



**CROOK COUNTY SCHOOL BOARD
Monday, February 11, 2019**

REGULAR SCHOOL BOARD MEETING MINUTES

Board Members Present: Scott Cooper, Patti Norris, Walt Wagner, Doug Smith, Gwen Carr
Administrators Present: Sara Johnson, Anna Logan, Stacy Smith, Sean Corrigan, Mona Boyd, Kimberly Bonner, Kurt Sloper, Joel Hoff, Jake Huffman, Cheri Rasmussen, Leland Bliss, Rob Bonner

1.0 **CALL TO ORDER** – Board Chair Scott Cooper called the meeting to order at 6:30 p.m.

1.1 Flag Salute

1.2 Roll Call To Establish A Quorum

Board Chair Scott Cooper led the audience in the flag salute and established a quorum.

1.3 Public Recognition:

• CCHS Volleyball Team and CCHS Football Team – Academic Recognition

Athletic Director Rob Bonner introduced coaches Ryan Cochran and Kristy Struck who then honored the two teams for their academic ranking in their league (or state). The volleyball team ranked 9th in the state, and the football team also ranked 9th in the state.

Volleyball players present included: Anna Woodward, Kenna Woodward, Lily Cooper, Rebecca Cooper, Stormy Camera, and Jenny McKinnon.

Football players present included: Jason Slawter, Dominic Langley, Eric Gonzalez, Hogan Smith, Brody Connell, and Zach Maurus.

• Student Presentation: CCHS SADD (Students Against Destructive Decisions)

CCHS Assistant Principal Rob Bonner introduced the SADD students and advisor, Katie Plumb. The students presented a PowerPoint describing the purpose and activities of SADD. Students present included: Emily Mize (Youth Liaison), Olivia Cooper (Youth Liaison), Cindy Vargas (Youth Liaison), Mitchel Bennett (Youth Liaison), Zoe Poore (Treasurer for SADD), Dakota Carpenter (Media and Communications Officer), Mackenzie Sutherlin (Vice President).

1.4 Recognition of Visitors

Board Chair Scott Cooper recognized visitors and asked them to be sure to sign the sign-in sheet.

1.5 Agenda Additions, Deletions, or Revisions & Agenda Approval

Removed 8.3, 8.4, and 8.5.

Doug Smith moved and Gwen Carr seconded the Board approve the Agenda as presented. The vote was unanimous in favor 5-0 as follows: Yea: Scott Cooper, Patti Norris, Doug Smith, Gwen Carr, and Walt Wagner.

2.0 **PUBLIC COMMENTS**

CCEA President Michelle Nelson brought forward a Resolution prepared by the OEA and endorsed by the CCEA as well as many other school districts in the state, asking the legislature to increase funding for education. She was asking the Board for their support in signing the resolution. The Board thanked Michelle for coming forward and indicated they would review the resolution.

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3.0 OTHER DEPARTMENT OR AGENCY REPORTS

3.1 2019-20 Local Service Plan Presentation
City Manager Steve Forrester was not present.

3.2 2019-20 Local Service Plan (LSP) Presentation
High Desert Education Service District (HDES) Superintendent, Paul Andrews came forward to present the 2019-20 LSP plan. He described the programs and services offered by the HDES and the services that CCSD currently use. He asked the Board for their support and approval of the 2019-20 LSP.

Patti Norris moved and Gwen Carr seconded the Board adopt the 2019-20 HDES LSP plan as presented. The vote was unanimous in favor 5-0 as follows: Yea: Scott Cooper, Patti Norris, Doug Smith, Gwen Carr, and Walt Wagner.

3.3 Alternative Education Presentation
Alternative Education Principal, Cheri Rasmussen, presented a PowerPoint regarding alternative education in Crook County.

ALO STUDENT CATEGORIES

Older Returnees	Highly flexible schedules, "Shared Time" status	Regression (juvenile influences/distracters); Pied Piper effect; job conflicts	COIC or Pioneer
Early Transition to Adulthood	Flexible schedules, half-time schedules, stable environment	Health and mental health issues	Pioneer or CCSD online school
Credit Recovery	Access to online curricula	Stigma; transportation; sense of entitlement; act as catalysts	Pioneer, with strict limits on access, or CCSD online school
GED Option	Intensive tutoring, remedial instruction, frequent behavioral redirection	Below grade level skills; often overlaps with Disciplinary Placement and Early Transition	COIC
Alternative School Diploma	Full array of academic offerings, smaller setting, adult bonding	Homesteading; motivation and adequate progress	Pioneer or CCSD online school
Disciplinary Placement	High levels of structure and supervision by staff	"Revolving Door" enrollment; disruptions to classroom/program climate	Pioneer or COIC with strict behavior contract, followed by expulsion when necessary

- New Staff for the 2018-19 School Year: Counselor, English Teacher, Fulltime Principal
- Tackling the Attendance Issue with: Incentives; Numerous Phone Calls, Home Visits, Attendance Letters, Meetings with parents, Citations.
- Cheri provided a chart showing status of senior and junior students enrolled in online classes, online credit completion, total credits, # of credits still needed and whether they were on track or not. Rimrock data was shared.
- Pioneer Alternative High School four-year graduation rate went from 22.92% in 2015, to 50.88 in 2018.
- Students have listened to presentations from a variety of agencies, and have taken field trips.
- Staff will visit other alternative high school programs

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In addition to Cheri's presentation, Pioneer HS counselor Darla Fletcher shared some data and insight about how she serves the students and some of the issues the students deal with – mostly anxiety, depression, and home life struggles. Some students may also suffer from PTSD and Darla helps them learn coping skills. Head Teacher Pete Goodrich mentioned that he references the national Alternative Education Association's best practices. The Board requested a copy of those best practices.

3.4 HDES Board Meeting Report

The Board reviewed the HDES monthly report.

4.0 APPROVAL OF CONSENT AGENDA

- 4.1 January 14, 2019 Regular School Board Minutes
- 4.2 Enrollment
- 4.3 Donations
- 4.4 Hiring – Classified Staff
 - 4.4.1 Christy Coffey, Production Kitchen Assistant
- 4.5 Resignations/Retirements – Classified Staff
 - 4.5.1 Tracie Silvers, Custodian (resignation)
 - 4.5.2 Ramona McCallister, CCHS Youth Transition Specialist (retirement)
 - 4.5.3 Donna Rash, CRE Cafeteria Attendant
- 4.6 Resignations/Retirements/Leave of Absence – Licensed Staff
 - 4.6.1 Bonnie Finley, BBE Special Ed Teacher (retirement)
 - 4.6.2 Tim Commins, BBE 5th Grade Teacher (resignation)
 - 4.6.3 Steve McCorkle, CRE Speech Pathologist (resignation)
 - 4.6.4 Kelli Martin, CCMS Special Ed Teacher (resignation)
 - 4.6.5 Niki Sloper, BBE Kindergarten Teacher (One-Year Leave of Absence)
- 4.7 Annual Rehire – Administrators and Supervisors
- 4.8 Annual Rehire – Licensed Staff

Both Doug Smith and Walt Wagner declared a potential conflict of interest because their daughters-in-law are teachers and included on the licensed staff annual rehire list in 4.8.

Patti Norris moved and Gwen Carr seconded the Board approve the Consent Agenda as presented. The vote was unanimous in favor 3-0 as follows: Yea: Scott Cooper, Patti Norris, and Gwen Carr.

5.0 SUPERINTENDENT UPDATE

5.1 Math Initiative Report

Curriculum Director Stacy Smith presented a PowerPoint regarding the Math Initiative. The primary objective of the math initiation is to improve student-outcomes in math, K-12. The following has been accomplished:

- Elementary: Job-embedded Professional Development; eight effective math practices; modeling and observation of teacher practice; coaching; assigned text and supplemental literature.
- Secondary: 8 effective math practices; standard and instruction alignment; concept mapping; learning walks; model lessons; summative data analysis.
- All staff trained by June 2019.
- Next phase: Monitor instruction, implementation and impact on student learning.
- Statement from Rick Dufour, education author and consultant: "High performing districts have coherent strategies for improvement that hold adults accountable for having an impact on student learning in a positive way."
- Continuing Work: Both secondary and elementary leadership are currently working on "tights" and "loose" to determine those aspects of math practices that will be observed in every classroom (tights), and those areas where teachers have the flexibility to use their own judgement and creativity (loose).
- Reports to the Board: Student outcomes on formative assessments (common classroom assessments), student outcomes on summative assessments (SBAC, both

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Achievement and Growth); Classroom observational data (percentage of effective instructional practices observed).

- Recommended Future Work - Elementary
 - Continue relationship w/OSU/Cascades
 - Train the trainer model
 - Continued embedded coaching around effective math practices
- Recommended Future Work - Secondary
 - Continue consultation with Shannon McCaw
 - Continue embedded coaching around effective math practices
 - Improve work around data-driven decision making

Patti asked for more information regarding the eight best math practices, and Stacy will send out that information. Doug asked how we would continue to train new hires. Stacy responded that this is part of the work they are currently doing. We have more effective math practices to be highly effective, and more collaboration between teachers. Scott asked if we are also applying math instruction across all subjects and urged Stacy to think about that so it can increase the relevancy of math from students' perspective.

5.2 Graduation Report

Director of School Improvement Joel Hoff presented a graduation report and PowerPoint. The four-year graduation rate for CCHS went from 85.09% in 2015 to 92.44% in 2018. Pioneer Alternative HS went from 22.92% in 2015 up to 50.88% in 2018. Strategies used included:

- Identifying students in need of support and then providing targeted support options
- Summer School
 - FuelED
 - Odysseyware
 - Alternative credit through assessment
- One on one support – academic, social/emotion, practical
- What will it take to go further?
 - Improve CTE / course options for alternative student
 - Continue current tracking and credit recovery practices
 - Intentionally connect HS diploma to the “real world”
 - Refine school culture to create environment where students want to come to school
 - Create system to find the vanishing Rimrock & COIC students
 - Implement specific supports targeted for economically disadvantaged students
 - Expand credit recovery to “Transcripts Class” at CCHS
 - Revive summer programs targeting at-risk incoming freshmen

Joel looked at the last four years of our data, removed some outliers, resulting in 731 students, and did a logistical regressive analysis, which highlight three significant variables that have an impact (freshman on-track status, freshman absenteeism, and socioeconomic status). Joel added that we need to intervene with supports by identifying the students who have these three issues and figuring out what exactly we can do for them. Mr. Huffman has built a freshman on track team to work with freshman who finished the semester with poor grades or lack for sufficient credit earned. Sara clarified that the three variables are not causal. They simply show a correlation.

6.0 **OLD BUSINESS**

6.1 Long Range Facilities Planning Committee Meeting Update

Committee Chair Doug Smith provided the Board a memo from the Long Range Facilities Planning Committee as follows:

The Long Range Facilities Planning Committee is not charged with creating an in depth review of facilities, but rather to provide guidance to the board on capacity, maintenance and future needs created by expansion of the CTE offering. The committee met in December to review regular maintenance and to view what items are on the horizon that will not be fundable through the general fund.

The CCSD has done a good job providing for the long-term maintenance of the Schools; however, there are several large ticket items that will need to be addressed prior to the potential of a new bond

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issue being sent to the voters in approximately 2027. It is felt that these needs are possibly beyond what should be allocated from the General Fund.

- Roofing at CCMS was replaced on the main gym and over the music facilities. From our records, the roofing was not replaced over the Small gym. None of the roofing on the remaining portion of the school was replaced. It is estimated that this replacement could run as high as \$1.6 million.
- Roofing at Crooked River Elementary will likely reach its life expectancy during the next 10 years, and will be a substantial expenditure for the district.
- Repair work was completed on the Pioneer Complex as part of the Bond, but no roofing replacement was completed, and we should be prepared for work on this school's roofing as well.
- CCHS was commissioned in 1996, and roofing is currently 23 years old. Facilities Manager Leland Bliss has indicated the roof needs a thorough evaluation at the 30-year mark.

With these major items coming forward on the maintenance calendar, it is the committee's suggestion to the board that we engage a roofing consultant to help create a plan for the next 10 to 15 years. Leland Bliss stated he requested a roofing assessment of the roofs that are nearing the end of their life. He has not yet received the final report with the results.

- Student capacity is currently an issue at the elementary schools. Lowering class size lowers the capacity of BBE and CRE and hastens the need for another plan. Since BBE and CRE are currently at or very near capacity, and every classroom is occupied, the State's new goal of lowering class size hastens the need for another plan. Short-term relief can be attained by remodeling Pioneer North (3rd Street). This project will take approximately 1 year to accomplish, and costs will likely be less than \$2 million, based on the recent remodel at Pioneer South (1st Street) (2016). There are 11 classrooms in Pioneer North, and there are four modular classrooms set up and usable on the property. There is a limited number of classrooms in the Pioneer South building that are move in ready, however the usage of that portion of the building will create compatibility questions with the current uses.
- Long Term planning for a bond issue will need to include the capability to expand elementary capacity. Ideas floated include construction in Powell Butte and Juniper Canyon for elementary space. The feeling of the committee is that BBE and CRE are both scaled at maximum size for efficient operation. Simply adding more classrooms to these schools is not a suggested growth model.
- The committee also has reviewed the capacity at CCMS (800) and CCHS (1200). These capacities were used in the study for space needs and were based on design capacities over the years. The Committee has asked that the District Staff review these based on comments from school staff that despite being substantially below these capacity numbers, we are using "every classroom". The committee will report back to the board on the results of this study following our February meeting.
- Another item the committee will be reviewing in February for recommendation to the board is the District Office. The contract with the ESD will reach the end of the most recent renewal period in 2020. The current rent is \$65,000 per year. Space is somewhat limited to current staff. We also have some District Office programs, such as a print shop operating in a classroom / shop space at the High School. Options for this area will be reviewed and suggestions for solutions provided to the board. We will also take a look at the Maintenance Shop, repair of which was substantially cut from the 2013 bond expenditures and provide some thoughts on this area as well.
- CCMS was built in 1952. The Science Wing and Shop Wing were added to it in 1972. If we look to Ochoco Elementary and the replacement of that school, it was replaced 68 years after construction. While age is not the only factor in determining replacement, it should be noted that if a replacement Bond were passed in 2027, CCMS would be 75 years old at the time of replacement. There are several large ticket items that would be important to factor into the decision to replace or remodel, one is the \$1.6 million roofing discussed earlier, and the other is that the boiler system is nearing the end of life.

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- The final maintenance item that we will be looking at is Ward Rhoden Stadium (1980). While substantial maintenance work was completed in 2015 as part of the 2013 bond, there is still work that needs to be planned for, such as the awnings over the doors, repaving behind the building, the west facing wall being covered and a review of field lighting leading to maintenance or replacement.

Doug stated that the immediate issues we will face involve roofing. Leland has reached out to a contractor for a no-cost report. The committee will report on capacity numbers for the schools because the capacity numbers we have been using need to be updated. We believe the number one issue for capacity will be at the elementary schools. BBE and CRE are near capacity and adding extra classrooms is not a good solution. The committee will continue discussing potential options for locations of services.

Rob Bonner was added to the Facilities Committee.

6.2 Secure and Healthy Learners Committee Update

Superintendent Johnson reported on her committee work. In January, the committee of 12 members met and received a report on each of the levels at CSD – current practices and gaps. We have also collected data from our students. This has slowed our process a bit because there is work going on in the background and new research going on. The next meeting we will enter the planning stage and Kendra Coates will be attending to bring additional information. CCSD needs a coherent system with continuity K-12, not random, and needs to be complete when it is presented.

7.0 **NEW BUSINESS**

7.1 Finance Report

Director of Business and Finance Anna Logan presented the Finance Report. She reported that the financial report has not changed much since last month. The Board had no questions about this report.

7.2 PACE insurance Joinder To Trust Agreement For Members

The Board was presented with the Resolution from PACE Insurance. Patti summarized that the district must adopt the resolution if we want to stay insured.

Patti Norris moved and Doug Smith seconded the Board Approve the PACE Agreement as presented. The vote was unanimous in favor 5-0 as follows: Yea: Scott Cooper, Patti Norris, Doug Smith, Gwen Carr, and Walt Wagner.

7.3 Budget Committee Applications & Appointments

Scott Cooper indicated the district has received two Budget Committee Applications, both former budget committee members – Wade Flegel and Glen Larson.

Doug Smith moved and Walt Wagner seconded the Board appoint Wade Flegel to Position 7 with term ending June 30, 2020; and Glen Larson to Position 8 with term ending June 30, 2020. The vote was unanimous in favor 5-0 as follows: Yea - Scott Cooper, Patti Norris, Doug Smith, Gwen Carr, and Walt Wagner.

8.0 **BOARD POLICIES AND AR'S**

8.1 Policy GCAB – Personal Electronic Devices & Social Media – Staff

8.2 Policy JFCEB – Personal Electronic Devices And Social Media – Students

The Board reviewed the policies. Sean Corrigan stated there were some rules that were softened on the staff policy from the first time it was presented to the Board. Sara explained that we would communicate the expectations in the staff handbooks.

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Doug Smith moved and Walt Wagner seconded the board approve Policy GCAB and JFCEB as presented. The vote was unanimous in favor 5-0 as follows: Yea - Scott Cooper, Patti Norris, Doug Smith, Gwen Carr, and Walt Wagner.

- 8.3 ~~School Board / Superintendent Working Agreement~~
~~This topic was removed from the agenda for further fine tuning.~~
- 8.4 ~~Policy BG/GBB/GBD – Board / Staff Communications~~
~~Removed from the agenda.~~
- 8.5 ~~Policy CCC – Hiring Licensed Administrators~~
~~Removed from the agenda.~~

8.3, 8.4, and 8.5 were removed from the agenda and will be presented at a later date.

9.0 FUTURE MEETINGS / IMPORTANT DATES

9.1 Legislative Forum and OSBA Town Hall – Saturday, February 23, 2019

9.2 Board Policy Re-Write First Meeting – Tuesday, April 2, 8:30 am – 4:00 pm

The Board reviewed the calendar. Patti Norris reminded the Board that March 21 is the deadline to file for a board position.

10.0 ADJOURNMENT

The meeting was adjourned at 8:55 pm.

Patti Norris

Patti Norris, School Board Vice-Chair

Jan Martin

Jan Martin, Board Secretary

Date Minutes Approved: 3/11/19