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Board of Directors Board Minutes January 19, 2016

Board Members Scott Reynolds, Chair, Carol Moorehead, Vice Chair, Directors: John Lang, Mike McGowan, Bob Moore, Doug Nelson, Jenni Newby, Ron Radabaugh and Terry Rahmsdorff

HDESD Staff John Rexford, Superintendent; Paul Andrews, Deputy Superintendent; Shawna Bell, Business Analyst, Amy McCormack, Early Childhood Teacher, Greg Munn, Director of Fiscal Services; Whitney Swander, TeachOregon Coordinator, Rachel Wente-Chaney, Chief Information Officer and Shelley Knutz, Executive Assistant

Guests Shay Mikalson, Superintendent Bend-La Pine Schools

Call to Order Scott Reynolds called the January 19, 2016 meeting to order at 5:30 pm

REPORTS

Board Appreciation

January is designated as Board Appreciation Month. Deputy Superintendent Andrews thanked all of the board members for the time they dedicate to the High Desert ESD. The Early Childhood program made each board member a card. The students from the Behavior Intervention Class made them paper penguins. The staff gave them cards and a loaf of banana bread from Sparrow Bakery. These are just small tokens to express our gratitude.

Bend-La Pine Schools Update

Superintendent Shay Mikalson shared some of the great things happening in the Bend-La Pine School District. He started with a story from the US Air Force and explained how it relates to improving the performance of students in their district. The USAF started building fighter planes, and the cockpits were designed for an "average" sized pilot. They noticed the pilot's performance levels began to decrease, because there were no "average" sized pilots. The USAF began to make small changes in the cockpits to fit the pilots, and their performance increased greatly. They found by designing for average, they lost their best potential.

The district recognizes that each student comes to them with different interests and needs. Designing curriculum to fit the "average" student, fits no student. This is not easy work, but it is very important. He thanked HDESD for partnering with Bend-La Pine for much of this important work. He mentioned the partnership creating systems in schools where students can feel safe, and have at least one adult they feel connected to. Through our partnership and joint safety positions, we support the safe schools alliance, tri-county response team, Family Access Network, migrant education and outreach, as well as legal services.

Across the district and within schools the partnerships with the Children's Forest, Cascades Commitment, Camp Tamarack, STEM Hub and AVID create conditions for comprehensive rigorous curriculum for students. Superintendent Rexford is serving as a mentor for superintendent Mikalson this year. He appreciates Superintendent Rexford and Deputy-Superintendent Andrews leadership in the region.

Superintendent Mikalson would send any one of his five children to any of the 31 schools in the Bend-La Pine system. Bend-La Pine is the 5th largest school district in Oregon educating 17,500 students. This number is up 400 students from last year. He noted they were honored to have the 2015 Teacher of the Year Heather Anderson. Scott Reynolds asked about textbook adoptions. Superintendent Mikalson said that all students in grades 3-12 have access to their own iPads. They are working through adoptions, and many are moving to digital instructional materials. They are trying to use the dollars in a new way and are exploring several digital options.

Bob Moore asked if the Bend-La Pine board members are pleased with the district's relationship with HDESD. Superintendent Mikalson said the partnership has never been stronger. This is felt among staff as well as the board members. He also spoke to how valuable Deputy-Superintendent Andrews is for the region. He encouraged the HDESD board members be sure and keep him in the region. There is power in the united working relationships, and HDESD has unbelievable leadership here. He closed by reiterating his gratitude for the HDESD and their continued support and work throughout the districts.

TeachOregon Presentation

Whitney Swander, Coordinator of the TeachOregon grant for HDESD and our regional partners. Whitney refers to our local efforts as the "TeachCentralOregon" Project. TeachOregon pairs universities with their community college and school district partners to collaboratively redesign teacher recruitment, teacher preparation programs, clinical practice, mentoring and hiring practices.

TeachOregon is seeking to address:

- A forecasted teacher shortage by 2020. One-third of all teachers in the state will be new teachers. We are not training teachers at a rate to meet the demand.
- The need for culturally and linguistically diverse teachers: Oregon's student population is increasingly diverse, but representation by culturally diverse teachers is not keeping pace.

Blueprint to prioritize improving teacher preparation includes:

- Recruitment and Selection - Recruiting and inspiring the next generation of teachers who bring high quality academics to the profession and are culturally representative of Oregonians.
- Clinical Practice – Providing students in teacher preparation programs a rigorous clinical practice experience that includes a highly effective and trained cooperating teacher.
- Hiring and Placement – Ensuring that new teachers graduate with the skills they need to be hired; and improving districts' human resources management to align with industry standards and attract and retain culturally diverse teachers.
- Mentoring and Induction – Prioritizing mentoring and induction programs to ensure new teachers are supported and successful as they transition to the classroom and are retained in the districts in which they are hired.

Accomplishments:

- Cadet Teaching at 3 high schools in partnership with COCC.
- Relationships formed with Juntos and AVANZA to promote careers in teaching
- Scholarships to support culturally diverse students interested in teaching

Scott Reynolds asked if there has discussion to extend this grant when it runs out. Whitney confirmed the goal is to make the continuation of the programs sustainable. We are doing a lot of great work with a small amount of money, so we need to figure out ways to support the work going forward. Deputy Superintendent Andrews noted what an amazing job Whitney has done in a short period of time. She is a real asset.

Finance Report

General Fund revenue and expenses year to date continue to track with the historical monthly trend from last year. Revenue collections are up over last year due to an increase in State School fund revenue and an increase in property tax collections. Collections are up 6% from the same period last year. Expenses are higher than last year due to normal payroll cost increases, including a slight increase in funding for the PERS reserve.

We began our annual budget process this week by sending out current year staffing rosters for confirmation and changes. Next steps include building our budget assumptions and reviewing with the Finance Committee in early February.

Facilities Report

Greg Munn highlighted the Facilities Update submitted by Bob Martin. Bob Moore asked about Alyce Hatch Center and the possibility of increasing security measures. Superintendent Rexford confirmed it was time to update the security measures for that location.

Greg Munn noted that Brett Hudson, who provides construction management services to other districts, has taken on a new contract with Sisters School District.

DISCUSSION ITEMS

Local Service Plan 2016-17

Deputy-Superintendent Paul Andrews reviewed the Local Service Plan (LSP) for 2016-17. It is broken down into a menu of services that districts can purchase based on their individual needs. We are charged with four different core service areas.

Doug Nelson asked about the Innovation services. Deputy-Superintendent Andrews explained this is the Strategic Priorities work being done by Anna Higgins, Director of Innovation. Anna will be presenting this work and the progress at a future board meeting.

Superintendent Rexford is scheduled to present the Local Service Plan to each of our four constituent boards during the month of February. Shelley will send this schedule out to the ESD board members who represent a school district. It would be great if the board member would be able to attend the presentation with Superintendent Rexford. He will ask the superintendents if they would like a pre-meeting before their scheduled LSP presentation. Scott Reynolds believes the superintendents are aware of the good work we do, but it is important to make the boards aware of the good work and the value of those partnerships.

First Reading Board Policies

Superintendent Rexford introduced two policies and an administrative regulation presented as a first reading. These have been reviewed and revised by our legal staff and executive team.

- AC – Nondiscrimination
- AC-AR – Discrimination complaint/Grievance Procedure
- GBK/JFCG/KGC – Prohibited Use, Possession, Distribution or Sale of Tobacco Products and Inhalant Delivery Systems.

Superintendent Report and Legislative Update

- Deputy Superintendent Andrews reported on the monthly facility meetings to address any ongoing facility issues.

- ✓ We are working on an agreement with Consumer Cellular to use their lot for overflow parking. We have enough parking for regular business days, but need extra spaces when large meetings are held at the HDREC.
- ✓ We are in the process of hiring a full time receptionist. That person will be working closely to support HR and school improvement
- ✓ Bob Martin is working on installing snow breaks on the roof to keep the snow and ice from falling directly onto the sidewalk.
- ✓ Our meeting rooms have been named Cascades Conference Room and Three Sisters Meeting Room.
- ✓ Superintendent Rexford mentioned the collaboration with the staff at the HDREC. He is finding the casual communication opportunities to be very helpful.
- Superintendent Rexford was invited to join Dr. Noor's Graduation Advisory Committee. He was able to reinforce the important role early learning plays in graduation rates.
- A Math in Real Life grant is being submitted on Friday for \$250,000.
- A ramp was installed at Skyliner Lodge by the Heart of Oregon CORP. Bob is working with the Forest Service to see what we can do to make the restroom ADA compliant.
- Doug Nelson asked for an update on the new sick leave rules that went into effect on 1/1. Our legal staff is working with OSBA and the districts to draft a new policy.

Board Chair Report

- Doug Nelson mentioned the revenue reform ballot measure being sponsored by Our Oregon. It would increase the corporate minimum tax when sales exceed \$25M. Our Oregon will be presenting the initiative to the Legislative and Policy Committee. OSBA has taken no position on the measure, and they want to make sure people are aware of the position.

ACTION ITEMS

Approve Local Service Plan 2016-17

- Bob Moore moved and Terry Rahmsdorff seconded a motion to approve the 2016-17 Local Service Plan as presented. Motion carried 9-0.

Consent Agenda

- Carol Moorehead moved and Ron Radabaugh seconded a motion to approve the Consent Agenda as presented. Motion carried 9-0.
 - Personnel Changes for January 2016
 - Board Minutes 12-15-2015

Adjourn

The January 19, 2016, High Desert ESD Board of Directors Meeting adjourned at 7:10 pm.

Scott Reynolds, Board Chair

Shelley Knutz, Executive Assistant