

Greater Albany Public School District 8J
718 Seventh Avenue SW
Albany, Oregon 97321-2399



REGULAR BOARD MEETING

July 21, 2014 7:00 p.m.

Minutes

Maria Delapoer, Superintendent

CALL TO ORDER

Board Chair Bricker called the regular meeting of the School Board to order at 7:00 p.m.

Frank Bricker	Board Chair
Jerry Boehme	Board Vice Chair
Sandi Gordon	Director
Lyle Utt	Director
Micah Smith	Director
Maria Delapoer	Superintendent
Frank Caropelo	Assistant Superintendent
Randy Lary	Human Resources Director
Russell Allen	Business and Operations Director

A list of others present at the meeting is filed with the original minutes. It was noted that a quorum of the Board was present.

PLEDGE OF ALLEGIANCE

Board Chair Frank Bricker led participants in the Pledge of Allegiance.

BOARD BUSINESS

BOARD OFFICER ELECTIONS

Board Chair Frank Bricker began the election process for School Board Chair. Director Gordon moved to nominate Director Boehme as School Board Chair. There were no other nominations. Motion APPROVED UNANIMOUSLY.

Board Chair Boehme opened the floor for nominations for Vice Chair. Director Bicker moved to nominate Director Smith as Board Vice Chair. There were no other nominations. Motion APPROVED UNANIMOUSLY.

CORE PURPOSE/GOALS

Director Gordon began the meeting with a review of the district's Core Purpose and Strategic Goals:

Core Purpose: Educate and inspire all students to reach their full potential, equipped to be positive, contributing members of society.

Strategic Goals:

- We provide every student with challenging and motivating learning experiences that lead to continuous growth.
- We instill in every student the character traits that enable them to understand and interact in the world, appreciating and valuing differences.
- Our students thrive because every community member is a stakeholder and takes responsibility for the success of every student.

SUPERINTENDENT COMMENTS AND INTRODUCTIONS

ADMINISTRATOR HIRES

Superintendent Maria Delapoer introduced Brett Davisson and said that he had been selected as an Assistant Principal at West Albany High School. She said that Mr. Davisson was currently a teacher and administrator in Silverton. She said that he has taught at the high school level both in Silverton and Salem, Oregon.

Ms. Delapoer said that the Board would have the opportunity to confirm the appointment at the Consent Agenda.

JENNIFER MOODY EARNS AWARDS

Superintendent Maria Delapoer noted that Albany Democrat Herald reporter Jennifer Moody was recently honored by the Oregon Newspaper Publisher's Association. She stated that Ms. Moody earned a first place award for education coverage and a third place award for spot news coverage. She congratulated Ms. Moody on her achievements.

COMMENTS FROM THE PUBLIC

None.

CONSENT AGENDA

- 1) Minutes from June 23, 2014 Regular Board Meeting
- 2) Minutes from June 23, 2014 Joint Meeting with City Council
- 3) Personnel
- 4) Board Meeting Calendar
- 5) Annual Resolutions

Board Chair Boehme stated that if there were no objections the Board would approve the Consent Agenda. There were no objections. Board Chair Boehme DECLARED THE ACTION DECIDED by UNANIMOUS CONSENT.

Board Chair Boehme welcomed Mr. Davisson to his new assignment.

BOARD REPORTS

LEGISLATIVE LIAISON REPORT

None.

SUBCOMMITTEE REPORTS

None

BOARD MEMBER REPORTS

Director Utt said that he attended the OSBA Summer Board Conference. He said that he learned of the Oregon School Board's Association's legislative priorities. He said that one of the discussion topics was The Opportunity Initiative, a college endowment program. He said that the state would sell bonds for an endowment which would fund the first two years of college. He said that all of the money would go into an endowment that would grow. He said that the only expense of the program would be the bond repayment and once the bonds were repaid, there would be no further expense to the state.

Director Utt explained that one of the unexpected happening of the five-year, advanced diploma program was that the state provided funding to the school districts for fifth year seniors but the community college also received funding. He stated that the Opportunity Initiative was structured in such a way that the money would have to be used for post-secondary instruction and the Legislature could not take money from the program.

Director Smith said that he and Executive Assistant Jim Haggart met with safety and security contractor Bob Tatum. He said that Mr. Tatum was working on having training videos available when employees return to the schools. He said that Lock-Bloks were installed in the schools. He said that the devices would enable the teachers, in the event of an emergency, to quickly secure the classroom doors without having to go out into the hallway to lock the classroom doors. He said that training on the devices was going well.

Director Smith added that he spoke to several persons at PACE, the district's insurance carrier, who said that the company would fund an on-line anonymous reporting system.

Superintendent Delapoer said that safety notebooks were nearing completion and would be distributed at the meeting of principals and office managers on August 4. She said that there were a number of physical improvements happening throughout the schools. She said that several schools were receiving new internal communications systems.

Board Chair Boehme said that once the systems were in place, it would be important to maintain the programs.

Director Gordon asked if an administrator would oversee the safety and security program. Ms. Delapoer said that Mr. Hoffert-Hay had guided that program for several years and would continue to do so.

DISTRICT ACCOUNTABILITY PLAN

None.

REPORTS

None.

OLD BUSINESS

FACILITIES ASSESSMENT

Business and Operations Director Russ Allen said that he would discuss the process used in

soliciting proposals from firms for a district-wide facilities assessment. He said that the intent was to have an outside expert assessment to provide a basis for a potential citizen committee, should the Board later decide to do so.

He reported that six firms were contacted, four provided proposals, and two were selected to meet with staff and Director Smith and Board Chair Boehme on July 17. He said that the two firms that rose to the top were gLAs Architects (the architects for all the bond work except for Timber Ridge School) and HMK Company (David McKay who has done project management work for the district). He said that included in the packet were their proposals and a partial work sample.

Mr. Allen explained the process, noting that the district and contractor would decide what a model school looked like and then compare that model against all of the district's facilities.

He said that it was staff's recommendation that the Board approve a contract with gLAs Architects in the amount of \$85,000. He said that the expenditure would be from the facilities grant. He explained that if the district later sold a bond measure, the district could reimburse itself for the full \$85,000.

Director Gordon asked when the work would begin. Director Smith estimated November 15.

Director Gordon said that it was her dream to have a performing arts center for the community. She asked if gLAs Architects could be asked to consider an arts center. Mr. Allen replied that it would be possible.

Action: Director Smith moved to approve a contract with gLAs Architects in the amount of \$85,000 to conduct a district facilities assessment. Motion APPROVED UNANIMOUSLY.

NEW BUSINESS

BOARD POLICY, ADMINISTRATIVE REGULATION, STUDENT FEES

Business and Operations Director Russ Allen said that the proposed changes to Board Policy *JN*, *Student Fees*, *Fines and Charges* reflected changes in public law. He noted that the district could not withhold academic records merely because the student owed money to a school.

He said that there were two proposed changes to Administrative Regulation *JN-AR*, *Student Fees*, *Fines and Charges*. He said that previous language gave the impression that the district could access Free and Reduced Fee Meal information on individual students for various reasons. He said that federal law was very specific that district cannot do that.

Mr. Allen referred to the last page of the administrative regulation. He said that the middle school principals requested that the student body fee be increased from \$12.00 to \$15.00. He explained that there would be other avenues for students who could not afford the additional cost.

Director Smith suggested that the language be adjusted to provide the student with an opportunity to work "off" the balance owed instead of working "out" the balance owed.

Mr. Allen said that the Board would see the policy again at their next meeting.

SUPERINTENDENT SEARCH

Board Member Frank Bricker said that in the coming year, the Board would be selecting a new superintendent to replace retiring Maria Delapoer. He said that the search process was very involved and would require a number of extra meetings. He said that in the past, the district had assistance from the Oregon School Boards Association but the organization was no longer doing that work.

He said that in examining a number of search companies, the one he came up with was local and met the district's needs. He invited Greg McKenzie of Window to Leadership to address the Board.

Mr. McKenzie detailed his experience. He described the growth of his company which now included three employees and five in-the-field consultants.

He reviewed the search process information provided in the Board packet. He noted that as the Board was beginning the search action before the school year started, that gave the directors the luxury of planning the process over the course of the year in a meaningful way, to get the district into the market place at the right time. He cautioned that some districts want to rush out and be the first to choose which was not always the best course of action simply because they would be in the market too soon. He said that some districts wished to get their offerings out before the winter break, only to discover that potential applicants were on vacation travel at that time and were not considering superintendent positions then. He said that when January, February and March rolled around, potential applicants were then considering those positions. He said that early position announcements might not attract the largest field or the quality of applicants that the district would want.

Mr. McKenzie suggested that the district might wish to conduct its community engagement in October and November, document preparation in November and December before the winter break, advertising in January and February, screening and interviewing in February and March and selecting a new superintendent in mid-March. He noted that a neighboring school district closed its applications in early January and received ten applications. He said that other districts, by waiting to later in the year, averaged 25 applicants.

He said that by including staff and the community in the process early on and keeping all informed and involved, the Board would build momentum and consensus in the community and staff for the ultimate choice the Board would make.

Mr. McKenzie noted that the packet also included additional services his company would provide, a projected cost profile, and frequently asked questions.

Director Smith said that the proposal included a term called "behavior profiling." He asked what that would entail. Mr. McKenzie said that his company's philosophy was to find the right fit for the district. He stated that the application finalists would likely all be well credentialed. He said that question was which would be the right fit. He said that his company does some personality profiling to help school board fill their district's needs.

Director Smith asked of site visits for candidates, noting that Mr. McKenzie's proposal did not include budgeting for visits to the finalists' districts. Director Gordon replied that Board members would make those visits.

Director Utt asked if Mr. McKenzie participated in the Salem-Keizer superintendent search. Mr. McKenzie replied that he did not. He said that the search was guided by a different company.

He explained that one of the first things he would do was to have a planning meeting in September with key players in the process. He said that they would begin planning, develop a calendar, propose a budget, and then bring that plan back to the Board.

Mr. McKenzie said that one of the choices the district would have to make was how broadly the team would advertise for the position. He said that anecdotally, most applicants come from Oregon, Washington and California. Director Bricker said that in three superintendent searches, only one candidate was outside those three states and that applicant was not hired.

Director Smith and Director Utt noted that they were part of the superintendent search committee which selected Maria Delapoer.

Board Chair Boehme said that the proposal would come back to the Board at their next meeting.

BOARD DISCUSSION OF FUTURE AREAS OF FOCUS

Superintendent Delapoer said that the Board packets contained a summary of the many things the district was able to accomplish over the past several years. She said that she reviewed Division 22 information and other documents. She said that she also put the list together when she met with Nancy Golden to give her talking points when she would be the rally speaker later in August.

She said that the document detailed a number of things of which the district should be proud, especially since many were accomplished during difficult financial times. She said that the summary could be a starting point when the Board considered where to go from here.

Director Gordon said that the document could be starting point when the Board had its summer get-together. She said that the session could be held at her home.

Board Chair Boehme said that the information was valuable especially when conducting the superintendent search. He said that the summary detailed where the district was and the Board could identify where it wanted to be in five years.

Director Bricker said that in participating in the superintendent search, the Board would be seeking a candidate who fit the district. He said that it would really help if the Directors had a vision of where they wanted the district to go.

Director Utt agreed, noting that having a sense of direction would be important not only for the superintendent search but if the district decided to go out for a school bond.

Director Gordon suggested a work session, perhaps the first Board meeting in September. She said that administrators could provide inputs. Ms. Delapoer recommended that if the Board wished to have a work session in September, that it consider September 22 as the period between now and September 8 would be a busy time for administrators. She said that October 13 could be another possibility.

Director Smith suggested a work session prior to a regular Board meeting.

Ms. Delapoer said that September 22 would be doable. She asked Board Members to send their thoughts to Board Secretary Jim Haggart. She suggested that she could gather inputs from across the district.

Director Utt suggested two shorter sessions, one with just Board Members and the second with Board members and administrators.

Superintendent Delapoer suggested that gathering information from administrators during regularly scheduled meetings might be the best way to obtain information from a cross section of all administrators in the district.

Director Smith asked Mr. McKenzie how the information would be part of the superintendent search. Mr. McKenzie said that it would become part of the promotional literature. He said that in the last year or two, his company asked staff and community members for their priorities and vision of where the district should be. He said that there would be four or five questions that could be strategic planning questions rather than just search questions.

Ms. Delapoer suggested a work session on September 22, followed by dinner followed by a regular Board meeting.

Director Gordon asked of a Board retreat. Superintendent replied that in the past several years, the Board has not done a retreat but had instead conducted a work session.

Director Gordon said that she would host a social at her home after the Back to School rally.

SUPERINTENDENT EVALUATION

Superintendent Delapoer said that the packet contained her reflections on the goals set for her for the 2013-14 school year.

Director Smith said that he would prepare an evaluation for the next meeting.

SUPERINTENDENT GOALS

Ms. Delapoer said that she had some thoughts on areas upon which she wished to focus this year. She spoke of 3-5 year plan for digital learning to have students engaged in their own learning. She said that she was not interested in handing out iPads to third graders. She said that instead, she wished to go at digital learning from a different direction. She said that the district started with innovation grants where teachers were excited about using technology for student learning.

Albany Public Schools foundation Executive BoardShe said that the district needed to grow that enthusiasm and skill from the grass roots up. She said that she wanted to examine successful models and she noted that Director Smith had just returned from a digital learning conference in Atlanta. She suggested a committee to study possibilities or a designated position to perform research and oversee what the district's plan might look like. She said that if the district invested in technology it must have a positive impact on student achievement.

Board Chair Boehme said that the innovative grant helped teachers be engaged in digital learning.

Director Smith spoke of the conference he attended in Atlanta. He said that he spoke to other districts about using innovation grants effectively. He described how other districts scheduled their grant application process.

Ms. Delapoer said that the district was doing a good job in helping teachers use technology in their teaching. She said that she wanted to take the next step in helping students use technology to learn. She said that students were very capable of using technology and she wanted to use that interest and enthusiasm in translate that into the Common Core standards.

Director Bricker said that the district needed to be moving from the bottom up. He said that the district achieved greater results when the teachers were enthusiastic about the use of technology.

Director Utt agreed with moving from the bottom up. He said that structure would permit the district to adapt buildings to the necessary bandwidth.

Ms. Delapoer also spoke of continuing with educator effectiveness initiatives. She said that she wished to provide more principal training in providing effective feedback in teacher evaluations.

She also spoke of closing the achievement gaps for disadvantaged student populations such as students in poverty, Hispanic students, and special education students who were not achieving at the same rate. She said that she wanted educators to understand barriers to learning. She said that process might include understanding how students think and how families function. She spoke of providing equity so that all students would have equal opportunity for success.

Ms. Delapoer said that she would provide a report at the next meeting.

OTHER BUSINESS

ADJOURNMENT

Board Chair Boehme said that the next Regular Board meeting would be August 11, 2014. He said that the Board would have a social event at the home of Director Gordon after the Back to School Rally.

Board Chair Boehme adjourned the Board meeting at 8:10 p.m.

Jerry Boehme, Board Chair

Maria Delapoer, Superintendent

(Recorded by Jim Haggart)

Business and Report Items - Document Reference (filed with original minutes)