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BOARD APPROVED 6/22/22

Redmond School District

Special Board Work Session

June 7, 2022

Board Members in Attendance: Chair Shawn Hartfield, Vice Chair Michael Summers, Directors Keri Lopez, Liz Goodrich

The special work session started at 8:04 am.

The Board conducted a self-evaluation:

0=Unacceptable, 1=Needs Improvement, 2=Good, 3=Excellent, 4=Outstanding

Standard 1 - Leadership: Mission, Vision and Goals

- All 2
- Create a calendar/timeline for updates on goal indicators and other important timelines
- Place board/district goals in various “often seen” areas (BOA, agendas, etc.)
- Set superintendent goals and evaluation tool earlier for the next school year
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Standard 2 - Policy and Governance

- Liz - 1 - Fallen behind on policies, the process is bogged down
- Shawn - 2 - Do required policies first, then highly recommended, need to schedule dates
- Michael - 1 - Likes going through the policies, but the process needs improvement, possibly prioritize policies
- Keri - 2 – Would like feedback from all staff, not just district office staff on policies

Standard 3 - Community Relations

- Liz - 1.5 – The board encourages community input. At times the board is disrespectful toward staff
- Shawn - 2 - Never had a forum/listening session
- Michael - 2
- Keri - 2

Standard 4 - Cultural Responsiveness and Educational Equity

- Liz - 1 - A lot of room for improvement in this area. The board has derailed the Equity Advisory Committee work. Looking forward to the DEI position, as our district staff is not representative of the community.
- Shawn - 3 - Made strides bringing the Latino community programming
- Michael - 2 - We have nondiscrimination policies in place
- Keri - 2 - Need data on staff representation

Standard 5 - Accountability and Performance Monitoring

- Liz - 2 – Would like a calendar of when the board will see data in which they are trying to measure. Board can improve on monitoring, possible quarterly updates on numbers for goals, or a dashboard of some kind
- Shawn - 1.5 – Board needs to know and understanding the data
- Michael - 2 – For being a new board, we have relied on the information the district is sharing.
- Keri - 2 - Maybe receiving too much information, work on honing in on information relative to board goals

Standard 6 - Board Operations - Meetings

- Liz - 2 – Chair Hartfield runs great meetings. Not appreciative of the surprise addition of inviting a guest speaker to a meeting.
- Shawn - 2 - Very contentious year, and although many were coming from different sides, the board still remained respectful, and still listened. Board should always keep public comment.
- Michael - 2.5 - Dealt with hard situations this past year, ran through contentious subjects. Chair Hartfield did a great job. Like public comment, some early stumbles but improving.
- Keri - 2 – Thankful for allowing public comment. Board needs to pay more attention to confidentiality of executive sessions.

Standard 7 - Board Operations - Board Member Communications

- Liz - 1.5 - Things have been difficult, hard conversations, at times I've felt disrespected in public meetings, room for improvement for respect
- Shawn - 2 - There have been times when there are one on one conversations with just the board chair and superintendent, have felt uncomfortable with that, the whole board should hear all information. Felt disrespected at times, but the board always comes back together.
- Michael - 2 - Trying to maintain respect for one another through tough times
- Keri - 2 – Is the board getting the same information when there are one on one meetings

Standard 8 - Board Operations - Board-Staff Relations

- Liz - 1 - Getting better, issues around knowing governance v operations, damage has been done with staff given some of the resolutions and decisions, some people aren't feeling on the same team
- Shawn - 3 – Understand chain of command
- Michael - 2 - Throughout the last year, the nation was split on how people were feeling, difficult to navigate
- Keri - 2 - Wish there was more open communication between the board and the staff, would be good to have direct feedback from staff

Standard 9 - Board Operations - Board-Superintendent Relations

- Liz - 1 - It's getting better now that the mask mandate is lifted. The board left the superintendent high and dry in some situations, which was not the right thing to do.
- Shawn - 3 - Does not agree the board put him in that situation, the board supported the outcome. The board does not rubber stamp things.
- Michael - 2 - Rubber stamping is not always the right thing, the board didn't avoid difficult decisions.
- Keri - 2

Standard 10 - Values, Ethics and Responsibility for Self

- Liz - 2
- Shawn - 3
- Michael - 3 – The board is doing things with the right intent
- Keri - 3

Standard 11 - Board Systematic Improvement

- Liz - 2 - Retreat would be great to set goals, set calendar, etc. Was able to go to the Portland OSBA conference, although sometimes can be hard to carve out time.
- Shawn - 2 – Would like teacher leaders to help set goals. Not happy with OSBA and has been working with someone else. Going through the policies helps understanding what the district is doing and board responsibilities
- Michael - 2 – Hard to make board trainings often due to schedule
- Keri - 3 – The board did have a retreat earlier in the year. Constantly searching for information, value learning and growing from all different perspectives.

The special work session ended at 9:35 am.


Shawn Hartfield, Chair


Gina Blanchette, Executive Assistant