



BANKS SCHOOL DISTRICT

12950 NW Main St. Banks OR 97106

Administration Building

Minutes July 17, 2021

RETREAT

District Board Room

In attendance:

Ron Frame, Chairman

Dan Streblov, Vice-Chair

Will Moore

Leslee Sipp

Corissa Mazurkiewicz

Jeff Leo, Superintendent

Mission/Vision/Core Values

Mr. Leo said he will ask for staff involvement at the beginning of the school year. It is up to the board to ultimately set the mission, vision and core values. Goals set for the superintendent would be tied to district goals, which is tied to the working agreement with the superintendent. Mr. Leo said he re-vamped the mission and vision through the leadership team 4 to 5 years ago, and shared with the entire staff.

There was no state testing the last 2 years. There was some testing later in the year last year, but not all students were tested. Administration believes the gaps in learning are not as great as generally thought. Mr. Streblov commented assessment needs to happen soon. Mr. Leo said it begins day 1. He hopes to have data to share with the board at the September board meeting. Mr. Frame asked if the assessment would be handled differently this year than in the past. Mr. Leo said that administration and staff think most students will need academic help. Standardized assessments to common core state standards using current methods such as IReady will allow the PLC grade level teams to look at the data. Mr. Leo said grades 9 through 12 did not take a lot of tests last year and the teachers will have to pre-test. Mr. Leo said it is not feasible to split classes based on actual level of ability. There will be the need to come up with some interventions such as the possibility of after-school help and Saturday school. Direct communication with parents and students will be key. The addition of counselors at all grade levels and transition offerings will help social-emotional concerns. The board expressed concern that everyone in the community including staff, parents and students needs to be in the same page to help fill the gaps created by the COVID situation.

Communication is the key. Positive, honest information needs to be shared. The district needs a physical definition of a destination and set targets. Vision could be achievement at a point of time. Students need to be empowered through academic strengths and social-emotional support. The district needs to empower engagement and collaboration and identify the destination. The competitiveness in the community has been sports. There needs to be a competitiveness in academics and learning, especially at the elementary level. It is important to prioritize futures, not just college-bound academics. Mr. Leo discussed the district leadership team developing K-12 roadmaps and standards. Assessments will be both formal and informal and continually ongoing.

Mr. Leo briefly discussed the CIP and the priority indicators which are standards for schools and reviewed with teachers and staff. Mr. Leo said schools develop their own CIP and ask staff what they think is important for the plan. This allows for buy-in. The PLC's meet every Wednesday morning. This harnesses energy, ownership, allows employees to feel valued in the process. There was no real data generated in 2020 and 2021. Mr. Leo said staff set standard growth goals in the classroom with goals at each level and grade. This has already been completed at the 6-12 level. The district will look at strengths and weaknesses. Goals could include counselors knowing one primary interest area for every student in 5th grade; 80% of students taking an AP test and passing it with at least a score of 4; every student leaves high school with some college credit. Building goals would need to adapt to district goals. Mr. Leo said he will talk to the administrators and let the board know the administration goals, how they would like the district to look in five years. He said there is nothing said that is a directive or absolute – there is latitude to continue to work on the CIP. The board commented that there are students trade-oriented or mechanically inclined, they would like to see expansion of opportunity for these students such as a project-based learning model. Mr. Leo said he will work with the PLC's and return to the board with long term and short term goals from the staff.

Working Agreements

Mr. Leo discussed the general procedures for board meetings. The board changed the announcement under public comment to ask speakers to state their name and city of residence for the record. Speakers fill out an intent to speak card and their home address is on the card. Mr. Leo discussed roles and responsibilities of the superintendent and the board. Mr. Leo said the Board and Superintendent working agreement will be brought to the board for approval. No changes were suggested for the document.

Superintendent Evaluation

Mr. Leo said the procedure has been for him to do a self-reflection in January, ask for staff feedback, the board discusses the evaluation in February and the chair writes the summary which is discussed in open board session. Mr. Leo said he will bring the timeline to the board for approval in August.

The board requested to receive the staff evaluation input prior to them completing their evaluations. They felt the feedback from staff was important for the overall evaluation of the superintendent. The superintendent said he will distribute staff evaluations in November, meet with the board in December executive session to discuss the results, present his self-evaluation in January and the board will then complete their evaluations of the superintendent and discuss with him in the February executive session. The final results are presented to the public in open session in March.

Board Self-Evaluation

Mr. Leo said he will look for an updated board self-evaluation document, and present an updated copy and timeline to the board in the next few months. The self-evaluation is normally done for discussion in the April board meeting.

Committees

Mr. Leo said it may be time to form a new facility committee to discuss the possibility of going for a bond for a new high school. Mr. Moore said that population growth in the community is dependent on the water supply and that is being discussed currently in the city meetings. It was suggested Pete Edison be asked if he would like to serve on the facility committee. Mr. Leo said currently the district is spending \$50,000 to \$60,000 on curriculum every year and there is ODE approved curriculum that schools consider when purchasing new curriculum. The board discussed whether technology such as iPads used for curriculum are superior to online or textbook curriculum. Mr. Leo said with technology there is the need for update every few years and this can be quite expensive. The board asked for information on which tools best meets the needs of the students.

ADJOURN

The meeting adjourned at 1:35 pm.