

NEAH-KAH-NIE SCHOOL DISTRICT 56

Work Session 5:30 p.m. to 6:30 p.m.
Regular Board Meeting 6:30 p.m.
Executive Session, at Conclusion of Regular Board Meeting

October 10, 2016
Nehalem Elementary School Library

OFFICIAL MINUTES

Present

Present

Board Members

Terry Kelly, Chairman
Pat Ryan, Vice Chair
Lisa Hooley
JoDee Ridderbusch
Carol Mahoney
Trisha Hixson
Michele Aeder

District Office Staff

Paul Erlebach, Superintendent
Mark Sybouts, Business Manager
Carol Richmond, Payroll & Benefits
Student Representative
Isis Breazile (absent)

Work Session

BOARD WORK SESSION

Long Range Plan with Kate Pattison
Ms. Pattison's presentation is attached to these minutes

Mr. Kelly called the work session to order at 5:30 p.m. Kate Pattison asked the board if they had had a chance to look at the plan and then reviewed the long rang plan with the board, stating the specific goals. The long range goals are visionary goals through 2020.

1. Every campus has a healthy and positive school climate
2. Staff and students drive improvement through data-informed decisions
3. Increase the number of students who graduate ready for college or career
4. Professional development aligns with improvement plans and educator evaluations
5. Strengthen the connection between schools and families
6. Increase opportunities for community-based programs
7. District and school leadership drive improvement efforts

Adjourn Work Session

The work session ended at 6:22 p.m.

Board Meeting

BOARD MEETING

CALL TO ORDER

The regular meeting of the Board of Directors of the Neah-Kah-Nie School District was called to order at 6:30 p.m. by Chairman Terry Kelly. Mr. Kelly welcomed staff and patrons of the district. All present stood for the flag salute.

Call to Order

APPROVE AGENDA

Approve Agenda

M-Hooley/2nd Ryan to approve the agenda as presented. The motion passed unanimously.

Motion to Approve

CONSENT AGENDA

Consent Agenda

- A. Approve Minutes from September 8, 2016 Regular Board Meeting
- B. Approve Personnel Report

Motion to Approve
Consent Agenda

M-Ryan/2nd Hooley to approve the consent agenda as presented. The motion passed unanimously.

COMMUNICATION

Communication
Oral
Communication

Oral Communication

Public Input

Public Input

None at this time

Student Input

Student Input, Isis Breazile

Isis Breazile was absent. Ms. Buckmaster presented the high school student report. The report is attached to these minutes.

Staff Input

Staff Input

None at this time

Written
Communications

Written Communications

Mr. Kelly reviewed the various written communications.

REPORTS

Reports

Talented and Gifted Students, Stacey Dills

Stacey Dills passed out information regarding the number of students that have been identified as Talented and Gifted (TAG). There are 30 students at this time; 18 girls and 12 boys. There are 10 high school students, 10 middle school students, 8 Nehalem Elementary students and 2 Garibaldi Grade School students. Ms. Dills went on to explain the various ways students were identified through testing and teacher referrals.

Unfinished
Business

UNFINISHED BUSINESS

Update on Neah-Kah-Nie Community Track, Steve Baertlein

Mr. Baertlein reported that the ground work for the topography report is in the works. There are no electrical, phone or sewer lines in the path. The Geo-tech survey is still needed. The project is on schedule and the high school has scheduled the first home game next year for later in the season; September 22, 2017.

Update on Nehalem Elementary Seismic Upgrades, Mark Sybouts

Mr. Sybouts gave an update on the seismic upgrades to be done at Nehalem Elementary School. They have been taking measurements, inspecting the foundation, looking at what bracing is needed in the attic as well as windows that need to be removed.

NEW BUSINESS

New Business

Neah-Kah-Nie School District Health and Safety Plan, Steve Baertlein

Mr. Baertlein stated that he and Kathie Sellars made changes to the template and sent it to Oregon Department of Education, (ODE). We are required to test for lead, asbestos and radon. He is ordering kits and placing them where suggested. This needs to be done by 2021.

Board Policies

Board Policies

The adopted policy list is attached to these minutes.

Motion to Approve

M-Mahoney/2nd Hixson to accept the policies as presented. Motion carried unanimously.

FISCAL

Fiscal
Payment of Bills

Payment of Bills

No board member expressed any concerns with the October check register.

Fiscal Summary Sheet

Mr. Sybouts explained that we are right in line with prior years. September has the main instructional wages. We are on target at this point. PERS distributed the new rates for the next biennium, which will begin next July. We are expecting between a four and five percentage point increase.

Fiscal Continued
Fiscal Summary
Sheet

SUGGESTIONS AND COMMENTS

Superintendent

Mr. Erlebach stated the George Winterscheid from Northwest Regional Education Service District (NWRES D) will continue to inform the board about legislative changes. Jenice Pizzuto, our RTI coach was here recently, she celebrated successes and focused on areas where we need to make changes.

Suggestions and
Comments
Superintendent

Board

JoDee Ridderbusch stated that she was glad to see the high number of TAG students.

Board

Personnel

PERSONNEL

Hiring

Tami Jonsson as Garibaldi Grade School Title 1 IA

Resignations

Kandi Spitzer as Garibaldi Grade School Special Ed IA

Tiffany Cooper as Garibaldi Grade School Title 1 IA

Adjourn to
Executive Session

The Board adjourned into executive session at 7:26 p.m.

Executive Session

EXECUTIVE SESSION

Executive session was called to order at 7:30 p.m. by Chairman Terry Kelly, pursuant to ORS 192.660 (2)(b) to revisit public complaint. Executive session was adjourned at 7:37 p.m.

Reconvene
Regular Session

RECONVENE REGULAR SESSION

Mr. Kelly reconvened the regular meeting to adjourn at 7:37 p.m.

ADJOURN

Hearing no other business to come before the Board the meeting adjourned at 7.37 p.m.

Adjourn

Neah-Kah-Nie School District Long Range Plan – 2016-2020

Created through collaboration with parents, students, administrators, the board, and community citizens, this plan consists of the Long Range Visionary Goals, near-term strategic initiatives, and strategies for attaining each goal.

MISSION

Neah-Kah-Nie School District prepares students to become productive and responsible citizens for an ever-changing world through diverse educational opportunities in partnership with the community.

VALUES

Excellence – we prepare students for their future

Learning – we are all learning, every day

Rigor – we are challenged by each other to learn more

Creativity – we individualize our teaching and learning

Community – we build partnerships

Respect – we treat each other with respect and dignity

Diversity – we seek to understand and celebrate our differences

Collaboration – we work together and communicate effectively

Responsibility – we take responsibility for our work

Relevance – we are aware and responsive to those around us

Long Range Visionary Goals - 2020

District and School Structure and Culture: Effective district and school systems support the learning and achievement of all students

Teaching and Learning: Effective teaching and learning relationships are supported by the district

Educator Effectiveness: Effective educators promote the success of every student

Family and Community Involvement: Effective family involvement efforts bring families and educators together to collaboratively work to support student achievement

Technical and Adaptive Leadership: Effective leaders create a professional learning community

1. Every campus has a healthy and positive school climate

2. Staff and students drive improvement through data-informed decisions

3. Increase the number of students who graduate ready for college and career

4. Professional development aligns with improvement plans and educator evaluations

5. Strengthen the connection between schools and families

6. Increase opportunities for community-based programs

7. District and school leadership drive improvement efforts

Strategic Initiatives for 2016-2018

1. Consistently use Indistar as primary tool to plan and monitor continuous district and school improvement efforts
2. Ensure every student makes appropriate reading growth by implementing Response to Intervention and Instruction (RtI) across all elementary and middle school levels, and incorporate writing with reading to support literacy rich instruction.
3. Ensure every student (pre-K through 12) makes appropriate math growth by completing mathematics instructional materials adoption, training, implementation and vertical alignment.
4. Ensure every student benefits from a safe, responsible and respectful learning environment by implementing and maintaining PBIS (positive behavior and instructional supports) district wide.
5. Implement the district's technology plan and the SAMR model to increase staff and student ability to utilize technology as an effective learning tool.

Neah-Kah-Nie Long Range Plan 2016-2020

LONG RANGE PLAN:

GOAL 1: Every campus has a healthy and positive school climate		Current Performance What data will we use and what does it look like today?	2020 Target <i>What will success look like?</i>
<i>To achieve this goal, we must...</i>	Increase attendance	NE - 93.1% GGS - 92.2% MS - 94.3% HS - 72%	90% at each school
	Increase participation in TELL survey and improve overall satisfaction with school climate.	65% licensed staff participated in TELL survey NKN HS= 71.43% NKN MS=100.00% GGS= 29.41% NES=70%	100% licensed staff take TELL survey.
	Improve satisfaction with school climate across all schools with classified staff, students, and parents. <ul style="list-style-type: none"> ● Include specific targeted survey data for each school ● Compare school staff survey data to choose common climate priorities ● Have laptop stations available at parent events for surveys to be completed 	X% satisfied with school climate NKNHS=Q10.7 Overall my school is a good place to work and learn= 86.7% NE/GGS/MS=baseline 2016	90% satisfied with school climate
		X% of classified staff, students, and parents are satisfied with school climate NKN HS (Advanced Assist): Parent=3.79 Student=3.35 staff=3.87 NE/GGS/MS=baseline 2016	80% of classified staff, students, and parents are satisfied with school climate.

GOAL 2: Staff and students drive improvement through data-informed decisions	Current Performance What data will we use and what does it look like today?	2020 Target <i>What will success look like?</i>
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Neah-Kah-Nie Long Range Plan 2016-2020

<p><i>To achieve this goal, we must...</i></p>	<p>Consistently use school-level data teams that incorporates: collection of baseline data, establishing growth goals, selecting and implementing instructional strategies; collect progress monitoring data, determine effectiveness of strategies used; revise goals/strategies- cycle.</p>	<p>100% Elementary teachers meet every 4 to 8 weeks for RTI "20% meetings" in reading.</p>	<p>100% participation rate by teachers for elementary and add middle school RTI "20% meetings" in reading</p>
		<p>Elementary math data teams meet inconsistently</p>	<p>Elementary math teams meet for "20% meetings" every 6 to 8 weeks</p>
		<p>Middle and high schools content teams meet twice a month but do not always use effective data team cycle</p>	<p>Middle and high school content teams follow effective data team cycle in reading, writing, and math at least 3 times a year</p>
	<p>Consistently use data in reading, math, and PBIS Committees and District Leadership team to inform professional development and budget priorities (including staffing).</p>	<p>Data is reviewed at leadership team meetings, but not in a structured, predictable manner</p>	<p>Data review is formalized to make district decisions and identify celebrations or weaknesses</p>
		<p>Budget does reflect professional development priorities that reflect data trends</p>	<p>Continued budget alignment for professional development and communicate alignment to staff</p>
	<p>Ensure 100% of Student-led conferences use achievement data and increase the percentage of students and parents participating in SLC.</p> <ul style="list-style-type: none"> ● Provide training for all new staff 	<p>90% MS/HS attend conferences utilizing Student Led Conference data</p>	<p>100% MS/HS attend conferences utilizing Student Led Conference data</p>

<p>GOAL 3: Increase the number of students who graduate ready for college and career</p>		<p>Current Performance What data will we use and what does it look like today?</p>	<p>2020 Target What will success look like?</p>
<p><i>To achieve this goal, we must...</i></p>	<p>Increase the number of students who are proficient readers at end of 3rd Grade</p>	<p><u>DIBELS</u> GGs 2016 -68% NE 2016 -74%</p>	<p>DIBELS- 80%</p>

Neah-Kah-Nie Long Range Plan 2016-2020

		<u>Smarter Balanced</u> NE-45% GG-32%	SBAC-70% (or at least 20% pts higher than the state average)
	Increase the number of 9th Grade students who are on track to graduate	89.5%	≥90%
	Increase the number of students who graduate in four years.	97.3%	≥90%
	Increase the number of students completing all activities in Career	baseline spring 2017 by counselors	100%
	Increase post graduation enrollment in college.	40%	Exceed state average

GOAL 4: Professional development aligns with improvement plans and educator evaluations		Current Performance <i>What data will we use and what does it look like today?</i>	2020 Target <i>What will success look like?</i>
<i>To achieve this goal, we must...</i>	<p>Develop and implement new cycle and budget for school and district professional development priorities.</p> <ul style="list-style-type: none"> ● Increase the opportunities for PD that align with improvement plan? ● Admin team needs to sit down with Paul and decide what needs to be done here. ● Improved focus on district wide priorities during whole day PD? ● Increase follow up implementation of district wide priorities during late start PD? ● Increase the amount of time and money dedicated to PD. 	Current PD includes 36 late start Wednesdays at 75 min and 4 full days	<p>PD calendar and budget align with the identified areas for school and district improvement priorities in educator evaluations and improvement plans</p> <p>PD Calendar includes 36 of 75 min and 4 full day PD</p>
	Increase proficiency in professional standards identified by the Educator Effectiveness Committee as needing improvement across the district.	Educator evaluation data indicate there are 8 areas for improvement (1b, 2e, 3c, 4a and 4d, 5e, 6c, 6i)	Educator evaluation data indicate there are 4 areas for improvements or fewer

GOAL 5: Strengthen the connection between schools and families		Current Performance <i>What data will we use and what does it look like today?</i>	2020 Target <i>What will success look like?</i>
<i>To achieve this goal, we must...</i>	Increase the number of parents who participate in SLC/ Parent Teacher Conferences.	Parent Teacher Conf. data: NE-95% GG-85% MS-95+ HS-90%	≥95% participation in conferences.

Neah-Kah-Nie Long Range Plan 2016-2020

	Increase the parent satisfaction with teacher communication (include in parent survey- district priorities) -utilize easy and incentivized methods for parent information return	Baseline 2016 survey results	X% increase over baseline survey results
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GOAL 6: Increase opportunities for community-based programs		Current Performance What data will we use and what does it look like today?	2020 Target What will success look like?
<i>To achieve this goal, we must...</i>	Increase the number of credits high school students earn credit through community college and regional college program classes (Willamette Promise, Dual Credit TBCC, ORVED, etc.)	144 credits	235 credits
	Improve and strengthen ASPIRE partnerships	0 ASPIRE mentors	25% of the NKN HS students (55 students) will have ASPIRE mentors

GOAL 7: District and school leadership drive improvement efforts support growth in student outcomes		Current Performance What data will we use and what does it look like today?	2020 Target What will success look like?
<i>To achieve this goal, we must...</i>	Ensure District Leadership and Site Councils use Indistar with fidelity	100%	100%
	Schedule District Leadership to participate in relevant professional development opportunities	2 - 5 per year, not all administrators attend critical conferences	All administrators attend the Oregon Law Conference and Sped Law Conference every other year. All administrators attend COSA Seaside Conference annually.
	District Leadership completes building walkthroughs and give timely feedback	RtIi walkthroughs take place regularly and administrators do building walkthroughs. Admin team does not formally do district wide walkthroughs	3 walkthroughs a year in each building with administration team for Language Arts and Math district wide.

1 **NKN PIRATES**

Monday, October 10th School Board Report- HS
Isis B- Student School Board Rep.16-17

2 **AWARDS**

2 Student of the Month: Omar Arenas

Athlete of the Month: Lacoia Reny-Hamer

She is a positive person on the girls team who is hardworking. She has taken upon herself to set the tone for how the girls train and compete, with giving her all and having no excuses. She has also contributed her art talent towards designing an original logo for our team which will be represented on the team sweatshirts this year and possibly a team flag to raise high at meets for the coming years.

Max Halverson

Max has rushed for over 550 yards in the month of September and has been a great leader on and off the field.

Perfect Attendance: 35 students!

Estefania Jimenez, Omar Arenas, Noah Hoefler, Rheanne Bryant, Caleb Hopkins, Jaylah Kehler, Megan Troutman, Michelle Clark, Maggie Donnell, Nathan Hamilton, Sean Guerin, Shelbi Nelson, Seth Zimecki, Alexis Marshall, Brandon Partosan, Jubile Foster, William Grimes, Riley Johnson, Jose Mendez, Christian Peters, Brendan Duer, Chassidy Motsinger, Hannah Grider, Mackenzie Huber, Samara Platchek, Christian Vertner, Ryan Watson, Cat Oneal, John Pickel, Nick Burns, SeOnna Moreland, Kenady Partosan, Dylan Dunlap, Ramsey Johnston, Brad Marugg.

176/235 or 75% of HS students have met our goal of maintaining 90% or better attendance in the month of September. (last year's average was 72%)

Perfect Behavior: (93% no office referrals= safe, responsible, respectful)

3 **ATHLETICS**

Current Season Updates:

Football: Head Coach- Chris Bennett, Assistant Coach- James Billstine

- Pirates currently have an overall record of 2 and 2. They are 1-0 in league. They had an exciting homecoming victory vs Warrenton and a great win on the road against Nestucca. With 4 games remaining, the team is building a strong foundation for the future.

Volleyball: Head Coach- Jenna Betts, Assistant Coach- Ashley Kelly

Cheer: Head Coach- Sharon Finlay

- There are six cheerleaders on the team who have been working on new cheers, chants, dance and sideline dance. They performed a halftime dance at the Oct. 7 football

game. They will be holding a junior cheer clinic on Oct. 22 and the elementary kids will then perform at the last home game. The cheer team will also be helping at the Bigfoot Cross Country meet on Oct. 11. They have cheered at all home and away games.

Cross Country: Head Coach- Brett Duer

- The team competed last week at Warrenton against Rainier, Warrenton, Clatskanie, Knappa, and City Christian. Both boys and girls team placed first with Colby Hixson winning the boys race. They will compete in the 2A Northwest League Championships this Tuesday at Twin Rock Friends Camp.

4 **ASB REPORT - Matt Grimes**

In response to a large number of students requesting an online calendar of events, we've recently joined social media

Twitter: @nknstuco

Facebook: NKN Student Council

Snapchat: nknstuco

Gmail: nknstuco@gmail.com

Homecoming got off to a great start this week. Many students and staff members came in today in their PJ's, ready to celebrate with Coronation and "New Teacher Jeopardy". Our students stayed after school Friday to decorate their hallways, making some of the most impressive designs we've seen in quite some time. But, through all the games and assemblies, our football team is training hard for their game against Warrenton this Friday at 7 o'clock and we invite all of you to come cheer them on!! Home VB is Tuesday!

5 **Senior Class 17 President: Greg Elligsen Rep: Tyler Kirkpatrick**

Senior SAFE planning- September 28th

Currently nothing else planned.

Seniors will be focusing on college applications and the scholarship process during advisory. GEARUP events in October: Financial Aid (FAFSA) focus through the Cash for College Campaign - Our goal is to have all seniors submit their FAFSA by October 20th!

6 **ACTIVITIES**

Speech & Debate: Head Coach- Rhonda Scott 1st Tournament Saturday 10/8 at Sam Barlow High School.

Chess Club: Advisor- Jenna Meeks

Math Club: Advisor- Jenna Meeks

Leo's Club: Advisor- Andre Lorincz- Blood Drive on November 10th in upper gym. If we get over 21 pints of blood we could earn a \$2,500 scholarship for qualifying senior.

Student Government: Advisor- TBA

NOSB: 1st meet will be 11/05, weekly meets M & W 4-6 pm

National Honor Society: Advisor- Russell Zaugg
 Pirate Player's Drama Club: exploring interest
 Technology Club: Volunteer Advisor-Mark Balmer

7 **School Updates**

Senior Orientation was held Tuesday October 4th we shared important dates for seniors, scholarship information, FAFSA information, Senior Project and Aspire mentoring information.

Fountas and Pinnell Reading Assessments and SMcIAP Math testing has been completed. Teachers are using this data to establish their student growth goals for the year.

Advisory has been re-designed! This year our advisories will be organized by cohorts with 3 advisors for each grade. This will allow our advisors and students to focus on grade specific needs for college and career development and give our seniors more time to focus on their college and scholarship applications.

2015-2016 College Credits Earned
 (TBCC Dual Credit & Willamette Promise)

Total Credits Earned: 712

Seniors - 248

Juniors - 340

Sophomores - 124

8 **FBLA**

*Meetings take place the 1st & 3rd Thurs. @ Lunch

*Officers will travel to OR Leadership Institute Nov. 6-7

*Firewood raffle taking place through Dec. 5

*Wreath sale will start mid-Oct through Nov. 15

*State Conference April 5th - 8th, 2017

*National Conference June 29th - July 2nd Anaheim, CA

*We must have at least 42 members this year to qualify for the \$1800 grant through Oregon's CTSO program. You must show a 20% growth in membership every year as a criteria. Currently, we have 25-30 members.

9 **Fundraising events**

Concessions

10 **Site Council**

NKN HS Site Council Members: Kathryn Harmon, Jaime Simpson, Esther Troyer, Jennifer Purcell, Heidi Buckmaster, Sam Holm.

11 **Thank you for your time!**

Board Policies

1. AC - Nondiscrimination - as presented
2. AC-AR - Discrimination Complaint Procedure - as amended
3. BBFA - Board Member Conflicts of Interest - as presented
4. BBFB - Board member Ethics and Nepotism - as presented
5. EBCB - Emergency Drills and Instructions - as amended
6. EFA - Local Wellness Program - as amended
7. EFA-AR - Local Wellness Program - as presented
8. EFAA-AR Reimbursable School Meals and Milk Programs - as presented
9. GBC - Staff Ethics - as presented
10. GBM - Staff Complaints - as amended
11. GBMA - Whistleblower - new policy - required - as amended
12. DJC-AR - Special Procurements and Exemptions from Competitive Bidding - language as presented - will ask OSBA to correct formatting
13. GCBDA/GDBDA-AR (1) - Federal Family and Medical Leave/State Family Medical Leave – as presented
14. GCBDA/GDBDA-AR(2) - Request for Family and Medical Leave - as presented
15. GCBDA/GDBDA-AR(4) FMLA/OFLA Eligibility Notice to Employee - as amended
16. GCBDC/GDBDC - Domestic Violence/Harassment/Sexual Assault/Stalking Leave new policy, as presented
17. GCBDC/GDBDC-AR - Eligible Employee Request for Domestic Violence, Harassment, Sexual Assault or Stalking Leave - new - goes with policy GCBDC/GDBDC
18. GCDA/GDDA - Criminal Records Checks/Fingerprinting - as amended
19. GCDA/GDDA-AR - Criminal Records Checks/Fingerprinting - as presented
20. IGAEB - Drug, Alcohol and Tobacco Prevention, Health Education - new policy - as amended
21. IGAI - Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education - as amended
22. IGBAF-AR - Special Education - Individualized Education Program (IEP) - as presented
23. IGBBA - Identification - Talented and Gifted Students - as amended
24. IGBBA-AR - Appeals Procedure for Talented and Gifted Student Identification and Placement – as amended
25. IGBBB - Identification - Talented and Gifted Student among Nontypical Populations - Delete
26. IGDF - Student Fund-Raising Activities - as presented
27. IGDF-AR - Student Fund-Raising Activity Request and Verification - As presented

28. IKF - Graduation Requirements- as presented
29. IKF-AR - Graduation Requirements - as amended
30. IL - Assessment Programs - as presented
31. ILBA - Assessment Exemption - Delete
32. JEA - Compulsory Attendance - as amended
33. JEBA - Early Entrance - as amended - OSBA had an extra word in last sentence of first paragraph.
Otherwise will leave wording as presented by OSBA
34. JEC - Admissions - as amended
35. JED - Student Absences and Excuses - as presented
36. JFC - Student Conduct - as amended
37. JFCF - Harassment/Intimidation/Bullying/Cyberbullying/Teen Dating Violence/Domestic Violence -
Student - as amended
38. JG - Student Discipline - as amended
39. JHCD/JHCDA-AR - Prescription/Nonprescription Medication - as presented
40. JHCDA - Prescription Medication - as presented
41. KL - Public Complaints - as presented
42. KL-AR - Public Complaint Procedure - as amended
43. LBE-AR - Public Charter Schools - as presented
44. JHH - Student Welfare - Suicide (version 1) - new policy - as presented