Board Work Session – 5:30 pm
Wednesday, January 10, 2024

THIS WORK SESSION WILL BE VIRTUAL ONLY

Virtual Access:
https://zoom.us/j/98475631626

Redmond School Board Members
Michael Summers, Chair
Liz Goodrich, Vice Chair
Keri Lopez
Eric Lea
Amanda Page

AMERICAN WITH DISABILITIES ACT: Please contact Gina Blanchette at the district office at 541-923-8250 if you need accommodation to participate. Please telephone at least three days prior to the scheduled meeting date.

Si usted requiere servicios de interpretación, por favor contacte a Mel Salinas McCabe a 541-923-5437. Por favor, llama a lo menos tres días antes de la fecha de reunión.
AGENDA
Virtual Access: https://zoom.us/j/98475631626
Times listed are an estimate only and may vary.

WORK SESSION

5:30 - 6:45 pm  Executive Limitation #3 (EL-3)  Peggy Kinkade
    ● Treatment of Students, Families & the Public

6:45 - 7:30 pm  Superintendent Goal Report  Charan Cline
    ● Goal # 2 - Thriving Students (Safe & Healthy Schools)
        ○ Attendance
        ○ Positive Mindsets
        ○ Interventions for Unhealthy Behaviors

7:30 pm  Adjourn
Below is a first draft incorporating some common themes from sample policies. This is strictly a starting point for discussion. This is your opportunity to start broad and narrow your focus as desired to create an Executive Limitation that suits the interests and values of the Redmond School Board.

**RSD Working Draft: Treatment of Students, Families and the Public**

The Superintendent shall not fail to establish and maintain a safe, welcoming and inclusive environment for all students. The Superintendent shall not fail to establish an organizational culture in which students, families and community members are treated with respect, dignity and courtesy.

Accordingly, the Superintendent shall not fail to

1. Implement policies and procedures that promote safety, equity and wellness.
2. Prepare for foreseeable emergency situations.
3. Use methods of managing student information that protects confidentiality and guards against improper access to information.
4. Provide a fair, timely, and clear process for handling complaints.
5. Promote a culture of family engagement, including a communication plan that provides timely information about academic progress, safety, and changes to educational programs.
6. Seek and consider student, family and public input regarding significant decisions and changes.
7. Take steps to protect students from illegal discrimination.

**Example policies from other districts**

**EL-2 TREATMENT OF PEOPLE**
Issaquah School District, 2021

The Superintendent shall not fail to establish and maintain a learning environment that is safe, respectful and conducive to effective learning; nor shall the Superintendent permit an organizational culture that treats parents, students or community members with disrespect, indignity or discourtesy.

Accordingly, the Superintendent may not:

1. Fail to assure a climate that is characterized by support and encouragement.
2. Fail to provide an open and responsive environment that encourages parent involvement.
3. Tolerate any behaviors, actions or attitudes by adults who have contact with students that hinder the academic performance or the well-being of students.
4. Fail to maintain an organizational culture that is consistent with the following values:
   a. encourages exchange of opinion;
   b. reasonably includes people in decisions that affect them;
   c. open and honest communication in all written and interpersonal interaction;
   d. focus on common achievement of the Board’s ENDS policies
5. Permit any form of illegal discrimination.
6. Fail to inform students and their parents or guardians of anticipated changes to the educational program that will significantly impact the educational pathways available to students.
7. Fail to adequately monitor and control student access to and utilization of electronically distributed information.
8. Use methods of managing information, including student information, that fail to protect confidentiality or protect against improper access.
9. Collect and store information for which there is no educational purpose.
10. Fail to provide a process for the effective handling of complaints.
11. Fail to inform students and parents of their appeal rights.
12. Fail to protect students who have voiced grievances from retaliation within the school environment.
13. Permit the administration of corporal punishment.

Mt. Mansfield (VT) Unified Union School District

2.1. Treatment of Students and Parents/Guardians

The Superintendent will treat all stakeholders of the School District with respect and objectivity. Superintendent interactions with students, parents, and guardians will be unbiased and offer clear, timely communications regarding conditions or procedures. The Superintendent will ensure that the District is safe for all students and that the District provides a supportive learning environment.

Accordingly, but not limited to, the Superintendent shall:

1. Implement clear policies and procedures that ensure a safe and equitable learning environment for students:
   a. Set clear expectations and direction in regards to learning environment conduct and District values;
   b. Create an inclusive learning environment that celebrates diversity and belonging;
   c. Promote an environment of wellness and wellbeing;
   d. Prepare for foreseeable emergency situations;
   e. Provide safe learning conditions.
2. Elicit information when there is clear necessity.
3. Use methods of collecting, reviewing, transmitting, or storing student/family information that ensure proper access to the material elicited.
4. Operate facilities with appropriate accessibility and privacy.
5. Inform Students and Parents/Guardians of the procedures that provide a way to be heard for persons who believe they have not been accorded a reasonable interpretation of their protections under this policy.
6. Provide a process for the effective and efficient handling of complaints and concerns.
7. Ensure a system of communication between the School District and parents that provides for two-way, timely, and full information about academic progress, safety, and other important matters relating to education.
8. Make significant decisions impacting Students, Parents/Guardians, and Community seeking and considering their input, where feasible.
9. Abolish any barriers that unreasonably prevent any student from achieving their unique and full potential within the capacity of the School District to provide.

Jeffco Public Schools (Golden, CO), September 2022

Treatment of Students, Parents and Community

With respect to staff interactions with students, parents and the community, the Superintendent will take reasonable steps to avoid causing or allowing conditions, procedures, actions, or decisions that are or have the potential of being unlawful, unethical, unsafe, disrespectful, disruptive, undignified, or in violation of Board policy. Accordingly, the Superintendent will:

1. Use methods of collecting, reviewing, transmitting, or storing information that reasonably protect confidential information;
2. Provide the effective handling of grievances and complaints;
3. Take reasonable steps to protect against illegal conditions and procedures;
4. Establish policies and procedures that comply with applicable federal and state laws;
5. Take reasonable steps to inform students, parents, and the community of district policies, procedures, and school choices within the district; and
6. Meaningfully and timely respond to concerns raised by students, parents, and community members and timely report on any serious or repeated concerns and responses to the Board.
In order to ensure a welcoming and inclusive environment for our students, parents, families, and community, the Superintendent will take reasonable steps to create conditions and procedures, and take actions, or make decisions that are lawful, ethical, safe, inclusive, culturally-responsive and consistent with Board policy. Accordingly, the Superintendent shall not fail to:

1. Use methods of collecting, reviewing, transmitting, or storing information that reasonably protect confidential information;
2. Provide for effective handling of grievances and complaints;
3. Take reasonable steps to protect against illegal conditions and procedures;
4. Establish policies and procedures that comply with applicable federal and state laws;
5. Take reasonable steps to inform students, parents/guardians, families and the community of district policies, procedures, and school choices within the district; and
6. Meaningfully and timely respond to concerns raised by students, parents/guardians, and community members and timely report on any serious or repeated concerns and responses to the Board.
7. Take reasonable steps to protect the students and staff of the district from discrimination on the basis of gender identity, sexual identity or orientation including when participating in extracurricular activities, sports, or the use of district facilities.
8. Take all lawful steps to prevent federal immigration enforcement activities from interfering with achieving equitable outcomes for students;
9. Take reasonable steps to make at least one all-gender restroom available in all DPS facilities;
10. Take reasonable steps to ensure all district staff use students’ preferred pronouns and to ensure students’ preferred pronouns are reflected in district records, files, and communications;
11. Take reasonable steps to ensure no district school or program waives or opts out of the provisions of C.R.S. 22-7-1207 including parental or caretaker input into a student advancement or retention decision;
12. Take reasonable steps to maintain, provide, and re-supply easily accessible menstrual hygiene products for K-12 students in need of supplies to reduce the stigma and ongoing impact associated with Period Poverty. These products will be provided without cost to the student.
13. Take reasonable steps to ensure the district is supportive of references to Black Lives Matter as consistent with our equity-based curriculum and the stated values of our Board of Education.

The Superintendent shall not fail to act in ways that demonstrate that the district values each and every student, family, staff member, and the public, and is committed to creating an equitable and anti-racist system that honors and elevates all.

Further, the Superintendent shall not cause or allow conditions, procedures, actions, or decisions which are unlawful, unethical, unsafe, imprudent, discriminatory, or in violation of commonly accepted business and professional ethic and practices and Board Policies.

Accordingly, the Superintendent shall not fail to:
1. Communicate a vision that includes the following:
   a. An unwavering belief in the ability of all students and commitment to their academic achievement and social-emotional well-being.
   b. Articulation of the systemic and institutional barriers that marginalized students face in achieving this vision.
   c. An equity lens that is reflected in decision-making.
2. Promote school and classroom practices that ensure:
a. Safe, inclusive, and equitable learning environments.
b. Development of positive self-identity and healthy relationships.
c. Ownership of actions, reparation of harm, and transformation of conflict.

3. Nurture a culture of family engagement that:
   a. Employs best practices for effective partnership between home, school, and the district.
   b. Is asset-based, valuing the diversity of student and family experience.
   c. Centers student voice, experience, and outcomes.

4. Involve diverse stakeholders, including the public, in an advisory capacity regarding district-level matters, including academic, social and emotional problems of practice.

5. Survey secondary students, K-12 parents/guardians, and staff on at least an annual basis to assess their experience in alignment with Board Ends, overall, and in each subgroup.

6. Ensure school activities, clubs, and athletics provide an inclusive, welcoming, and safe environments that supports dignity for all, as well as equitable access for all students.