Randy Schild

Randy Schild, Consultant, provided superintendent comparison salary information from 2023-24 with the Board. Currently Dallas School District is below the average total compensation package. Discussion was held. The board would like to see Steve's total compensation be competitive. A draft contract will be created by Randy Schild and shared with the Board.

13.0 School Based Mental Health & Service Integration Programs Annual Report – Dana Goodale, Carol Bryan & Abby Warren

Dana Goodale, Polk County School Based Mental Health, shared 2023-24 highlights. Budget reductions have affected staffing levels. District wide, just over 450 students were served this year. Collaborative Problem-Solving trainings have been a focus of the team this year. Abby Warren and Carol Bryan, Polk County Service Integration Program, shared highlights from the school year. The team saw needs for a variety of items such as transportation, health, basic needs and urgent needs. Discussion was held.

14.0 Resolution #23-24-11 to Transfer Funds to Facilities, Repairs & Maintenance Fund 102 from Cool Schools Fund 202 (Board Action) – Tami Montague

Tami Montague shared this is a housekeeping resolution that is completed each year. Zach Steele moved to approve resolution #23-24-11 to transfer funds to facilities, repairs and maintenance fund 102 from Cool Schools Fund 202, seconded by Rob Ogilvie. The motion passed unanimously.

15.0 Leave of Absence Request for Amy Morrison (Board Action)

Steve Spencer recommends approving the request. Rob Ogilvie moved to approve the leave of absence request for Amy Morrison, seconded by Lu Ann. The motion passed unanimously.

16.0 2024-25 Board Goals and Professional Development (Board Action)

Rob Ogilvie and Lu Ann Meyer worked together to create the draft document presented. Four goals were created. Discussion was held. Draft district goals and superintendent

goals will be shared at the next meeting. Zach Steele moved to approve the 2024-25 board goals and professional development, seconded by Rob Ogilvie. The motion passed unanimously.

17.0 Election of 2024-2025 Board Chair and Vice Chair (Board Action)

Zach Steele nominated Lu Ann Meyer for Board Chair for school year 2024-25, seconded by Rob Ogilvie. Discussion was held. The motion passed unanimously.

Zach Steele nominated Rob Ogilvie for Board Vice-Chair for school year 2024-25, seconded by Lu Ann Meyer. The motion passed unanimously.

18.0 Reports

18.1 Citizens Oversight Committee Draft Minutes

Lu Ann Myer shared her appreciation of Jon Woods for his commitment and work this year.

19.0 Adjourn at 8:28 pm.

Board Chair / Lu Ann Meyer

Date

Board Secretary / Juli Lichtenberger

Date

DALLAS SCHOOL DISTRICT NO. 2
DALLAS, OREGON
July 8, 2024

ITEM: ANNUAL BUSINESS PROCEDURES

INFORMATION: Each year certain organizational and business procedures must be reviewed and approved by the Board of Directors. The following recommendations are submitted to the Board for action:

BUDGET OFFICER

Steve Spencer, Superintendent/Clerk, shall be Budget Officer for FY 2024-2025.

DEPUTY CLERK

Tami Montague, Director of Fiscal Services, shall perform duties of Deputy Clerk.

CUSTODIAN OF DISTRICT FUNDS

Tami Montague, Director of Fiscal Services/Deputy Clerk, shall be Custodian of District Funds.

AUTHORIZATION TO BORROW FUNDS

Custodian of District Funds designated above shall be authorized to borrow funds, not to exceed \$150,000, at any given time without prior School Board approval.

AUTHORIZATION TO SIGN CHECKS

Steve Spencer, Superintendent/Clerk, and Tami Montague, Director of Fiscal Services/Deputy Clerk, are authorized to sign Dallas School District No. 2 checks and represent the School District in other financial matters.

FIDELITY BONDS

Steve Spencer, Superintendent/Clerk and Tami Montague, Director of Fiscal Services/Deputy Clerk, will each be bonded in the amount of \$100,000.

DEPOSITORIES

Depositories for Dallas School District No. 2 funds are designated as follows for FY 2024-2025:

Oregon State Treasury Local Government Investment Pool

General Fund
 Capital Bond Projects
 Debt Service

Bank of America, Salem Branch

General Fund
 Accounts Payable Account
 Payroll Account
 Payroll Tax Account

Citizens Bank, Dallas Branch

Dallas School District Food Service Account

Dallas High School Student Body Account

Checking Accounts Payable

Passbook Savings

Scholarship Money Market

Whitworth Elementary School Checking Account

LaCreole Middle School Student Body Checking Account

Oakdale Elementary School Student Body Checking Account

Lyle Elementary School Student Body Checking Account

Morrison Student Body Checking Account

AUTHORIZATION FOR POLK COUNTY TREASURER TO INVEST DISTRICT FUNDS

Polk County Treasurer is authorized to invest Dallas School District No. 2 funds being held by the Treasurer's Office in certificates of deposit, repurchase agreements and Local Government Investment Pool. Investments should be placed to the financial advantage of the District. The Treasurer may be granted permission to invest District funds in other types of investments upon individual consideration of the investment by the Board of Directors. These requests are to be in writing. All investments are to be secured by full collateral protection. The District shall indemnify and hold the County harmless from and against any and all claims, liabilities, demands, actions or damages incurred in connections with, or in any way relating to funds of the District invested by the County, except as to any incurred by or arising out of a violation of any State or County statute, rule, regulations ordinance, resolution or policy governing the use and investment of public funds.

DESIGNATE AUDITOR

The firm of Umpqua Valley Financial is recommended as the official audit firm for Dallas School District No. 2.

LEGAL COUNSEL

The law firms of Garrett, Hemann, Robertson P.C. and The Hungerford Law Firm are recommended as official legal counsel for Dallas School District.

BOARD MEETINGS

The board will meet on the second and fourth Monday of each month with the exception of work sessions in the individual school buildings. Meetings will be held at the Dallas School District Office, 111 SW Ash St and will convene at 6:30 p.m. unless otherwise advertised.

NEWSPAPER FOR LEGAL NOTICES

The "Itemizer Observer" is recommended as the newspaper for publication of legal notices.

LOCAL PUBLIC CONTRACT REVIEW BOARD

The District Board of Directors is designated as the Local Public Contract Review Board. The Local Public Contract Review Board reviews bidding specifications, procedures, awarding of contracts, or rejection of bids.

AFFIRMATIVE ACTION OFFICER

Steve Spencer, Superintendent/Clerk, shall serve as Affirmative Action Officer for FY 2024-2025.

ADA COMPLIANCE OFFICER

Autymn Galbraith, Director of Special Education, shall serve as the ADA Compliance Officer for FY 2024-2025.

TITLE IX OFFICER

Ron Snively, Athletic Director, shall serve as the Title IX Officer for FY 2024-2025.

SAFETY OFFICER

Bob Archer, Facilities Director, shall serve as the Safety Officer for FY 2024-2025.

EXPOSURE CONTROL OFFICER

Bob Archer, Facilities Director, shall serve as Exposure Control Officer for FY 2024-2025.

PEST MANAGEMENT OFFICER

Bob Archer, Facilities Director, shall serve as Pest Management Officer for FY 2024-2025.

TITLE I DIRECTOR

Todd Baughman, Whole Child Administrator, shall serve as the Title I Director for FY 2024-2025.

MIGRANT EDUCATION AND ENGLISH LANGUAGE LEARNER OFFICER

Todd Baughman, Whole Child Administrator, shall serve as the Officer of Migrant Education and English Language Learners for FY 2024-2025.

HEARINGS OFFICER

Todd Baughman, Whole Child Administrator, shall serve as Hearings Officer for FY 2024-2025.

AHERA Designation

Bob Archer, Facilities Director, shall serve as AHERA (Asbestos Hazard Emergency Response Act) Designated Person for Statement of Responsibilities.

Healthy and Safe Schools Plan Administrator

Bob Archer, Facilities Director shall serve as the Health and Safe Schools Plan Administrator for FY 2024-2025.

DALLAS SCHOOL DISTRICT NO. 2
DALLAS, OREGON
July 8, 2024

ITEM: DESIGNATION OF CONFIDENTIAL AND SUPERVISORY EMPLOYEES

INFORMATION: Each year the Board must designate which employees shall be Confidential and Supervisory. Employees so designated shall be excluded from the collective bargaining units.

CONFIDENTIAL EMPLOYEES:

Financial Analyst	Trista Girt
Business Office Accounting Clerk	Casey Trowbridge
Fiscal Admin. Assistant/Payroll & Benefits	Sharrell Ford

SUPERVISORY EMPLOYEES:

Director of Fiscal Services/Deputy Clerk	Tami Montague
Executive Assistant to the Superintendent/Board	Juli Lichtenberger
Director of Facilities	Bob Archer
Director of Technology & Innovation	Sean Johnson

ADMINISTRATIVE EMPLOYEES:

Director of Special Education	Autymn Galbraith
Director of Teaching & Learning	Nick Ingalls
Principal, Dallas High School	Tim Larson
Assistant Principal, Dallas High School	Shannon Ritter
Athletic Director, Dallas School District	Ron Snively
Principal, LaCreole Middle School	Tyler Lalack
Principal, Morrison	Todd Baughman
Principal, Whitworth Elementary	Darrick Bruns
Principal, Lyle Elementary	Reed Langdon
Principal, Oakdale Heights Elementary	Elizabeth Postlewait
*Superintendent/Clerk	Steve Spencer
*Assistant Superintendent/Director of Human Resources	Rachel Alpert

** The Superintendent is recognized as a special employee of the Board and is not considered for permanent status or as a member of any bargaining group.*

DALLAS SCHOOL DISTRICT NO. 2
DALLAS, OREGON
July 8, 2024

**RESOLUTION #24-25-01
AUTHORITY TO PAY BILLS AND EXPEND FUNDS**

Be it resolved that the Superintendent/Clerk and Director of Fiscal Services/Deputy Clerk, be authorized to sign purchase orders; and for the Superintendent/Clerk and Director of Fiscal Services/Deputy Clerk to expend funds to pay bills as budgeted and appropriated for the fiscal year 2024-2025.

Superintendent

Chair

Date

Date

DALLAS SCHOOL DISTRICT NO. 2

DALLAS, OR

June 8, 2024

RESOLUTION # 24-25-02

RESOLUTION TO SET CONSTRUCTION EXCISE TAX RATES

HISTORY: The Board adopted resolution #23-24-03 at its August 14, 2023 meeting to levy a Construction Excise Tax on new construction in the District as allowed by ORS 320.170. The originating Senate Bill requires revenues to be used for capital improvement or repayment of capital improvement debt. Resolution #23-24-03 directed the district to implement a glidepath to maximum levy by adopting $\frac{1}{3}$ the maximum rate in fiscal year 2023-24, a $\frac{2}{3}$ the maximum rate in fiscal year 2024-25, and the maximum rate limit in fiscal year 2025-26.

The tax is levied based on a rate per square foot of new construction. The rate is indexed and a MAXIMUM rate is published each year by the Oregon Department of Revenue. The current maximum rates authorized by the Department of Revenue are:

Type of Construction	Fiscal Year 2024-25 Rate Limit	Note
Residential*	\$1.63	dollars per square foot
Non-Residential*	\$.82	dollars per square foot
Non-Residential Maximum	\$40,000	Maximum

SUGGESTED ACTION: The district recommends continuing a tiered implementation strategy by levying $\frac{2}{3}$ the maximum rate in fiscal year 2024-25, and full rate in fiscal year 2025-26. T

he proposed $\frac{2}{3}$ maximum rates for fiscal year 2024-25 are as follows:

Type of Construction	Fiscal Year 2023-24 $\frac{2}{3}$ Rate Limit	Note
Residential*	\$1.09	dollars per square foot
Non-Residential*	\$.55	dollars per square foot
Non-Residential Maximum	\$26,667	Maximum

SUGGESTED MOTION: I move to adopt the $\frac{2}{3}$ maximum Tax Rates as presented for Construction Excise Tax for fiscal year 2024-25.

The construction excise tax shall be assessed and collected pursuant to the provisions of ORS 320.170 to 320.189.

The Superintendent is hereby directed to provide notice of this resolution to the District's local government partners collecting the CET pursuant to intergovernmental agreements with the District under ORS 320.179(2).

This resolution takes effect on Aug 1, 2024.

Superintendent

Board Chair

Date

Date

www.dallas.k12.or.us

Phone: 503.623.5594 • Fax: 503.623.5597 • Address: 111 SW Ash Street • Dallas, Oregon 97338



June 24, 2024

Brock Dittus, Unit Manager
Pupil Transportation & Fingerprinting Unit
Oregon Department of Education
255 Capitol Street NE
Salem, OR 97310-0203

Dear Mr. Dittus:

Dallas School District, in cooperation with MidColumbia Bus, Inc., has completed a review of all current local conditions and has determined that supplemental plans for pupil transportation are needed for our schools. This determination is based on conditions that exist in school attendance areas that present hazardous conditions for walking students.

This 2024 set of supplemental plans is meant to replace prior plans that were approved by the State Board of Education July 23, 1992.

Your careful review and approval of the supplemental plans for Dallas High School, Lyle Elementary, Oakdale Heights Elementary, Whitworth Elementary, Luckiamute Valley Charter Schools (Bridgeport and Peedee campuses), and Dallas Community School is appreciated. If you have any questions or need any additional information, I am happy to respond.

Yours,

Todd Baughman
Whole Child Administrator

Steve Spencer, Superintendent Rachel Alpert, Assistant Superintendent
Board of Directors: Ed Dressel • Lu Ann Meyer • Rob Ogilvie • Zach Steele • Jonathan Woods

Dallas High School
Supplemental Transportation Plan
Board Resolution

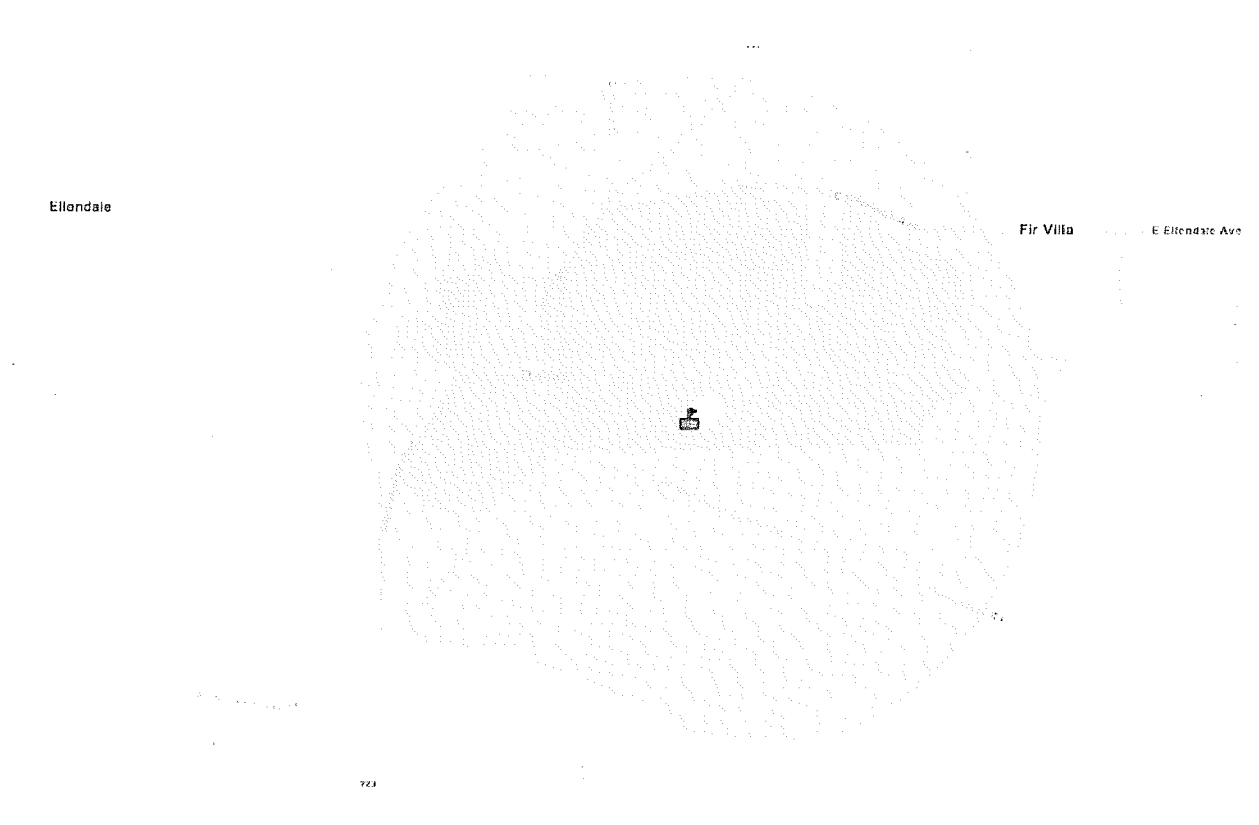
Whereas students qualifying under PL 93-112, Section 504 and students eligible for transportation services related to Individual Education Plans (IEPs) under Individuals with Disabilities Education Act (IDEA) currently live within the one and one-half mile limit around Dallas High School and;

Whereas students of Dallas High School currently reside in the areas indicated on the included map which details hazardous conditions and descriptions;

It is therefore resolved that the Board of Directors of Dallas School District #2 shall include the aforementioned groups of students in a supplementary transportation plan for submission to the Oregon State Board of Education.

(Board Chair Signature) (Date)

(Superintendent Signature) (Date)



Dallas High School

Hazardous Condition(s)	General Area(s)	Approximate Number of Students Affected
No sidewalks south of railroad tracks on SE Godsey Road	SE Godsey Road, between Monmouth Cutoff and Miller Avenue	16
No controlled crosswalks and heavy traffic counts	Monmouth Cutoff and all streets south of same	16
Heavy traffic, Highway 223	All areas west of Fairview Avenue	35
No sidewalks and 45 mph speed on Miller Avenue/Orrs Corner	Miller Avenue/Orrs Corner, East of Fir Villa Road	1

east of Fir Villa Road		
Train tracks south of Maple Street	South side of tracks	32

Transportation for students residing in the geographical areas identified herein will be provided as long as no safe pedestrian facilities exist. Temporary conditions may warrant periodic changes to the plan. These conditions would include road construction, utility improvements, and dangerous conditions resulting from destructive acts of nature.

LaCreole Middle School
Supplemental Transportation Plan
Board Resolution

Whereas students qualifying under PL 93-112, Section 504 and students eligible for transportation services related to Individual Education Plans (IEPs) under Individuals with Disabilities Education Act (IDEA) currently live within the one and one-half mile limit around Lyle Elementary School and;

Whereas students of LaCreole School currently reside in the areas indicated on the included map which details hazardous conditions and descriptions;

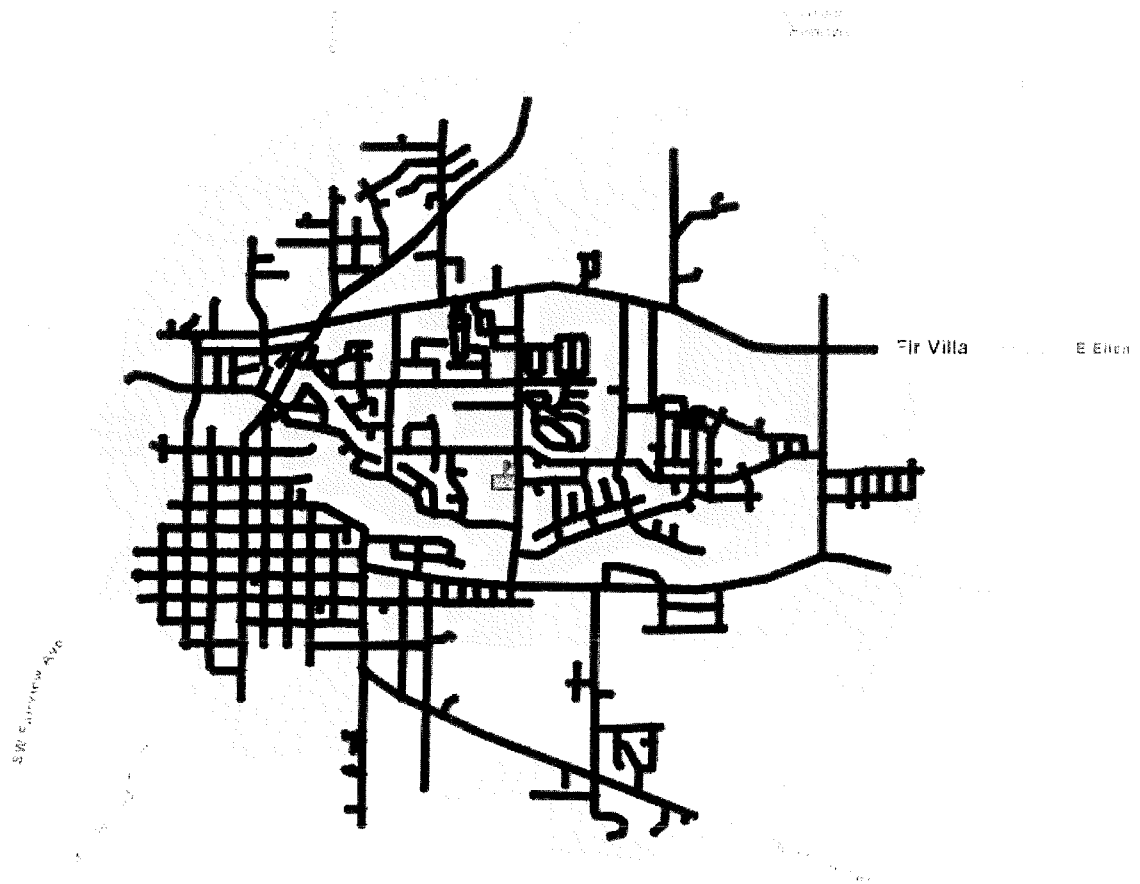
It is therefore resolved that the Board of Directors of Dallas School District #2 shall include the aforementioned groups of students in a supplementary transportation plan for submission to the Oregon State Board of Education.

(Board Chair Signature)

(Date)

(Superintendent Signature)

(Date)



LaCreole Middle School

Hazardous Condition(s)	General Area(s)	Approximate Number of Students Affected
High volume traffic, traffic speed, no sidewalks on East Ellendale east of LaCreole Drive	East Ellendale Avenue, east of LaCreole Drive intersection	10
Train tracks south of Maple Street	South side of tracks	12
No sidewalks south of railroad tracks on SE	SE Godsey Road, between Monmouth	4

Godsey Road	Cutoff and Miller Avenue	
No controlled crosswalks and heavy traffic counts	Monmouth Cutoff and all streets south of same	10

Transportation for students residing in the geographical areas identified herein will be provided as long as no safe pedestrian facilities exist. Temporary conditions may warrant periodic changes to the plan. These conditions would include road construction, utility improvements, and dangerous conditions resulting from destructive acts of nature.

Lyle Elementary School
Supplemental Transportation Plan
Board Resolution

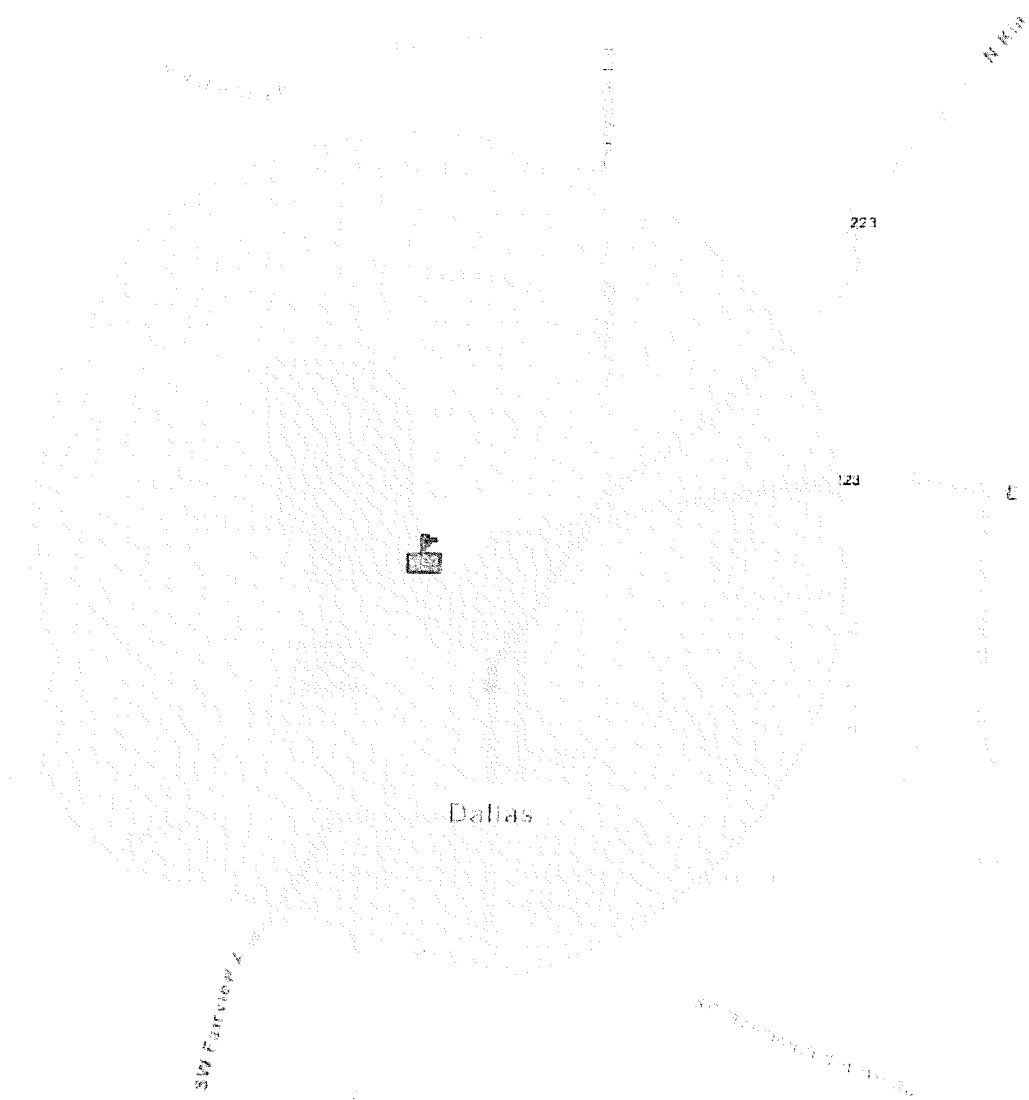
Whereas students qualifying under PL 93-112, Section 504 and students eligible for transportation services related to Individual Education Plans (IEPs) under Individuals with Disabilities Education Act (IDEA) currently live within the one mile limit around Lyle Elementary School and;

Whereas students of Lyle Elementary School currently reside in the areas indicated on the included map which details hazardous conditions and descriptions;

It is therefore resolved that the Board of Directors of Dallas School District #2 shall include the aforementioned groups of students in a supplementary transportation plan for submission to the Oregon State Board of Education.

(Board Chair Signature) (Date)

(Superintendent Signature) (Date)



Lyle Elementary

Hazardous Condition(s)	General Area(s)	Approximate Number of Students Affected
Truck traffic, no sidewalks, no road shoulders	West Ellendale Avenue, west of James Howe intersection	3
High volume traffic on Main Street/Highway 223	East of Main Street	86

Transportation for students residing in the geographical areas identified herein will be provided as long as no safe pedestrian facilities exist. Temporary conditions may warrant periodic changes to the plan. These conditions would include road construction, utility improvements, and dangerous conditions resulting from destructive acts of nature.

Oakdale Heights Elementary School
Supplemental Transportation Plan
Board Resolution

Whereas students qualifying under PL 93-112, Section 504 and students eligible for transportation services related to Individual Education Plans (IEPs) under Individuals with Disabilities Education Act (IDEA) currently live within the one mile limit around Oakdale Heights Elementary School and;

Whereas students of Oakdale Heights Elementary School currently reside in the areas indicated on the included map which details hazardous conditions and descriptions;

It is therefore resolved that the Board of Directors of Dallas School District #2 shall include the aforementioned groups of students in a supplementary transportation plan for submission to the Oregon State Board of Education.

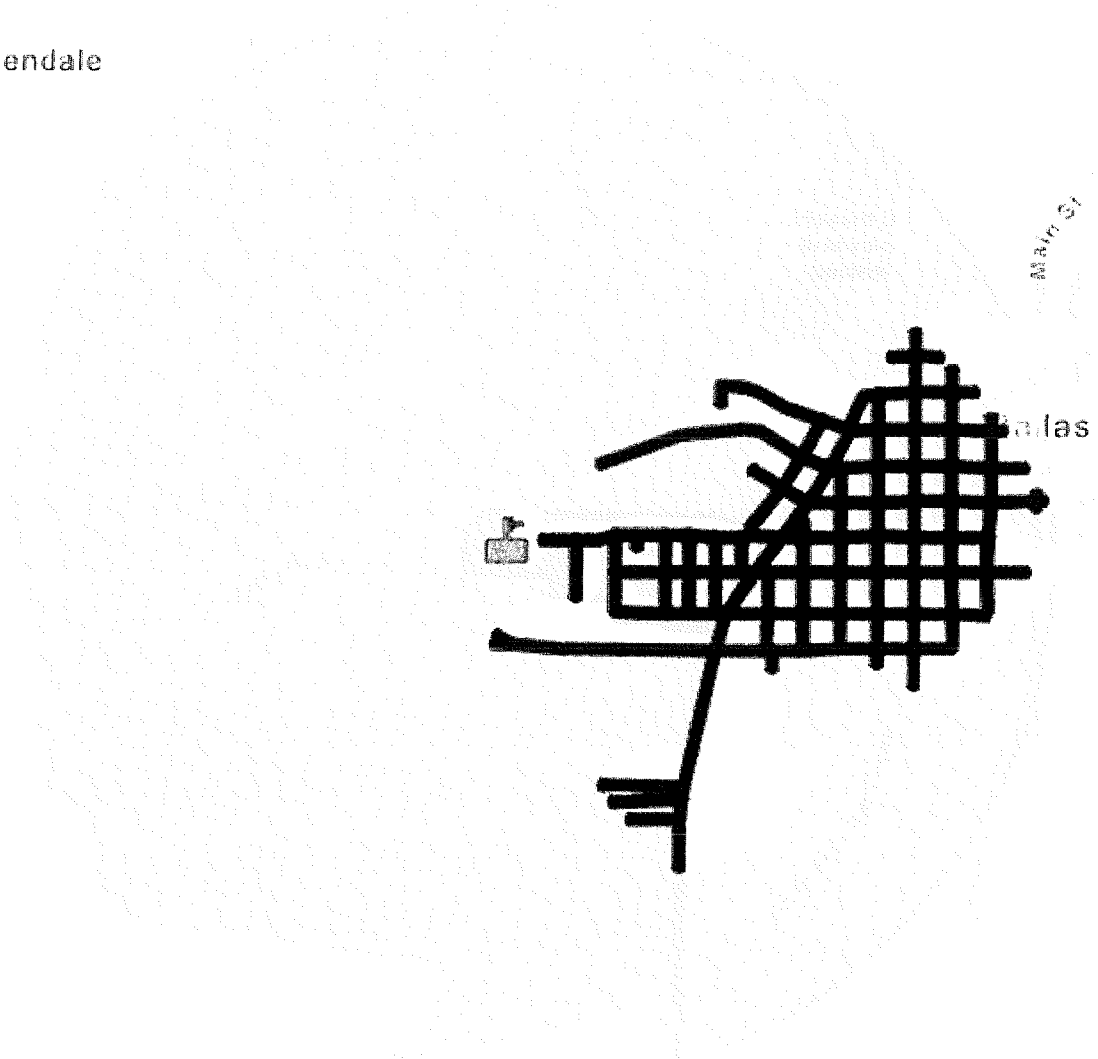
(Board Chair Signature)

(Date)

(Superintendent Signature)

(Date)

Ellendale



Oakdale Elementary

Hazardous Condition(s)	General Area(s)	Approximate Number of Students Affected
Students crossing Highway 223/Fairview Road without guards	All attendance area east of Fairview/Highway 223	41
No sidewalks, Highway 223	All areas on Oakdale Road and south of	11

	Oakdale Road to attendance boundary	
No sidewalks	Clay Street west of intersection with Oregon Avenue	4

Transportation for students residing in the geographical areas identified herein will be provided as long as no safe pedestrian facilities exist. Temporary conditions may warrant periodic changes to the plan. These conditions would include road construction, utility improvements, and dangerous conditions resulting from destructive acts of nature.

Whitworth Elementary School
Supplemental Transportation Plan
Board Resolution

Whereas students qualifying under PL 93-112, Section 504 and students eligible for transportation services related to Individual Education Plans (IEPs) under Individuals with Disabilities Education Act (IDEA) currently live within the one mile limit around Whitworth Elementary School and;

Whereas students of Whitworth Elementary School currently reside in the areas indicated on the included map which details hazardous conditions and descriptions;

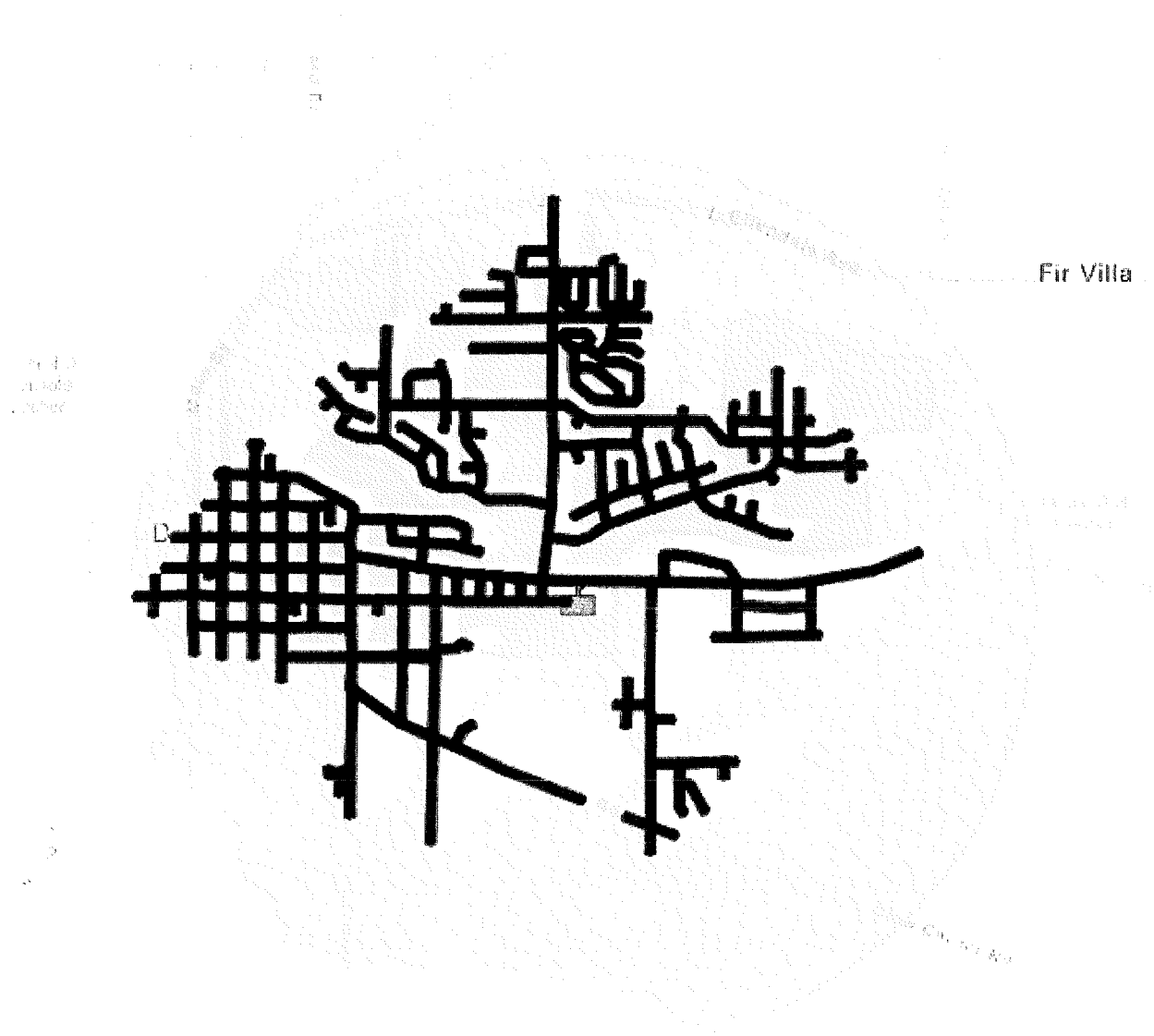
It is therefore resolved that the Board of Directors of Dallas School District #2 shall include the aforementioned groups of students in a supplementary transportation plan for submission to the Oregon State Board of Education.

(Board Chair Signature)

(Date)

(Superintendent Signature)

(Date)



Whitworth Elementary

Hazardous Condition(s)	General Area(s)	Approximate Number of Students Affected
Highway traffic	Monmouth Cutoff and all streets south of same	5

No sidewalks south of railroad tracks on SE Godsey Road	SE Godsey Road, between Monmouth Cutoff and Miller Avenue	6
No sidewalks on Miller Avenue east of Fir Villa Road	Miller Avenue, East of Fir Villa Road	0
Train tracks south of Maple Street	South side of tracks	5

Transportation for students residing in the geographical areas identified herein will be provided as long as no safe pedestrian facilities exist. Temporary conditions may warrant periodic changes to the plan. These conditions would include road construction, utility improvements, and dangerous conditions resulting from destructive acts of nature.

Dallas School District Board – Superintendent Operating Agreement 2024-2025

PURPOSE:

The Board of Directors is the educational policy making body for Dallas School District. To effectively meet the system's challenges, the School Board and Superintendent must function together as a leadership team. To ensure unity among team members, effective group agreements must be in place. The following are the group agreements for the Board and Superintendent.

COLLABORATIVE GOVERNANCE:

1. Members of the Board and the Superintendent shall work together as a team; modeling lifelong learning and collaboration.
2. Board members shall recognize and respect the Superintendent's responsibility to manage the school district and to direct employees in district and school matters.
3. Board members shall give careful consideration, listening to all perspectives, to all issues brought to the board by individuals and district leadership.
4. The Board shall make decisions only at properly called meetings. Board members recognize that individual members have no authority to take individual action in policy or district and school administrative matters, unless so authorized by board vote.

COMMUNICATION AGREEMENTS:

1. Board members shall follow the chain-of-command and communicate directly with the Superintendent when a question arises, or a concern or complaint is voiced by a staff member, student, parent or community member.
2. Board Members shall communicate directly with the Superintendent or Board Chair prior to meetings of the board to address questions and/or concerns about agenda items.
3. Board members and the Superintendent shall communicate one-on-one, when an individual concern arises, with any member of the board-superintendent team as appropriate

SUPERINTENDENT'S EXPECTATIONS OF THE BOARD:

1. Recognition of the superintendent as the educational leader of the school district.
2. Ambassadorship and assistance in gaining acceptance and support in the community.
3. Willingness to abide by its own rules, policies and code of ethical conduct.
4. Willingness to acknowledge and follow the chain of command of the school district.
5. Careful consideration of each recommendation made by the superintendent.

BOARD EXPECTATIONS OF THE SUPERINTENDENT:

- 1. Work toward becoming a team with board members.
- 2. Respect and acknowledge the board’s role in setting policy and overseeing the performance of the superintendent.
- 3. Work with the board to establish a clear vision for the school district.
- 4. Prepare preliminary goals annually for the board’s considerations.
- 5. Provide data to the board members so that data-driven decisions can be made.
- 6. Possess a working knowledge of all legal and local policies.
- 7. Inform the board of all critical information including relevant trends, anticipated adverse media coverage or critical external or internal change.
- 8. Distribute appropriate information to all board members.
- 9. Communicate with board members promptly and effectively.
- 10. Respect the confidentiality requirement of board meeting executive sessions.
- 11. Treat all board members professionally.
- 12. Communicate to individual board members if a problem or issue is observed developing with an individual board member.
- 13. Conduct a self-assessment prior to the board’s evaluation of the superintendent’s job performance.
- 14. Provide follow-up information to board members on concerns and issues they have referred to the superintendent—close the communication loop.

SIGNATURES OF AGREEMENT:

Date: July 8, 2024

 Lu Ann Meyer, Board Chair	 Rob Ogilvie, Vice-Board Chair
 Jon Woods, Board Member	 Ed Dressel, Board Member
 Zachary Steele, Board Member	 Steve Spencer, Superintendent



**Dallas School District
Board Advisory Committees
2024-2025**

Citizen's Oversight Committee (Board Action)

Bob Archer (Non-Voting Member)
 Steve Spencer (Non-Voting Member)
 Tami Montague (Non-Voting Member)
 Gary Suderman
 Candy Posey
 Lee Schlenker
 Deena Loughary
 Jen Reinhardt
 Natalie Castillo (Non-Voting Member)
 Sean Johnson (Non-Voting Member)
 Jerry Boudreaux
 Bill Masei (Non-Voting Member)
 Tara Townley

Budget Committee (Board Action)

Amanda Perrigo – DEA Representative (Non-Voting Member)
 Kelli McGuire – OSEA Representative (Non-Voting Member)
 Dave Morris
 Jerry Boudreaux
 Shana Reily-Pond
 Slade Thackeray
 Jeff Laeng
 Lu Ann Meyer
 Jon Woods
 Rob Ogilvie
 Ed Dressel
 Zach Steele

Finance Committee (Board Action)

Steve Spencer
Amanda Perrigo
Kelli McGuire
Matt Woolsey
Trista Girt
Dave Morris
Robert Spivey
Tami Montague

District Equity Advisory Committee (Board Action)

Bill Masei
Slade Thackeray
Janet Kintner
Dawn Rocak
Juli Ann Lindemann
Benjamin Jenkins
Emma Fetterley, student
Amber May
Matt Forsberg
Miranda Long
Jeanette Baxter
Natalie Beck Boyechko
Dave Hunt
Tyler Ferrari
Margaret McGrady

**EMPLOYMENT AGREEMENT
BETWEEN
STEVE SPENCER
AND
THE GOVERNING BOARD OF
DALLAS SCHOOL DISTRICT NO. 2
POLK COUNTY, DALLAS, OREGON**

THIS AGREEMENT, made and entered into this 8th day of July, 2024, between Dallas School District No. 2, hereinafter referred to as DISTRICT, and Steve Spencer hereinafter referred to as SUPERINTENDENT.

WITNESSETH:

WHEREAS, the DISTRICT is desirous of securing a SUPERINTENDENT of Schools to supervise and direct the schools and educational program of the DISTRICT under the general supervision of the DISTRICT'S School Board for the 2024-25, 2025-26, and 2026-27 fiscal years; and

WHEREAS, the DISTRICT and SUPERINTENDENT believe a written employment agreement is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the educational program of the schools.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the DISTRICT hereby employs the SUPERINTENDENT as SUPERINTENDENT of Schools in and for said DISTRICT, and the SUPERINTENDENT hereby accepts such employment upon the terms and conditions following:

1. **TERM.** This Employment Agreement for the SUPERINTENDENT will begin July 1, 2024, and continue through and terminate June 30, 2027, except as modified by this Agreement. This Agreement is for a fixed period of time and expires on June 30, 2027. This section constitutes notice of contract nonrenewal under ORS 342.513. However, the Board may elect to issue a subsequent or a new contract for up to an additional three (3) years at any time. Any such notice shall be in writing and given to Superintendent by March 15 of the particular year.
2. **SALARY.** The SUPERINTENDENT shall be paid \$170,130 for the period from July 1, 2024, through June 30, 2025 which represents an increase from the 2023-24 salary equal to the cost of living allowance (COLA) and Step (3%) that is provided to teachers in the Dallas Education Association. The salary for subsequent years of this Agreement will also be increased by the same COLA and Step (3%) provided to teachers in the Dallas Education Association. The SUPERINTENDENT'S salary shall be paid through equal monthly payments.

3. **SUPERINTENDENT AND BOARD RESPONSIBILITY.** The SUPERINTENDENT shall be the chief executive officer of the DISTRICT. As such, the SUPERINTENDENT shall have the primary responsibility for execution of Board policy, whereas the Board shall retain the primary responsibility for formulating and adopting that policy.
4. **DUTIES.** As chief executive officer of the DISTRICT, the SUPERINTENDENT shall perform the duties of district superintendent as prescribed by the laws of the State of Oregon, Oregon Administrative Rules and Board policy. In addition, the SUPERINTENDENT shall have the powers and duties set forth in the position description of SUPERINTENDENT.

The SUPERINTENDENT shall devote full time, skill, labor and attention to the operation of the DISTRICT.

The SUPERINTENDENT shall, within Board policy and subject to Board approval, have responsibility to organize, reorganize and arrange the administrative staff, including instruction and business affairs, which in his judgment best serves the DISTRICT. The SUPERINTENDENT shall, subject to Board approval, have the responsibility for all personnel matters, including selection, assignment, transfer, termination, renewal and non-renewal of classified, confidential, licensed and supervisory personnel.

5. **PROFESSIONAL GROWTH OF SUPERINTENDENT.** The DISTRICT encourages the continuing professional growth of the SUPERINTENDENT through participation, as he might decide in light of the duties of the SUPERINTENDENT, in:
 - A. the operations, programs and other activities conducted or sponsored by local, state and national school administrator and school board associations;
 - B. seminars and courses offered by public or private educational institutions; and
 - C. informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the SUPERINTENDENT to perform his professional responsibilities for the DISTRICT.
6. **SUPERINTENDENT'S LICENSE.** The SUPERINTENDENT shall maintain throughout the life of this Agreement a valid and appropriate license to act as SUPERINTENDENT of Schools as required by the State of Oregon. Should the SUPERINTENDENT fail to maintain such a license in good standing, the DISTRICT may immediately terminate this Agreement.
7. **EVALUATION.** By April 30 of each fiscal year, the Board and the SUPERINTENDENT shall meet in executive session, for the purpose of evaluation of the performance of the SUPERINTENDENT and expressing recommendations and observations on how such performance may be improved. The SUPERINTENDENT shall be evaluated on the job performance, the SUPERINTENDENT'S progress toward professional goals set by the Board and the SUPERINTENDENT, and the DISTRICT'S goals.

8. **ANNUAL GOALS.** Annually, and not later than July 31 of each year, the SUPERINTENDENT shall initiate a meeting with the Board to allow for consultation in the development of the SUPERINTENDENT'S general goals and specific objectives for the school year. The goals and objectives shall be established in writing and be among the criteria for evaluation of the SUPERINTENDENT.
9. **PROFESSIONAL ACTIVITIES.** The SUPERINTENDENT may undertake consultative work, speaking engagements, writing and other professional activities for honoraria and expenses, provided such activities do not interfere with the SUPERINTENDENT'S normal duties.
10. **WORK YEAR/HOLIDAYS.** The SUPERINTENDENT shall be required to render twelve (12) months of full and regular service to the DISTRICT during the year except that he shall be entitled to the following holidays: Independence Day, Labor Day, Veteran's Day, Thanksgiving holidays, Christmas Eve, Christmas Day, New Year's Day, Martin Luther King Jr.'s birthday, and Memorial Day. If Christmas Day or New Year's Day falls on a Saturday or a Sunday, the preceding Friday or the following Monday may be taken as a paid holiday.
11. **WORK YEAR/VACATION.** The SUPERINTENDENT shall be entitled to twenty-five (25) days' vacation. No more than ten (10) vacation days may be carried over into subsequent years. For any unused days, the SUPERINTENDENT will be compensated at his daily per diem rate. Any time taken off during, winter, spring or summer breaks must be counted among the twenty-five (25) vacation days. Upon termination of this Agreement, Superintendent will be paid out accrued vacation leave.
12. **PAID LEAVES.** (Leave days in A, B, and C below are not cumulative.)
 - A. The SUPERINTENDENT shall have three (3) days available for personal or emergency leave.
 - B. The SUPERINTENDENT shall have five (5) days available for critical illness in the event of a critical illness of a member of the SUPERINTENDENT'S family.
 - C. The SUPERINTENDENT shall have five (5) days available for bereavement leave in the event of a death of a member of the SUPERINTENDENT'S family.
13. **FRINGE BENEFITS.** The SUPERINTENDENT shall be entitled to participate in the following fringe benefits:
 - A. *PERS*: The DISTRICT shall "pickup" and pay a 6% employee contribution to the Public Employees Retirement System.

- B. *Professional Dues:* Professional/civic dues in full for COSA, AASA, and one civic organization.
- C. *Travel Allowance:* The Board shall provide the SUPERINTENDENT with a monthly stipend of \$500 to compensate the SUPERINTENDENT for use of a personal vehicle for all in-district travel while on District business. Out-of-district travel will be reimbursed at the IRS rate.
- D. The DISTRICT will reimburse the SUPERINTENDENT for any expenses actually incurred in the performance of duties for the DISTRICT.
- E. *Insurance:* The DISTRICT shall provide for medical, dental, and vision insurance coverage and participation in the DISTRICT'S Section 125 ("cafeteria") plan, on an equal basis to that provided the Dallas School District administrative group for medical, dental and vision coverage.
- F. *Life Insurance:* The DISTRICT shall provide term life insurance with death benefits in the amount of \$100,000.
- G. *Disability Insurance:* The DISTRICT shall provide Long Term Disability Insurance including extensive care coverage as provided to the Dallas School District Administrative Group.
- H. *Sick Leave:* The SUPERINTENDENT shall accumulate sick leave as provided by Oregon law.
- I. *Technology Stipend:* The expectation is that the SUPERINTENDENT is accessible 24/7, therefore the SUPERINTENDENT shall receive a monthly allowance of \$100 for communication related expenses including phone, data, internet connection or any other technology that will assist with communication while the SUPERINTENDENT is out of the office, as much of the SUPERINTENDENT'S work is performed at other locations.
- J. *Tax-deferred annuity:* The DISTRICT shall make contributions toward deferred compensation plan (e.g., IRA, 403B, 457, etc.) of the SUPERINTENDENT'S selection. The monthly contribution shall be 9% of SUPERINTENDENT'S monthly salary.
- K. *Retention Incentive:* The Board recognizes the value of continuity at the SUPERINTENDENT level and in an effort to promote stability by keeping the SUPERINTENDENT in Dallas, a retention incentive will be accrued at the rate of \$5,000 per year for a total of \$15,000 over the three-year contract. Payout of the retention incentive will take place under the following terms: If still employed by the District on June 1, 2026, a \$5,000 retention incentive will be paid in the June payroll. And, if still employed by the district on June 1, 2027, a \$10,000 retention incentive will be paid in the June payroll. If at any point in the contract, the

SUPERINTENDENT vacates his position due to health-related issues, he will receive in his final paycheck, any retention incentive that has been accrued, but not paid out. For example, if SUPERINTENDENT vacates his position on May 1, 2026 due to health-related issues, he would receive the \$5,000 retention incentive. If SUPERINTENDENT separates from employment with the district for any reason other than a health-related reason, the retention incentive will not be paid out upon separation.

- L. *Professional Development:* The DISTRICT shall pay for all tuition, and related, expenses that are incurred by the SUPERINTENDENT in the completion of the professional development plan jointly adopted by the parties.

14. EARLY RETIREMENT. SUPERINTENDENT, as a long-term administrator in the DISTRICT, remains eligible for the early retirement benefit as was previously available to DISTRICT administrators:

An administrator who has been employed by the DISTRICT (in any licensed capacity) for fifteen (15) years shall be eligible for Early Retirement benefits. The DISTRICT agrees to provide monthly tiered rate insurance premium "capped" at a rate equal to the monthly benefit premium awarded to administrative staff for a period of seven (7) years or until such time as the employee becomes eligible for medical benefits under Medicare. In addition to satisfying all of the conditions above, the administrator must be eligible for and receiving a service retirement allowance or disability retirement allowance under the Public Employees Retirement System (PERS) based on his voluntary separation from service with the **District** to receive this Early Retirement benefit. Should the SUPERINTENDENT be involuntarily dismissed for any reason other than those spelled out in Article 15.C, this benefit shall remain in force regardless of employment status with the DISTRICT.

15. TERMINATION OF EMPLOYMENT CONTRACT.

- A. *Termination at the request of the SUPERINTENDENT:* In the event the SUPERINTENDENT intends to act to terminate this employment Agreement prior to its termination day, he will notify the Board immediately when he intends to seek other employment, and shall notify the board no later than sixty (60) days prior to the date of separation of his intent to terminate the agreement.
- B. *Termination by Mutual Consent:* This contract may be terminated at any time by the mutual consent of the parties.
- C. *Termination Without SUPERINTENDENT's Concurrence (For Cause).* In the event the DISTRICT intends to act to terminate this employment contract prior to its termination date for cause, SUPERINTENDENT shall be entitled to a due process hearing before the Board prior to the occurrence of any purported act of termination. For cause shall mean the grounds for dismissal in ORS342.865(1), including gross neglect of duty or gross unfitness, as those terms are defined by the Oregon Teacher Standards and Practices Commission. Due process shall include

at least a written notice of the reasons why the DISTRICT is considering termination of this employment contract, the right to appear before the Board in closed executive meeting or public hearing, at the option of the SUPERINTENDENT'S choice, and the right to a written decision describing the results of the hearing. The DISTRICT shall give the SUPERINTENDENT no less than ten (10) days written notice in advance of termination. This provision does not constitute a waiver of any rights the DISTRICT or SUPERINTENDENT may have to enforce this employment contract in the courts under contract or other applicable law.

16. **PROFESSIONAL LIABILITY.** The DISTRICT shall hold harmless and indemnify the SUPERINTENDENT from any and all demands, claims, suits, and legal proceedings brought against the SUPERINTENDENT in his individual capacity or in his official capacity as agent and employee of the DISTRICT, provided the incident arose while the SUPERINTENDENT was acting within the scope of employment. In no case will individual Board members be considered personally liable for indemnifying the SUPERINTENDENT against such demands, claims, suits, actions, and legal proceedings.

If, in the good faith opinion of SUPERINTENDENT, conflict exists regarding legal defenses to a third-party claim against the SUPERINTENDENT and DISTRICT (i.e., pressing the defense of one party would tend to injure the other party), the SUPERINTENDENT may engage separate counsel, and the DISTRICT shall indemnify the SUPERINTENDENT for the costs of such counsel, subject to the same limitations, provisions, and exceptions set forth above. The DISTRICT shall not, however, be required to pay the costs of any legal proceeding in the event the DISTRICT and the SUPERINTENDENT have adverse interests in any litigation.

17. **CRITICISMS/COMPLAINTS.** The Board, individually and collectively, agrees that any criticism or complaint about the SUPERINTENDENT the Board is made aware of, shall be promptly discussed with the SUPERINTENDENT in executive session.
18. **APPLICABLE LAW.** This Agreement is subject to all applicable laws of the state of Oregon.
19. **MODIFICATION.** This Agreement supersedes all prior Agreements and understandings between the parties. The parties may, during the term of this Agreement, mutually agree to modify any of its terms. Any modifications will be in writing, signed by both parties and attached to this document.
20. **SAVINGS CLAUSE.** If it is found that any specific clause of this Agreement is or becomes illegal under either federal or state law, such illegal clause will be excised from this Agreement, with all remaining clauses to remain in full force and effect.
21. **ATTORNEY'S FEES.** In the event suit or arbitration is filed to enforce any of the terms of this Agreement, the court shall award to the prevailing party, its actual attorney's fees

and costs as established by invoice and relevant billing records, including those on appeal, if appeal is taken.

IN WITNESS WHEREOF, the DISTRICT pursuant to the authority of its Board of Directors has caused two originals of this Agreement to be signed in the name of the DISTRICT by the Chair of the School Board and the SUPERINTENDENT.

DALLAS SCHOOL DISTRICT NO. 2, DALLAS, OREGON

By: _____
Chair, Board of Directors

Date _____

By: _____
Steve Spencer, Superintendent of Schools

Date _____

Dallas School District

2024-2025 Superintendent Professional Growth Goal

Professional Growth Goal: Leading Now Superintendent Leadership Cohort Participation

Goal Statement: Participate in the Leading Now Superintendent Leadership Cohort to enhance strategic communications and public engagement skills, with a focus on building trust and effectively serving all students in the district.

Objective:

Utilize the resources and strategies provided by the Leading Now cohort to improve district-level communications, strengthen community relationships, and support student-centered priorities.

Action Plan:

1. Attend Learning Cohorts:
 - a. Attend an in-person Kick-off conference in Chicago Sept 17-18 (at no cost to the district) and four virtual sessions over the course of 15 weeks.
 - b. Engage in virtual peer meetings to discuss and reflect on best practices and challenges.
 - c. Apply the expert briefings and resources from each cohort session to address specific district issues related to strategic communications and public engagement.
2. Leverage Direct Support and Referrals:
 - a. Utilize the strategic advisors available through Leading Now for just-in-time assistance with complex or high-intensity situations.
 - b. Connect with partner organizations recommended by Leading Now to support priorities adjacent to strategic communications, such as academic strategy and talent recruitment.
3. Engage with the Virtual Community:
 - a. Participate in monthly briefing sessions and superintendent roundtables to stay informed about the latest trends and best practices in educational leadership.
 - b. Utilize the Cohort resources to connect with peers and experts, share experiences, and seek advice.

Outcomes:

1. Improved strategic communications and public engagement within the district.
2. Enhanced trust and collaboration with parents, community members, and stakeholders.
3. Greater ability to navigate and address high-stakes scrutiny and legislative changes.

4. Strengthened focus on equity and the needs of all students, contributing to improved student outcomes and community satisfaction.

Evaluation:

1. Regularly assess the impact of applied strategies on district communications and community engagement.
2. Solicit feedback from district staff, parents, and community members to gauge improvements in trust and collaboration.
3. Monitor progress toward district goals related to student achievement, behavior, enrollment, and technology access, attributing advancements to the learnings and strategies gained from the Leading Now cohort.

Additional Items of personal focus on my radar but not highlighted in Goal Format:

- Improve attendance rates and increase graduation rates across the district.

Strategies:

- Direct the implementation of the 2024-2028 District Strategic Plan
- Implement attendance monitoring systems and early intervention programs.
- Collaborate with local businesses and community organizations to create internship and job shadowing opportunities for students.
- Regularly track and analyze attendance and graduation data to inform decision-making.

- Address Student Behavior and Boost Enrollment Figures

Strategies:

- Implement a district wide marketing plan to control positive messaging to the community/parents/staff.
- Obtain and Provide professional development for staff on effective classroom management and restorative practices. (Constructing Meaning, PBIS, ETC.)
- Work with WESD to support Every Day Matters campaign to promote the benefits of attending schools within the district.
- Engage with families and communities to understand and address factors contributing to student behavior and enrollment decisions.

- Enhance Parent and Community Engagement

Strategies:

- Develop and implement a district wide “marketing” strategy to shape the online narrative of our schools and district.
- Work with building site councils to identify events and/or workshops to keep parents informed and involved in their children’s education.
- Utilize the Integrated Planning Tool through the ODE reporting process.

Dallas School District

2024-2025 District Goals

DRAFT

District Goal Statement 1: Improve early literacy(and numeracy) outcomes for students with a focus on reducing academic disparities for student subgroups.

Key Performance Indicators (KPIs):

- **Reading Proficiency:** Using the Oregon Data Suite, we will measure the percentage of students who achieve reading proficiency by the end of 3rd grade, 5th grade, and 8th grade for English language learners. Additional KPI's will be monitored as part of school specific CIP's
- **Math Proficiency:** Include a reference to Numeracy proficiency similar to above here...This will be a part of summer work and administrative treat work
- **Curriculum Alignment:** Evaluate the adoption and implementation of an early literacy curriculum aligned with the science of reading and writing, including the provision of professional development and analysis of student work and assessment data.

District Goal Statement 2: Using the criteria established in SB 732, Establish a district Educational Equity Advisory Committee (EEAC) with the charge to develop a comprehensive educational equity plan to ensure equitable opportunities and outcomes for all students within the district.

Key Performance indicators:

- Increase in graduation rates among underrepresented student groups.
- Decrease in disciplinary disparities based on race, gender, or other demographic factors.
- Reduction in the achievement gap between underrepresented students and their peers.
- Completion and dissemination of the annual report by the educational equity advisory committee.

District Goal Statement 3: The district will implement the Dallas School District 2024-2028 Strategic Plan.

Key Performance indicators:

- Establishment of MTSS Tier 3
- Academic Skills Committee, Social Emotional Learning Committee, Career and technical Skills Committee reports to the board
- Principals and Directors will present to the board on KPI's on a regular schedule.
- Facilitate training, implementation, and sustainment efforts associated with "Developing and Implementing an Outward Mindset" (Arbinger Institute). Reflects DSD Core Value: Equity and Community

District Goal Statement 4: Develop and implement a district wide “marketing” strategy to shape the online narrative of our schools and district.

Key Performance indicators:

- *This will be work that comes out of our summer work and administrative retreat.*

Dallas School District Equity Advisory Committee

June 6, 2024, 5:00-6:00 pm

Meeting Minutes

Members present at this meeting: Jeanette Baxter, Natalie Beck Boyechko, Tyler Ferrari, Julie Ann Lindemann, Bill Masei, Amber May, Dawn Rocak, Slade Thackeray, Steve Spencer, Todd Baughman, Janet Kenter, Emma Fetterley, Margaret McGrady

Members absent from this meeting: Matt Forsberg, Dave Hunt, Benjamin Jenkins, Miranda Long

Call to order: 5pm

Review of minutes from last meeting: Minutes approved by Tyler Ferrari, second by Julie Ann Lindemann, all approved

Passed out Results of DEAC Agenda Formation and Vision from last meeting for committee members to review

Officer Reports: None

Committee Reports: None

Old business: None

New Business:

Committee reviewed ODE Equity Stance

Committee members discussed what education equity meant to each member individually. The consensus was that school should provide an equitable culture where students consistently feel safe and accepted at all grade levels. Some examples were shared of how this is not happening in the Dallas School District.

A handout : Appendix B- Oregon's Education Equity Lens was shared with the committee to review. This information can be used as a tool to begin to identify areas the committee needs to work on. Other existing sources include: At-A-Glance School and District Profiles which was shared with the Committee, Youth Truth survey reports, DESSA Summary, Program data reports, Data interests from DEAC. There was also discussion about the committee having a coach trained in Diversity, Equity and Inclusion and Courageous Conversations to assist the committee in becoming a functional and effective resource for the Dallas School Board and district.

Equity Walks: This idea was suggested as a way to gather information members to gather about the state of our schools. The idea is for members to walk about the schools and attend events mainly to passively listen and observe what is going on. The idea is to identify areas that require intervention and areas that are doing well. This is meant to be a non-threatening observational process that would happen at all schools. California School Districts have engaged in this process with some success.

Demographic Data of the Dallas School District was shared with the committee. There was discussion about the free and reduced lunch percentage being lower than it actually is because families do not report it. Also, there is ESD support for migrant students through Title 1 C including prekindergarten and graduation support.

Meeting adjourned at 6:10pm

Next meeting scheduled for Thursday October 3, 2024, 5:00-6:00pm