Board Members in Attendance: Chair Michael Summers, Vice Chair Liz Goodrich, Directors Eric Lea, Amanda Page and Keri Lopez

Michael Summers called the work session to order at 5:31 pm.

Executive Limitation #3 (EL-3)
Peggy Kinkade presented options for the EL-3, along with a draft she created. The Board decided on the following EL-3:

Treatment of Students, Families and Community

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. Meaningfully and timely respond to concerns raised by students, families, and community members and timely report on any serious or repeated concerns and responses to the Board.
6. Promote a culture of family engagement, including a communication plan that provides timely information about academic progress, safety, and changes to educational programs.
7. Continually engage students, families and the public regarding significant decisions and changes.
8. Take steps to protect students, families and community members from illegal discrimination within the Redmond School District.
9. Take reasonable steps to inform students, families and the community members of district policies, procedures, and school choices within the district.

The next work session the Board will be addressing Executive Limitation #4 - Financial Planning. Peggy will work with Kathy Steinert to review different options and draft a sample to bring to the Board.
Superintendent Goal Report - Goal #2 - Thriving Students - Safe & Healthy Schools

**Future Ready Goal** - Attendance - Increase the number of students with regular attendance at 80% or higher. Chris Morton presented the average daily attendance has increased from December 2022, 89.8% to December 2023, 92.0%. Chronic absenteeism has decreased from 38.9% down to 28.1%. These positive changes are strongly attributed to the schools being very innovative when it comes to addressing attendance.

OMS Principal Evan Grant shared they are really stressing the value of attendance. Their slogan is “A’s, B’s, and 93%’s”. 229 students met it in the first trimester. They send customized nudge letters, targeted phone calls, and run a student leadership and social media campaign. At OMS, their rates have gone from December 2022-23, 41% chronic absenteeism to December 23-24, 32.1%. Doug Taylor presented what the team at Vern Patrick is doing to improve attendance. They have a tiered system, tier one is messaging, scheduling and recognition. Tier two is creating attendance buddies and sending nudge letters home. Tier three includes truancy meetings and support plans. Current daily attendance in 2022-23 was 91.8% and in 2023-24 it is 93.7%. Chronic absenteeism has really been their focus and the numbers show it. In 2022-23 chronic absenteeism rate was 35.1% and this year, 21.9%.

**Positive Mindsets and Behaviors Goal** - To develop future-ready skill sets and improve student-to-student respect and rapport. Conduct pulse check surveys on kindness and respect among students. Tami Nakamura explained that 11 of our schools are using a research-based social emotional learning and character education called Character Strong. Dr. Haugan, principal at Redmond High shared that they are teaching Character Strong lessons every Wednesday which have included building community, mental health, setting goals, purpose, kindness and respect, and more. It’s gotten great student and teacher feedback. Like the other schools, RHS is also experiencing an increase in attendance and a decrease in chronic absenteeism. The exciting aspect is the dramatic decrease in referrals and suspensions this year.

**Support Intervention for Unhealthy Behaviors Goal** - Increase the number of students accessing support services associated with drug and alcohol use and mental health needs. Track students who follow up with treatment/care referrals. At the secondary level, this is the second year of applying the UpShift model which is a proactive and restorative approach to substance use. Students who participate in UpShift may return to school from a suspension earlier. We partner with Rimrock Trails for high-risk students and we have 6 counselor interns who provide individual counseling under the supervision of a licensed therapist. These are services with no out-of-pocket cost to the family. So far this school year we have had 41 referrals to UpShift.

Work session adjourned at 8:02 pm.

Michael Summers, Chair

Gina Blanchette, Executive Assistant