Jefferson School District 14J

BOARD OF DIRECTORS' *SPECIAL MEETING*

Thursday – November 12, 2026

5:30 PM – Work Session - JSD Board Room

AGENDA

We will prepare our students today for their full potential tomorrow.
Cultivating a safe environment where academic growth, accountability, and well-being thrive.

1. **Call Meeting to Order/Flag Salute**
   Chair Kamlade

2. **Roll Call**
   Chair Kamlade

3. **Review/Adjust/Approve agenda**
   Chair Kamlade

4. **New Business**
   2026-2027 Jefferson School Board - Board Goals…..……..……..……Board Members
   Information/Action ***Page(s) 8-35***

5. **Comments from the Audience**

6. **Board Comments**

7. **Adjourn**
   Board Chair

JSD BOARD - UPCOMING MEETING SCHEDULE

Date	Type of Meeting	Time	Location
November 19, 2026	Regular Board Meeting	5:30PM	JSD Board Room
December 10, 2026	Town Hall – School Bond	5:30PM	JSD Board Room
December 17, 2026	Regular Board Meeting	5:30PM	JSD Board Room
January 21, 2027	Regular Board Meeting	5:30PM	JSD Board Room

2026-2027 Board of Directors

Position 1:
Vacant
Term Expires: 6.30.2027

Position 2:
Terry Kamlade, Chair
Term Expires: 6.30.2029

Position 3:
Carole Vickery, Director
Term Expires: 6.30.2027

Position 4:
Kevin Smith, Vice Chair
Term Expires: 6.30.2029

Position 5:
Tracy Roe, Director
Term Expires: 6.30.2029

2026-2027 Subcommittee / Representation

Finance Subcommittee (2):
Kevin Smith
Carole Vickery

Bargaining Subcommittee (2):
Terry Kamlade
Vacant

Willamette ESD Budget Representation (1):
Tracy Roe

Policy Subcommittee (2):
Tracy Roe
Carole Vickery

Strategic Pillars:

- Together, the Jefferson Community, and the Jefferson School District will prioritize funding to provide sufficient staffing, appropriate curriculum, and key programs that will equip our students to succeed.
- Jefferson School District will improve community engagement by focusing on creating purposeful, authentic parent involvement through a shared culture where everyone feels welcomed, respected and appreciated.
- Students will be encouraged to reach their goals using methods that include discovery, self-awareness, self-advocacy, credible choices, and learning collaboration.
- In preparation for their future, students are encouraged to be present and engaged in our safe, welcoming environment as they learn to set goals and adapt to discover their passion.

PUBLIC PARTICIPATION AT BOARD MEETINGS

During each regularly scheduled meeting of the Jefferson School District Board, the agenda will include an item titled “Comments from the Audience.” It is during this portion of the agenda that the public can comment. If requesting to speak, when called on, comments should be limited to three (3) minutes.

Public participation is a time for the Board to listen, not a time for in-depth discussion or to respond 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 administrative staff to respond to after the meeting.

As a reminder, the Board cannot review complaints about specific personnel during an open meeting. If a patron has a specific complaint against personnel, please review and follow the process as outlined in Board Policy KL.

The Jefferson School District Board accepts public comments also via email submission. If you would like to submit a comment, please email it and any supporting documents you may have to Jennifer.Oertel@jefferson.k12.or.us by 1:00 p.m. on the day of the board meeting. Submitted comments will be emailed to the Board prior to their meeting and may or may not be read at the Board Meeting. You can also submit comments during a board meeting by clicking on the following link https://www.jefferson14j.com/live-meetings-and-events and then selecting “Public Comment.” Comments submitted by the same timeline regarding the 2024-25 Jefferson School District Budget will be read into the record.

The meeting will be live streamed on our website and You Tube, with a link on Facebook. Here is the link to view the meeting: https://www.jefferson14j.com/live-meetings-and-events

If you have any additional questions, please contact Jennifer.Oertel@jefferson.k12.or.us and thank you for taking an interest in the Jefferson School District.

Jefferson School District Board of Directors
ANNUAL CALENDAR

July

- No meeting July 2026

August

- Board Meeting – August 20
- Elect Board Chair and Vice Chair (completed/June 2026)
- Committee Appointments
- Board and Superintendent Operating Agreements
- Staff Inservice Activities
- Staff & Parent Handbooks

September

- Board Meeting – September 17
- Superintendent Evaluation - Board Meeting - September 17
  - ✓ Board approves/adopts superintendent evaluation process and timeline
- Administer Oath of Office to Student Board Representative
- Opening of School - Enrollment and Class Size Report

October

- Board Meeting – October 15
- National School Lunch Week October 4-10
- 26-27 Board Goals Discussion

November

- Board Meeting – November 19
- OSBA Convention November 13-14
- Thanksgiving Break November 23-27

December

- Board Meeting – December 17
- Winter Break December 21-January 1

January

- Board Meeting – January 21
- School Board Recognition Month
- Adopt 26-27 Budget Calendar
- Superintendent Evaluation - Executive Session - January 21
    - ✓ Superintendent self-evaluation and artifacts presented to the board. Superintendent exits meeting. Individual board member standard/ratings completed on their own, bring to the Feb 4th mtg

February

- Superintendent Evaluation - Executive Session - February 4
    - ✓ Superintendent not present. Board members discuss superintendent's performance standards and goals (if applicable), reaching consensus on ratings. Draft summative evaluation report. Board *discusses* whether to extend the current contract for one additional year or to non-extend the current contract. Board chair informs board that the draft summative evaluation report will be shared with the superintendent on February 18th and closes executive session
- Board Meeting – February 18
- Superintendent Evaluation - Executive Session - February 18
    - ✓ Board meets with the superintendent to review the evaluation results. Superintendent exits executive session. Board discusses evaluation further, if needed. Board exits executive session and opens public meeting to approve final summative evaluation report; reads public evaluation summary. Board notifies the Superintendent of contract extension or non-extension. A copy of the adopted summative evaluation report is placed in the superintendent's personnel file.
- Classified School Employee Week Resolution
- Budget Committee – Identify and Post Vacancies

March

- Board Meeting – March 18
- Classified Appreciation Week Recognition and Resolution March 2-6
- Renewal of Licensed/Administrative Contracts Resolutions by March 15
- OGEC filing open
- Audit Report Fiscal Year 25-26
- Spring Break March 22-26

April

- Board Meeting – April 15
- Superintendent Evaluation - Board Meeting - April 15
    - ✓ The board and superintendent discuss the process, including superintendent goal setting for the next evaluation cycle.
- OGEC filing due by April 15
- Budget Committee - Appointment of New Members
- Adopt School Year Calendar for Following Year
- Pre-Audit Update Fiscal Year 26-27

May

- Board Meeting – May 20
- Teacher Appreciation Week Recognition and Resolution May 3-7
- Publish Notice of Budget Committee Meetings May 1
- Public Budget Committee Meeting(s)

June

- Board Meeting – June 17
- Public Budget Hearing and Adoption of Budget
- Recognizing Retirees
- Graduation Ceremonies JHS/June 4 JMS/June 8
- Last Day of School June 10

School board policy updates and not reflected in this calendar, as the policy releases and policy committee meetings fluctuate.

Board Motion Samples

- I move to accept the agenda and consent items as presented.
- I move to adopt the board goals for the 2026-2027 school year as discussed and agreed upon.

Jefferson School District 14J

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Jefferson, Oregon 97352

Board of Directors
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Fax: 541-327-2960
www.jefferson14j.com

The Jefferson School Board 14J
2025-2026 Board Goals

1. The school board members will attend at least 4 school activities annually.

2. The school board members will visit or virtually attend another district's board meeting.

3. The school board will use collaborative processes with the community and district that result in well-informed problem solving and decision making.

4. The school board will work to improve transparency and communication.

2025-2026 Board Work Sessions

January 26, 2026 – Strategic Plan
April 16, 2026 – Strategic Plan
May 18, 2026 – Strategic Plan
June 15, 2026 – Strategic Plan



2026 - 2031 STRATEGIC PLAN

Every Student, Every Future

JEFFERSON SCHOOL DISTRICT 14J

Jefferson, Oregon | August 2026

OUTLINE

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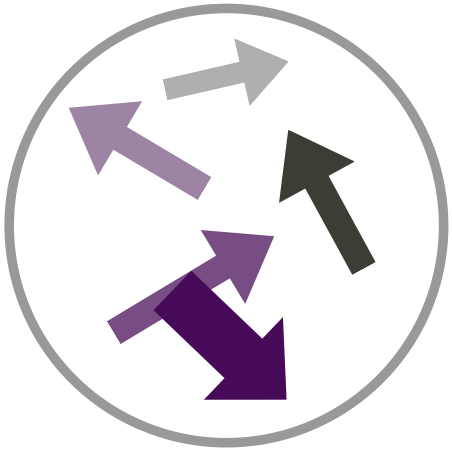




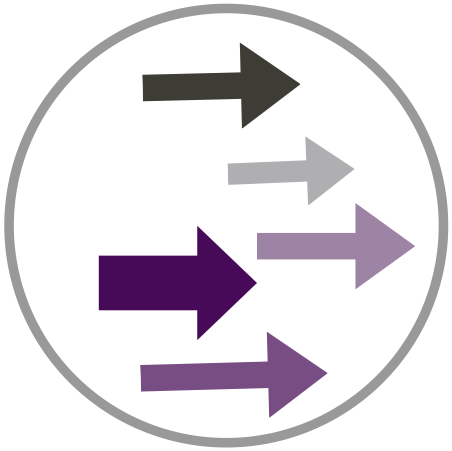


The Power of Alignment

Misalignment



Alignment



A primary aim of

planning

is unity of purpose, or

alignment

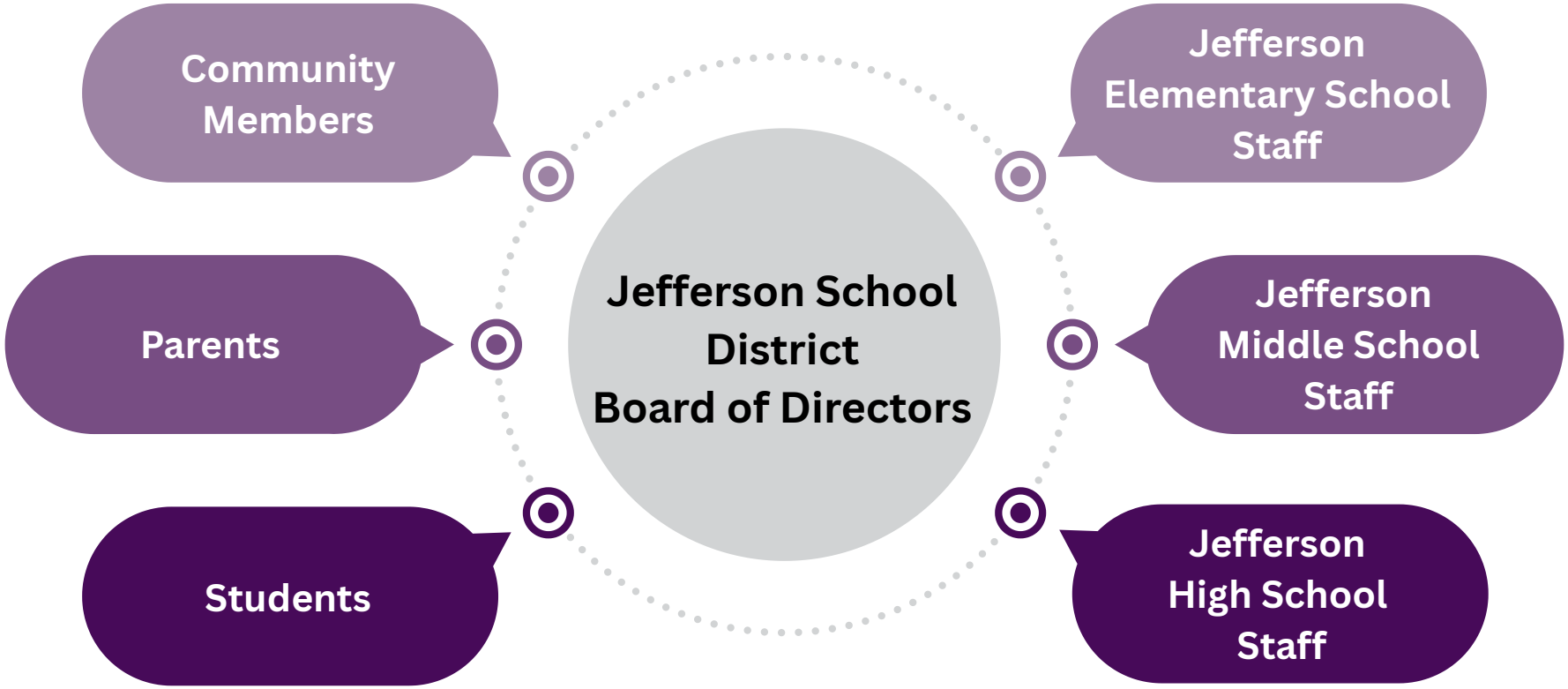
Alignment: *getting people, process, program and structure on the same page, going in the same direction.*

Participants & Engagements



Surveys and planning activities:

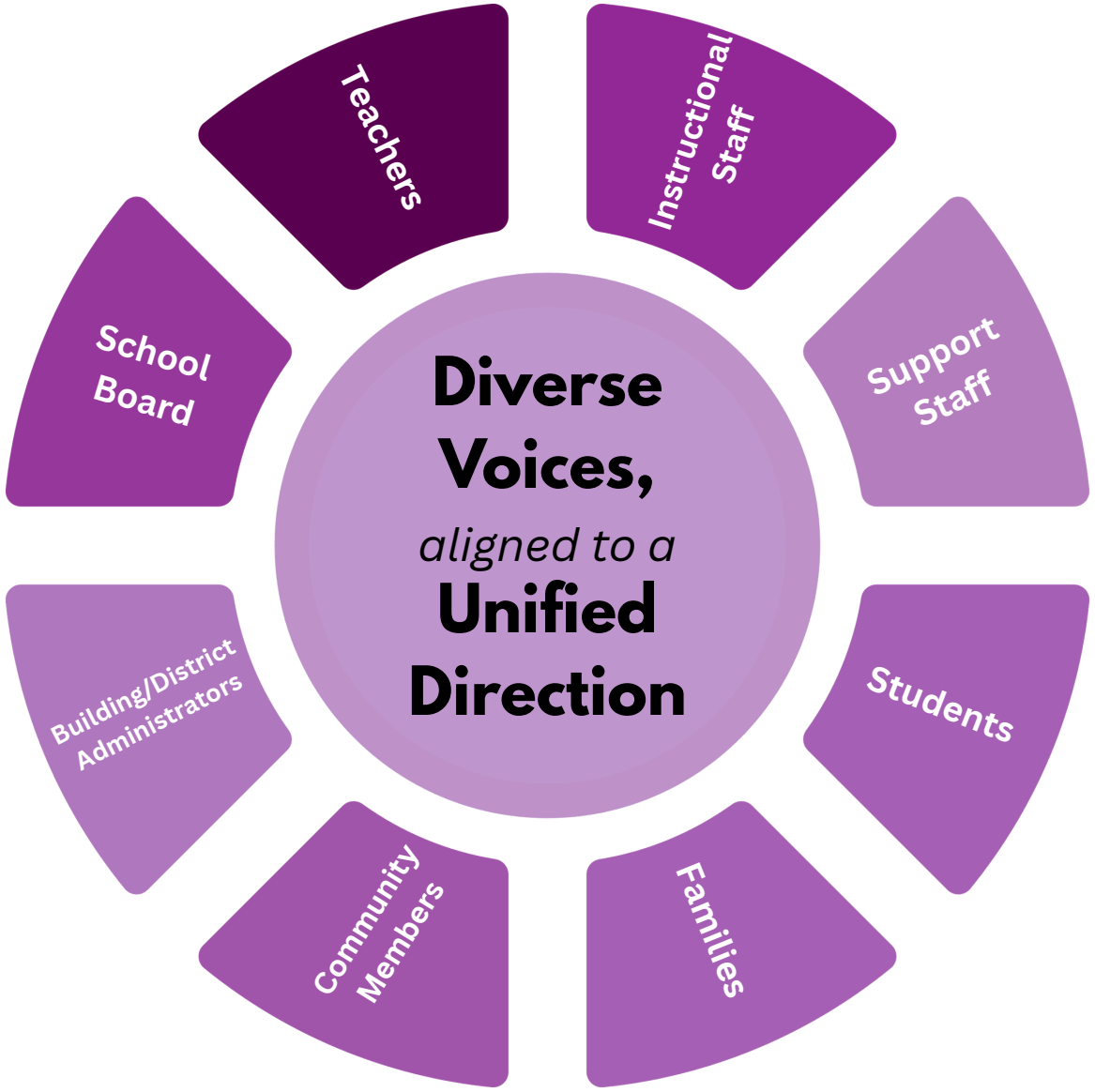
- JHS Leadership Class activity
- Survey opportunities shared at the following community meetings:
  - Jefferson City Council
  - Jefferson Chamber of Commerce
  - Jefferson Service Integration Team



- Building Level Strategic Planning Activities
- Strategic Planning Activities at JSD School Board Work Sessions
- Parent surveys during parent/teacher conferences in March
- Student surveys during PRIDE classes in April
- Staff surveys after strategic planning activities

Embracing Diverse Voices & Perspectivies

Meaningful engagement **helps strengthen understanding, appreciation and commitment.**



Over the last 4 months. . .

8 planning sessions, with over 100 participants

Almost 400

STUDENTS, STAFF, FAMILY & COMMUNITY MEMBERS



contributed their VOICE!

JSD Board of Directors

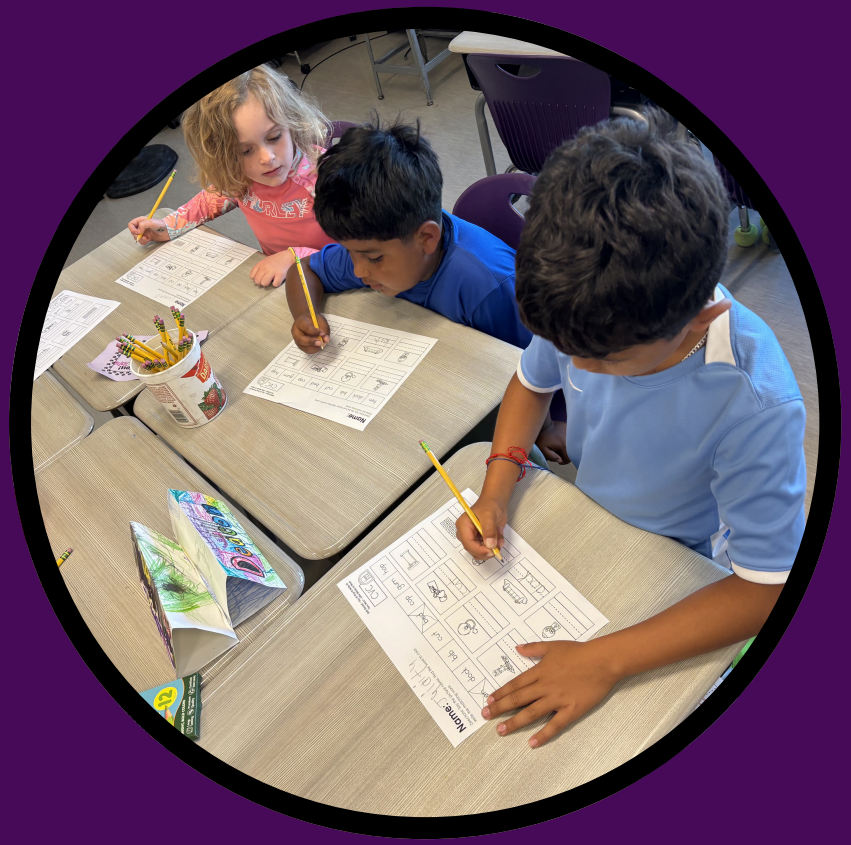
Teri Mitchell	Board Chair
Terry Kamlade	Vice Chair
Tracy Roe	Board Member
Kevin Smith	Board Member
Carole Vickery	Board Member

Superintendent's Administrator Leadership Team

Katrina Womack	Special Services Director
Laura Pierce-Cummings	JHS Principal
Eric Clendenin	JMS Pricipal
Kymberlee Rhodes	JES Principal
Dawn Moorefield	Superintendent



High-Priority Strengths & Areas for Growth



High Priority Student Learning Strengths and Areas for Growth

Themes from Data Analysis	BASELINE DATA	STRENGTH	GROWTH
Attendance	Regular attender rate has remained stable over the past 3 years, but is below state average. Kindergarten and 1st grade rates have decreased; 9th grade and 12th grade have shown increases.	X	X
Graduation Rates	4-year cohort rate is above state average for SY24-25: 84.5% 5-year completer rate is above state average for SY24-25: 86%	X	X
ELA Achievement	OSAS ELA Performance SY 24-25 • Elementary: 3rd grade: 7% proficient; 4th grade: 20.9% proficient; 5th grade: 20% proficient • Middle: 6th grade: 35.7% proficient; 7th grade: 22% proficient; 8th grade: 20.8% proficient • 11th grade: 42.6%		X
Math Achievement	OSAS Math Performance SY 24-25 • Elementary: 3rd grade: <5% proficient; 4th grade: 11.6% proficient; 5th grade: <5% proficient • Middle: 6th grade: 17.9% proficient; 7th grade: 8% proficient; 8th grade: <5% proficient • 11th grade: 8.7% proficient		X
Peer Relationships & Bullying	73% of students at the secondary level feel like they "belong" sometimes/all of the time, but do report issues with bullying, judgment, and harassment from other students	X	X
Supportive Relationships with Teachers	57.4% of students at the secondary level reported that there was at least one adult at their school they could talk to if they were having a really bad day		X

Strategic Planning Framework



JEFFERSON SCHOOL DISTRICT STRATEGIC PRIORITIES 2026-31

VISION:
TO PREPARE OUR STUDENTS TODAY FOR THEIR FULL POTENTIAL TOMORROW

PRIORITY 1:
ACADEMIC GROWTH, ACHIEVEMENT & LIFELONG LEARNING

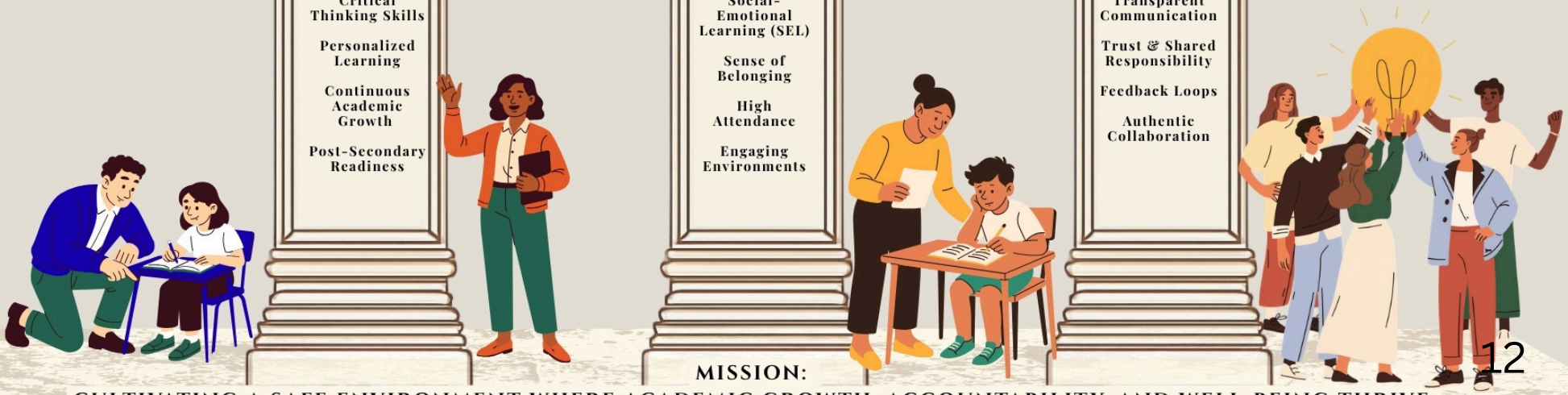
- Rigorous Curriculum
- Critical Thinking Skills
- Personalized Learning
- Continuous Academic Growth
- Post-Secondary Readiness

PRIORITY 2:
SAFE, SUPPORTED, CONNECTED, PRESENT

- Positive School Climate
- Social-Emotional Learning (SEL)
- Sense of Belonging
- High Attendance
- Engaging Environments

PRIORITY 3:
COMMUNITY ENGAGEMENT & RELATIONSHIPS

- Family Partnerships
- Transparent Communication
- Trust & Shared Responsibility
- Feedback Loops
- Authentic Collaboration



MISSION:
CULTIVATING A SAFE ENVIRONMENT WHERE ACADEMIC GROWTH, ACCOUNTABILITY, AND WELL-BEING THRIVE.

The Plan







Priority 1

Academic Growth, Achievement & Lifelong Learning

- Portrait of a Jefferson High School Graduate
- Goal Statement for Priority 1
- Measures of Student Progress
- Key Actions

PORTRAIT OF A JEFFERSON 14J GRADUATE



Independent Life Skills

Leverages time management skills, organizational techniques, work ethic, and financial literacy to live independently and accomplish goals.

Communication & Collaboration

Articulates thoughts and ideas effectively using oral, written, and nonverbal communication skills in a variety of forms and context. Honors and leverages others' strengths to build collective commitment and action.

Empathy

Demonstrates awareness, sensitivity, concern, and respect to connect with others' feelings, opinions, experiences, and culture.

Learner's Mindset

Embraces curiosity to experience new ideas and possesses the desire to learn, unlearn, and relearn.

Critical/Analytical Thinking

Applies discipline thinking that is clear, rational, open-minded, and informed by evidence.

Global Citizens

Values and embraces diverse cultures and unique perspectives through mutual respect, open dialogue, and civic responsibility.





Goal Statement

Our students willl demonstrate continuous academic growth, achieve at high levels, and develop the skills, knowledge and habits necessary for lifelong learning and future success.



Measures of Student Progress:

1. Students making continuous academic growth toward district and state performance targets.
2. Students meeting proficiency standards on district and state assessments.
3. Students' readiness for successful post-secondary transition during senior exit interviews (e.g., enrollment in a 2-year/4-year college, secure employment, enlistment in the military, engagement in vocational training).



Key Actions

1. Evaluate current systems of support in numeracy and literacy across K-12 in order to prioritize and implement intervention supports.
2. Ensure consistent implementation of curriculum and assessment, monitoring of student progress, and making adjustments to instruction based on student needs.
3. Conduct observation walkthroughs to provide ongoing feedback, and provide professional learning in targeted areas for all staff that are aligned to the Strategic Plan Goals and School Improvement Plan priorities.







Priority 2

Safe, Supported, Connected, Present

- Goal Statement for Priority 2
- Measures of Student Progress
- Key Actions



Goal Statement:

Our students will experience a safe, nurturing environment that builds positive relationships, promotes regular attendance, participation, and supports their growth and development.



Measures of Student Progress:

1. Students' perceptions of a strong school climate (including: safety, inclusion, student-staff relationships).
2. Students' attendance/absenteeism
3. Discipline data (e.g., bullying, harassment, inappropriate language).

PRIORITY 2

Safe, Supported, Connected, Present

Key Actions

1. Strengthen current systems of support to improve student attendance, which includes universal, group, and individualized supports.
2. Train and support staff to improve student behavior with an emphasis on reducing negative peer-to-peer interactions and bullying.
3. Align district-wide social emotional learning practices including shared language, protocols, and process to promote positive student behavior expectations and support programs.



Priority 3

Community Engagement & Partnerships

- Goal Statement for Priority 3
- Measures of Student Progress
- Key Actions

PRIORITY 3

Community Engagement & Partnerships

Goal Statement:

Jefferson School District will partner with and actively engage families and local stakeholders to support student success and strengthen trust, collaboration, and shared responsibility.



Measures of Progress:

1. Data of participation at school events.
2. List of community partnerships.
3. Parent Square data.
4. District survey and report on school culture and climate.

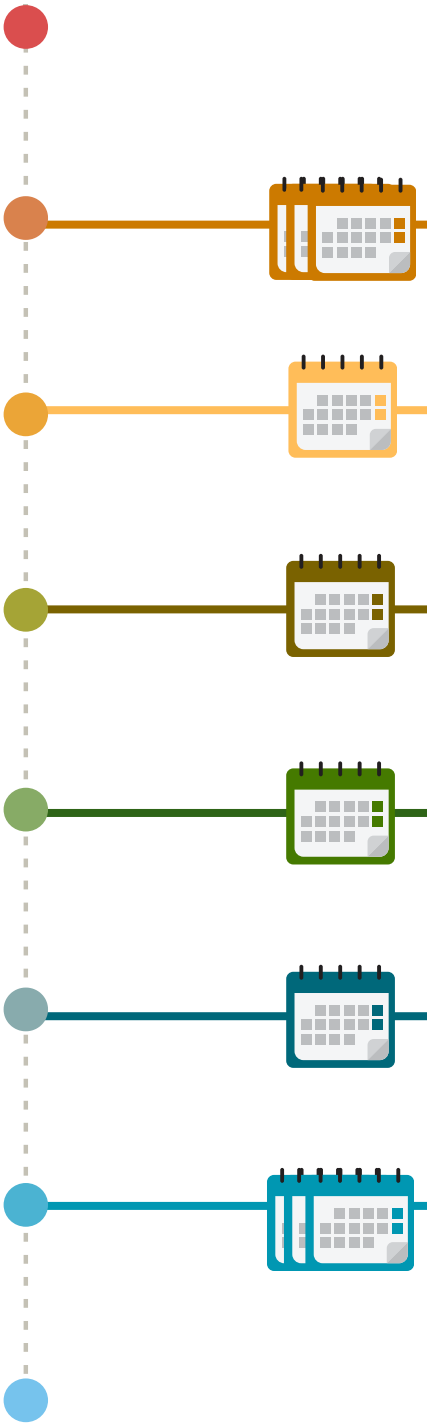
PRIORITY 3

Community Engagement & Partnerships

Key Actions

1. Develop and implement district and school family engagement plans to create community connections, provide access to school resources, and help famiies understand school structures and expectations.
2. Provide training and support to school staff to utilize common communication programs to strengthen two-way communication with families in their home language.
3. Build transparency and trust with families, students, and community through regular review and reporting on school culture and climate data.

Timeline for Successful Implementation



EVERY 5 YEARS
Move Forward As One
- Strategic Plan

START OF THE SCHOOL YEAR
Chart the Course
- Annual School Action Plans
- Annual District Priorities

EVERY WEEK
Monitor & Adjust
- Learning Walks
- Instructional Feedback

EVERY MONTH
Learn & Collaborate
- Data Review
- Professional Collaboration

EVERY 6-12 WEEKS
Reflect & Plan
- Cycle of Inquiry
- Data Reports

MID-YEAR/END-OF-YEAR
Evaluate & Celebrate
- Progress Update
- End-of-Year Report