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CROOK COUNTY SCHOOL BOARD
Monday, January 14, 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, Jim Bates, Kimberly Bonner, Kurt Sloper, Joel Hoff, Michael Allen, 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:

• Employer Support of the Guard & Reserve (ESGR) and USERRA

Pioneer Alternative High School teacher Pete Goodrich came forward. He has been with the district since 2000. After he retired from the Army Reserves, he became a volunteer with a program called the Employer Support of the Guard and Reserve (ESGR), which is part of the Department of Defense. The ESGR is focused on the Uniformed Services Employment and Reemployment Rights Act (USERRA). ESGR volunteers inform employers and their employees who are members of the Guard and Reserves of their respective rights and responsibilities under USERRA, provide ombudsman mediation services, and recognize the contributions of employers to national security through a series of formal awards.

Colonel Larry Raaf, (USA Retired) came forward and spoke. He indicated their slogan is, “Everybody Serves”, not just the military soldier. Family and employers are also involved with the military soldier.

High School teacher Jake Williams nominated CCHS principal Michelle Jonas for the Seven Seals Award, which was awarded to her this evening. The award for Michelle and CCSD stated, “for meritorious leadership and initiative in support of the men and women who serve America in the National Guard and Reserve”. Jake indicated Michelle has always supported him when he had to take time off for the Guard.

The school district as a whole also received an award, “Statement of Support For the Guard and Reserve” for the district’s support of the military.

• School Board Recognition Month - Super “Souper” Heroes

Superintendent Sara Johnson stated we have taken OSBA’s “Super Heroes for School Board Members Recognition Month”, to the next level, adding to the theme, “Souper” Heroes. She then indicated she had five administrators who will come forward to recognize individually a Board member.

Summarized Rob Bonner comments regarding Doug Smith. *I met Doug Smith shortly after I came to Crook County in 1999. Right away he became someone I could bounce ideas off and ask*

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for advice. I worked closely with Doug during the time I was fortunate enough to teach and coach his kids.

We have travelled all over the Pacific Northwest together and he has always been willing to volunteer. During the time athletics were cut in Crook County, Doug took the lead in making sure we had what we needed to continue to thrive. I will never forget the time Doug was able to present the state championship wrestling trophy to Crook County Wrestling, and his own son Zach, on behalf of Les Schwab. I can only imagine how thrilled I would be to be in a position to present such an honor to my own community and family.

With the “Souper” theme, I asked myself what kind of soup Doug reminds me of. I would have to say, if Doug were soup, he would be Barley Beef. Everything you need in a meal in one bowl, substantial and sticks with you all day.

Summarized Anna Logan comments regarding Gwen Carr. I first met Gwen Carr years ago at a soccer tournament, before either of us had a professional connection to CCSD. As a Board member, Gwen is thoughtful and prudent. She’s not a person who spends a lot of time talking during a Board meeting – she listens and thinks. But when she does speak, she says something valuable. She presents meaningful comments in a very respectful and diplomatic way. She asks relevant, intriguing questions in the interest of student advocacy. She collaborates well with other Board members and the Superintendent.

If Gwen were a soup, she would be Chicken and Gnocchi at Olive Garden. She is a soup that you can’t find just anywhere – like a gas station buffet bar – you need to go somewhere dignified and wholesome. She is comprised of authentic, high-quality ingredients. She is a soup that can appropriately be paired with a nice glass of wine without seeming pretentious. The soup reliably tastes the way you want it to, because it’s a recipe and not a hodge-podge of leftovers from yesterday. You don’t get to have Chicken and Gnocchi soup every day, but when you do, it seems like exactly the right soup at the right time.

Summarized Jim Bates comments regarding Scott Cooper. Jim indicated he dug into Scott’s life by asking Scott’s wife, Laura, important details about Scott. It’s sometimes interesting to know where Souper Heroes in our community come from. He grew up on a small farm in the city limits (the City of Prineville grew up around the family property). Souper heroes have often traveled to far places and learned about others. According to Laura, one of his very favorite things is to travel to new places. He’s been to Australia, Germany, Italy, England, the Czech Republic, and France.

Souper Heroes often have Strength features. Scott is one of the hardest workers, the people closest to him, have ever known. He has trouble sitting still if he knows there is work to be done. He’s also really patient and a strategic thinker. He’s great at matching people’s skills to the right task/job. Finally, he’s a visionary. He can look at an intractable problem and envision a long-term solution with lots of pieces.

Schott’s daughters both agreed (separately) he has a “big” heart. He wants to make our schools and our community better for everyone, especially those who are facing disadvantages. He brings his considerable intellect, practicality, focus, and strategic thinking to everything he does. Scott believes that volunteerism is the rent we pay for life. And he believes that everyone has something to contribute to the betterment of our world; it’s about finding what your gift is and how you can share it.

Summarized Joel Hoff comments regarding Patti Norris: Patti Norris is distinguished in her service and commitment to Crook County students. She consistently goes above and beyond to serve on various committees and find opportunities to improve our overall system. Her contributions to our district over the last 7 years are of the highest caliber. If she were a soup,

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she would be Chicken Noodle Soup, something you can always count on to be there when you need it.

Summarized Kurt Sloper comments regarding Walt Wagner: *Walt has been a great supporter of the school district, and has a passion for safety for students and staff, and safety for our facilities. The middle school is presenting Mr. Wagner with a CCMS coffee mug in appreciation for his service to the school district.*

Students made posters and decorations recognizing the School Board. Earlier we served the Board soup and bread provided by the Culinary Arts Class, spearheaded by teacher Macy Hagensee. They also received for dessert Tomato Soup Spice Cake. In addition, each Board Member received a basket of "soup" goodies, including two books – Chicken Soup For The Soul, and Stone Soup; and a soup flask with their names inscribed on the flask by Billy Hall's Technical Design class.

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

None.

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**

None.

3.0 **OTHER DEPARTMENT OR AGENCY REPORTS**

3.1 City of Prineville Monthly Report

City Manager, Steve Forrester, and newly sworn-in Mayor Uffleman, came forward and presented a City Update, which will become a recurring agenda topic.

Steve reported on what is happening at the city and what to look forward to in the future.

Mayor Uffleman commented on the local railway, which is operating in the black. With our infrastructure and private partnership with data centers, they have been able to update the waste water system and are working towards offering services at the airport area, which will bring more jobs and skills. He looks for an opportunity for students having jobs when they graduate from high school.

Scott Cooper thanked Steve and Mayor Uffleman for the city's willingness to work with CCSD regarding traffic management and working around our construction projects. He thanked them for their interest in our CTE programs, stating CCSD has the largest CTE program in Central Oregon, and are working on making it even bigger. He also thanked them for working towards a second School Resource Officer.

3.2 Wellness Rooms and Calming Corners

CRE Principal Kimberly Bonner, CRE Assistant Principal Adam Stefanek and BBE Principal Jim Bates updated the Board on their newly formed Wellness Rooms and Calming Corners. They thanked the board for the opportunity to have these programs funded. Information regarding their purpose and how they operate was provided as follows:

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CALMING CORNERS

- Small designated space in each classroom
- For self-regulation and wellness
 - Priority given to students needing regulation
- Staff will model appropriate use
- Beanbag and posters provided
- 2-3 calming activities
 - Crayons and coloring book
 - Stress balls
- Way to help students self-manage their behavior
- Teaching valuable skills to improve wellness
- Discrete means of addressing undesired behavior
- Less time outside class
- Minimize class disruptions
- Tools to help manage behavior
 - Calming breathing exercises
 - Sensory objects
 - Books

WELLNESS ROOMS

- Therapeutic learning environment
- Offers a variety of sensory and SEL tools and activities
- Helps students (and staff) manage stress and self-regulate
- Teaches self-regulation skills so students can better focus in the classroom and positively interact with peers and staff
- Step beyond Calm Corner
- Referral/screening process
- CARE Team tool
- Scheduled time slots (10-15 min.)
 - Communication between Wellness Coordinator (WC) and teacher re. progress of learned strategies

How the wellness rooms operate:

- Calm, quiet, soothing room
- #1 Check-In
 - Student assesses his/her feelings/behavior
- #2 Calming Breathing Exercise (1 min)
- #3 Student chooses or gets assigned to station
 - Student sets timer: 5 min.
 - Yoga, reading space, sensory, art, steam roller
- #4 Student meets with WC to identify and practice self-regulation strategies
- #5 Check-Out
- WC communicates with teacher re. progress/strategies

How much are they used?

- How many students are being served in Wellness Room/Focus Room
 - CRE/BBE 10-15 daily on average (both schools)
- How many students are being served in Calm Corners
 - Classroom specific
 - Universal tool for all students
 - On average 10 students per week/per classroom (both schools)
- Description of behaviors and/or needs
 - Frustration in class
 - One to one skill building and regulation support
 - Unpredicted event in student life
 - Response to student need immediately
 - Someone is available more often
 - Alternative recess/lunch space

Measured Success:

We are gathering baseline data on:

- Number of Referrals (Decreased)
- Teacher Feedback (Positive Behavior Increased)
- SEL skills and tools (Increased)
- Class disruptions and off-task time (Decreased)
- Individual student academic performance (Increased)
- Universal Screener Data is used to identify and support all students
- Wellness Center # of visits and graduation #'s (from Wellness Room)

3.3 Role of Counselors

School Counselors Colin Hester, Patty Schmitz, Doug Bristow, Ann Kasberger, and Darin Kessi described to the Board the role of counselors in our schools and how they personally interact with students.

ELEMENTARY COUNSELORS

- Patty Schmitz, Barnes Butte Elementary
- Collin Hester, Crooked River Elementary
- Dr. Johnson's 5 Big Priorities
 - Secure and Healthy Learners priority provides a foundation for school counseling services
- ODE Division 22 (Comprehensive School Counseling Program for K-12)
- Elementary school counselor role: to assist all students with academic, social and emotional concerns. Counseling services are delivered via individual (one-on-one) sessions, small group instruction, and whole-school guidance lessons.

SCHOOL COUNSELING

- Mental health needs are on the rise.
- We are the gatekeepers.
- Most children will only have the opportunity to meet with a counselor during school hours.
 - This may be the only opportunity for counselors to intervene and provide those students with the assistance they may require before their mental health condition worsens.
- Counseling keeps students connected to school
 - Helps students feel safe, loved, and a part of the school
- We take a preventative approach to help decrease mental health issues such as suicide, self-harm, depression, anxiety, self-esteem, etc.
- Success stories

MIDDLE SCHOOL COUNSELING

Counselor: Doug Bristow - 25 yrs. School Counseling/ 40 yrs. total.

- Partnerships
- Mental Health Referrals
- Social / Emotional Support
- 18-19 Expansion of Services

HIGH SCHOOL COUNSELING

- Ann Kasberger - 15th year CCHS.
- Darin Kessi - 11th year CCHS, 9 years Ochoco/Cecil Sly Elementary.
- Role of a high school counselor: to address the academic, college and career guidance, social/emotional, and community involvement aspects of student development, and to assist learning at each grade level. These services are delivered through individual sessions, small group instruction, and whole school instruction.

CHALLENGES

40/40/20 Initiative

Changing/Evolving Family Dynamics

Social Demands/Impact on students

Social Media Influence/Impact on students

Department Key Components

Female/Male counselor
Tammy Flanary - Registrar
McKenzie Kudlac - Dropout Prevention Coordinator
Tracy Peterson - FAN Advocate

Darin Kessi explained the importance of having a male and female counselor at the high school. He expressed to the Board that both he and Ann feel it should be a budget priority to place a female counselor at the middle school.

Doug stated he would like to see the administrative team pull together for an entire K-12 counseling program, look for duplications, what needs to be added, etc. He would like to see a plan brought forward that covers everything.

The question was raised regarding how students are connected with the counselors. Counselors responded that referrals come from parents, teachers, administrators, and even student peers. The high school works from a list of high-risk students that Joel has prepared. They touch base with these students as often as they can. Cheri Rasmussen stated that the CRT team meets with Juvenile Dept., DHS, and Lutheran Family Services to help serve the needs of Pioneer's at risk students.

4.0 APPROVAL OF CONSENT AGENDA

- 4.1 December 10, 2018 Regular School Board Minutes
- 4.2 January 7, 2019 Board Work Session
- 4.3 Donations
- 4.4 Hiring – Classified Staff
 - 4.4.1 – Jennifer Bond, CRE Lead Secretary
- 4.5 Hiring – Licensed Staff
 - 4.5.1 – Scott Svoboda, ROTC Instructor
- 4.6 Resignations – Classified Staff
 - 4.6.1 – Troy Barrett, On-Line Tech Assist (effective 1/7/2019)
 - 4.6.2 – Cynthia Jurgensen, District Grant Writer (effective 1/15/2019)
- 4.7 Retirement / Resignation – Licensed Staff
 - 4.7.1 Lori Meadows, CCMS Teacher (retiring at end of 2018-19 SY)
 - 4.7.2 Sandra Grasty, District School Psychologist (effective 2/22/2019)
- 4.8 Enrollment
- 4.9 CCSD / CCEA and CCSD / OSEA MOU's Approval
- 4.10 Standards for Public Elementary & Secondary Schools Assurances for 2017-18 School Year – Division 22 Annual Report

Doug Smith moved and Walt Wagner seconded the Board approve the Consent 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.

5.0 SUPERINTENDENT UPDATE

Superintendent Johnson updated the Board on the YouthTruth survey. The Tech Dept. is working on refining the work order process so that it runs more smoothly. We have one bus live with internet, which is Bus 9 that goes to Powell Butte. We will potentially have 5-6 buses equipped before long.

6.0 OLD BUSINESS

- 6.1 Long Range Facilities Planning Committee Meeting Update
Committee Chair Doug Smith reported on the latest Long Range Facilities Planning Committee meeting held December 19. They discussed maintenance needs, school capacity, aging facilities and CTE needs. Their next meeting is January 16.

6.2 Adoption of 2019 Board Goals

Scott Cooper reported on the work that has been done in updating the Board Goals for 2019 at the January 7 Board Work Session. The Board discussed a few changes to the final document. They added "writing" to "the first bullet in Goal 1. They also added language to the 6th bullet as follows: "Increase the percentage of students participating and achieving transferable college credit and relatable employment in Advanced Placement, Dual Credit and Career-Technical Education.

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

6.3 School Board / Superintendent Working Agreement

Because of the late hour, it was agreed to move this topic to the February Board Agenda.

7.0 NEW BUSINESS

7.1 Finance Report

Director of Business and Finance Anna Logan presented the Finance Report. The General Fund projection is substantially the same as the prior month. The next ODE estimate will probably occur in February or March. The auditors will be here in March.

7.2 Final Finance Report for Bond Expenditures

Anna Logan presented the final finance report for Bond expenditures. She also provided a revised handout. A separate bank account had been opened at the beginning of the bond process so the interest accrued back to bond projects. The bank account was closed last week. The final amount was applied to the CRE irrigation project that was partially funded by bonds and maintenance reserve. Summary of Proceeds: Original Issue bonds - \$32,795,000; premium received \$1,073,556; investment interest earned - \$347,776; for a bottom-line of Total Resources: \$34,216,332.

7.3 Superintendent Dr. Sara E. Johnson Evaluation

Board Chair Scott Cooper reviewed Superintendent Johnson's evaluation, and read the following statement:

"In July 2018, Dr. Sara Johnson joined the Crook County School District as superintendent. The expectation of the school board was that Dr. Johnson would take the foundation she found and build on the efforts of previous years to continue to improve the quality of Crook County Schools. In early January 2019, the board formally evaluated the performance of Dr. Johnson. The board reviewed the evaluation findings in executive session prior to tonight's meeting. We find that she has not only met but also exceeded our expectations. The board is appreciative of the energy she has injected into school improvement, the effort she has made to be visible to staff, administrators and the community and the work she has done with developing the skills of the administrative team. The board believes that with further time, the record of achievement already demonstrated will continue to be enhanced in the areas of instructional leadership, improved policy and governance systems, communications and community relations, effective management, curriculum planning and development, resource management and labor relations. We note that in some of these categories it is premature to evaluate performance because we have not had enough experience with Dr. Johnson's performance. In Executive Session tonight, the Board has advised Dr. Johnson of two performance concerns: 1) Considering the pace she sets, the board counsels her to pay attention to self-care so as not to burn herself out prematurely. 2) Inasmuch as we expect that she will likely ignore the first suggestion and continue her brisk pace, the board urges her to be cautious to keep the rest of the team up to speed and on board (but please don't slow down). We believe that under Dr. Johnson's capable leadership, students, parents, staff and the Crook County School District are benefiting. We thank her for choosing Crook County as her home, as we encourage her to continue the good work."

Doug Smith moved and Walt Wagner seconded the Board approve the 2018-19 evaluation for Superintendent Dr. Sara E. Johnson. 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 BG/GBB/GBD - Board / Staff Communications

8.2 Policy CCC – Hiring Licensed Administrators

Because of the late hour, it was agreed to move this topic to the February Board Agenda.

9.0 FUTURE MEETINGS / IMPORTANT DATES

Reviewed.

10.0 ADJOURNMENT

The meeting was adjourned at 9:24 pm.

Scott Cooper

Scott Cooper, School Board Chair

Jan Martin

Jan Martin, Board Secretary

Date Minutes Approved: 2/11/19