

## **REGULAR MEETING**

The Regular Meeting of the School Board of School District 24J, Marion County, Salem, Oregon, was held Tuesday, August 12, 2008, in Room 2, at Support Services Center, 2575 Commercial Street SE, Salem, Oregon, with Chairperson Steve Chambers presiding.

**BOARD MEMBERS PRESENT:** Steve Chambers, Chair  
Ron Jones, Vice Chair  
Krina Lemons, Director  
Rick Kimball, Director  
Bob Mink, Director  
Hanten Day, Director  
Chuck Lee, Director

**EXECUTIVE CABINET PRESENT:** Sandy Husk, Superintendent-Clerk; Glenn Gelbrich, Deputy Superintendent; Rich Goward, Chief Operations Officer; Mary Cadez, Executive Director, Human Resources; Mary Paulson, Chief of Staff, Executive Administration; and Jay Remy, Director, Communications and Community Relations.

**ALSO PRESENT:** Paul Dakopolos, Attorney for the District; and Mike Miller, Professional Development.

Representing the Statesman Journal: Mackenzie Ryan

Chairperson Chambers called the meeting to order at 6:05 p.m.

### **ANNOUNCEMENTS/AGENDA MODIFICATIONS**

Chairperson Chambers made the following agenda modifications/announcements:

None.

### **COMMUNICATIONS ~ AUDIENCE** (Subjects related to agenda items)

The following citizens addressed the Board (see Sign-Up Sheet for further information):

*None*

### **ACTION ON RESOLUTION TO SUPPORT THE RESTORATION OF SIMPLE MAJORITY VOTING REQUIREMENTS**

Director Lemons reminded that this will be on the November 4th ballot and that she had brought it to the School Board because of its potential negative impact to the District as well as other pertinent entities.

DIRECTOR LEMONS MOVED APPROVAL OF THE RESOLUTION TO SUPPORT THE RESTORATION OF SIMPLE MAJORITY VOTING REQUIREMENTS AS PRESENTED. SECONDED BY DIRECTOR MINK.

Director Jones said he would not support the Resolution as he doesn't see it as being detrimental. Director Kimball said he would support it as was echoed by Director Mink with both commenting that voting was a way for people to choose whether or not to participate, and those who choose not to, should not be counted. There was general discussion on this issue, including how it affects voting in general and how it may affect the District going out for a bond. Chairperson Chambers added that he, too, would support the motion. General discussion on this issue continued with Director Day saying he would abstain from voting on the Resolution. Chairperson Chambers read the Resolution (for details, see Attachment A – Resolution Relating to Voting Requirements).

BY VOICE VOTE, MOTION CARRIED WITH DIRECTOR JONES VOTING NO AND DIRECTOR DAY ABSTAINING. 5-Yes; 1-No; 1-Abstention.

(See Resolution Relating to Voting Requirements, **Attachment A.**)

### **ACTION ON RESOLUTION TO OPPOSE THE FEDERAL INCOME TAX DEDUCTIBILITY**

Director Lemons explained that this measure would have a potential negative impact to state revenue by over \$2.2 billion by 2011-13.

DIRECTOR LEMONS MOVED APPROVAL OF THE RESOLUTION TO OPPOSE THE FEDERAL INCOME TAX DEDUCTIBILITY AS PRESENTED. SECONDED BY DIRECTOR MINK.

Director Jones and Director Day both said they would support the motion as did Director Mink. Chairperson Chambers added his agreement to support the motion and said he believed it would hurt or even cripple state entities as well as the District.

Action on Resolution Relating to Income Tax Deductibility (continued)

BY VOICE VOTE, MOTION CARRIED UNANIMOUSLY.

(See Resolution Relating to Federal Tax Deductibility, **Attachment B.**)

### **ADOPTION OF CONSENT CALENDAR**

All items on the Consent Calendar may be adopted as a group by a single motion unless pulled for special consideration.

Director Lee pulled item **3.a.(1)**.

DIRECTOR MINK MOVED ADOPTION OF THE CONSENT CALENDAR WITH ITEM 3.A.(1) PULLED AS PRESENTED. SECONDED BY DIRECTOR JONES.

BY VOICE VOTE, THE MOTION CARRIED WITH DIRECTOR LEE ABSTAINING. 6-Yes; 1-Abstention.

Director Lee—referring to item **3.a.(1)**—explained that he would abstain from voting on the minutes of the last Board meeting as he had been absent. Director Chambers added that he, too, had been absent and would also abstain from voting.

DIRECTOR KIMBALL MOVED ADOPTION OF CONSENT CALENDAR ITEM 3.A.(1) AS PRESENTED. SECONDED BY DIRECTOR DAY.

BY VOICE VOTE, THE MOTION CARRIED WITH DIRECTORS CHAMBERS AND LEE ABSTAINING. 5-Yes; 2-Abstentions.

- 3.a.(1) Minutes of Meeting held on July 8, 2008.
- 3.b.(1) Adoption and Appropriation of Grant Project Budgets.
- 3.c.(1) Personnel Actions.
- 3.c.(2) Hiring of Licensed Supervisors.

(For Adopted Items, see **Attachment C.**)

## **MONITORING REPORT: EL-2 – EMERGENCY SUPERINTENDENT SUCCESSION**

### Background

#### Executive Limitation 2: Global Executive Constraint

In order to protect the Board and the School District in the event of sudden and unexpected loss of Superintendent services, the Superintendent shall not fail to assure that at least one other executive staff

member is familiar with Board and Superintendent issues and processes and is capable of assuming Superintendent responsibilities on an emergency basis, should the need arise..

Report on Executive Limitation 2 (continued)

Evidence of compliance:

The Superintendent has ensured that the Deputy Superintendent is familiar with and capable of assuming the responsibilities of the Superintendent on an emergency basis if the need should arise.

The Deputy Superintendent is present at all crucial meetings, including Board meetings, and is kept informed of key district issues. Additionally, in the event of an emergency succession, support would be provided to the Deputy Superintendent from the Chief of Staff, Chief Operations Officer, and the Executive Director of Human Resources.

Evidence of non-compliance:

None.

Superintendent Husk explained there was a succession plan in place and that the Deputy Superintendent was informed and ready at any given time to temporarily step into the primary leadership role, if need be. She added that there was also an excellent communications network in place between the Superintendent, Deputy Superintendent, Chief of Staff, and Chief Operations Officer ready to carry out the succession plan if its ever needed.

The Board, by a head nod of consensus, agreed that the requirements of EL-3 were being met.

(See Monitoring Report: Emergency Superintendent Succession, **Attachment D.**)

**STRATEGIC PLAN UPDATE: ENHANCE THE ACADEMY  
FOR TEACHING AND LEARNING, DESIGN AND IMPLEMENT  
PROFESSIONAL DEVELOPMENT FOR CLASSIFIED STAFF**

Background

The vision of the Academy for Teaching and Learning is to empower District staff through designing, implementing, and assessing focused, quality, sustainable, job-embedded professional development in order to accelerate achievement for each student in our district. The Academy is a collaborative effort between many departments with the Professional Development Department and Human Resources serving to facilitate communication and coordination of training throughout the District.

The following are key activities currently underway supporting these goals:

- All departments are being asked to use the Avatar system to publicize training and to register District staff. Last year, 9,409 District employees (some were multiples) signed up for 235 courses using the Avatar system. District training in subjects such as Mandatory Child Abuse reporting is currently done on the Avatar system.

- The McREL (Mid-Continental Research on Education and Learning) Balanced Leadership Framework® Training consisted of eight days of instruction (48 hours) over the course of the 2007-08 year delivered by McREL trainers. This training will continue with District trainers taking over under the auspices of McREL, teaching a class for new administrators and District teacher leadership.

#### Report on Strategic Plan Update (continued)

- Administrators and instructional coaches will receive monthly training in the nine components of the District Common Literacy Model. Consultants from Rigby will present lessons on the District's literacy model, then demonstrate and model lessons in schools. The District Literacy team will work with Rigby to become licensed trainers in order to continue this work next year. Classroom teachers will have opportunities to view modeled lessons in their classrooms and do follow-up with instructional coaches.
- Over 700 of District classified staff filled out a needs assessment. This information has been compiled and prioritized and will be used to design a comprehensive catalogue of offerings for classified personnel. In addition, a team of administrative and SKACE (Salem-Keizer Association of Classified Employees) employees are interviewing selected classified employees from all of the job groups to determine what skills and training should be imbedded in classified job descriptions. A Program Assistant has been hired to work with District leadership and SKACE leadership to coordinate classified training.
- Training is planned for school personnel as they become involved in the implementation of the Formative Assessment System. Last year, administrators and teachers in the pilot schools were trained to use this system. As new schools are added, staff will be trained to use this system to develop common assessments, plan for instruction, and design interventions for struggling students.
- Training for instructional coaches will continue with five days of training and five days of on-site coaching in the collegial coaching model for newly-hired coaches. In addition, all coaches will receive an additional three days of training in the collegial model, two days of training in specific strategies for coaching literacy, and training in standards-based math, leadership, classroom management, effective instruction and other topics.

#### Challenges, Opportunities and Goals

The District is working towards meeting the high demand from both licensed and classified staff for professional development opportunities which are meaningful, research-based, and results-orientated. This year, an on-line professional development handbook will be published with information for schools and departments in areas such as funding sources, venues, professional development training resources, and the growing professional development lending library as well as others.

Coordination and communication between departments and schools continues to be a challenge, but a common calendar, ongoing communication through the Education Services Leadership Team (ESLT), the elements of the District Strategic Plan such as the common literacy model, a common secondary professional development focus, and centralized control of funding sources such as Title IIA help to sustain a common vision for professional development.

#### Summary

The Academy for Teaching and Learning is in the small center of the large Venn Diagram of Professional Development in the Salem-Keizer School District. District departments and schools implement professional development in order to meet the unique needs of their employees and to support the goals and priorities of

the District. The goal is to coordinate these efforts, improve the overall quality of professional development, and support the work of the District as defined in the Strategic Plan.

Report on Strategic Plan Update (continued)

Mike Miller, Professional Development, reviewed the professional development classes and activities that were currently taking place as well as the training that is planned through the District's Academy for Teaching and Learning. He pointed out that the District's professional development was (see Attachment E for details):

- A collaborative effort.
- Based on annual goals.
- Creating sustainability with an effective professional development foundation.
- Following the elements of the District's Strategic Plan.
- Following a positive vision.

There was general discussion on recommended training for staff and how it's compensated and tracked/monitored, office coverage during training, and the wonderful overall District focus on professional development.

(See Strategic Plan Update: Enhance the Academy for Teaching and Learning, **Attachment E.**)

**INFORMATION ON SALEM-KEIZER PUBLIC SCHOOLS  
HEAD START PRE-KINDERGARTEN PROGRAM**

This is an annual report that comes to the School Board. For further information, see Attachment F.

(See Information on Head Start Pre-Kindergarten Program, **Attachment F.**)

**FUTURE WORK SESSIONS OF THE SCHOOL BOARD**

(See **Attachment G.**)

**BUDGET COMMITTEE MONTHLY MEETING SCHEDULE**

(See **Attachment H.**)

**ADDITIONAL AUDIENCE COMMUNICATION**

(Subjects not related to agenda items)

The following citizens addressed the Board (see Sign-Up Sheet for more information):

Byron Harmon, 1495 Beaumont Drive, Salem.

### **SCHOOL BOARD REPORTS AND HIGHLIGHTS**

Board Directors highlighted their recent activities, such as attending school, District, and community functions, conferences and seminars, and other community or local government meetings and events; and provided updates on other areas of participation or attendance.

### **SUPERINTENDENT'S COMMENTS**

Superintendent Husk commented on the following:

- The Salem-Keizer community team (community leadership representatives) recently attended the Excel Training, which was very energizing.

NO FURTHER BUSINESS BEING PRESENTED AT THIS TIME, CHAIRPERSON  
CHAMBERS ADJOURNED THIS MEETING AT 7:04 P.M.

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Chairperson

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Superintendent-Clerk