

Board Meeting Minutes

November 7, 2013

Board Work Session

Meeting Location: Canby High School, Applied Technology Center, OMNI Room

Board members in attendance were Brendan Murphy, Kristin Downs, Diane Downs, Angi Dilkes Perry, Tom Scott, Andrea Weber, and Mike Zagya. Also in Attendance were Dr. John Steach (Superintendent) and Caryn Davis (Board Secretary).

Signed in guests: John Weaber (Product Manufacturing), Jamie Netter, Suzanne Long (Pioneer Pump), Angie Navarro, Ann Ziehl, Bev Doolittle, Kim Parker, Gretchen Benner, Marie Schmieding, Danielle Reynolds-Young, and Kris Millar.

The Board, Community Manufacturing Representatives and others present toured Canby High School's Career Technical Education (CTE) and Manufacturing Facilities prior to the start of the Board Work Session.

WORK STUDY SESSION

1.0 CALL TO ORDER

Board Chair, Brendan Murphy, called the Board Work Session to order at 6:40 p.m.

2.0 INTRODUCTIONS

Audience members introduced themselves to the Board.

3.0 CHANGES TO AGENDA

No changes were made.

4.0 PUBLIC FORUM/ANNOUNCEMENTS

Chair Brendan Murphy opened the floor for public comments.

Gretchen Benner and Marie Schmieding thanked the Board for allowing the staff a way to support a staff member in need. The staff wanted to help and were able to help their fellow staff member in a real way, which has not only made a huge difference to the staff member, but it also made the staff feel good to have a way to do something to help.

5.0 CONSENT AGENDA

Diane Downs moved to approve the consent agenda. Andrea Weber seconded the motion.

Motion passed 7-0.

Included in the Consent Agenda:

- 5.1 Regular Session and Executive Session Meeting Minutes from October 17, 2013
- 5.2 Personnel Changes

6.0 INFORMATION/DISCUSSION/ACTION ITEMS

6.1 Canby Advanced Manufacturing Metals & Machinery Summit

Dr. Steach turned the floor over to Renate Mengelberg, City of Canby Economic Development Director. Members of the Canby Advanced Manufacturing Metals & Machinery Summit spoke with the Board regarding the need for skilled workers entering their workforce:

- Renate Mengelberg thanked the Board for the CHS Manufacturing & CTE tour. She informed the Board that Canby currently has over 20 metals related companies, employing about 500 workers and generating 44 million in annual economic output. She introduced John Weaber from Product Manufacturing.
- John Weaber stressed the importance of preparing students for manufacturing careers in Canby; there is great opportunity for growth in the manufacturing field.

- Suzanne Long, Pioneer Pump Representative, explained that manufacturing is becoming one of the highest paid jobs around. Job shadowing and internships have been made available to students from Canby High School at Pioneer Pump.
- Renate Mengelberg spoke on behalf of JV Northwest (JVNW) and American Steel. JVNW is very skeptical of the younger work force. They are looking at investing in technology to possibly replace some of the workforce. Vocational Education is very important to ensure that the workforce remains intact. American Steel will be hiring new workers; mechanical aptitude tests will be given.
- Kim Parker, representative of the Workforce Investment Council of Clackamas County, explained that the Council invests public monies to train adults and youth in an effort to help fill the needs of local employers. Canby High School is recognized as a gem because of its CTE program. The overwhelming biggest concern for employers is in regards to the soft skills of young employees. The current trend in the workforce shows a lack of qualified new workers coming into the manufacturing industry. The next 10 years could potentially see 30,000 available manufacturing jobs, mainly due to the retirement of Baby Boomers.

The Board had the following questions/comments:

- Tom Scott – What could the District be doing to help support in the preparation of the manufacturing workforce? Do all kids have the opportunity to take manufacturing classes?
- Andrea Weber: Could higher-level classes be taught at the manufacturing plants? Is this a gender equal employment option for our students?
- Mike Zagya: We need to support this type of learning in our District.
- Kristin Downs: Appreciated the information from the manufacturers; it has increased awareness of the issue.

Summit and staff members had the following answers/comments:

- John Weaber – we need to know if the School Board is in support of this program.
- Pat Johnson, CHS Principal - 60 students were turned away from drafting this year and all other CTE classes are at capacity. We need more teachers in the CTE program in order to beef up level 2 and 3 classes.
- John Weaber – The school and manufacturers would need to discuss the possibility of moving higher-level classes into the plants; it could fracture and dilute the program. After level 3, the students move into internships.
- Bev Doolittle, Canby Area Chamber of Commerce Executive Director – Currently, there are not many women in manufacturing, but the culture is changing and the trend is moving towards more and more women.

6.2 Dual Language Immersion (DLI) Program Update

Angela Navarro, Trost Elementary Principal, distributed two handouts to the Board, *Trost Magnet Dual Language Immersion Program and Dual Language Immersion Program*. She explained the following to the Board:

- Trost applied for, but did not receive, the Dual-Language Grant.
- 40% of English Language Learners within the District are at Trost Elementary.
- Meeting the needs of a diverse group is still a challenge.
- Math is a current goal they are working on as well as working on improving reading scores.
- High levels of poverty within the school are a challenge.
- Concerns regarding class sizes resulting from the mobility of students out of our District.
- Lack of curriculum is a greater issue with dual language.
- Technology has been very helpful.

6.3 Technology

Joe Morelock, Director of Technology and Innovation, recapped the technology information given in the Board Packet, asking for Board comments and questions regarding the information given.

Brendan Murphy's comments/questions regarding 6.3:

- Seems like it was a step off of the path.
- There seems to be a disconnect - how can we move this conversation in a more productive way?
- We have too many visions at the table, making this a frustrating process.
- Would like to be presented with an "ideal plan", which has the best possible value and solution for the

District. It has to be the most strategic and comprehensive, or it is a waste of money. We need to maximize all avenues.

- Is there value in going back to what was originally suggested and tweaking the vision?
- It's our job to deliver the vision and John's job to deliver the plan.
- The sustainability issue has never been addressed.
- Haven't understood the transition from Innovation Grant to teacher buy in – is it working?
- Can we move forward with just the Innovation Grants – continuing the same level for the awards?

Tom Scott's comments/questions regarding 6.3:

- What was presented in the Board Packet didn't reflect what we had discussed.
- The proposed plan doesn't create uniformity between schools and doesn't address curriculum.
- Sustainability, in the long run, is a big issue. Will we just get to a certain level and stay there?
- Need a great vision to be convinced.
- Conversations have been frustrating; we should take a rest from it and bring it up in the future.
- If we receive more money from the State I would want to rebuild programs rather than putting it into technology. We can't replace people with technology.
- I would approve \$50,000, only, to go towards Innovation Grants, any more and I would want to wait.

Mike Zagya's comments/questions regarding 6.3:

- In reading the comments from last meeting, we wanted to tie curriculum to technology.
- On September 5th, we were given a vision and then a plan. We have been given a lot of information. Maybe we have too much information or the information is not specific enough.
- I agree that sustainability has not been addressed.
- I think we should fund the Innovation Grants and put everything else on hold.
- Curriculum updating is of higher importance than technology. If we focus on curriculum, how do we use technology to do that?

Diane Downs' comments/questions regarding 6.3:

- We agreed on consistency across the schools.
- I am looking for something more meaningful and strategic.
- We have had a grand plan - the Innovation Grant plan, and it has been great.
- I have an issue with doling out \$500,000 instead of \$50,000.
- Need to define our strategic goal. Do we use the dollars to move towards that goal or keep a candy basket for Innovation Grants?
- I want to move the District, as a whole, forward.
- I agree to a move forward with \$50,000 towards Innovation Grant awards.

Angi Dilkes Perry's comments/questions regarding 6.3:

- There is language in the plan that says there was an effort to address consistency.
- There is a big disconnect with the plan. We are all coming from different directions. We need to talk about what the plan means and a timeframe.
- The plan is mixed up between Innovation Grants and Technology.
- I would want to be more aggressive with the amount spent on the Innovation Grants.

Kristin Downs' comments/questions regarding 6.3:

- We have to have teacher buy-in - that is what makes technology successful in any school.
- We need to be steering towards something.
- Regarding the financial risk and sustainability, there is risk with any direction you choose to go.
- If we were in a financial predicament, technology would never take priority over staff.
- If revenues increase would we want to sustain or rebuild programs?
- I think we need to do more than \$50,000 for the Innovation Grants. There is an urgent sense for our teachers in having to wait so long for the Innovation Grants to be awarded.

Andrea Weber's comments/questions regarding 6.3:

- The plan didn't cover what I was expecting it to. Curriculum was not discussed in it.
- We are leaving teachers and the community out of the conversation – they need a voice, too.
- Through discussions with teachers, technology seems to be a small tool for them, not a large one.
- I would agree to awarding \$50,000 in Innovation Grant funds.

Joe Morelock's comments regarding 6.3:

- Having additional devices will address the problems of online testing.
- Would like to come back with a variety of options for using the Innovation Grant funds, at different spending levels. Each different dollar amount causes a shift in what best utilizes the funds.
- It will likely be January before any Innovation Grant recipients will have their awarded devices.

Dr. Steach's comments regarding 6.3:

- It seems like we are going in a circle with our technology discussions.
- The plan creates pockets of excellence. It was regrouped based on the Board's statement to try to target equally and to put the best devices in the hands of those that would use it. Testing is addressed in this plan, but not curriculum.
- What I heard from the Board is that they wanted equal distribution across grade levels.

Andrea Weber motioned to approve the allocation of \$50,000 to go towards Innovation Grant Awards. Angi

Dilkes Perry seconded the motion. Motion passed 7-0.

6.4 Synergy

Susie Strangfield, Systems & Accountability Manager, reported on the status of the Synergy implementation:

- Currently, we are at the mid-point of the implementation process, not many changes since the last meeting.
- The problem with Progress Reports for secondary staff has been fixed.
- ParentVue is available for parents of secondary students, will be available in December for parents of elementary students.
- SSIDs (Secure Student IDs) were successfully rolled into ADM (Average Daily Membership).
- Assessments will begin after Christmas Break.
- The next big push will be at the end of the trimester with grading and Special Education.
- The ESD (Educational Service District) is making progress with the updates.
- We know how the report cards went for secondary; we will see how it goes for elementary.
- After Thanksgiving, it will be a new term, with class scheduling.
- Issues happen and when they do, we respond as quickly as possible.

Mike Zagyva commended Susie for the flow of communication that the Board has received regarding issues with Synergy. It has given the Board the ability to answer questions they might receive from staff and parents.

6.5 SB 290 Evaluations

Dr. Tim Oberg, Director of Human Resources, gave a quick update on the progress of Senate Bill 290 – Evaluations:

- The way our program was designed has made the rollout very successful. The transition was much easier, due to great processes being in place for some time.
- Teachers have been very excited about the Principal feedback piece.
- With goal setting, teachers take on an obtainable challenge.
- The Administration's work will center on making the most of the observations and calibrating between administrators.

6.6 School Safety

Dr. Steach explained the handouts given in the Board Packet. He is part of a countywide task force. The task force would like to see consistency in the terminology used at all schools. The purpose of the brochure: *Canby Student Threat Assessment & Management System Risk Factors Associated with Targeted Violence – A Guide for Parents and Teachers* is to take a close look, when a threat is made, at what the potential is that it will be carried out. The brochure gives principals a view of what to look for. Centerstone, referenced in the brochure, is an emergency mental health

resource for Canby School District.

Diane Downs would like to see clearer, more direct, language used in the brochure.

6.7 Policy Updates

First Reading of Revised Policy *JHRE – Reporting Suspected Abuse of a Child*. Change “by any adult or by a student” to “by any person or persons (adult or child)”.

First Reading of Revised Policy *GCBF – Health Care Continuation Program – Licensed*.

First Reading of Policy *EBBB – Injury/Illness Report*.

6.8 Minutes

The question of formality of Dr. Steach’s title was brought before the Board. It was decided that in the Board Minutes, the title Dr. Steach would be used.

7.0 FUTURE AGENDA ITEMS

- Open Enrollment
- Carus White Building
- Charter School Application
- Budget/Enrollment Status
- Digital Citizenship
- Policy Updates

8.0 ADJOURNMENT

Brendan Murphy adjourned the Work Session at 9:33 p.m.

Respectfully Submitted:

Caryn Davis
Board Secretary

Brendan Murphy
Board Chair