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Board of Directors Board Minutes November 16, 2021

Board Members	Board Chair Peggy Kinkade, Vice-Chair Matt McGowan, Directors Seana Barry, Betsy Julian, Bob Moore, Carol Moorehead, Carlos Perez and Elizabeth Sanchez
HDESD Staff	Paul Andrews, Superintendent; Jim Boen, Regional Director of Behavioral and Mental Health; Rochelle Friend, Chief Financial Officer; Jayel Hayden, Executive Director of Human Resources; Anna Higgins, Chief Strategy & Innovation Officer; Amy McCormack, Executive Director of EI/ECSE; Shay Mikalson, Chief Student Success Officer and Shelley Knutz, Executive Assistant
Guest	Brenda Bartlett, SGA CPAs and Consultants
Call to Order	Board Chair Peggy Kinkade called the November 16, 2021 meeting to order at 5:40 pm

DISCUSSION ITEMS

Mental Health/Behavioral Health Services

Superintendent Andrews introduced Jim Boen, Regional Director of Behavioral and Mental Health. Jim came to HDESD from the Bend-La Pine Schools and we are truly fortunate to have him directing this important work. Jim's goal is to build capacity and support for our district partners to expand and further embed mental and behavioral health practices that are trauma-sensitive, restorative and equitable. He began his presentation by sharing an OPB article from the American Academy of Pediatrics issuing an urgent warning that the mental health crisis among kids has become a national emergency. **One Twenty** in 100 students have mental health issues and only one is getting the help they need.

Jim feels privileged to support an incredible team of professionals focusing on the behavioral and mental health of the children and staff in our districts. He is working with the team to define their roles and talents while encouraging a greater understanding of the work each member does to support the districts. The team includes:

- Culture of Care (Amber McGill, Erin Taylor, Amy Yillik)
- Social and Emotional Learning and Director of Mindset (Kendra Coates)
- Mental Health Strategist (Whitney Schumacher)
- Student Threat Assessment (Misty Groom, Liz Lawrence)

Jim shared several of the projects they are focusing on this year.

- ✓ The reorganizing of the Tri-County School Response Team (TCSRT).
- ✓ Redmond School District is piloting a Sexual Incident Response Committee. It is a student threat assessment process for incidents of a sexual nature.
- ✓ The Forward Project (suicide prevention) is being funded by a multi-year grant (+\$1M) from Central Oregon Health Council (COHC). Each tri-county school district is being asked to collaborate with their local health organization to create and implement a suicide prevention plan.
- ✓ Mental health support for administrators because leadership fatigue is real. Providing the support/encouragement/coping strategies they need to manage their self-care while caring for their staff.

The Board asked Jim to explain the level 1 and level 2 threat assessment process for them. After answering questions, He thanked the Board for the opportunity to present. Two members of his team will be presenting at the December board meeting.

Audit Report

Rochelle noted we had put out an Audit RFP in the spring and selected SGA CPAs and Consultants. They have completed their first audit and she is pleased with how well it went. There were no significant findings and they gave Rochelle and her team ideas for ways to improve current systems.

Rochelle introduced Brenda Bartlett with SGA CPAs and Consultants, who attended virtually. Brenda acknowledged the staff's hard work to make the audit go so smoothly. First year audits can be a challenge. The auditors did a deep dive into the financials with no significant findings. They audited the special education cluster and IDEA funding. Brenda reviewed the audit and the management letter with the Board. Superintendent Andrews noted we had been looking for an auditor who was more thorough and are very pleased with the decision to contract with SGA.

Financial Report

Rochelle reported we are still waiting for payment from the Oregon Department of Education on several grants and contracts. Some of the outstanding contracts are for the Student Success Act (SSA), Long Term Care and Treatment (LTCT) and Early Childhood Special Education (ECSE). We are currently fronting almost \$4M for ODE for payments we have not received. ODE sent out a communication explaining the delays in funding were due to staffing shortfalls in their procurement department. Next year's contracts will be in place so Rochelle is hopeful we should not have to wait as long a year from now.

Discussion Items

Board Goals and Metrics

Superintendent Andrews explained the proposed goals that have been rearranged from 4 down to 3 goals, adding a long-term metric and 21-22 benchmarks. He is proposing that we look toward more measureable goals and annual benchmarks. Shay mentioned that ODE is using a similar system with 15 progress markers to measure a district's current growth. The progress markers can be found at: [Student Success Progress Markers](#). Shay said there may be a gap in data because of COVID and this is forcing everyone to think of new ways to measure. Matt believes the long term metrics with benchmarks is right on course. Carlos asked about **retention exit** interviews to help with the retention of excellent staff.

Program Outcomes 2020-21

Anna referenced the Program Goals and Outcomes for 2020-21. The highlights have been oriented to the 3 proposed board goals. These goals are looking back to last year. The intention this year is to reflect back and to begin looking forward. Anna is asking when goals are being set for 2021-22 there will be a focus on intended impact and shared approaches for upcoming year. Next fall's data will have the additional alignment.

Peggy asked about the goal setting process and why some of the goals do not seem as rigorous as others. Superintendent Andrews explained that goals for some programs that work with children with severe disabilities need to be taken in context of the students served. Often times, they are expected to meet these goals in addition to all the educational goals being used to measure other students. Peggy believes it would be helpful to have a better understanding of all requirements the students must meet in addition to the goals set by HDES. When put into context, it is easier to understand the goal.

First Reading Board Policies

- **AC – Nondiscrimination** – Update to comply with HB2935 and HB3041
- **ACB – All Students Belong** – Update to comply with HB 2697. Required to be updated by 1/1/2022.
- **BBF – Board Member Standards of Conduct** – Update language designating board members as mandatory reporters of child abuse. Every year, ESD staff must pass an online training for mandatory reporting. Jayel will have Kristen to forward the online training to the board members if that would be helpful. Bob and Betsy will submit some language change recommendations. We will adjust this policy and not include it in the consent agenda next month.
- **JB – Equal Educational Opportunity** – Update language and references to include gender identity and physical characteristics associated with race.

Superintendent Report

- Superintendent Andrews plans to use some of the Student Success Act funds to hire an Executive Director of Equity, Diversity and inclusion. In addition, all ALT leaders will be required to attend a week long CFEE training.
- Superintendent Andrews is visiting one or two program each month. He would welcome board members to join him. Just let Shelley know if you are interested.
- CTEC Visit – 16 member group visited the Willamette Career Academy (WCA) and Career Technical Education Center (CTEC) in Salem. WCA is just getting started with Health Occupations, cosmetology, diesel engines. CTEC has 10 CTE programs that all 5 Salem high school send students to. Will discuss next steps at the superintendent meeting on Thursday. Need to do design thinking. Betsy said it was such an inspiring experience. Shay believes the superintendents are on board - they just need to spend time figuring out local details.
- Substitutes – Major issues for Central Oregon – We offered incentive and the unfilled rates have dropped considerably for licensed subs. Classified is still an issue. Often classified subs are hired by the districts to permanent positions.
- Retention of Staff Process – Jayel will be reviewing the evaluation process with the board members in December. He will also share those probationary teachers who are eligible for contract status this next year.
- Major new funding of federal dollars to ESDs – over \$40M from GEER, ESSER 2 & 3, will be provided to Oregon ESDs to help districts with a variety of needs.
- Meeting regularly with our 4 LSP superintendents to discuss new ideas.
- Amber Eaton is the new OAESD Executive Director

Board Report

- Board Committee Updates
 - ✓ Finance Committee – Met earlier in the day to review the audit.
 - ✓ Board Development Committee – Moving forward creating a visual of future board openings and a process. Begin by finding out if a member is interested in serving in another term. Have board members look at their sphere of influence for potential board member candidates.
 - ✓ Superintendent Evaluation – Began by reviewing past evaluations considering how to incorporate the goals. The members are getting a sense of the document itself and how to create a reasonable evaluation.

Action Items

Resolution 76-21 – Approving Supplemental Budget for the 2021-22 Budget

This supplemental budget is being brought before the Board due to unforeseen construction costs related to the new classrooms at the Prineville Education Center.

- **Bob Moore made a motion to approve Resolution 76-21 as presented. Matt McGowan seconded the motion. Motion was approved 8-0.**

OSBA Election – Legislative Policy Committee, Position #3

Courtney Snead was nominated by the Crook County SD to continue on as the Position #3 OSBA Legislative Policy Committee Representative for another term.

- **Matt McGowan made a motion elect Courtney Snead as the Position #3 OSBA Legislative Policy Committee Representative for another term. Carlos Perez seconded the motion. Motion was approved 8-0.**

Consent Agenda

- **Carol Moorehead made a motion to approve the Consent Agenda as presented. Betsy Julian seconded the motion. Motion was approved 8-0.**

Meeting adjourned to Executive Session ORS 192.660(2)(e) To conduct deliberations to negotiate real property transactions at 7:52 pm.

The meeting was called back into regular session at 8:25 pm.

Negotiation of Land Acquisition

- **Matt McGowan made a motion to have Superintendent Andrews move forward with the negotiation of land acquisition with the ability to use up to 150,000 in board reserves if necessary. Bob Moore seconded the motion. Motion was approved 8-0.**

The November 16, 2021 Board of Director’s meeting adjourned at 8:30 pm.

Peggy Kinkade, Board Chair

Shelley Knutz, Executive Assistant