

Pleasant Hill School District No. 1



February 9, 2026 Board Meeting

Board Packet Index

Exhibit 2526.98 – Page 1

Exhibit 2526.99 – Page 5

Resolution 2526.100 – Page 7

Exhibit 2526.101 – Page 9

Exhibit 2526.102 – Page 10

Resolution 2526.103 – Page 12

Resolution 2526.104 – Page 16

Exhibit 2526.105 – Page 17



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Commitment, Excellence, Community

**PLEASANT HILL SCHOOL DISTRICT NO. 1
REGULAR SCHOOL BOARD MEETING MINUTES
Monday, January 12, 2026; 7:00 p.m.; Pleasant Hill Community Center**

1. CALL TO ORDER

Board Chair Drew Gottfried called the January 12, 2026 board meeting to order at 7:00 p.m. with the Pledge of Allegiance. Board members present were Jennifer Woodland and Stephen Hammond. Others present were Superintendent Jim Crist, Business Manager Sheri Longobardo, Special Education Director Whitney Connolly, Elementary School Principal Brenna Fairchild, Middle/High School Principal Chris Reiersgaard, High School Assistant Principal/Athletic Director Alan Stearns, Middle School Assistant Principal Caleb Salmond and Board Secretary Kimberly Silbernagel.

Stephen Hammond read the mission statement.

2. CHANGES OR ADDITIONS TO THE AGENDA

There were no changes or additions.

3. PRESENTATIONS

3.1 School Counselor Week Proclamation, February 2-6, 2026 (Resolution 2526.89)
Board Chair Drew Gottfried read the proclamation.

3.2 School Board Appreciation Month (Resolution 2526.90)
Superintendent Crist read the proclamation.

4. PUBLIC FORUM

- Mali Howell addressed the board regarding the high school principal hiring process.

5. ACTION ITEMS

5.1 Approve December 15, 2025 Regular Board Meeting Minutes (Exhibit 2526.91)

Jennifer Woodland moved to approve 5.1 December 15, 2025 Regular Board Meeting Minutes. Stephen Hammond seconded the motion. The motion passed 3-0.

Oldham – Absent Gottfried – Yes Woodland – Yes Rexius – Absent Hammond – Yes

5.2 Accept 2nd Quarter Enrollment Report – Ending December 31, 2025 (Exhibit 2526.92)
Superintendent Crist reported that the district has increased enrollment from the 2024-25 school year.

Stephen Hammond moved to accept 5.2 2nd Quarter Enrollment Report. Jennifer Woodland seconded the motion. The motion passed 3-0.

Oldham – Absent Gottfried – Yes Woodland – Yes Rexius – Absent Hammond – Yes

5.3 Accept 2nd Quarter Financial Report – Ending December 31, 2025 (Exhibit 2526.93)

Business Manager Sheri Longobardo reviewed the financial report for the 2nd Quarter, ending December 31, 2025. The quarterly reports included a general fund summary, cash and investment report and the reserve and special revenue funds. The 2024-25 financial audit is complete and Kori Sarrett from Accuity is here tonight to present the audit report.

Jennifer Woodland moved to accept 5.3 2nd Quarter Financial Report. Stephen Hammond seconded the motion. The motion passed 3-0.

Oldham – Absent Gottfried – Yes Woodland – Yes Rexius – Absent Hammond – Yes

5.4 Accept IPM Report (Resolution 2526.94)

Superintendent Crist reviewed the 2025 IPM Report.

Stephen Hammond moved to accept 5.4 IPM Report. Jennifer Woodland seconded the motion. The motion passed 3-0.

Oldham – Absent Gottfried – Yes Woodland – Yes Rexius – Absent Hammond – Yes

5.5 Approve 2025-27 Local Service Plan – Year Two (Exhibit 2526.95)

Jennifer Woodland moved to approve 5.5 2025-27 Local Service Plan – Year Two. Stephen Hammond seconded the motion. The motion passed 3-0.

Oldham – Absent Gottfried – Yes Woodland – Yes Rexius – Absent Hammond – Yes

5.6 Accept Annual Financial Audit (Exhibit 2526.96)

Kori Sarrett, CPA from Accuity, LLC presented the Board with the financial findings for year ending June 30, 2025.

There was one journal entry that needed to be recorded differently then Sheri Longobardo was originally instructed to do by Accuity. This has been corrected.

There was one finding in this year’s audit.

Finding Title: Unrecorded accounts payable item

Type of Finding: Significant Deficiency

Criteria: Cutoff procedures should be operating as designed in order to capture all expenses in the proper period and to record proper accounts payable balances at year end.

Condition: During our audit, we noted a material invoice that was not recorded into the fiscal year 2024-25 accounting records, but related to work done prior to June 30, 2025.

Cause of Condition: Inadvertent oversight

Potential Effect of Condition: Expenditures being recorded in the improper period and understated accounts payable balances.

Prevalence: Isolated

Recommendation: We recommend a review and update of the year-end close process to ensure all payable items will be recorded into the correct period.

The district has a healthy general fund balance of \$8.66 million.

Oregon requires that the auditors look at budget compliance, the district's insurance and if public contracting is done correctly.

The full audit report can be found on the district website: [District Financial Report for year Ending June 30, 2025](#).

Jennifer Woodland move that the Board accept the 2024–2025 Annual Financial Audit and adopt the District's Corrective Action Plan to remediate the unrecorded accounts payable audit finding, in accordance with requirements of the Oregon Secretary of State. Stephen Hammond seconded the motion. The motion passed 3-0.

Oldham – Absent Gottfried – Yes Woodland – Yes Rexius – Absent Hammond – Yes

5.7 Approve Personnel Report (Resolution 2526.97)

Alan Stearns has been selected for the Middle/High School Principal position beginning July 1, 2026.

Jennifer Woodland moved to approve 5.7 Personnel Report. Stephen Hammond seconded the motion. The motion passed 2-1.

Oldham – Absent Gottfried – Yes Woodland – No Rexius – Absent Hammond – Yes

6. BOARD DISCUSSION

The February 9, 2026 Regular Board Meeting, if needed, has been canceled. The March 9, 2026 Board Work Session will now be a Regular Board Meeting and the March 23, 2026 Regular Board Meeting has been canceled.

7. REPORTS AND INFORMATION

7.1 Superintendent

Superintendent Crist shared that the turf is ready for installation on the softball field. The Studer parent survey went out to families today. Studer will collect and aggregate the results and share them with district leadership. The gym seismic project design is 90% done. Project construction will open for bids on February 9, 2026.

8. BOARD COMMUNICATION

8.1 Calendar of Events

Superintendent Crist reviewed the upcoming events happening in the district.

9. OTHER BUSINESS

There was no other business.

10. NEXT MEETING

- Regular Board Meeting – February 23, 2026; 7:00 p.m.; Pleasant Hill Community Center

11. ADJOURNMENT – 7:34 p.m.

Signed: _____, this _____ day of _____, 2026
 Drew Gottfried, Board Chair



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Commitment, Excellence, Community

**PLEASANT HILL SCHOOL DISTRICT NO. 1
SPECIAL SCHOOL BOARD MEETING MINUTES**
Thursday, January 15, 2026; 6:00 p.m.; Pleasant Hill Community Center
Executive Session: ORS 192.660(2)(b) and ORS 192.660(2)(h)

1. CALL TO ORDER

Board Chair Drew Gottfried called the January 15, 2026 special board meeting to order at 6:00 p.m. Board members present were Vice Chair Rusty Rexius, Stephen Hammond, John Oldham and Jennifer Woodland. Others present were Superintendent Jim Crist and Board Secretary Kimberly Silbernagel.

2. CHANGES OR ADDITIONS TO THE AGENDA

There were no changes or additions.

3. RECESS TO EXECUTIVE SESSION – The Board will convene in Executive Session pursuant to ORS 192.660(2)(b) and ORS 192.660(2)(h). – 6:00 p.m.

Purpose:

- ORS 192.660(2)(b) – To Consider the Discipline and Potential Dismissal of a Licensed Employee; and
- ORS 192.660(2)(h) – To Consult with Legal Counsel Regarding the District’s Legal Rights and Options Related to the Matter

4. RETURN TO OPEN SESSION – 6:59 p.m.

4.1 Agenda Review

Rusty Rexius moved that the Board withdraw Item 5.1 Consideration of Superintendent’s Recommendation for Dismissal of Licensed Employee, and in its place, Consider the Resignation of Ms. Hill as Action Item 5.1. Jennifer Woodland seconded the motion. The motion passed 5-0.

Oldham – Yes Gottfried – Yes Woodland – Yes Rexius – Yes Hammond – Yes

5. ACTION ITEM

- ~~5.1 Consideration of Superintendent’s Recommendation for Dismissal of Licensed Employee~~
- 5.1 Consider the Resignation of Ms. Hill

Rusty Rexius moved that the Board approve the resignation agreement with Ms. Hill and authorize the Superintendent to execute any financial documents necessary to formalize the agreement. John Oldham seconded the motion. The motion passed 5-0.

Oldham – Yes Gottfried – Yes Woodland – Yes Rexius – Yes Hammond – Yes

6. NEXT MEETING

- Regular Board Meeting – February 9, 2026; 7:00 p.m.; Pleasant Hill Community Center

Board Chair Drew Gottfried provided a closing statement on behalf of the Board thanking everyone for their professionalism throughout this process. The Board looks forward to continuing their work to support students, staff and families and maintaining a positive and stable learning environment.

7. ADJOURNMENT – 7:01 p.m.

Signed: _____, this _____ day of _____, 2026
Drew Gottfried, Board Chair

Date: February 9, 2026

Resolution: 2526.100

Personnel Action

Relevant Data:

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

Recommendation:

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

- Temporary Licensed Hire
- Licensed Resignation

Submitted and Recommended By:

Jim Crist
Superintendent

NO	NAME OR EMPLOYEE ID	CURRENT STATUS	FTE	EFFECTIVE DATE	NOTES
NEW HIRES					
1	CHRISTOPHER COCKMAN	TEMPORARY	1.0	2/2/2026	
RESIGNATIONS					
1	101637	CONTRACT	1.0	3/20/2026	
2	101209	CONTRACT	1.0	6/11/2026	
RETIREMENTS					

Pleasant Hill School District Student Enrollment - Comparison 2024-25 to 2025-26



September		October		November		December		January	
25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25
955	961	958	948	955	944	970	942	963	935

	September	October	November	December	January
KG	61	62	61	63	63
1	61	62	60	62	60
2	69	70	70	71	70
3	72	72	72	73	74
4	77	77	75	77	75
5	71	72	72	73	73
6	86	86	86	87	88
7	80	81	81	82	82
8	77	76	76	78	76
9	85	85	86	86	85
10	79	78	79	80	80
11	69	69	69	69	69
12	68	68	68	69	68

February		March		April		May		June	
25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25
0	938	0	931	0	937	0	933	0	931

	February	March	April	May	June
KG					
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					

Date: February 9, 2026

**Pleasant Hill School District 2025-26
Financial Report as of January 31, 2026**

Revenues:

- We have received \$3,627,925 of the budgeted \$3,856,873 in property taxes for 2025-26 and \$29,285 in other tax-related income.
- We have received \$5,959,297 of our anticipated \$9,247,469 in State School Fund (SSF) payments.
- We have received \$328,874 in interest from investments.
- We have received \$66,159 in curricular activity such as athletic fees and gate fees.
- We have received \$133,404 in other revenue for a total of \$10,144,945.

Expenditures:

- Salary expenditures through January are \$3,090,390.
- Benefits total \$1,731,280.
- The purchased services, supplies and capital outlay and other expenditures are \$1,207,508.
- We have transferred \$2,330,000 into reserve accounts for Insurance, Equipment, Maintenance and Building Projects, Instruction Materials and Technology needs.

Submitted by: Sheri Longobardo, Business Manager

PLEASANT HILL SCHOOL DISTRICT #1
 2025-26 GENERAL FUND REVENUES AND EXPENDITURES - MONTHLY ACTIVITY
 February 2, 2026

	BUDGET	7/25	8/25	9/25	10/25	11/25	12/25	1/26	2/26	3/26	4/26	5/26	6/26	YTD TOTAL	BALANCE OVER / (UNDER) BUDGET
Resources															
Beginning Fund Balance	\$8,560,951													\$8,341,019	(\$219,932)
Current Year's Taxes	\$3,856,873	\$0	\$0	\$3,319	\$0	\$2,665,859	\$911,279	\$47,467	\$0	\$0	\$0	\$0	\$0	\$3,627,925	(228,948)
Prior Year's Taxes	30,000	\$0	\$0	\$2,243	\$6,283	\$10,541	\$1,290	\$3,434	\$0	\$0	\$0	\$0	\$0	\$23,791	(6,209)
Payment in Lieu Prop Tax	5,000	\$0	\$0	\$0	\$0	\$1,471	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,471	(3,529)
Penalties & Int on Taxes	20,000	\$0	\$0	\$888	\$571	\$1,382	\$453	\$730	\$0	\$0	\$0	\$0	\$0	\$4,023	(15,977)
Transportation Fees	5,000	\$0	\$0	\$0	\$0	\$0	\$512	\$2,388	\$0	\$0	\$0	\$0	\$0	\$2,899	(2,101)
Interest on Investments	450,500	\$45,555	\$45,626	\$42,748	\$42,759	\$41,834	\$55,234	\$55,118	\$0	\$0	\$0	\$0	\$0	\$328,874	(121,626)
Other Curricular Activity	100,000	\$450	\$17,067	\$17,827	\$9,008	\$6,320	\$7,060	\$8,427	\$0	\$0	\$0	\$0	\$0	\$66,159	(33,841)
Rentals	6,000	\$2,810	\$530	\$1,075	\$160	\$1,526	\$528	\$680	\$0	\$0	\$0	\$0	\$0	\$7,308	1,308
Miscellaneous	50,000	\$7,526	\$58,123	\$6,620	\$1,860	\$5,672	\$14,031	\$855	\$0	\$0	\$0	\$0	\$0	\$94,686	44,686
Fingerprint Rev	1,500	\$0	\$210	\$140	\$140	\$70	\$0	\$420	\$0	\$0	\$0	\$0	\$0	\$980	(520)
County / Intermediate	35,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(35,000)
Lane ESD Stipends	105,000	\$0	\$546	\$212	\$0	\$614	\$26,158	\$0	\$0	\$0	\$0	\$0	\$0	\$27,531	(77,469)
State School Fund	9,247,469	\$1,489,047	\$744,077	\$744,077	\$745,797	\$745,797	\$745,251	\$745,251	\$0	\$0	\$0	\$0	\$0	\$5,959,297	(3,288,172)
Common School Fund	150,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(150,000)
Small School Grant	56,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(56,000)
High Cost Disability Grant	70,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(70,000)
Interfund Transfers	1,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(1,000)
Total Revenues	\$14,189,342	\$1,545,388	\$866,179	\$819,149	\$806,578	\$3,481,087	\$1,761,795	\$864,769	\$0	\$0	\$0	\$0	\$0	10,144,945	(\$4,044,397)
Total Resources	\$22,750,293													\$18,485,964	(\$4,264,329)
Expenditures															
Salaries	\$6,735,593	\$78,922	\$146,387	\$519,257	\$581,357	\$610,791	\$570,312	\$583,334	\$0	\$0	\$0	\$0	\$0	\$3,090,360	(\$3,645,233)
Associated Payroll Costs	4,226,279	\$46,647	\$81,125	\$301,116	\$333,693	\$330,336	\$314,732	\$323,632	\$0	\$0	\$0	\$0	\$0	1,731,280	(\$2,494,999)
Purchased Services	2,817,062	\$59,949	\$52,956	\$74,250	\$153,039	\$186,551	\$163,063	\$144,103	\$0	\$0	\$0	\$0	\$0	833,911	(\$1,983,151)
Supplies and Materials	548,873	\$15,385	\$23,021	\$12,899	\$36,249	\$32,347	\$24,695	\$17,814	\$0	\$0	\$0	\$0	\$0	162,411	(\$386,462)
Cap Outlay	14,000	\$0	\$384	\$0	\$0	\$5,940	\$0	\$0	\$0	\$0	\$0	\$0	\$0	6,324	(\$7,676)
Other Objects	237,925	\$19,320	\$162,679	\$4,615	\$5,649	\$4,464	\$6,028	\$2,106	\$0	\$0	\$0	\$0	\$0	204,862	(\$33,063)
Transfers	2,595,000	\$0	\$2,330,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	2,330,000	(\$265,000)
Contingency/Beg Fund Bal	5,575,561	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(\$5,575,561)
Total Expenditures	\$22,750,293	\$220,224	\$2,796,553	\$912,138	\$1,109,987	\$1,170,429	\$1,078,830	\$1,070,989	\$0	\$0	\$0	\$0	\$0	\$8,359,149	(\$14,391,144)
Ending Fund Balance														\$10,126,816	\$10,126,816

Date: February 23, 2026

Resolution: 2526.103

Cohort Projections

Relevant Data:

To prepare for the budget and staffing of our buildings it is in the best interest of our school district to prepare a cohort projection for the 2027-28 school year based off of our student enrollment. The attached 2027-28 Cohort Projections were developed by examining the district's student enrollment as of December 31, 2026.

For the high school (grades 9-12) it is our intent to remain below 350 students in order to maintain the current level of funding from our small high school grant. We are projecting a high school cohort of 313 students, which is up 8 students from the 2025-26 projections (grade 12 will be closed to transfers).

We are projecting 242 students in grades 6-8 which is down 6 from the 2025-26 projections and recommend an allowance of interdistrict transfers to not exceed the 2026-27 Target of 85 students per grade level.

We have projected 406 students in grades K-5, which is up 3 students from the 2025-26 projections with an allowance of interdistrict transfer students in grades 1-5 not to exceed the 2026-27 Target of 75 students per grade level (1-5) and not to exceed the 2026-27 Target of 70 students for Kindergarten.

In addition, I've included the attached exhibit that summarizes Interdistrict Transfers and Transfer Releases by grade level for the last three academic years (2023-2026).

Recommendation:

It is recommended that the Board of Directors accept the Cohort Projections as presented.

Submitted and Recommended By:

Jim Crist
Superintendent

Pleasant Hill School District #1

2025-26 Enrollment / 2026-27 Cohort Projections

High School (Grades 9-12)

Grade	Enrollment 12/31/2025 (2024)	Target 2026-27	Projected Cohort 2026-27	Allowance of New/IDT
12	69 (74)	85	69	0
11	69 (75)	85	80	5
10	80 (75)	85	86	0
9	86 (71)	85	78	7
Sub Total	304 (295)	340	313	325

Middle School (Grades 6-8)

Grade	Enrollment 12/31/2025 (2024)	Target 2026-27	Projected Cohort 2026-27	Allowance of New/IDT
8	78 (73)	85	82	3
7	82 (75)	85	87	0
6	87 (80)	85	73	12
Sub Total	247 (228)	255	242	257

Elementary School (Grades K-5)

Grade	Enrollment 12/31/2025 (2024)	Target 2026-27	Projected Cohort 2026-27	Allowance of New/IDT
5	73 (83)	75	77	0
4	77 (72)	75	73	2
3	73 (77)	75	71	4
2	71 (69)	75	62	13
1	62 (60)	75	63	12
K	63 (58)	70	60	10
Sub Total	419 (419)	445	406	447

Total Summary

Category	2025 Enrollment (2024)	Target 2026-27	Projected 2026-27	Allowance
Grand Total	970 (942)	1040	961	1029

Recommendations / Considerations

1. **Priority IDT Placement:**
 - Offer priority Inter-District Transfer (IDT) placement for siblings of current students in open grades.
2. **Lottery for Available Slots:**
 - Conduct a lottery for grades with identified available slots after placing resident students for the 2026-27 school year.
3. **IDT Application Phases:**
 - **Phase 1:**
 - Open: March 2, 2026 – May 29, 2026
 - Lottery Drawing: June 2, 2026 (Immediate family notification)
 - Students not accepted are waitlisted for Phase 2.
 - **Phase 2:**
 - Open: August 3, 2026 – August 12, 2026
 - Lottery Drawing: August 24, 2026 (Family notifications begin August 26, 2025)
 - **Phase 3 / Mid-Year:**
 - Transfer requests open September 1, 2026.

Pleasant Hill School District IDT Trends 2023-2026

Year	Grade	Approvals	Releases	Difference
23-24	0	16	2	14
	1	6	3	3
	2	5	0	5
	3	8	4	4
	4	7	1	6
	5	5	2	3
	6	4	2	2
	7	6	3	3
	8	4	1	3
	9	7	5	2
	10	6	2	4
	11	4	3	1
	TOTALS	78	28	50

Year	Grade	Approvals	Releases	Difference
24-25	0	13	6	7
	1	2	3	-1
	2	3	2	1
	3	1	1	0
	4	5	0	5
	5	2	1	1
	6	8	1	7
	7	10	0	10
	8	4	4	0
	9	10	4	6
	10	8	4	4
	11	4	3	1
	TOTALS	70	29	41

Year	Grade	Approvals	Releases	Difference
25-26	0	18	11	7
	1	6	4	2
	2	10	4	6
	3	6	0	6
	4	2	7	-5
	5	5	4	1
	6	1	5	-4
	7	8	4	4
	8	2	2	0
	9	12	8	4
	10	5	2	3
	11	1	5	-4
	TOTALS	76	56	20

DATE: February 23, 2026
RESOLUTION: 2526.104

Out of State Trip Request
PHHS FFA

BACKGROUND INFORMATION:

The FFA Washington Leadership Conference is a capstone leadership experience for students in agricultural education. It provides students with the opportunity to apply leadership skills in a national setting while strengthening civic responsibility and service - learning. Students return with a Living to Serve project that benefits the Pleasant Hill community, extending the impact of the experience beyond the trip. This experience aligns with the mission of agricultural education, supporting leadership development, career readiness and experiential learning.

RECOMMENDATION:

It is recommended that the Board of Directors approve the PHHS FFA request to travel to the FFA Washington Leadership Conference, in Washington, D.C. Dates of travel will be June 8, 2026 to June 14, 2026

SUBMITTED & RECOMMENDED BY:
Jim Crist Superintendent

Superintendent Goals 2025–26 School Year

Relevant Data:

Goal 1: Staff Engagement

Goal Statement:

The superintendent will strengthen staff engagement across all employee groups to improve retention, build a positive culture, and ensure staff feel heard and supported.

Proposed Actions:

- Implement Studer rounding principles across all staff groups.
- Conduct rounding on a scheduled basis with building leaders and district staff, ensuring consistent follow-up loops.
- Utilize Upbeat staff engagement surveys to track climate, culture, and retention trends, with results shared openly.
- Develop action plans based on feedback, reporting back to staff on changes implemented.

Evidence of Progress:

- Documented rounding cycles with staff at all levels.
- Upbeat survey results showing measurable improvements in engagement indicators.
- Increased staff retention and positive feedback from staff.

Aligned Standards:

- Standard 3: Inclusive District Culture (equitable, supportive culture).
- Standard 6: Effective Organizational Management (recruiting, developing, and retaining staff).
- Standard 2: Ethics and Professional Norms (transparency, trust, collaboration).

Goal 2: Instructional System & Student Achievement

Goal Statement:

The superintendent will improve student achievement by prioritizing growth in 3rd grade reading and 8th grade math, focusing on data-driven instruction and timely interventions.

Proposed Actions:

- Prioritize state longitudinal targets for 3rd Grade Reading and 8th Grade Math.
- Use STAR, ODS Dashboard, and grade-level data to monitor growth and provide interventions.
- Support principals and teachers with professional development and instructional coaching.
- Provide regular progress reports to the board.

Evidence of Progress:

- Measurable growth on longitudinal targets for 3rd Grade Reading and 8th Grade Math.
- Board updates three times per year with student performance data.

Aligned Standards:

- Standard 4: Culturally Responsive Instructional Leadership and Improvement (curriculum, assessment, PD, equity).
- Standard 1: Visionary District Leadership (alignment to mission and continuous improvement).
- Standard 6: Effective Organizational Management (professional development systems).

Goal 3: Communication & Community Relations

Goal Statement:

The superintendent will expand and strengthen communication and community partnerships to improve transparency, engagement, and external support for district initiatives.

Proposed Actions:

- Expand two-way communication with families and community partners (forums, newsletters, digital updates).

- Develop a consistent framework for communicating district initiatives (equity, facilities, instructional progress).
- Strengthen partnerships with civic, business, and local government leaders.

Evidence of Progress:

- Stakeholder survey results demonstrate improved satisfaction with communication.

Aligned Standards:

- Standard 5: Communication and Community Relations (stakeholder engagement, partnerships).
- Standard 8: Policy Governance and Advocacy (advocating for district needs).
- Standard 1: Visionary District Leadership (communicating mission and vision).

Superintendent Goals (2025–26)

Goal 1: Staff Engagement

Status: Substantial Progress / Ongoing Continuous Improvement

The district made meaningful progress toward strengthening staff engagement through transparent communication, intentional use of engagement data, and responsive leadership practices. The Fall 2025 Upbeat Staff Engagement Survey established a strong baseline, with a 92% participation rate and an overall engagement score of 69%. Notable strengths included Self-Efficacy (92%), Equal Opportunities (90%), Collaboration (80%), and Parent/Teacher Communication (89%). Identified growth areas—Professional Development, Appreciation, and Compensation/Career Path—were clearly acknowledged and incorporated into planning.

While Studer rounding was originally identified as an action step, it was intentionally paused to prioritize district initiatives requiring significant leadership capacity, including student achievement work, development of scorecard reporting, and structured follow-up from survey results. Building administrators actively used engagement data to guide site-level actions, including expanded teacher leadership structures at the middle/high school.

A second Upbeat Staff Engagement Survey will be administered in March. Results from this survey will be reviewed by district and building leadership and will serve as the basis for a renewed summary review and improvement cycle, reinforcing staff engagement as part of an ongoing continuous improvement process rather than a one-time initiative.

Aligned OSBA Standards:

- Standard 2 – Ethics and Professional Norms
- Standard 3 – Inclusive District Culture
- Standard 6 – Effective Organizational Management

Board Consideration:

This goal reflects transparent data use, responsiveness to staff voice, and a sustained commitment to improvement through continued measurement and action. I feel that I've demonstrated transparency, responsiveness to staff voice, and a sustained commitment to engagement through continued measurement and action.

Goal 2: Instructional System & Student Achievement

Status: On Track / Actively Implemented

The district continued to advance its instructional system and student achievement priorities through data-driven instruction aligned to state longitudinal targets for 3rd Grade Reading and 8th Grade Math.

In addition to previously reported progress, results from the districtwide Family Survey provide important contextual insight. Family feedback reflects a shared desire for higher academic expectations, consistent rigor, and stronger preparation for future pathways, particularly for students who are ready for advanced work. At the same time, families expressed appreciation for existing intervention systems and targeted support.

This feedback highlights variation in experience across classrooms and grade levels, with some families reporting strong academic challenge and clear expectations, while others are requesting greater consistency in instructional time use, pacing, and academic depth.

District instructional goals, including strengthened Tier 1 instruction, expanded use of benchmark data, instructional coaching, and scheduled scorecard reporting, are intentionally designed to raise standards while improving consistency. These systems remain in active implementation and serve as the primary mechanism for addressing variation and leveling expectations across classrooms and schools.

Aligned OSBA Standards:

- Standard 1 – Visionary District Leadership
- Standard 4 – Culturally Responsive Instructional Leadership and Improvement
- Standard 6 – Effective Organizational Management

Board Consideration: Family feedback aligns with the district's instructional priorities and reinforces the importance of sustained focus on rigorous, consistent instructional practices supported by data and coaching. I feel that this reflects strong alignment between instructional leadership, assessment systems, and transparent Board reporting.

Goal 3: Communication & Community Relations

Status: In Progress

The district deployed a districtwide Family Survey to gather school-level and open-ended feedback related to communication, school climate, student experience, and instructional practices. Survey results revealed both strong affirmation and areas for improvement, often within the same topic areas.

Families consistently identified the importance of:

- Clear, timely, and predictable communication
- Safe, orderly learning environments
- Strong relationships between students, staff, and families
- Meaningful academic and extracurricular opportunities

At the same time, responses explicitly revealed contradictions, reflecting variation in experience rather than disagreement on values. For example:

- Some families reported strong communication and responsiveness, while others requested more consistent follow-through and proactive outreach.
- Many families described safe, supportive environments, while others raised concerns about behavior management and supervision.
- Families expressed appreciation for intervention supports while simultaneously requesting stronger enrichment and advanced academic pathways.

These findings suggest that effective practices are present across the district, but are not yet experienced uniformly. District communication goals—expanded electronic communication, structured feedback mechanisms, and intentional use of survey data—are designed to reduce these variations by clarifying expectations, strengthening consistency, and improving transparency.

Aligned OSBA Standards:

- Standard 1 – Visionary District Leadership
- Standard 5 – Communication and Community Relations
- Standard 8 – Policy, Governance, and Advocacy

Board Consideration: Family survey results provide actionable diagnostic data that reinforce the district's communication and engagement goals. Continued attention to consistency and follow-through will be critical in leveling family experience across schools and classrooms. I feel that this shows steady progress in building trust, improving transparency, and strengthening community engagement systems.

Overall Evaluation Context

Across all three goals, Family Survey feedback reinforces the district's strategic direction while identifying areas where implementation consistency remains an opportunity for growth.

The survey revealed strong alignment among families regarding what matters most: relationships, communication, safety, academic rigor, and meaningful opportunities for students. Where responses diverged, the divergence reflects variation in experience, not contradiction in values.

Some families experience the district's systems as effective and responsive, while others report gaps in consistency, follow-through, or clarity. These differences underscore the importance of the district's current strategic objectives:

- Strengthening instructional systems to raise standards and expectations consistently
- Using recurring data cycles to identify and respond to variation
- Improving communication structures to ensure clarity and predictability
- Reinforcing system-level expectations for student support, behavior, and engagement

Taken together, the survey results validate the district's focus on continuous improvement rather than one-time solutions. The goals adopted for the 2025–26 evaluation cycle are actively working to reduce variation, level experience, and ensure that effective practices are consistently realized for all students and families.

Executive Summary – Superintendent Goals (2025–26)

During the 2025–26 evaluation cycle, we've focused on three adopted goals: Staff Engagement, Instructional System & Student Achievement, and Communication & Community Relations. Progress toward each goal reflects strategic prioritization, transparent data use, and a commitment to continuous improvement.

Staff Engagement:

The district established a strong engagement baseline through the Fall 2025 Upbeat Staff Engagement Survey, achieving a 92% participation rate and identifying clear strengths and growth areas. Leadership intentionally prioritized student achievement, scorecard development, and survey follow-up actions over full implementation of rounding, reflecting responsible allocation of leadership capacity. Building administrators used engagement data to guide site-level actions, including expanded teacher leadership structures. A second Upbeat survey will be administered in March, with results informing the next improvement cycle.

Instructional System & Student Achievement:

The district strengthened its instructional data systems and reporting cycles. Round two of STAR benchmark assessments was completed, providing updated data for instructional planning and intervention. Scorecard achievement data will be presented to the Board at the February 23 meeting as part of the regular reporting cycle. Instructional coaching, professional

development, and collaborative structures continue to support Tier 1 instruction and targeted interventions aligned to state longitudinal goals.

Communication & Community Relations:

The district improved the clarity and frequency of communication and continued to expand community partnerships supporting district initiatives. A districtwide Family Survey was deployed in January to gather school-level and open-ended feedback. We had 83 responses specific to PHES, 44 responses specific to PHMS, and 47 responses specific to PHHS. Family Survey feedback complements existing staff engagement and instructional data by providing insight into how district systems are experienced at the family level. Results highlight both strengths and opportunities, with variation in experience emerging as a central theme.

The district’s strategic priorities—data-driven instruction, structured communication systems, and continuous engagement measurement—are intentionally aligned to address this variation. Progress during this cycle reflects responsible prioritization, transparent use of data, and sustained attention to leveling expectations and experience across the system.

The District Equity Committee advanced its work through structured data review with support from Lane ESD, positioning the committee to prioritize next steps aligned with district objectives.

Overall:

Overall, substantial progress has been made toward adopted goals. Family feedback affirms the district’s direction while reinforcing the need for continued focus on consistency, clarity, and follow-through. The evaluation cycle reflects leadership grounded in data-informed decision-making, system-level alignment, and a commitment to continuous improvement.