

**Meeting of the School Board
David Douglas School District No. 40
September 24, 2020**

A virtual Board Workshop of the David Douglas School Board was held on Thursday, September 24, 2020 at 6:00pm.

School Board Members present via virtual meeting: Andrea Valderrama, Board Chair; Sahar Muranovic, Vice Chair; Donna Barber, Aaron Barrow, Frieda Christopher, Christine Larsen, and Stephanie D. Stephens.

Also present via virtual meeting: Ken Richardson, Superintendent/Clerk; Candy Wallace, Assistant Superintendent; Patt Komar, Director of Administrative Services; Derek Edens, Director of Assessment & Technology; Brooke O'Neill, Director of Curriculum & Instruction; Kelly Devlin, Director of ESL & Equity; Mary Pearson, Director of Student Services, Andy Long, Director of PK-12 Education and Laurie Brunelle, Board Secretary.

The Workshop Agenda included the following.

Call to Order / Native American Land Acknowledgement

Ms. Valderrama shared she is grieving for our country and for our future. As elected officials and leaders of the District, we have a responsibility to call out injustices and work on them together collectively and to show up and lead within our own community.

Mr. Richardson shared there are many amazing stories and successes within the District. School is not the same through a computer screen but this is our reality and we will make the best of it to move forward, learn, and grow together.

Mr. Richardson announced that a healthy and productive relationship between a school board and its superintendent is essential to sustain success and growth of our students, and a good high quality evaluation develops good board / superintendent relationships.

Agenda Overview & Workshop Goals

- Discuss Superintendent evaluation process for 2020-2021
 - What does an honest process look like?
 - Where do we envision our students, staff, and District going?
- Discuss Superintendent goals for 2020-2021
 - Over arching priority areas.
 - Provide a level of consistency.

Superintendent 2020-2021 Evaluation Process – Ms. Valderrama gave an overview of the Superintendent's current evaluation process along with the Board-Superintendent Working Agreement. Board members were able to discuss and make suggested changes.

- Board-Superintendent Working Agreement - This document will be kept as is with the following changes under the Board's Expectations of the Superintendent section. This document will be re-evaluated at a later time.
 - # 3 - Change "local policies" to "Board policies" and include equity.
 - # 5 – Add the words "and engaged" after the word "visible".
- Timeline: The Board discussed the timeline and their consensus was to keep the same monthly timeline with additional language added. Goals are determined in the summer for the upcoming school year/s.
 - January: this is considered an update and the wording will stay the same.
 - May/June – Add: Communication/check-in with Board Members during Executive Session.
 - June/July – Add: Report back to Superintendent.
- Communications and Feedback – Find more efficient ways to get Board comments on evaluation.
 - Board members will fill out their comments on a Google Form sent by the Board Secretary.

Goal Setting - Ms. Valderrama shared evaluation forms from Portland Public School District, Gresham-Barlow School District, and Oregon School Board Association.

- The Board discussed the current Superintendent Evaluation Form with the following three goal areas: Managerial, Instructional, and Political. Through collaboration they made the following suggested changes.
- It was determined that the goals would be for one year only.
- Added a New goal - Advancing Racial Equity: Align Systems, Structures, and Culture.
 - Strategies and Outcomes for this goal.
 - Board approved Equity Plan in place.
 - Progress on anti-black racism and dismantling white supremacy in the District.
 - Reconvene and strengthen the Racial Equity Committee.
 - Diversifying the workforce.
 - Physical and emotional safety.
 - Professional Development for staff.
 - Culture shift to more culturally responsive and meaningful relationship building for teachers and students.
- Change the Political Goal to: Communications & Community Engagement.
 - Strategies/Outcomes for this goal.
 - Closing the feedback loop.
 - Culturally specific parent and family engagement.
 - New community partnerships and further develop partnerships with DDSD community.
- Managerial: Executive Leadership
 - Strategies/Outcomes for this goal.
 - MOU process finalized in Article 12.
 - Safety in COVID.
 - Fiscal responsibility and transparency around worst case/best case scenarios.
 - Address financial issues that arise from decreased enrollment and decreasing revenue forecast.
 - Sexual harassment training and culture shift away from rape culture.
 - Support for teachers and staff during this time, including technology.
 - Strategic Plan.
 - Facilities Plan.
 - Health & Safety Plan for COVID for reopening and CDL.
- Change Instructional Goal to: Culturally Responsive Instructional Leadership & Improvement
 - Strategies/Outcomes for this goal.
 - Comprehensive Distance Learning is successful (staff trainings, percent of student engagement and how often).
 - Tutoring and opportunities for volunteering.
 - Sex Ed curriculum.
 - Trauma informed curriculum planning and development.
 - Training and support for students and families on platforms, devices, and process for technology.

Next Steps

- The Superintendent will communicate how he plans on reporting back to the Board on his one-year goals.
- Once the Strategic Plan is complete, longer-term goals will be flushed out.

Additional information: professional development for Board members. This will be a continued conversation.

- Board goals and Board self-evaluation.



Andrea Valderrama, Board Chair



Ken Richardson, Superintendent / Clerk