

Central Linn School District
November 8, 2013
District Office - 3:00 p.m.

Members Present: David Goracke, Tim Marchbanks, Charley Wolff, George Frasier, Chris Wyne, DeeDee Thomas, Eric Gerber

Employees: Brian Gardner, Susan Beaudin, Celeste Van Cleave

It was the consensus of the Board to keep the current vision of the district, "Individualized Education for All learners". The work of the Board would be to establish a short mission statement for each category (Management, Academic and Cultural) and then generate one or two SMART goals for each category. Goals should be measurable and attainable. Discussed creating a culture where everyone works as a team making the community responsible for the schools not just the administrators. If we were to develop two or three talking points and hold zone meetings where board members could talk about the good things we are doing in the schools, the Board becomes PR specialists.

There was some Board input on how if the district wants to partner with the community we have to listen to them and give them what they want, like the high school track. Superintendent Gardner explained that the track was condemned about five years ago. He has been here two years. His first year here the district was \$250,000 in the hole and the budget going forward was not realistic and no extra money. His second year the district received a \$380,000 reduction in state revenue but through frugal accounting we ended the year with \$240,000 cash carry over. This is the first year we have had any money to put towards a project like the track. The school district and the community need to come to some decisions on long-range facilities plans that will include a track. And to begin, we need to develop district goals and a communication plan. He encouraged the Board to consider holding a certain number of zone meetings a year with specific, positive, talking points and speak to the good things that are happening in our schools.

Director Marchbanks expressed concern that the community has been asking for action on that track for an extended amount of time and now we may be asking them to approve a bond for new schools. It appears we don't listen to the community and we need to be more transparent. He doesn't think the community knows we hear what they are saying, so we aren't going to get the votes we want. Superintendent Gardner thought we might be way ahead of the curve because we aren't far enough along in building a relationship with the community.

The Board discussed again the idea of zone meetings. Some Board members didn't think anyone would come out for those meetings even the people who were complaining. The group discussed at length the Board's and Administration's frustration regarding the back talking; lack of attendance at Board meetings; bringing items up at the Board meeting instead of contacting the Superintendent. We need clear communication.

The Superintendent reminded the Board we should have a recommendation from the Facilities Committee by the January meeting. The Board will then need to determine a couple of scenarios regarding district facilities and begin holding community/zone meetings to gain community input on facility plans. When the Board makes a decision as to where facilities would be located then the Track Committee could plan in earnest. Mr. Gardner also suggested the district should budget some money towards the new track in next year's budget to show that we are listening to the community.

The Board brainstormed goals for the **Management Mission: "Build a Sustainable Organization"**. Suggested goals were:

- 1. Build an "emergency fund" that is equal to 10% of the prior year's budget by the start of Fiscal Year 2017 as well as criteria to access that fund.**
- 2. Have a long term (20+ years) facilities plan developed, with community input, by June 2014. Have said plan fully implemented by Summer 2019.**
- 3. Perform an analysis of district transportation by August 2014.**
- 4. Hold a minimum of four zone meetings per school year starting 2013-2014.**
- 5. Have the district office located at a school by start of 2015/2016 school year.**
- 6. Keep a sustainable workforce that understands the expectations, has the tools to do the job, is held accountable and is rewarded accordingly. (Superintendent will word smith it and email them.)**

(#3 would fold into the facilities plan) Short discussion around the district's aging fleet of buses. Discussed cost replacement vs. maintaining vs. outsourcing. The district needs to consider control/management issues by outsourcing, PERS costs, aging fleet, etc., but remembering currently it is an unfunded liability. The district needs to replace at least 7 buses (\$1million).

Regarding #4 use talking points, place meetings around other district meetings like budget meetings. Advertise the talking points when posting meetings. Include time for question/answers.

Academic Mission: "Prepare Learners That Will Excel in a Changing World" Suggested goals were:

- 1. Eighty percent (80%) of all Central Linn Students will "Meet" or "Exceed" state standards by the end of the 2015-2016 School Year.**

If we want to measure our productivity we need test data like PSAT or ACT. The Board discussed how to measure student success and how to track student education beyond graduation. Superintendent Gardner stated the district had just contracted for a service to track that information. There was a large discussion on when to begin career awareness.

- 2. 85% of students will continue their education beyond high school by the class of 2019.**
- 3. 50% of students will graduate with 9 college credits by 2019.**
- 4. 75% of students will graduate with 3 college credits by 2019.**
- 5. 60% of students will graduate with a Career Readiness Certification (CRC) by 2019.**
- 6. 80% of students will graduate with Personal Management Team Certification (PMT) by 2019.**

The district now offers College Now Courses; online courses; 121 College Level Writing. Discussed again the soft skills needed to succeed in whatever career they pursue. Make sure they know the expectations, have the tools, and required training to do it; then we can hold people accountable. Also, have teachers that hold a MAT Degree teach the first three classes of education.

The Board discussed what needed to be in a mission statement for the "cultural" category. Some suggestions were:

Building a community wide culture centered around the schools.

Develop a school culture that welcomes a community to participate and assist our students in visualizing all possibilities available to them.

We also need something about excellence and being unified and, communication.

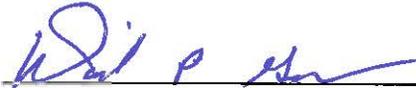
It was the consensus of the Board to use: "Build a Community-wide Culture of Life-Long Learning Focused on Unity, Excellence and the Future" for the "Cultural" category. Suggested goal:

- 1. The District will survey community and staff each year on how Central Linn School District is progressing. Use same survey each year.**

The Board work session adjourned at approximately 7:30 p.m.



Susan Beaudin, Board Secretary



David Goracke, Board Chairman

11-12-13

Date Approved