Board Retreat of the Board of Education

Saturday, July 25, 2026 8:30 AM

Oregon Center for Creative Learning
111 N. Fir Street
Medford, OR 97501

The meeting was video recorded and can be found on the district website *at this link* . Recording timestamps are provided throughout these minutes to assist in locating presentations and discussions.

1. Call to Order / Roll Call

Board Chair Kendell Ferguson called the meeting to order at 8:30 a.m.

Board Members Present: Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

Board Member Absent: Lilia Caballero

2. Consent Agenda

2.a. Staff Assignment Report
2.b. Minutes from previous meetings

Action: The Board approved the Consent Agenda by unanimous consent.

3. Board Retreat Topics

Right Time Educational Coaching Consultant Mike Scott led a round of introductions. Superintendent Jeanne Grazioli provided an overview of the meeting structure.

3.a. Board / Superintendent Team

Presentation and Discussion — Recording timestamp: [25:52]

The Board participated in activities and discussion focused on the Board/Superintendent relationship, team effectiveness, meeting norms, trust, communication, governance, and the respective roles of the Board and Superintendent.

Discussion included characteristics of effective teams, building trust, navigating difficult issues, gathering and receiving information, Board engagement with the community, and maintaining appropriate boundaries between governance and district operations.

Break: 9:41 a.m.
Reconvened: 9:47 a.m.

3.b. Board Governance and Roles

Presentation and Discussion — Recording timestamp: [48:55]

The Board discussed governance practices, the roles and responsibilities of the Board and Superintendent, Board Chair and Vice Chair responsibilities, Board meeting procedures, communication, executive session practices, and the principle of speaking with one voice while allowing for individual perspectives and dissent.

The Board also discussed approaches for improving communication, building trust, addressing difficult conversations, and establishing structures to ensure Board members have equitable access to information.

3.c. Communication

Presentation and Discussion — Recording timestamp: [1:46]

The Board discussed communication among Board members, between the Board and Superintendent, and between Board members and district staff and community members.

Topics included individual Board member communications, Board and staff communication, perceptions regarding individual Board member authority, Board-to-Board communication, inclusion, trust, and approaches for addressing difficult conversations constructively.

The Board discussed potential structures and criteria for sharing information with the full Board and opportunities for additional communication or facilitation to strengthen Board relationships.

3.d. Board / Superintendent Goals

Presentation and Discussion — Recording timestamp: [4:23]

The Board and Superintendent discussed the development of shared Board/Superintendent goals and related action steps and indicators of progress.

Goals discussed included:

- Improve reading proficiency
- Improve math proficiency
- Attendance
- Community engagement and communication
- Fiscal responsibility and accountability
- Safety
- Improving systems of support

The Board reviewed potential Board and Superintendent actions and indicators of evidence associated with the goals.

4. Recess for Lunch

The Board recessed for lunch prior to item 3.d.

5. Board Retreat Topics - continued

5.a. Superintendent Evaluation Process

Presentation and Discussion — Recording timestamp: [6:14]

The Board reviewed approaches to the Superintendent evaluation process, including traditional evaluation models and a potential hybrid approach incorporating progress toward shared Board/Superintendent goals.

Discussion included evaluation criteria, timing of the evaluation process, a mid-year progress review, employee feedback, development of evaluation tools and scoring criteria, and a potential Board self-evaluation process.

5.b. Agenda Planning 2026-27

Discussion — Recording timestamp: [6:45]

The Board identified potential topics for inclusion in the 2026-27 Board agenda calendar.

Topics included presentations and feedback from teachers and staff, financial and legislative updates, and continued opportunities for presentations from MEA, OSEA, and student representatives.

5.c. School Site / Program Visit Schedule

Discussion — Recording timestamp: [7:19]

The Board reviewed the prior year's school site and program visits and discussed potential visits for the 2026-27 school year.

Board members identified areas of interest for future visits, including self-contained classrooms, career-oriented programs, and Career and Technical Education programs.

5.d. School Board Policies

Discussion — Recording timestamp: [7:24]

The Board reviewed the organizational chart and related policy matters, including Policy CCA and Board vacancies. The need for additional legal review of the vacancies policy was noted.

5.e. OSBA Annual Convention and Training Options

Discussion — Recording timestamp: [7:30]

The Board discussed upcoming OSBA training and convention opportunities, including parliamentary procedure, shared advocacy, and required Oregon Government Ethics Commission training.

5.f. Youth Voices Rising Summit

Presentation and Discussion — Recording timestamp: [7:38]

Board Director Erik Johnsen shared information and observations from the Youth Voices Rising Summit, which brought together youth and policymakers to discuss issues affecting students.

Topics discussed included access to sex education resources, outdoor education, student voice and representation, and potential opportunities for student participation in Board activities.

The Board discussed exploring a process for student participation. The Superintendent indicated that a process would be developed and shared with the Board.

6. Adjournment

With no further business, the meeting was adjourned at 4:24 p.m.