

ASHLAND SCHOOL BOARD

Minutes: Special Session/ Board Retreat June 25-26, 2020

JUNE 25, 2020

Call to Order

The meeting was called to order at 9:05AM. Chair Skuratowicz and directors Monter-Rangel, Prud'homme, and Westrick were present. Director Chang had a scheduling conflict and joined the meeting around noon.

Scheduling the Upcoming School Year

Jackie Schad presented a number of items to the board requiring input and feedback. Among these items was the board's meeting schedule and calendar. The board made minor adjustments to the proposed schedule to account for scheduled Ashland School District (ASD) closure dates. Given the coronavirus situation and a new superintendent anticipated to begin service to the district in the coming weeks, the board decided to hold an additional retreat, hopefully in August; it was discussed that attendance of Lead Team members would be desirable.

Review of Interview Questions and Process

The board reviewed the list of superintendent interview questions that Director Chang previously compiled based on directors' submissions to the board secretary. Questions were finalized and assigned for uniform delivery during the board's upcoming interview process.

Superintendent Contract and Evaluation Timeline

Directors discussed the most important terms for any new superintendent's contract that they would like to ensure are included. These terms would be provided to the board's attorney for review, advisement, and inclusion. An essential term the board decided must be included is the administration of a comprehensive evaluation, also known as a "360," survey in order to elicit targeted feedback from various district constituents. Various terms for the termination of the contract also were discussed, including "for cause" and "without cause" termination as well as the timeline for the notice of any termination.

The board discussed the necessity to move any evaluation of the superintendent earlier into the school year in order to administer the required evaluation process.

Baseline Climate Survey

Chair Skuratowicz noted the importance of reviewing data from the Youth Truth survey and that she requested this data from Rebecca Gyarmathy. In the interest of time, this item was not discussed in depth. However, directors agreed that the board could revisit the topic after receiving the survey results.

Youth Activities and Activities Levy (YAAL)

The upcoming timelines for activities to renew the YAAL were discussed. The board agreed that not placing the measure on the May ballot was a good decision due to COVID-19 and the defeat of other fundraising measures that were on the May 2020 ballot. It was discussed whether or not November would present a better opportunity given the persistent COVID-19

challenges but that it must be done. In the event that the measure is unsuccessful, the district would have an additional opportunity in 2021 to seek the support of Ashland voters to renew the funding source. Director Westrick announced that former superintendent Julie Di Chiro, volunteered to lead the effort to renew the YAAL, and he gratefully accepted this offer on behalf of the board. The board expressed its appreciation for the time and effort Ms. Di Chiro would be contributing.

Temporary Adjournment

Chair Skuratowicz temporarily adjourned the meeting at 1:30PM to change the venue as scheduled, in order to conduct interviews with three applicants for the superintendent position. Interviews would take place on the campus of Ashland High School Commons, upstairs in the cafeteria beginning at 2:00 PM.

Chair Skuratowicz recalled the meeting to order at 2:00 PM. She announced that the board would enter into executive session pursuant to ORS 192.660 (2)(a) *to consider the employment of a public officer, employee, staff member or individual agent.*

Interviews concluded at approximately 6:15 PM. Chair Skuratowicz reopened the meeting in public session and adjourned the meeting for the day. It was announced that the board would reconvene for day two of its retreat the following day, June 26, 2020, at 9:00 AM.

JUNE 26, 2020

Chair Skuratowicz recalled the meeting to order at 9:00AM and all directors were present.

The chair announced that the board would enter into executive session pursuant to ORS 192.660 (2)(a) *to consider the employment of a public officer, employee, staff member or individual agent.*

Chair Skuratowicz reopened the meeting in public session at 11:30 AM.

Due to the non-linear nature of some discussions, which may have been revisited during other agenda topics, a summary of each agenda item is provided below.

Ashland School District Schooling through COVID (STC) Planning

Steve Retzlaff and Katherine Holden presented a detailed update based on the latest available information in the draft of the Ashland School District's Guide for Schooling Through COVID; the Oregon Department of Education (ODE) Ready Schools Safe Learners; ODE Operational Blueprint Template; ASD Operational Blueprint Draft; and the STC Action Items List. Also shared with the board were the following documents: All Staff Survey—Planning for Fall 2020; Student Survey—Middle and High School; Parent Survey—Elementary School; Teacher "DL4A" Survey; Distance Learning for All 2.0 Improvement Area Work Groups; To Do List from ASD Guide for STC; and a draft of the district's response to the ODE Operational Blueprint for School Reentry 2020-21.

Emerging as the most likely of four scenarios, "Hybrid A" was discussed. The schedule for this scenario includes Monday or Tuesday attendance with Wednesday dedicated to student intervention and other professional needs, and a Thursday or Friday attendance. In the event the district needs to convert to a distance-learning-only mode of delivering education, additional flexibilities were discussed. The team had not yet settled on the very specific details.

Much discussion ensued on various details of the STC plan including budget, learning management systems, coordination with public health authorities, compliance with ODE and

statewide requirements, pilot exercises of the proposed reopening procedures, special considerations for athletics, training, nutrition services, transportation, special education services, and many others, as detailed in the materials. Special considerations for elementary delivery modalities and challenges also were discussed.

Acting Superintendent Retzlaff said they are strongly encouraging teachers to step outside of their pedagogical comfort zones in order to deliver quality education to kids. Challenges and needs to meet, such as additional professional development days and the academic calendar were discussed. Everyone having a glass-half-full attitude is helpful and if the district can get kids on campus, that is a big win. Depending on how things go this summer will determine what reopening looks like; while the district has had to pick a scenario to plan for, the group is trying to remain flexible.

The work of the STC Committee was praised highly for their problem-solving abilities and reliability for attending semi-weekly meetings since June 2nd, for which the board expressed its appreciation.

John Muir Outdoor School (JMOS)

Laurie Rooper presented the substance of discussions she recently had with JMOS staff members regarding the future state of the principalship at the site. Staff would like a full time principal or if FTE is split between that and another position, their preference is to have the person located onsite at the school. Much discussion ensued on the needs of JMOS as well as those related to the upcoming, temporary relocation to Lincoln School. Due to limitations of time necessary for additional deliberation on superintendent interviews, the discussion was suspended.

Board Liaison to Schools and Board Role in Bargaining

Chair Skuratowicz summarized a discussion she recently had with a district employee. It was identified that the sites, ideally, would like the board to resume its former practice of having a board liaison for each site, to the extent possible. This could include attendance at a site council meeting in order to get a “download” of what’s happening as each site, and an “upload” to the site of what’s happening at the district level, specific to a board report. Directors expressed a willingness to reinstate the practice, though it was not immediately known how that would take place, as directors did not know the scheduling requirements of such a request, and for working professionals with “day jobs,” it was thought that doing so would be extremely difficult; the voluminous requirements of board service, including at bargaining, along with other requests from the district for other types of participation from directors already have a prohibitive effect on directors’ individual ability to fulfill every request for their time, which is increasing. The board looks forward to receiving more information to try and fulfill the request.

Unfinished Business

Chair Skuratowicz announced that the board would enter into executive session pursuant to ORS 192.660 (2)(a) to *consider the employment of a public officer, employee, staff member or individual agent.*

Chair Skuratowicz reopened the meeting in public session and adjourned the meeting for the day at approximately 6:00 PM. Director Westrick previously left the meeting at approximately 5:00 PM.

Submitted by:

Sabrina Prud'homme
Board Member

Dated for Board Approval: August 10, 2020

Board Chair, Eva Skuratowicz

Superintendent Samuel Bogdanove