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 5:30 pm.

Friends of the Children - Rachel Cardwell
Friends of the Children is a 30 year old national organization and has been in Redmond for over six years. Their goal is to break generational cycles of poverty by leveraging relationships between long term professional mentors and children who are facing the greatest obstacles. The mentors are employed by Friends of the Children and maintain a roster of eight children. They spend four hours a week, 1:1, with each child on their roster. The intent is to have a mentor for the child from kindergarten through 12th grade. Currently they are serving 11 youth in the Redmond School District.

Superintendent Goal Report - District Scorecard Annual Goal Progress Update
District administrators updated the Board on each of the scorecard pillars:

- Pillar 1: Student Achievement/Thriving and Successful Students
  - K-5 Reading: Grades K-5 will meet 80% median progress toward stretch growth by the end of the academic year as measured by the Spring iReady Reading Diagnostic.
    - Halfway through the school year, students are at or above 40% median progress, on track to meet the 80% goal
  - High School Readiness: Increase the % of students in grades 6-8 with a 3.0 or greater GPA and 90% or greater regular attendance from 39% to 45%.
    - 2022-23 School year = 39%, 2023-24 school year (end of Tri 2) = 42.3%
  - 9th Grade On-Track to Graduate: Increase 9th grade on-track rate to above 88% in the 2023-24 school year.
    - 2022-23 School year = 87%, 2023-24 school year (end of Tri 2) = 88.3%
  - On Time Graduation : Increase 4-year cohort graduation to 88.9% for the graduating class of 2024
    - 2022-23 School year = 87.3%, focusing on re-engaging dropouts, CTE and attendance

- Pillar 2: Caring and Supportive Community
  - Positive Student Experience: Improve respect and rapport among students as measured by increase in the mean score on the annual district wide Student Satisfaction survey from 2.91 to 3.11.
    - Focusing on Character Strong as well as school-based kindness, respect, rapport campaigns
    - Survey follow-up in Spring 2024
  - Supportive Interventions: Increase the % of students completing support services associated with substance use (UpShift data) from 78.6% to 85%.
    - 59 Students were given the opportunity to participate in UpShift, 41 have completed the curriculum
    - As of April 1, 2024, 87.2% of students have completed
  - Attendance: Increase the # of students with Regular Attendance (90% or better) from 59% to 62.
- Currently at 64.2% Regular Attendance
  - Communication: Increase transparency and improve awareness for community and staff of district and school operations, goals, events and stories as measured by ParentSquare satisfaction survey (target 75% of parents feeling Well to Very Well Informed).
  - October 2023 - Well Informed-41.6%, Very Well Informed-29.4%
  - April 2024 - Well Informed-42.8%, Very Well Informed-34.1%

- Pillar 3: Our People
  - High-Functioning Teams: Strengthen and build collaborative, high-functioning teams as measured by an increase on the Employee Satisfaction survey referencing creating a culture of success for all employees, from 3.29 to 3.49.
    - The Special Education department has moved from an IEP specialist model to a coaching model
  - Welcoming and Inclusive Schools: We will ensure a culture of Welcoming and Inclusive Schools as measured by the implementation of Welcoming and Inclusive School training and the development of a bias complaint tracking system.
    - Focusing on professional development in leadership and working with our student information system to disaggregate discrimination and harassment data
  - Feedback for Growth: Support a climate of continuous improvement through timely feedback as measured by evidence of evaluation system feedback in TED.
    - Focusing on re-engaging in the evaluation process after Covid, continued support for district leadership, administrator coaching program, teacher liaisons, and evaluation teacher leaders in buildings to support staff.

- Pillar 4: Operations
  - Secure Schools. Improved preventative strategies. Timely response to safety issues. Overall improved safety in these areas will be measured by an increase in our score on the annual Parent Satisfaction Survey and Student Engagement Survey referencing perceptions of student safety from 3.88 to 3.98.
    - Facilities is focusing on reducing average “open” time for safety related work tickets from 15.73 days to 13.5 days. As of today, the average open days have decreased to 10.5 days.
    - Security cameras are 90% complete, door position sensors are scheduled to be installed by the end of next week. Training will take place during inservice week next August.
  - Improved Customer Service: Improve systems of communication, response and transparency as measured by work ticket response time, transportation complaint response, and increased participation meal service.
    - Facilities is focusing on reducing the average “open” time for all work tickets from 19.13 days to 17.5 days. As of today, the average open days have decreased to 14.19 days.
    - Nutrition Services has seen an increase in participation in the school lunch program of approximately 20% since last year, however breakfast participation has decreased by approximately 7%.
    - Transportation complaint response turnaround time has decreased from 2-4 days Sept to Nov 2023 to 1-2 days Feb to present.

- Pillar 5: Finance
  - Allocation of Resources: Develop a practice of analyzing the academic return-on-investment (A-ROI) of key instructional initiatives in order to evaluate the cost effectiveness of academic programs and to improve the allocation of resources.
    - A district team participated in an A-ROI training, learning how to analyze which programs are delivering results, for which particular students, and at what cost. The team practiced by applying this learning on an A-ROI analysis of Camp 9. The next steps are to build capacity to embed A-ROI into district processes and to use it to budget strategically.
  - Maximizing Revenue and Expenditures: Establish a functional Medicaid billing system.
    - We are billing for nursing services and speech/language services, we are starting to bill for limited licensed clinical social work services, and next steps will be to begin billing for special transportation services.
Executive Limitation #5 - Legally Required Policies
Peggy Kinkade presented options for the EL-5, along with a draft she created. The Board decided to table the decision for the June 12th work session. After hearing the Board’s discussion, Peggy and Superintendent Cline will draft a few more versions of EL-5 and bring them back to the Board.

Salem-Keizer School Districts Board of Directors Letter
Superintendent Cline drafted a letter for the Board to consider sending to local representatives, the Governor, and possibly media agencies. The letter addresses concerns about Oregon’s funding of education and student’s needs. Director Lea made a few edits. Superintendent Cline will bring the letter back to the April 24th board meeting for approval.

Work session adjourned at 8:13 pm.

Michael Summers, Chair

Gina Blanchette, Executive Assistant