

**Multnomah ESD Board of Directors'
Board Work Session
Saturday, February 7, 2015**

2011-2013

Revised - Agency Goals

- #1 – Advocate for Reconnecting Youth**
- #2 – Engage and Implement Legislative Mandates**
- #3 – Positive Work Relationships**
- #4 – Strategic Outreach**
- #5 – Professional Development**
- #6 – Board-Superintendent Working Agreement**

1. CALL TO ORDER AND ROLL CALL

Chair Giusto called the meeting to order at 9:00 a.m. on Saturday, February 7, 2015 in accordance with the agenda and public notice of the meeting.

Board Members Present: Francisco Acosta, Jr.
Bernie Giusto, Chair
Doug Montgomery
Kevin Spellman, Vice chair
Erica Thatcher

Board Members Absent: Gary Hollands
Nels Johnson

Administrative Staff Present: Barbara Jorgensen, Superintendent
Jim Rose, Chief Operating Officer
Heather Severns, Board Secretary

2. EQUALITY VS. EQUITY

Director Skimas spoke with the Board regarding equality vs. equity. She handed out a document with a graphic that depicts an example of the difference between equality and equity. Board Member Montgomery asked what the purpose of this activity was. Director Skimas stated that there have been ongoing conversations around equity with Oregon Leadership Network. Superintendent Jorgensen and Director Skimas are on the steering Committee for this organization, and all of our component districts are involved with OLN with exception to Riverdale. The focus is around equity and education. Director Skimas' presentation today is to help our Board better understand the equity lens. This is part of our strategic plan. Board member Acosta suggested that equity might be a service that we could provide in the future. Director Skimas stated that we are in the awareness raising phase and deciding what our role is going to be.

Observations made by the Board regarding the graphic Director Skimas handed out.

- On the right the smallest person could not see over the fence, and when he was given a box to see over the fence he was engaged.

- We have to deny people things to provide others with equity.
- The smallest person did not have his hands up because he could not see the game and he knows he is different.
- If you only have three boxes the tallest person has nothing

Board Chair Giusto stated that we are making subjective judgments about when a kid has enough. Equity is good as long as we see results. Equity does not matter if it does not make a difference.

Action-Board Chair Giusto asked that copies of the handout be sent to Board members (Hollands and Johnson) that were not in attendance at this work session.

Director Skimas asked each Board member to read through a section of the OEIB Equity Lens document and report out on what they read.

Preamble-Board Member Montgomery-The Vision Statement suggests a goal of a Unified Public Education System. There are two major gaps the gaps are between growing population of immigrants, migrants, rural and students of color versus white students. The state of Oregon is a second class state compared to the rest of the US, that our state benchmarks are stagnant and have failed, and that we are going into an economic decline. If we measure by race and ethnicity we will be able to increase and improve educational opportunities.

We believe statements 1-4 Board Member Spellman: Education is our ethical and moral responsibility, society needs to support optimal learning, English as a second language is important but not in a sense that it is a shortcoming, exclusivity of SPED is important and recognizing that children of color in our state are over represented in SPED and underrepresented in TAG. Our focus on at risk or underperforming kids is our best way to move the needle in education in the state. If we don't deal with this then 40/40/20 is unreachable.

We believe statements 5-8 Board Chair Giusto: Reconnecting youth is important to success. Making kids school safe for everyone. How education is delivered need to be different. Early childhood Ed is important especially in the 0-5 state. Resource allocation needs to be revisited, and listen to Community and their priorities.

We believe statements 9-12 Board Member Acosta-Every learner should be exposed to different pathways, higher Ed has a responsibility to provide a good experience. Each student has their own history and culture and we should embrace this and celebrate it. Great teaching for an equitable education system.

Purpose of the OEIB Equity Lens statement Board Member Thatcher-To ensure that every learner is prepared adequately by educators to contribute to society. These are defined as Academic proficiency, civic awareness, workplace literacy and personal integrity. The system outcomes focus on resource allocations, overall investment hiring and professional

learning. This section drills down the big picture outcomes are and how are these being measured?

OEIB case for Equity-Superintendent Jorgensen- Different communities across the state of Oregon should be sharing their own destiny. Educational success is a means to an end. Looking at policies and see if they are fair to everyone. Looking at the data on the changing demographics in Oregon and looking into the next steps that we need to take. Have respect for those changes. Understanding the historical context of what the state has gone through. What has changed and what has not changed.

We all have roles, how does this feel when you read through this document in your different roles. The 15-17 biennium is based on the document that the Board read through and discussed.

Board member Montgomery brought up that OEIBs existence is in question. Whatever money comes this year it will be granted and something everyone gets. Board Member Spellman brought up that the investment breakdown strategy of the Governor's budget is inadequate.

Doug would like for the leadership to find a way to measure our success. We have a special audience. How do we know we are achieving the best results?

Student ADM dollars do not make it to the ESD.

3. PUBLIC INFORMATION OFFICER

Director Conroy presented her plan for Communications for MESD.

Where has MESD been?

The last communication plan was created in September 2012 and we were hearing the following comments.

- Nobody knows what MESD does
- We should really be using "Facebook, emails, videos, presentations, newspapers"
- No one reads (newspapers, emails, the website)
- What font should I use for this letter to the district?
- We're losing business from districts
- We never get any good press
- Staff are confused, uninformed, disengaged

What does MESD want?

- People receive and act on valuable information
- Districts know and place a high value on MESD's services
- Staff and knowledgeable and engaged
- Students thrive
- Communication goals and strategies aligned with Strategic Plan
- Communication goals and strategies are possible with available resources

How do we get there? Evaluation and Update

- Convene a team
 - Cross Cabinet
 - Vertically Integrated
- Assess
 - Did we reach goals?
 - Were our strategies effective?
 - What are 2015-2016 goals and strategies?
- Assess Audiences
 - Internal: Staff and Board
 - External: Superintendents, Service Partners, Parents/Caregivers, Legislators, Taxpayers, Media
- Review data
- Draft 2015-2016 Plan
- Route for Comment
- Finalize Plan
- Present for Approval by June 1

Board Chair Giusto asked that PIO Conroy keep in contact with the Board. He also spoke about the possibility of three new Board members and how Director Conroy will be a great asset to them.

4. GOAL UPDATES/15-17 GOALS

Superintendent Jorgensen presented goal updates from departments from the 13-15 strategic plan. Goal areas and completions percentages are in the linked/attached files.

[School Health Services](#)

[Education Services](#)

[Human Resources](#)

[Operations](#)

[Risk Management](#)

Board Member Montgomery suggested we use the language “Enhancing a statewide support network for education”. Superintendent Jorgensen stated that we are now using the word “enhancing” instead of “partnering” on our vans. We are focusing now on looking at our districts and not just partnering but enhancing what they do. Board Member Montgomery also suggested that we add equity language to our goal statements.

PIO Conroy is working with Directors Skimas and Lalich. If Board members would like talking points to talk with legislators they need to contact her.

At COSA there was a major discussion on funds to support mental health needs. This will be discussed at our component Superintendent Council meeting on 2-13.

Board Chair Giusto brought up that students with mental health issues should not be lumped in with Special Education students.

Action: Board Member Spellman asked that Alternative School slots down 25% be add to the next Board agenda. This is Alpha, Helensview is at capacity.

5. OTHER –

- a. Elections-Board Members Hollands, Montgomery and Spellman are all at the end of their term this June. Elections will be in May. Registering to run in the special election begins today (2/7) and ends 3/19.

Board Chair Giusto spoke with the other Board members about stepping up to take on leadership roles within the Board.

Superintendent Jorgensen encouraged the Board to actively recruit community members to run for our open Board positions. She also stated that PIO Conroy is looking into advertising these openings with local media.

- b. Bargaining-Discussed in Executive session
- c. Grievances-Two grievances have been resolved and all parties have been contacted. We have no more grievances waiting.
- d. Service Plan-report was not given due to time constraints
- e. OAESD Conference-Board Secretary Severns handed out the agenda for the OAESD conference and urged Board member to attend if they were able to. Also noted was the change in the agenda, the golf tournament on Thursday is not part of the agenda, it is a pre-conference optional activity.

Action- Board Secretary Severns will bring up the weekday conflict with the OAESD planning committee.

- f. How is the MESD approaching the complex relationship with receiving revenues from the state? Finance Committee Question
 Superintendent Jorgensen met with DHS last week and they have a plan set up. The state has about \$80,000 in claims from the 2010-2011 school year, these will be resolved by 2-13-15. Within the next two weeks they will be working on the almost 2 million dollars from the 2013-2014 school year that has not been resolved. By the end of February we should expect to see this money. From July 2014 until now we have not billed on any contracts. We have two major contractors, one changed staff and did not do billing and are six months behind. The state cannot pay us until all of our contractors billing is in. We will be doing an audit on how over the last 6 months they have been keeping track of claims. If this is not resolved shortly Superintendent Jorgensen and Business Services Director Jorgensen are going to the state with this issue.

g. Other issues

6. ADJOURNMENT

There being no further business the meeting was adjourned at 11:40 a.m. The next regularly scheduled meeting is February 17, 2015.

Heather Severns
Executive Assistant/Board Secretary