

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



REGULAR BOARD MEETING

September 22, 2014 7:00 p.m.

Minutes

Maria Delapoer, Superintendent

CALL TO ORDER

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

Jerry Boehme	Board Chair
Micah Smith	Board Vice Chair
Frank Bricker	Director
Sandi Gordon	Director
Lyle Utt	Director
Stephanie Dilbone	Student Board Member
Nate Burman	Student Board Member
Maria Delapoer	Superintendent
Tonja Everest	gave advance notice of her absence
Randy Lary	Human Resources Director
Russell Allen	gave advance notice of his absence

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 Boehme led participants in the Pledge of Allegiance.

CORE PURPOSE/GOALS

Director Bricker 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

Superintendent Maria Delapoer referred to the plaque on the wall from the Turf 4 Kids Committee. She said that a number of staff and Board Members were at the South Albany High School football game on September 19 where there was a dedication ceremony for the new turf field. She said that the Turf 4 Kids Committee members shared their appreciation to Board members and the community for their support.

COMMENTS FROM THE PUBLIC

None.

CONSENT AGENDA

- 1) Minutes from September 8, 2014 Regular Board Meeting
- 2) Personnel (with Addendum)
- 3) Intergovernmental Agreement, Northwest Regional Education Service District

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 REPORTS

LEGISLATIVE LIAISON REPORT

None.

SUBCOMMITTEE REPORTS

Board Chair Boehme said that a discussion of the superintendent search process would occur later in the session. He said that a discussion of the District Facilities Advisory Committee would also occur later in the meeting.

BOARD MEMBER REPORTS

Director Utt said that he attended the September 18 Calapooia Middle School open house. He said that the event was well attended and nicely done.

Director Smith said that he received a thank you letter from Karen and Kevin Guilford, parents of Calvin Guilford. He said that Calvin was a student at South Albany High School and completed his high school requirements a year early and was able to earn credits at the junior college. He said that Calvin actually graduated twice in one week, once from the high school and once from Linn Benton Community College. He said Calvin enlisted in the Air Force as a seventeen year-old with an Associate's Degree. Director Smith said that the family thanked the district for always ensuring Calvin had everything he needed.

Director Bricker said that he attended open house events at Oak Grove Elementary and Memorial and North Albany Middle Schools. He said that he learned quite a bit about the Smarter Balanced Assessment.

Director Gordon said that she attended the South Albany High School open house event.

STUDENT REPORTS

South Albany High School Student Board Member Stephanie Dilbone said that school was off to an excellent start. She said that the girls soccer and volleyball teams won their contests this week. She said that there would be auditions for the play, "You are a Good Man Charlie Brown." She said that the dedication for the new turf athletic field went very well.

West Albany High School Student Board Member Nate Burman said that the school year was off to an awesome start. He said that this was homecoming week and there was considerable school spirit in anticipation of the Friday football game with Churchill High School. He said that the Churchill football coach Darrell Mehl was the father of West Albany football coach Brian Mehl. He said that class elections would be October 3 and the Bill O'Bryan Annual Golf Tournament would be October 10.

DISTRICT ACCOUNTABILITY PLAN

None.

REPORTS

McKINSTRY UPDATE

Superintendent Maria Delapoer said that the Board received an electronic copy of the report from McKinstry.

Facilities Director Doug Pigman said that the last three school buildings were the most challenging. He described the complexity of the South Albany High School heating and ventilation system.

Director Utt said that he was impressed that there were so few schools in the yellow or red readiness categories.

Director Smith asked Mr. Pigman if he was receiving fewer heating and ventilation complaints. Mr. Pigman said that the difference at some schools was "night and day." He said that the system at Albany Options School went from one of the worst in the district to one of the best. He said that the systems which were the more problematic were those with a digital overly on top of an old pneumatic system.

OLD BUSINESS

DFAC RECONSTITUTION PROCESS

Superintendent Delapoer recalled that at the previous meeting staff proposed a timeline for re-convening a District Facilities Advisory Committee. She staff was ready to begin asking for applicants.

Ms. Delapoer said that the Board packet included a timeline as to how the process would roll out over the next two years. She said that the architects were near completion of their assessments. She said that principals would take a quick look at the draft of the assessments to see if they thought the architects missed anything. She said that the final report would go to the District Facilities Advisory Committee.

Board Chair Boehme asked how the district would advertise the opening of the District Facilities Advisory Committee. Ms. Delapoer replied that the application would be put out on the website and shared with Key Communicators. She said that staff wanted a balanced committee so it might mean handing applications to good candidates. She said that Board members were welcome to recruit participants.

NEW BUSINESS

SUPERINTENDENT SEARCH CALENDAR

Consultant Greg McKenzie of Window to Leadership, said that he met with Board Chair Boehme, Director Bricker, Superintendent Delapoer, and Executive Assistant Jim Haggart on September 12, to plan activities to be taken as part of the superintendent search. He said that the Board packets contained a calendar that reflected the roadmap of the steps to be taken and activities to complete.

He said that there would be a “sweet spot” in the season as part of the advertising for the superintendent position. He said that would occur after the start of the calendar year. He said that January and February would be much more active for advertising and recruiting. He said that until that time, he and staff could do community outreach, develop desired qualifications, and clarify the search process.

Mr. McKenzie said that in the fall, he wanted to talk to people. He noted that he was scheduled to work with administrators on September 25 and identify things they would like to see as part of the search process. He said that he would have questions to ask because he and his employee Susan Waddell would need certain information in their development of literature.

He said that he would meet with Ms. Delapoer and Mr. Haggart to develop a plan for meeting with other groups throughout the community. He said that he hoped to meet with high school students; certified, classified and confidential staff; and community members. He said that he would complete that work by October 22 and come back to the Board with a report at its October 27 meeting.

Mr. McKenzie said that the Board would then adopt qualifications such as, “Who are we? Where are we going? Who will take us there?” He said that information would give him what he needed to prepare the advertising literature.

He said that the target was to complete the selection process by the Board’s March 9, 2015 meeting. He said that a simplified calendar would be made public.

Mr. McKenzie said that he was requesting several actions by the Board: He said that the Board needed to approve the search calendar. He said that in order to later go into Executive Session to review applications, the district needed regular hiring practices, which it had because it was adopting a plan and it has existing Board Policies. He asked that the Board declare the Superintendent position vacant as of July 1, 2015.

He said that at the October 27 meeting he would discuss further the requirement to open to the public, an opportunity to comment on the criteria and standards the Board would use for the

search. He suggested that the Board open the floor to public comment during a regular meeting. He said that in addition to speaking with focus groups, there would be an online survey available from the district website for anyone who wished to comment. He said that the idea was to give everyone in the district a chance to either come to a meeting or go online and share their expectations for the next superintendent.

Action: Director Gordon moved to declare the position of Superintendent of the Greater Albany School District as vacant effective July 1, 2015. Motion APPROVED UNANIMOUSLY

Action: Director Smith moved to adopt the search working calendar as presented. Motion APPROVED UNANIMOUSLY.

SUPERINTENDENT SEARCH PROCESS

Board Chair Boehme asked the Board to discuss the search advertising objective.

Mr. McKenzie said that in the world of executive recruiting there were many changes happening in the advertising sites. He said that he had a listing of 30-40 advertising sites that he could use depending on the wishes of the Board. He said that the sites could be regionally or nationally focused. He said that advertising sites were now offering packages so that it would be more economical to post at several sites.

He spoke of options. He suggested that the Board consider a search package. He estimated that during the previous year, an advertising package that focused on the Western United States cost about \$800 and a national advertising package cost about \$1,500. He said that he would return to the Board at their October 27 meeting with a more definite plan.

Mr. McKenzie asked if the Board wanted a regional or national focus. Director Gordon said that she preferred a regional focus. She referenced a hiring experience she had at her place of employment. Director Utt recalled a previous conversation of the Board which indicated that a national search still tended to yield regional applicants.

Director Bricker said that he preferred a national search to find the best person for the job. Director Smith agreed. He said that a national search would give credibility to the person the Board eventually selected. He said that the additional advertising cost would be a minor expense for a possible big return.

Mr. McKenzie said that out-of-state applicants might have an Oregon connection.

Board Chair Boehme said that he preferred a national search.

Mr. McKenzie said that no action was required that evening. He said that he would come back to the Board at the end of October.

ACHIEVEMENT COMPACT

Superintendent Maria Delapoer said that she would discuss the district's draft Achievement Compact for the 2014-2015 school year. She recalled that the Board saw an earlier version the

previous spring. She said that the final document would be due to the Oregon Department of Education on October 15.

She said that there was discussion at the Oregon Education Investment Board (OEIB) and other places to require districts to set three-year rather than annual goals. She said that there was also a proposal at OEIB to really focus on third grade reading and high school completion within five years.

Ms. Delapoer directed the Board's attention to the four-year graduation rate. She said that in 2012, the district has a 75.8 percent graduation rate. She said that in 2013, that rate dropped to 55.8 percent. She said that, as the Directors knew, the drop was due to the district's adoption of the Advanced Diploma program.

She directed the Board to the section marked "Local Priorities." She said that if the participants in the Advanced Diploma program were counted as graduates, the actual graduation rate would have been 76 percent. She said that the district set a goal for the coming year of 78 percent, factoring in the Advanced Diploma students.

Ms. Delapoer said that the state was really focusing on the five-year completion rate which would take into account the district's Advanced Diploma students. She said that on the state report card, the district would receive credit for the higher of the four-year and the five-year graduation rates.

She referred to the goal of earning nine or more college credits before graduation. She said that in 2011, approximately 22 percent of students achieved that level. She said that the current goal would be 26 percent. She clarified that it was a measure the schools would have to calculate internally, and as was discussed earlier, the number of credits earned was not totally within the district control. She explained that the community college had to be willing to designate teachers to be able to award those credits.

Ms. Delapoer spoke of the goal of post-secondary enrollment. She said that the district was at 56 percent in 2012. She said that the district goal for the coming year was 62 percent.

Director Utt asked if ODE was making adjustments to the 4-year graduation rates to take into account the advanced diploma. Ms. Delapoer said that there was some discussion but some legislators were adamantly against that. She said that modified diplomas could now be counted as graduates.

Ms. Delapoer spoke of kindergarten assessment participation. She said that the district had 98.6 percent participation this year. She said that the goal for the coming year was 99 percent.

She said that third grade reading proficiency was 66 percent in the previous year. She said that the goal this year was 70 percent. She said that fifth grade math proficiency was 60 percent the past year and the district was seeking 63 percent.

Ms. Delapoer said that the goal of sixth grade not chronically absent referred to children who were not away from school more than 10 percent of the time. She said that middle school principals felt

strongly about a high percentage for that goal. She said that eighth grade math proficiency was at 65 percent last year and the goal this year was 68 percent. She said that the previous year's goal for ninth graderto have 6 credits earned was 85 percent. She said that the new goal was 87 percent.

Board Chair Boehme asked how the goals were determined. Ms. Delapoer replied that the goals were prepared jointly with principals and staff. She said that they wanted higher goals than the previous year, but wanted the objectives to be within reason.

She said that the district had two priority and focus schools, Lafayette Elementary School and Albany Options School. She said that both schools would be entering the third year of a three-year program. She said that she expected both to be out of focus status by the start of the 2015-16 school year.

Director Utt said that he heard from ODE that the goals should be accurate but also seek improvement. Superintendent Delapoer said that she could not argue with improvement.

Board Chair Boehme directed that the topic be returned to the Board at the Consent Agenda of the next meeting.

OTHER BUSINESS
ADJOURNMENT

Board Chair Boehme said that the next Regular Board meeting would be October 13, 2014. He said that the next AIM meeting would be October 21. Directors Bricker and Gordon said they would participate. Ms. Delapoer said that the Chamber of Commerce Business Extravaganza would be September 24 and the district and the Albany Public Schools Foundation would participate.

Board Chair Boehme adjourned the Board meeting at 7:46 p.m.

Jerry Boehme, Board Chair

Maria Delapoer, Superintendent

(Recorded by Jim Haggart)

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