



Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

<u>BOARD MEMBERS PRESENT:</u> Tom Oliver, Chair, via zoom Nichole Piland, Vice Chair Aubree Molina, Member Clyde Rood, Member Melissa Baurer, Member	<u>EXECUTIVE STAFF PRESENT:</u> Jennifer Meckley, Superintendent William Lewis, Chief Operations Officer Steven Prosocki, Business Director
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The meeting minutes were recorded by Executive Secretary Jessica Woody.

1. WELCOME AND CALL TO ORDER

Board Chair, Tom Oliver, called the meeting to order at 6:04 PM and led the flag salute.

2. PUBLIC COMMENTS

No public comments were made.

3. LBL ESD LOCAL SERVICE PLAN 2025-2027

There are no questions presented by the Board Members regarding the service plan, referenced in the packet. Melissa motions to approve the LBL ESD Local Service Plan for 2025-2027, Aubree seconds the motion. All in favor with a unanimous vote, the Board votes to approve the LBL ESD Local Service Plan for 2025-2027.

4. SAFETY AND BELONGING SURVEY RESULTS

Jennifer speaks to the Board regarding the results of the safety and belonging survey. She notes that the survey went out to families, students grades 3-12, and staff, and she lists the survey categories, which are made up of attendance, engagement, school climate, school safety, sense of belonging, and well-being. Jennifer shares that the survey was completed by 15% of families, 71% of students, and 80% of staff. She hopes that when these surveys become more routine, the participation rates will rise. She congratulates Riverview for the highest participation in the family portion of the survey.

Key highlights which are noted for grades 3-5 are that students have a strong sense of belonging and school climate, moderate excitement and interest in classes—with room for improvement, and some room for improvement in perceptions/feelings of safety and security.

For grades 6-12 key highlights are a strong sense of importance of attendance, room for improvement in school climate and perceptions of safety, and it is noted that engagement levels decline significantly in higher grades.

Certified staff, (teachers, counselors, dean of students, etc.), key highlights consisted of a strong sense of respect and belonging among certified staff members, positive ratings for school climate and perceptions of safety, and room for improvement in professional well-being, with moderate levels of stress and exhaustion reported.

Classified staff, (in schools), key highlights consisted of a strong sense of belonging and school climate, high perceptions of safety and security, and room for improvement in well-being and support.

Classified staff (all others not directly in schools), key highlights consisted of a strong sense of belonging and working environment, strong staff engagement levels, and room for improvement in professional well-being, with moderate levels of stress and exhaustion reported.

For families, key highlights consisted of attendance being highly valued, high ratings in school climate and fit, strong respect for diversity and secure environment, and mixed perceptions of school safety, with concerns about bullying and violence.

Jennifer shares goals that the district has since receiving these results, which are made up of increasing communication with families regarding safety and security to improve their perceptions, determining which students do not feel a sense of belonging and create support plans for them, and acknowledge the levels of stress and exhaustion among staff and create some avenues for improvement—as well as continuing the current Employee Wellness Program.

Jennifer also notes that the district would like to perform these surveys twice a year, in the fall and spring, so that they may analyze growth.

Discussion takes place regarding the results per school, and it is noted that most elementary schools were very comparable, and there didn't appear to be any outliers.

Discussion also takes place regarding each school's data, and that each administrator at their building has been involved in a training session to review and plan for individual school goals.

Further discussion takes place between the Board Members regarding the concerns of bullying or violence, LHS student leadership involvement in the high school results, surrounding district's participating in like surveys, timing of the survey, and family participation with multiple children.

There is no further discussion or questions.

5. SUPERINTENDENT EVALUATION PROCESS

Chairman Oliver reviews the evaluation process that was used last year, consisting of OSBA framework which included a self-evaluation by the superintendent and evaluation by each Board Member, and a staff survey which included a selection of staff members. He notes a potential area for change that was discussed last year was perhaps aligning the staff survey scoring questions more so with the OSBA framework that the Board Members utilized.

Discussion takes place regarding gathering student input in the Superintendent's Evaluation, and whether it would be appropriate or relevant to include student data in the survey which is taken by a number of staff, for the evaluation.

Discussion also takes place regarding the staff survey and the consideration to finetune some of the questions to make them more relevant. The importance of providing Jennifer with valuable feedback is addressed and it is acknowledged that this is provided more so through the OSBA framework and self-evaluation, and as for a staff survey—staff do not always have the visibility of what the superintendent roles are, whereas the safety and belonging survey is possibly a more valuable way of assessing the feedback of staff regarding progress being made on district goals.

It is suggested by the Board that the leadership staff and administrators receive the same survey as last year, and that the additional randomly selected staff receive an alternative survey which is directed more towards the following questions—do you feel that you have what you need to do your job, do you agree with the district's goals and do you feel that progress is being made towards those goals.

The student representatives on the Board believe that they may be able to help obtain feedback from the student population regarding these questions as well.

Jennifer plans to share her self-evaluation with the Board and student members upon completion.

Jennifer will also share suggested survey questions for the randomly selected staff member surveys, during the February meeting.

The Board would like to review the survey questions during the February meeting, perform the surveys in February, and complete the evaluation in March.

6. CONSENT AGENDA

Discussion takes place regarding potential changes to the policies presented in the consent agenda that are related to sexual harassment. The Board decides to approve the policies as presented at this meeting, and consider additional *new* changes at a future meeting.

Discussion also takes place regarding policy AC, and the requirements of the Communications Director in the Civil Rights Coordinator role.

Clyde motions to approve the consent agenda as presented, and Melissa seconds the motion. All in favor with a unanimous vote, the consent agenda made up of the December 12, 2024 Board Meeting Minutes, First Reading Policy Updates AC, AC-AR(1), GBN/JBA, GBNA/JHFF, IKF, JBA/GBN, JFE, JHFF/GBNA, AC-AR(2), JECA, IKFB, JFE-AR, GBN/JBA-AR(1), GBN/JBA-AR(2), JBA/GBN-AR(1), and JBA/GBN-AR(2), and temporary new hire Brenda Wallsinger is approved in its entirety.

7. DEPARTMENT REPORTS

A. Operations

Nothing to report.

B. Human Resources

Nothing to report.

C. Finance

Steven shares with the Board that the district has received the 2023-24 financial audit report, on time, and it was submitted last week to ODE. He adds that it will be included in the Board packet next month.

8. COMMUNICATION

A. Board

Board Member, Nichole, speaks about her recent visit to Ralston Academy. She thanks Brandon, Alternative Education Director, and the staff and students for having them that day. She also shares about her visit to Cascades School for Pancakes with the Principal where she visited Principal Ryan Christner, and Dean of Students Roxanne Savedra, and how much she enjoyed being apart of this event.

The Board discusses Ralston Academy's substance awareness night, which the Board Members are invited to as well.

Board Member, Clyde, suggests that the Board consider performing a complete policy review in the future.

B. Student Board

The student members share that winter sports are in full swing, with swimming, wrestling, basketball and more. They also share that they finished up the giving tree last month with the support of the Welcome Center, which was a big victory for LHS and the leadership class. The student members also share that Winter Formal is Saturday, with a theme of nutcracker.

C. Superintendent

Jennifer notifies the Board that an Executive Session and Special Meeting will be needed during the week of January 20th, regarding a complaint. The Board agrees that a virtual meeting on the 23rd would be preferred, and that they will hold the meeting at 5pm via zoom.

Jennifer shares Jen's Zens, starting with the Care Solace partnership with the district. Care Solace is an organization dedicated to removing barriers to mental health care, and this collaboration will ensure that students, families, and staff have free access to personalized care coordination services. Care Solace acts as a care hub, by connecting individuals to more than 560,000 health professionals nationwide. She states that flyers have been posted in schools in English and Spanish. She also gives a special kudos to Sandi Cox, LCSD's Mental Health Coordinator, for her work and creativity when it comes to serving our students and staff.

Jennifer also acknowledges the LHS Winter Concert that took place last month. She shares how the auditorium was completely packed and filled with excitement as students in choir and band took the stage. She acknowledges Choir Director, Emma Christensen, and Band Director, Aaron Smith for the unforgettable night of talent and energy. She gives kudos to the students as well for their work on the concert and for their beautiful music.

Jennifer lastly announces the recipients of the Lebanon School Foundation's teacher mini grants, with a total of \$5,020 awarded to support innovative educational projects and initiatives in the district – recipients named on the slideshow. In addition, LHS teacher Leah Rainey, was awarded \$2,550 from the Foundation's Gene Hartl Fund to offset the cost of student pharmacy and EMT

testing, which supports the students in pursuing valuable career certifications. Jennifer notes that at the end of the year she will present a slideshow sharing what each of the teachers did with their grant dollars. She congratulates the grant recipients and thanks the Foundation and its supporters for investing in the success of the district's students and teachers.

Last but not least, Jennifer shares that January is National School Board Appreciation Month. Each Board Member received a box of cinnamon rolls from Kolacne Bakery, with a note—"You play an important *roll*", a \$50 certificate to the FFA Plant Sale in the Spring for adult Board Members, and Students Board Members also received a fancy water bottle in each of their favorite colors. Appreciation is shared to all of LCSD's Board Members.

7. PUBLIC COMMENTS

No public comments were made.

8. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 7:02 PM.



Tom Oliver, Board Chair



Jennifer Meckley, Superintendent

As outlined in statute, at least 90% of the annual State School Fund (SSF), property tax and other qualifying resources allocated to LBL will be expended on resolution services. The Local Service Plan is developed with the State School fund biennium budget. Districts review and approve the Local Service Plan on an annual basis. Services will be provided on a two-tiered basis.

Tier 1 Resolution Services

Tier 1 includes services that are available to all 12 districts and are determined as being essential to all districts. The emphasis in Tier 1 is on achieving the greatest economies of scale and assuring equity of access. Tier 1 services are fully funded from the 90% SSF allocation. Service decisions are made for a two year period.

Tier 2 Resolution Services

Once Tier 1 funds are allocated, the remaining balance is used for Tier 2 services. Tier 2 services are decided by districts on an annual basis. This allows LBL and its component school districts to stay within the constraints of the agreements, yet provide flexibility in the use of funds.

Transits

Up to 50% of the district's allocated Tier 2 resources may be used to acquire services from sources other than LBL if the service is not provided by LBL.

The Lebanon Community School District is in agreement to have the Linn Benton Lincoln Education Service District provide the Local Service Plan for the 2025-2026 school year as presented.

Sean Weaver

LBL Board Chair

12/18/2024

Date

[Signature]

School District Board Chair

1/9/25

Date


Jen's Zens

A Few Happy Stories from LCSD



care solace

It's okay to ask for help.

 (888) 515-0595

Care Solace is a free, confidential service that connects students, staff and their families to mental health providers and substance use treatment matched to their needs – regardless of insurance.

Scan the code or use your link:
caresolace.com/lebanon

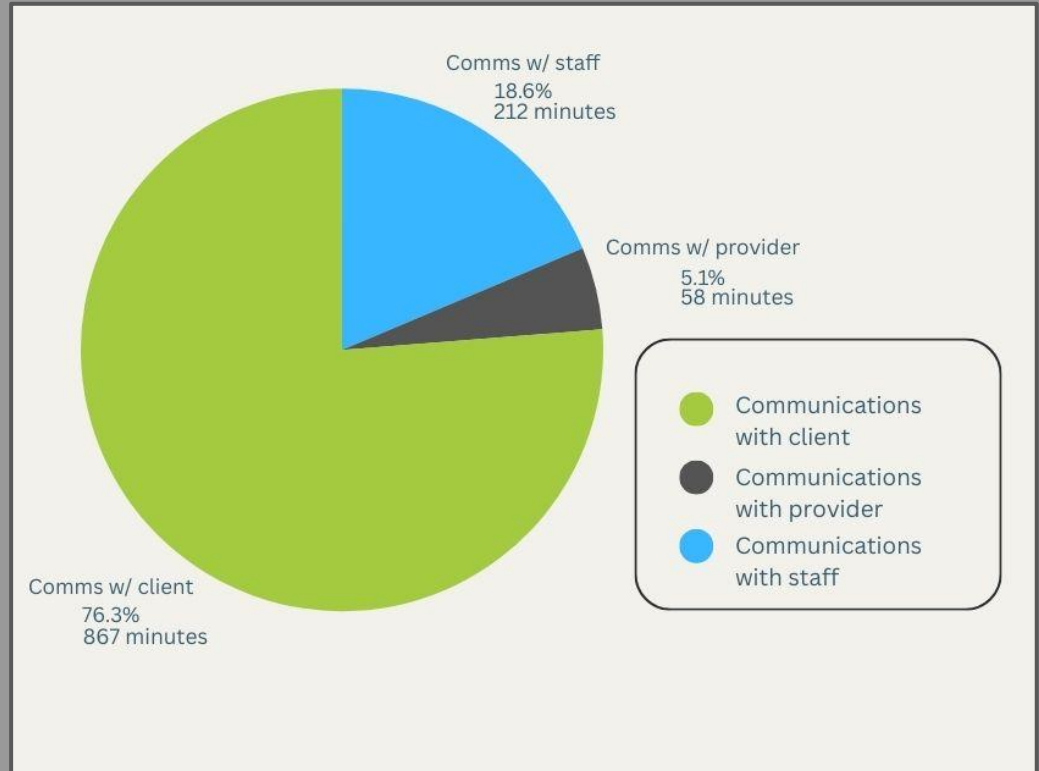


If you have a life-threatening emergency, please call 911 or the Suicide and Crisis Lifeline at 988. Care Solace is not an emergency response service or mental health services provider.



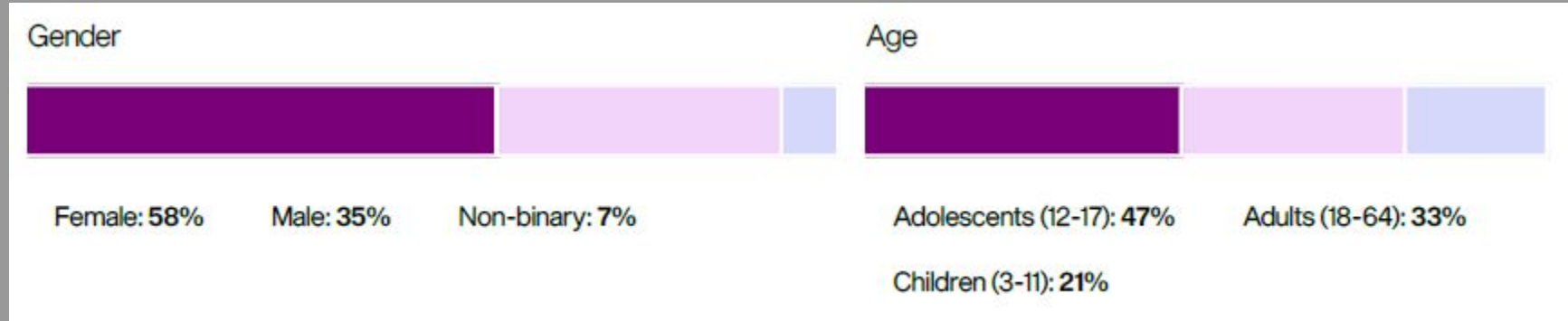
Care Solace success

Time saved for student families, staff



Care Solace success

Demographics



Impact Report

- Total cases: 22
- Total communications: 908
- Total appointments: 5
- Five appointments have been set for care.
- Twenty referrals (“warm handoffs”) have been completed by staff.

LHS Winter Concert



Lebanon Schools Foundation



- Jessie Quetschke (Hamilton Creek) \$400
- Ryan McWayne (Cascades) \$140
- Susie Phillips (LHS Brick House) \$500
- Jodi Howell (LHS) \$500
- Amanda Gaskey (Cascades) \$500
- Andrew McAteer (Seven Oak) \$480
- Michael Swindle (Seven Oak) \$460
- Ashley da Silva (Seven Oak) \$480
- Emily Latimer (Seven Oak) \$400
- Jessica Gadue (Hamilton Creek) \$330
- Jessica Gadue (Lacomb) \$330
- Luis Daniel De Luna (LHS) \$500

Thank you.

