

## MINUTES

18/ An Executive Session was held on June 8, 2009 in Room 312 of the District Administration Center under ORS 192.660(2)(e) Real Property, ORS 192.660(2)(h) Legal Counsel, and ORS 192.660 (2)(i) to discuss matters pertaining to Superintendent Evaluation. Chair Bigley called the Executive Session to order at 4:07 p.m. Those present included Nancy Bigley, Jonathan Light, Garry Weber, Laurie Adams, Nancy Golden, Jeff DeFranco, Brett Yancey, Karen Lewis, Dwight Purdy, Legal Counsel, and Anne Williams of *The Register-Guard*. Al King was not able to attend the session. The Executive Session was recessed at 5:20 p.m. and would continue immediately after the regular board meeting.

A work session was held on June 8, 2009 in the First Floor Conference Room of the District Administration Center for board members to hear updates from departments on strategic plans. Chair Nancy Bigley called the work session to order at 5:35 p.m.

Board members present included Chair Bigley, Garry Weber, Jonathan Light, and Laurie Adams. Mr. King was not able to attend the meeting. Others identified in attendance included Nancy Golden, Tom Lindly, Brett Yancey, Jeff DeFranco, Karen Lewis, Keith Hollenbeck, Dawn Strong, Sara Ticer, Matt Coleman, Jim Horton, and Judy Burton.

### **Technology Services**

Tom Lindly presented the accomplishments for the 2008-2009 school year for the Technology Services and Transportation departments and shared new initiatives for the 2009-2010 school year. He shared about the department's supported for Bond Basic projects including fiber internet connections at all urban schools, card wipe & door lock systems and wiring and IDF updates.

Mr. Lindly described the creation of a new computer networking system connecting the entire district online, which would be completed this summer. He said it was an unusual opportunity, to start a network from scratch. There would be both a wired and a wireless network, he said, with every classroom having a ceiling-mounted projector, 33 desktop machines, and access to cards. They had met with school staff and demonstrated the technology, presenting the kinds of resources that were available and allowing the teachers to choose what they wanted in their classrooms.

They were able to use a voice-over IP technology which offered regular telephones over the network lines, with some interesting capabilities not available with standard phone sets. All of the equipment had been purchased and was in the warehouse, Mr. Lindly said.

Data Warehouse Development: Basically data warehouse was a big repository for data from a lot of different systems, from which would allow for data to be combined for many different purposes, he said. There was a good-sized system for dealing with behavior management, and elementary report cards could be now be done online.

It was estimated that about \$1,000/ month was being spent currently just to run the server. With the new blade servers, the cost would be only about \$75/ month, he said, and when the new system was fully implemented, approximately \$2,000/ month savings should be realized. Additional servers, when needed, could be set up in about 30 minutes, where before it could take several weeks.

A new web filter had been implemented which provided good control over what went on over the internet in the school, Mr. Lindly said, and also excellent spam filtering and enforcement of email rules were available. A new centrally managed wireless framework was installed, he said, which allowed central control of the

whole system.

A district technology plan had been developed, he continued, including the district's vision, specific pieces of the network, and instructional technology, and this plan allowed the district access to certain grants. The goal of the instructional technology cadres was to build specific capabilities, he said. He felt it was remarkable that connection points for wireless access could be put where needed.

Another big point was megabit bandwidth, Mr. Lindly said. Currently the district had 20 megabits going to the internet, which was full nearly every day. Now there would be capability to limit bandwidth to certain applications and give more to others, helping to manage bandwidth usage. Portland had 200 megabits tied to Google, he noted.

Superintendent Golden commented that it was great to see ways being found to save resources while also building capacity. Mr. Lindly mentioned a number of ways that efficiency was being enhanced, such as software that would minimize the number of computers needing to be accessed individually for testing applications. He said that a State Ed Tech Grant was being applied for and seemed possible to win, which would provide \$250,000 over a two-year period.

Mr. Lindly commented that with the oversight of Drs. Coleman and Hollenbeck, it was now possible to provide much of the assessment, behavior and attendance data and classroom grades online. A little more work was needed to complete applications for Transportation, Finance and Nutrition Services, he said. The SpEd and HR systems needed some more work as well. The senior analyst position would be missed this year, he said, a position which was lost due to budget cuts.

In response to a question by Mr. Weber about how staff development was occurring for the Tech Department's staff, Mr. Lindly said that they had attended some conferences, trade shows and trainings, and done a lot of reading. They were looking for more free opportunities at this time with the current budget challenges. Apple would give some training, he said, and specific issues were being addressed with them.

### **Transportation Department**

Mr. Lindly remarked that 880,000 miles had been driven over the past school year. A major piece of work accomplished was a transportation survey, which would be more fully presented to the board in the fall. The goal of the survey was to pinpoint challenges that needed addressing, which resulted in a list of 138 opportunities for improvement, some of which were very small things, and others larger, he said. An inclement weather procedure had been developed and a number of other procedures were developed to standardize processes throughout the department. A new transportation routing software was installed and implementation begun. GPS's were installed on buses, and all routes were built into the computerized system, he said. The Transportation budget process was being broken down into different pieces to identify just where money was being spent.

Two big goals for Transportation, Mr. Lindly remarked, were to streamline operations and to implement selected findings from the report. An attempt was being made to reduce prices for field trips. Athletic trips would be knocked nearly in half, he said. Their estimated cost per mile was \$4.28, including overhead. A run up to the Dalles for a baseball game and back cost about \$1700. Eliminating some of the fixed costs would bring the trip down to about \$700, he noted. Time management and department management structure would be looked at for efficiency, he said, as well as alternative fuel possibilities. As well, stimulus money opportunities would be researched. New pollution regulations had been met, he noted, which meant very low emissions.

### **Business Operations Department**

Brett Yancey commented about risk management that three incidents arose during the first few days of school where the incident command team had to be brought together and emergency protocol was called upon. It

was a real eye opener to him, he said, and a team effort was made to write up all protocols. He also began this last year to assist with the coordination of legal matters, and was surprised by the number of tort claims received.

Transitioning the Nutrition Service's program back in-house was a major effort, including hiring of some new staff, creating all new menus and recipes, developing a marketing program and transitioning to a scan-able program for free and reduced meals, and coordinating the Wellness Committee and the ODE audit. The audit went well, he reported.

One of the biggest projects of the department had been the implementation of a new software program called Infinite Visions for payroll and other business operations, which had needed a lot of preparatory time. Paper had been eliminated from business processes now that everything was done electronically. The transition from the old system to the new would be complete as of July 1, Mr. Yancey said. Between HR and other departments, the new system was more sophisticated than those used by some of the other school districts.

A coordinated effort had been made to manage accounting systems for replacement elementary schools, bond basics projects and the expansion of A3, Mr. Yancey continued. Last year a bond budget of approximately \$40 million was adopted with \$34 million being spent in twelve months, which was an amazing job, he said. Mr. DeFranco remarked that the amount of paperwork involved in such transactions was tremendous, and that Yolanda Bird had done an extraordinary organizational job. Information was very efficiently archived for future needs, he noted. He also commended Will Lewis for his management of cash flow, making sure investments were maturing at appropriate times. Two percent interest was being realized on the investment portfolio for the entire bond, which was unheard of, he said.

For the budget process, Mr. Yancey reported that he had worked hard with Superintendent Golden through the fall and winter holiday, coming up with a very well articulated plan, which included mid-year reductions that were very difficult for everyone. He reported that employees were very gracious and appreciative, and wonderful to work with. He had managed the transition from the very large budget document to the newer, lighter document that was much easier to use. Mr. Yancey lauded the efficient and strong leadership of Dawn Strong and Superintendent Golden in the mid-year collaborative discussions with associations to come to budget reduction understandings.

Initiatives for 2009-2010 would include further work with the Risk Management program, with duties of the Risk Manager position being absorbed by Mr. Yancey, since the position was being eliminated.

A five-year plan for Print Services operations would be implemented, including how to keep costs as low as possible while maintaining connection with the curriculum and internships with students. Mr. Yancey would be an active participant in bargaining processes coming up, he noted. Research and development recommendations for efficiencies with warehouse/ delivery functions of the district would be produced, he said.

An interactive web system in the Infinite Visions program would be implemented, Mr. Yancey continued, which would allow staff to interact with HR electronically in different ways. As well, Nutrition Services was still in transition, with big concerns around student participation. He noted that student feedback would be coming soon. Support for the RtI/ Community model through budgeting and financial management would continue, Mr. Yancey concluded.

Chair Bigley asked if, regarding developing a plan for efficiencies for warehouse and delivery, the question of whether or not to keep a warehouse was being considered. Mr. Yancey replied yes, it was a fair question, and that there were two warehouses currently – one for Nutrition Services, which would still need some warehouse space. Chair Bigley remarked that a parent or family survey might help in terms of getting needed feedback about student participation in meals. He said that cooks had recently provided some feedback as

well and would be questioned further. Superintendent Golden suggested also talking with administrators.

Ms. Adams appreciated that the district's Leadership Team was very proactive in assessing needs and providing resources to fill the needs.

### **Facilities Department**

Mr. DeFranco explained that this job entailed identifying, aligning and leveraging the resources, finding matching funds, and determining best use of the resources with upfront investment and long-term savings. One accomplishment this year was implementation of the school security technology upgrades at the high schools and next year upgrading at the middle schools was planned. There had been \$180,000 in school security earmark dollars together with bond money to provide security fencing at Thurston and Springfield High Schools. For the middle school upgrade, there was a \$77,000 bond allocation for card swipe implementation, he said. As well, a grant had been applied for from the Department of Justice, which required 50% matching funds for card swipes to match security cameras at the middle schools.

For bond basic projects, ADA upgrades at Springfield and Thurston High Schools were being done, as required by the Civil Rights audit. Other projects included Hamlin CPTED fencing, key cards at Riverbend, and at Waltherville a boiler/ heating and ventilation system was being replaced via the bond, with some QZAB funds being used to replace the roof at the same time. The South A parking lot serving Gateways and A3 was deteriorating, and Mr. DeFranco had identified some QZAB money for asphalt in combination with \$50,000 CDBG recovery funds for a parking lot retrofit. The retrofit included additional lighting and infiltration planners, which would deal with storm water runoff and provide seating for Gateways students, similar to what existed at A3, he said, and would also be a resource for downtown.

In terms of long-term property planning, Mr. DeFranco noted that this year was mostly about assessment of all sites, and that next year would be about site selection and acquisition. He had become involved in the community in many ways, representing the district on several committees, he said. Major projects for completion would be closeout details of new school construction at Maple and Thurston Elementary Schools and A3. He noted that being present onsite frequently during construction this year had paid off well, making a big difference in potential problems being caught early, providing monetary savings and design improvements.

Starting with meetings with local legislators last fall, asking for support, the pursuit of federal stimulus dollars for construction projects continued throughout the year, Mr. DeFranco said. The big pot of money that had been hoped for was not won, but there were many smaller pots to be pursued. A grant from the Department of Energy was still waiting for word. Being a member of the Center for Innovative School Facilities Board this year had put Mr. DeFranco in a first-to-know position. Community Develop Block Grants for \$50,000 for the South A parking lot and \$23,000 for the Maple Elementary playground and another \$50,000 for roofing and siding at the Brattain House had been received, which meant the total allotment of these grants came to Springfield District. More energy efficiency block grants were being looked into now, he said. Much paperwork was involved with all these grants, he noted, but the effort was worthwhile in such a down turned economy.

For custodial goals, Mr. DeFranco mentioned for the current year the creation of furniture standards, which was a collaborative effort, and production of building operation manuals at the elementary school level. For 2009-10 the manual project would be pushed out to middle and high schools, and there would be a focus on custodial standards, given reduction in staffing, and work with waste reduction and energy efficiency, including recycling. He said that next year as well a master plan would be developed for district operations, which could potentially be used in applications for stimulus grants for environmental improvement of industrial sites.

The entire Leadership Team was praised by the board for their amazing accomplishments.

June 8, 2009

Page 4 of 14

The work session was adjourned at 6:55 p.m.

A Regular Meeting of the Lane County School District No. 19 Board of Education was held on June 8, 2009.

### **1. CALL MEETING TO ORDER AND FLAG SALUTE**

The Springfield Board of Education meeting was called to order in the boardroom of the District Administration Center at 7:00 p.m. by Chair Nancy Bigley and was followed by the Pledge of Allegiance.

#### **Attendance**

Board members in attendance included Nancy Bigley, Laurie Adams, Jonathan Light, and Garry Weber. Mr. King was not able to attend the meeting. Others identified in attendance included Nancy Golden, Marshall Curry, Kyle Barley, Cassidy Peterson, Logan Lewis, Torii Phillips, Michelle Mudder, Jordan McCray, Jordan Magill, Cam Nguyen, Brett Yancey, Dawn Strong, Sara Ticer, Matt Coleman, Jeff DeFranco, Judy Burton, Keith Hollenbeck, Yvonne Atteberry, Judy & John Svoboda, Paul Weill, Sheila Turner, Val King, Reis Kash, Wade Richardson, Jessica Walker & Family, Chris Reiersgaard, Jim Horton, Karen Babcock, Sarah Lewenberg, Jerry Prud'Homme, Kathryn Anderson, Katie Yates, Ken Raymen, Marion Malcolm, Anne Williams of *The Register-Guard* and Craig Murphy from the *Springfield Times*.

### **2. 2009-2010 STUDENT BOARD REPRESENTATIVE INTRODUCTIONS & COMMUNICATION**

Logan Lewis and Cassidy Peterson introduced the 2009-2010 student board representatives from Thurston High School, Michelle Mudder, next year's ASB President and Jordan McCray, ASB Vice President. Superintendent Golden reminded the board that this was the first election where the campaign happened over U-Tube on the internet. There was a tie following the first vote, so the campaign extended an extra week.

Marshall Curry and Kyle Barley introduced the 2009-2010 student board representatives from Springfield High School, Jordan Magill, ASB President, and Cam Nguyen, ASB Vice President.

Superintendent Golden remarked that Gateways and A3 would wait until next year to bring the new student representatives to the board.

Chair Bigley congratulated the new student representatives. The students were told that there would be a more formal orientation where there would be sharing about how the board functioned. Mr. DeFranco asked the students to leave their full names and contact information with Karen Lewis.

### **3. RECOGNITION: BUS RODEO COMPETITION**

Jim Horton, Transportation Supervisor, said that a number of Transportation Department Employees were recognized for their participation in the State of Oregon School Bus Safety Exercise. He said that the original exercise occurred early in May, and then in late May the State exercises occurred. Drivers from Springfield competed in both of the exercises, which involved eleven precision driving challenges, such as parallel parking, as well as a 75-question test given before the competition. Competition was against other school districts, and also against their own earlier scores. Five bus drivers had gone to the State competition this year, Mr. Horton said, and one (Rob Gibeau) was present at the meeting tonight. Mr. Gibeau had taken first place in the Transit District competition and missed going to the national competition by only ten points. Mr. Gibeau was congratulated for being a first place winner. The five district winners were: Kim Callagan, Rob Gibeau, Kim McDonald, Kim Miller, and Susan Montgomery.

### **4. WORK SESSION SUMMARY**

Mr. Weber provided an overview of the work session held before the regular meeting. He noted that at the end of each school year, heads of the various district departments gave reports to the board. Tonight the

board had heard updates about this year's accomplishments and goals for the next year from Technology Services, Business Services, and Facilities. Other departments would report at the next work session.

## **5. SAFE & RESPECTFUL SCHOOL REPORT**

Paul Weill said there would be two parts to the report: 1) an update on the Diversity and Equity Cadre, and 2) an update on Behavior.

Superintendent Golden recognized participants of the Safety and Respect for All Committee who were in the audience, noting they had done much of the work that would be reported tonight: Reis Kash, Wade Richardson, Jerry Prud'Homme, Tim Harold, and Jessica Walker.

Valerie King said that she and Sarah Lewenberg were representing a subcommittee of the Diversity and Equity cadre, and their project was production of an video for elementary students. Some of the video's actors were introduced, including Guy Lee students Marissa Walker and Manuel (Manny) Guizar. Each school would receive a copy of the video and other materials, Ms. King said.

The video was a collaboration between members of the Diversity and Equity Cadre, others in the district, students and staff. A3 students filmed and edited the video, and one of their students also starred in it. The video was shown to the board and others present. Its main theme was language that disrespected students in various ways, and the encouragement to use more respectful words.

Mr. Weill explained that one of the goals of the cadre was to promote awareness, understanding, and behaviors that supported cultural competency in the district. Another goal was to engage students and staff in issues of diversity and social justice. All students needed to feel safe and respected, he said. A big issue in the district was a persistent gap in achievement, largely based on race and levels of poverty. Mr. Weill presented data showing 10<sup>th</sup> grade reading scores, with Asian students ranking highest, Whites next, and those of American Indian descent, African American and Latinos were lower. Overall, 58% met or exceeded reading standards, and the goal was to have 100% of students reach these standards.

The cadre had been meeting once each month since last spring, Mr. Weill remarked, and was funded by a grant from the Oregon Leadership Network (OLN). Cadre members included a cross-section of people from classified, certified and administrative staff; elementary, middle and high school staff; diverse individuals of gender, race, age and experience; and all united by commitment to diversity and social justice. The cadre held trainings, equity audits, and engaged in projects and services.

Trainings had been given in how to respond to discriminatory language, issues of racism, understanding of the achievement gap, how to create a more culturally proficient school, a special training for school counselors on equity and diversity, and Spanish for staff members.

Equity audits included analyzing of data throughout the district by disaggregated groups, including poverty, race and gender, and then using the information to inform instruction. Students and staff had been interviewed to get a sense of issues that were affecting them.

Projects and services of the cadre included production of the video, maintenance of a professional library supported by a grant, providing web resources on a curriculum web page, creation and distribution of a diversity newsletter called eQuality. For next year events were being planned, such as a Martin Luther King celebration, the Latino Family Conference and others. Another video was produced in Spanish to help Spanish-speaking families understand how they could support K-3 students with reading. The cadre was very active with the Pow Wow, offering funding and volunteers. Support was given as well to the Multicultural Student Union at Springfield High School, a group of students who had created the Use Another Word campaign and did a lot of work around diversity issues. At Thurston High School study circles were supported, which were groups of kids who gathered with adult leadership to discuss issues of diversity.

Future goals included addressing the achievement gap, implementing more staff training, developing the equity audit process, identifying new projects and services, and replenishing the cadre membership as past members moved out.

Mr. Light commended the cadre for their great work.

Matt Coleman distributed a packet of information regarding baseline data being collected by the district's Positive Behavior Support (PBS) team in order to provide direction for the district around harassment, bullying and intimidation. The organizational structure would be put into play for the 2009-10 year, he said. Since Dr. Hess was leaving the district, Superintendent Golden would chair the Response to Intervention Leadership Team and would oversee initiatives in literacy, math, and positive behavior support. There would be a team dedicated to positive behavior for the district, which would focus on the "what" of the program, including desired direction, vision and outcomes for the district. Dr. Coleman said that PBS support teachers at each building would become a professional learning community to do the "how" work through school-based teams.

The data for elementary schools, he noted, was not accurate and needed some different measures for the next year. For middle schools, Briggs showed very positive trends, probably due to schedule changes made at that school. Three of the other middle schools were moving in that same schedule direction, he said, with Thurston being the only school not changing schedules. High school data was compiled only for Thurston and Springfield, as the other two had more extreme ratings in different directions (A3 with fewer suspensions and better attendance and Gateways with more problematic attendance and suspensions). Both Thurston and Springfield showed suspensions on a downward trend for the past three years, although attendance below 90% for the school year averaged nearly 30%, which was deemed poor and needed attention, Dr. Coleman said.

Data regarding various types of harassment, Dr. Coleman felt, was under-reported, with under 400 incidents reported for the year district-wide. A new program called "Speak Up" would be implemented next year, he said, where K-12 students would learn how to report harassment, bullying and intimidation, as well as how to access support. Pie diagrams were presented that distinguished a few types of harassment, with the largest parts of the pies being "other" and undistinguished. Annual professional development should also help ensure that harassment was being accurately reported and dealt with.

Dr. Coleman stressed that the more specific the reporting could be, the better the intervention efforts could be. Mr. Weber suggested that the five current classifications of harassment needed to be expanded to at least ten classifications.

Ms. Adams suggested that skills such as Speak Up were ones that were needed for lifetime skills. If this skill could be taught at an early age, she felt, individuals would become greatly empowered.

Dr. Coleman pointed out an overview of outcomes related to district-wide positive behavior support. He said that focus in the coming year would be action at the district and building levels, with future actions planned for classroom and individual levels as well. The Data Warehouse application, he said, pulled all data on a student into a single place, which would make intervention possibilities much more efficient than in the past.

Superintendent Golden reflected that the new systems being implemented went a long way in making all kids feel safe and respected. She saw these as essential parts of the important goal of raising the bar for all and closing the achievement gap.

## **6. PUBLIC COMMENTS**

Chair Bigley called for public comment.

June 8, 2009

Page 7 of 14

Karen Babcock offered her appreciation to the District's Leadership Team for their work during the challenging times of budget shortfall. She had heard that some district certified librarian positions might be in danger of being cut. She argued that Springfield was unique in having many students from outlying rural neighborhoods where access to city libraries was not possible. She felt that certified librarians in the schools were necessary to support kids with possibly the only libraries they would ever be able to use, and asked that these positions not be cut. With all the resources that had been allocated in the district for increasing Literacy, she felt that having certified librarians was a real priority.

*Mr. Bookman*, aka Ken Raymen, said that he read stories to Head Start, kindergarten and first grade classes. He read a "story" for the board about an honored librarian who had won awards and had been greatly involved in the important district Literacy projects. Her position was being cut, he said, and she was reassigned to teach first grade. Mr. Bookman was on a mission to discover if there were any possibilities in next year's budget to fund the library FTE so that she could be reinstated as a librarian, and said he would return to the next board meeting with his findings.

Principal Sarah Lewenberg offered a board visual presentation about the My Family Center annual event, sponsoring the Guy Lee Summer Education Challenge. She said that many community groups and individuals had come together last Tuesday to support hands-on as well as more academic summer programs for kids.

Jerry Prud'Homme said he had served on the Safety and Respect For All Committee and was very pleased when the board two years ago had taken a very proactive step to include sexual orientation under the district's harassment policy. He was a little dismayed, he continued, that it had taken the board so long to endorse the House Bill on harassment that had passed. He encouraged the board to step up and take the same kind of leadership as it had in the past to endorse the legislation. He was glad to hear Dr. Coleman's presentation this evening about the Speak Up project proposed for next year.

## **7. SUPERINTENDENT EVALUATION**

Chair Nancy Bigley read the following letter:

*Dear Dr. Golden,*

*It is with pleasure that we, the Springfield School Board, submit to you a formal evaluation of your performance as Superintendent of Springfield Public Schools. We have reviewed your "Collection of Evidence" and have shared personal thoughts and perspectives to develop a comprehensive evaluation. It should be noted that it was our intention to utilize a 360-degree evaluation process, as we have in previous years, in order to gather feedback from internal and external district communities. However, the strain that the state budget shortfall placed on our 2008-2009 budget prompted us to use the traditional method of evaluation this year.*

*One of your most noticeable qualities is your outstanding ability to connect with our community. You have developed relationships and have been present and approachable with our administrators, teachers, and support staff; our community at large; and remarkably, but not surprisingly, our Springfield students. Through this natural and genuine characteristic, you have developed a strong sense of trust and compassion in these relationships. This personal quality has been key to your success in navigating tough circumstances.*

*Our school district, similar to those across the state and the nation, has felt the pressure of a downturn in the economy. In December, the Springfield school district was presented with the daunting task of reducing our current year budget by \$3.1million to cover a shortfall presented by the governor in November. In January, preparing for deeper cuts in the 2009-2010 budget, you strategically led the District through this economic crisis with methods that included effective and meaningful conversations with our associations and communications with key stakeholders and staff. Your commitment to building trust and the culture in the district that this commitment created was instrumental in the unusual but favorable method of process and the ensuing results.*

*In spite of the challenges our budget crisis created, student achievement and the vision “Every Child a Graduate Prepared for a Bright and Successful Future” remained your focus. You have developed a leadership team that supports your vision and that has worked closely with building administrators and educators to integrate a Response to Intervention (RTI) model and the new Math adoption. Using data, our challenges are recognized as opportunities and our successes are modeled.*

*In your “Collection of Evidence 2008-2009”, you have outlined our board goals for you and you have provided examples of actions taken and completed to reach these goals. We are appreciative of the strategic and tireless approach you have taken to successfully achieve these objectives. You consistently demonstrate exemplary leadership to benefit our students. The word “dedicated” is inadequate to describe your attitude towards our students, staff and schools.*

*Our school district has had the benefit of many successes and reasons to celebrate this year. To mention just a few:*

- The continuous growth of our Literacy initiative is truly inspiring. We realized a 50% growth in student involvement in our district Battle of the Books program. In addition, the Gift of Literacy was recognized nationally as an outstanding program earning the 2009 Magna Award from the Sodexo Corporation and, with it, a \$4000 donation.*
- We opened the newly expanded Academy of Arts and Academics (A3) in April. The first graduating class of A3 received their diplomas this June.*
- The new Maple and Thurston Elementary schools are near completion and we eagerly await their opening in September.*
- The development and significant progress of two legislative bills related to technology: one to develop a long-term plan in the area of technology, the other to improve opportunities for our students to access on-line learning.*

*You received personal recognition this year, proof that your gifts as a leader reach beyond our school community. You were one of just four recipients to be honored by The Oregon Commission for Women as a 2008 Woman of Achievement. You have remained an active member of the Springfield Diversity and Equity Cadre and activities related to the Safety and Respect for All (SAfER) organization, for which you were awarded their 2009 Human Rights Leadership Award.*

*Dr. Golden, you have the unique and extraordinary ability to bring out the absolute best in everyone. In our combined observations, you have been seen interacting with large groups, small gatherings and with individuals. No matter who THEY are, (long-time friend or first-time acquaintance, ardent supporter or toughest critic) you are consistently stellar in your kindness, fairness, and consideration for all. This “intangible” is what sets you and our district apart. We receive this benefit in Springfield Public Schools every day because Nancy Golden works so wonderfully as our superintendent....and we are fortunate. You are a community treasure that keeps getting better!*

*We commend your successes as our Superintendent of Springfield Public Schools and look forward to continuing our work together.*

Chair Bigley noted it was a pleasure to look back on a year of extreme challenges and to acknowledge Superintendent Golden for her skills and accomplishments in navigating such challenges.

## **8. CONSENT AGENDA**

### **A. May 11, 2009 Board Minutes**

### **B. Personnel Action, Resolution #08-09.059 and the Personnel Action Addendum, #08-09.059A**

#### **Leave of Absence**

Andria Martin

Rebecca Overholt

Stacey Torres  
Retirement  
Vicki Jefferson  
Resignation  
Lynsey Arnold

Michelle Williams  
Marjorie Maxwell  
Ryan Christner

**Motion:** Ms. Adams, seconded by Mr. Weber, moved to accept the Consent Agenda, with the addition to the Personnel Action. The motion passed unanimously, 4:0.

## **9. FIRST READING**

### **A. Financial Internal Controls**

Brett Yancey recommended that the Board of Directors review, as a first reading, the written internal controls document as presented by the administration. He noted that this document was written in response to a request by the board's auditors, after waiting for the integrated software system to be put in place and functioning.

## **10. REPORTS AND DISCUSSION**

### **A. A3 Mural Presentation**

Jeff DeFranco explained there was a process where any mural to go on school walls needed board approval. The A3 expansion and renovation was now complete, he said, except for some exterior work, including the mural to be created on the west side of the facility. A grant supporting this mural was awarded by the Oregon Community Foundation and provided funding for paint, supplies, materials and a guest artist, Shelly Albrich, who was in attendance at the meeting to offer more details. He remarked that this was also part of the district's public improvement project work required by the City of Springfield, so it was a win-win partnership. Students would work with Ms. Albrich over the summer, Mr. DeFranco said, and was hoped to be completed by early September, followed by a dedication ceremony in late September or October.

Ms. Albrich commented that the 22 students in the mural class had been working since February to create the mural design. The process was complicated, because of the desire to represent the many different aspects of A3. Beginning June 24 from 9:00 - 1:00 the class would be painting the mural, and would continue to work three days each week, Tuesdays through Thursdays, throughout the summer. The following students were introduced: Kelly Eriksen, Jesse Eriksen, Kiya Weiss, Jeremy Black, and Torii Phillips

Much creativity and diversity were represented in the styles and design of the mural. It was felt that the mural represented the school very well. There would probably be a dedication plaque mounted with the mural, Mr. DeFranco said, noting when it was created and honoring the funders and Ms. Albrich and the students.

### **B. New Student Representatives Communication**

Michelle Mudder, Thurston's new ASB President, said their campaign had been very competitive. After the tie vote, a second week's campaigning ensued, with speeches given at each class level.

Jordan McCray, Thurston's new ASB Vice President added that the extra week of campaigning produced even greater enthusiasm for the election.

Jordan Magill, Springfield's new ASB President, commented that their race had also been very competitive and that there had been three teams running. Their campaign speeches had been given to the entire student body during lunch, and included chanting of , "Yes we Cam," and other such slogans. They had attempted to appeal to all classes by getting to know as many students as possible.

Cam Nguyen, Springfield's new ASB Vice President, said their theme had been the recent national election because Jordan had played more of a McCain-type figure and Cam more of an Obama-type.

### **C. Grants and Development Update**

Jeff DeFranco provided an overview of the district's efforts to secure grants. Many grants had been applied for, though not so many were received, he said, because of either lack of need or of meeting the specific criteria of the grants. This year much work had been done to get information about small grants out to sites, teachers, principals and PTA's so that they could apply for support.

A monthly e-Grants newsletter was begun this year with tips and tricks about how to write grant applications, as well as information about available grants for the arts, literacy, and general school support. Grant training sessions had been led at the beginning and middle of the year. As well, Mr. DeFranco said, weekly information was provided to school secretaries and administrators.

Grants were pursued to support or extend existing initiatives and enhance current projects, and especially to offset budget and staff reductions. A few staff positions next year would be funded by grants, he noted. Grants for matching funds were also pursued. Another task had been tracking the American Recovery Reinvestment Act's funding available. There were some food service equipment grants, some facility and energy grants, and also curriculum and instruction grants and transportation grants that had been tracked and brought to the attention of specific stakeholders.

Applications this year had totaled \$4.2 million, while \$848,000 had been awarded for the upcoming year, and an additional \$1.5 million over the next four years, for a total of about \$2.4 million total. There was still another \$49,000 to be awarded, he said.

Sometimes outside grant writers were brought in to help when large grants were at stake, Mr. DeFranco noted. Most grants, however, were applied for through overtime work of regular staff.

A handout he distributed separated grants into federal, state, local, foundation, organization, United Front and Development. Grant season was nearing an end for the year, he said, and there would be some time over the summer to work on improving tools and creating action plans and roles for the future. In the fall there would be a small retreat with some of the key stakeholders to take a look at key priorities for funding for the new year.

### **D. Student Responsibilities & Rights Handbook**

Matt Coleman reviewed the significant changes that needed to be added to the Handbook for next year. He noted that pages 1-5 of the changes outlined the language around harassment, bullying and intimidation to bring alignment with the most recent legislation, including an outline of steps for a harassment victim to take. Sexual orientation was being added as one of the grounds for harassment, bullying and intimidation. A second change outlined the reporting and complaint process, he said.

Dr. Coleman commented that pages 16-17 dealt with types of behaviors covered. Some new language had been added around such things as tardies and disruption of the educational environment. The formatting of information was changed to reflect the progressive nature of consequences. For the suspension and expulsion processes some new language was used because of a step being added, with the first level of an expulsion hearing now happening at the building level by the school principal, except for the elementary level where the Vice Principal would preside. If the parents were comfortable with the consequences offered at the building level, they would sign off, the information would be forwarded to Dr. Coleman's office and he would send out the expulsion letter. If the parents were not satisfied, they could appeal to Dr. Coleman.

Pages 18-21 described discipline and safeguards for students with disabilities, he said, a new and important piece of the Handbook. The very last piece had to do with electronic devices, with language being changed from cell phones and pagers to electronic devices.

Responding to a question by Mr. Weber as to if there was an electronic option in terms of receiving the Handbook, Dr. Coleman said he would look into this possibility. Mr. Weber noted that an online version would offer searchability options.

Mr. Light asked about issues around damage responsibility for stolen electronic devices. Dr. Coleman said no, in terms of the district's discouragement of bringing them to school. He said there would be an obligation if a teacher took a device from a student and it subsequently disappeared. Mr. Light suggested that a disclaimer for responsibility be included, and Dr. Coleman agreed. He reminded the board that this was a first reading, and that additions would be brought to the next meeting.

#### **E. New School Construction Update**

Jeff DeFranco provided highlights of the new schools. He said the new schools looked like war zones now, with stuff everywhere. Custodians were going to close down the facilities at 11:00 pm tonight. Salvaging would continue over the next few days, he said. Moving into the new schools would happen on Thursday and Friday this week. Construction crews had another week to finish final details on unnecessary areas. On Sunday asbestos abatement would begin, Mr. DeFranco said, and around July 1 fixtures and furniture would begin arriving.

He clarified that demolition would happen at Thurston Elementary on Monday and Tuesday, June 29-30, and some preliminary action would begin at Maple on June 22, with the remainder of the demolition happening throughout that week.

He showed photos of playground equipment that was being purchased from a company called Landscape Structures. Staff had wanted equipment that would create a high level of physical activity and also mental agility. Willamalane had installed one of the chosen type of equipment at their Jasper Meadows Park, and Mr. DeFranco had talked with staff at a Portland park and schools in northern California, who loved this equipment. There were no hidden spaces, he said, which was a great plus, and more components could be added later.

The new schools were looking quite complete now. Mr. DeFranco showed photos of last minute work being finished at the two schools, including a sky bridge, dyed concrete stairs, and completed classrooms. A tour of the new facilities for the board and Leadership Team would be set up for an afternoon soon.

#### **F. Board Communication**

Mr. Weber enjoyed attending some senior breakfasts as well as two baccalaureate exercises. As well, he had been able to present his youngest daughter with her diploma.

Ms. Adams reported having missed everything, and was very sorry.

Chair Bigley had attended in May at Thurston High School an event sponsored by a class called Community 101, where grant money of \$5000 had been received from Portland General Electric and the Oregon Department of Education and an additional \$1000 had been fundraised by the class. They selected issues of homelessness and foster children to focus on, interviewed all area agencies that did work in these areas, and presented ten gifts to different agencies. She also attended a film festival there last week. She had attended about half of the Wellness committee meetings this year, she said, and had asked that a report on their work be given to the board early next year.

Chair Bigley reported that some community members had wanted the board to consider a resolution supporting the House Bill regarding the harassment and bullying issues stating they would be in favor of having high standards on these issues. Rather than be mandated by the state, it was desired that districts be able to create their own standards and policies. Language would be stricter than the resolution passed by the Diversity Committee, essentially offering a zero-tolerance standard. At the spring OSBA regional dinner there was information given that a statewide resolution would not be drafted.

Dr. Coleman clarified that the new language in the Handbook complied with state standards, communicating stricter standards around bullying and harassment. He was not sure if there would be any advantage to passing a resolution, since the new standards had been adopted by the State. Ms. Adams wanted to revisit what had been already adopted. Mr. Light wondered if there were any financial implications as a result of the new bill, especially with reporting costs.

Chair Bigley passed around letters that had been received from the community regarding the librarian FTE budget cuts. She also noted that Mr. King had passed along a concern about having to make a choice between attending a graduation ceremony and a baseball game. She recommended that this issue be discussed at the coming board retreat.

### **G. Superintendent Communication**

Superintendent Golden reported that she had attended five wonderful graduation ceremonies, and that Marshall Curry had given a very inspirational and profound speech at Springfield High's graduation. As well, Cassidy Peterson had given a great speech at Thurston's program. She noted that at Gateways High School, 19 of the 24 graduates were homeless students, which was an incredible accomplishment.

She had attended the Chamber Amici Concert at the Wildish Theater, which was sold out. She felt it remarkable to have Springfield's first resident company. Swingshift, the second resident company, also had a great reputation in the community, she noted. With Amici, she said, it was important to mention that they had a real partnership with students, beginning with A3 and that they wanted to broaden the associations.

Today she had received a call from the Oregon State Department of Education saying the Race to the Top grant was being applied for, and they were putting together some of the best thinkers in the State. They felt that Matt Coleman was one of those best thinkers, and asked for him to be able to take a lead role in the process. Meyer Memorial Trust was paying for a grant writer and if Dr. Coleman participated, the Trust would give the district some resources to help out when he would need to be away. Most of the work would be done this summer, she said. Superintendent Golden commented that she hoped Dr. Coleman would do a presentation for the board around the model he had put together for the proficiency work the district was attempting. She congratulated Dr. Coleman for putting the district in the forefront of influencing this important grant that would possibly be awarded to the State.

## **11. OTHER BUSINESS**

There was no other business.

## **12. NEXT MEETING**

Chair Bigley announced that the next regular board meeting would be held on June 22, 2009 at 7:00 p.m.

## **13. ADJOURNMENT**

June 8, 2009

Page 13 of 14

With no other business, Chair Bigley adjourned the meeting at 9:37 p.m. She asked that board members reconvene in Executive Session to continue discussion held prior to the Regular Meeting.

**Executive Session**

Immediately after the Board Meeting, board members reconvened in Executive Session (Non-Public) to continue discussions under ORS 192.660(2)(e) Real Property, not completed prior to the regular board meeting. Chair Bigley called the Executive Session to order at 9:41 p.m. Those present included Nancy Bigley, Garry Weber, Laurie Adams, Nancy Golden, Jeff DeFranco, and Karen Lewis. Al King was not able to attend the session.

The Executive Session was adjourned at 10:03 p.m.

*(Minutes Recorded by Judy Burton)*