MINUTES OF THE SPECIAL BOARD MEETING AND WORK SESSION
OF THE BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON
Date: January 10, 2024

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a special board meeting at 5:15 p.m. and a work session at 6:15 p.m. in-person at the Education Center, 200 North Monroe Street in Eugene, Oregon, via live-stream and broadcast on KRVM. Notice of the meeting was emailed to the media and posted on the 4J website on January 5, 2024.

ROLL CALL

BOARD MEMBERS PRESENT:
Jenny Jonak, Vice Chair
Morgan Munro
Tom Di Liberto
Rick Hamilton
Judy Newman
Ericka Thessen

STAFF:
Andy Dey, Superintendent
Debbie McKim, Executive Assistant to the Superintendent/Board Secretary
Sherry Moore, Executive Assistant to the Chief of Staff
Jenna McCulley, Chief of Staff
Oscar Loureiro, Director of Research and Planning
Larry Williams, Executive Director of Academic Success and Advancement

EMPLOYEE ASSOCIATIONS:
None.

MEDIA:
KRVM

I. SPECIAL BOARD MEETING

II. CALL TO ORDER AND ROLL CALL

Vice Chair Jonak called the meeting to order at 5:19 p.m. She said the names of the board members who were present.

III. AGENDA APPROVAL

There were no changes to the agenda.

IV. CONSENT GROUP – ITEMS FOR ACTION

1. EARLY LITERACY GRANT APPROVAL (2nd READ)

MOTION: Ms. Munro moved to approve the consent agenda as presented. Seconded by Ms. Newman. **Motion passed unanimously 6:0:0; Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, Ms. Thessen and Ms. Munro all in favor.**

V. ITEMS FOR ACTION

1. APPROVE INTEGRATED GUIDANCE GRANT – LONGITUDINAL PERFORMANCE GROWTH TARGETS

Director of Research and Planning Oscar Loureiro and Executive Director of Academic Success and Advancement Larry Williams presented via PowerPoint information about Longitudinal Performance Growth Targets (LPGTs). The presentation is the final stage of the grant application process; they are seeking board approval for the Integrated Grant Agreement with embedded LPGTs.

Mr. Williams emphasized that the Oregon Department of Education (ODE) assisted Eugene School District 4J with monitoring and evaluating their plan. He said ODE helped them set SMART (specific, measurable, achievable, relevant, and time-bound) goals. They met with ODE multiple times to review and re-draft realistic and attainable targets, based on district and statewide trends.

Mr. Loureiro noted the five metrics that ODE requires: four-year graduation rate, five-year completion, third grade reading, ninth grade on-track, and regular attendance. He revealed slides detailing the district's targets as they relate to ODE metrics.

In conclusion, Mr. Williams mentioned that 4Js current model for school improvement is well aligned with the work ODE is requiring. He said further work on the School Continuous Improvement Plan (SCIP) will need to continue to align with ODE recommendations. He added that a performance review is required every four years; but they will be providing one to the board every two years.

Mr. Loureiro and Mr. Williams responded to questions from the Board of Directors (BOD).

MOTION: Ms. Munro moved to approve the Integrated Guidance Grant as presented. Seconded by Mr. Di Liberto. **The motion passed unanimously, 6,0,0; Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, Ms. Thessen and Ms. Munro all in favor.**

VII. ADJOURN SPECIAL BOARD MEETING

Vice Chair Jonak adjourned the special board meeting at 5:54 p.m.

VIII. WORK SESSION

1. CALL TO ORDER

Vice Chair Jonak called the work session to order at 6:19 p.m.

2. WORK ON SUPERINTENDENT, BOARD AND DISTRICT GOALS

Vice Chair Jonak introduced the topic of reviewing the newly drafted superintendent, board, and district goals. She said she created a first draft of the documents and invited

BOD review and feedback. She reiterated that the BOD is to identify goals to guide the rest of the academic year.

Superintendent goals
The BOD began by reviewing superintendent goals. Referencing the draft provided, Superintendent Dey said there is nothing he would change and verbalized his support of the document.

Ms. Newman suggested to taking out “equity coach”, under the category “ongoing efforts”, until the board decides a direction. She noted that some of the goals are duplicative, for example, “timely and clear communication” appears more than once.

Mr. Di Liberto asked how the success of the goals are measured at the end of the school year.

Ms. Newman responded there are many ways it can be done, but typically the BOD reviews goals via a consensus process outlined by Coalition of Oregon School Administrators (COSA). She said they look at each goal, get together in Executive Session, assess the goals, and come to a consensus about their effectiveness.

Superintendent Dey added that last year he was asked to provide a self-evaluation, and he can do that again.

Ms. Newman requested reviewing a copy of the previous Superintendent evaluation.

Superintendent Dey responded affirmatively.

Based on feedback, Vice Chair Jonak offered to take out duplications, add a strategic plan vision initiation, and align the draft within the framework of a COSA Superintendent evaluation tool.

Board Goals
The BOD reviewed board goals.

Ms. Thessen said, in reference to an item under Goal #1 in the category “internal”, that she cannot guarantee she can attend all trainings and/or one annual conference.

Vice Chair Jonak responded that they can include the language “when possible” as in “when possible, board members attend trainings”.

Ms. Newman provided general feedback, stating that next year she would like to have meatier goals. She said the document reflects standards for how to engage as board members; items which belong in the board working agreement.

Referencing the “external” category, Ms. Newman suggested a goal of all meeting together: OSCA leadership, EEA leadership, board leadership, and district leadership.

Mr. Di Liberto shared his perspective that in his experience the employee groups have very different jobs and people feel more free to open up when there’s one employee group at a time. He said he thinks it’s more productive that way.

Ms. Thessen suggested they continue to meet individually, but twice per year they meet as a group, as Ms. Newman described.

There was consensus to explore a framework around employee group meetings and gather employee group feedback.

Vice Chair Jonak mentioned, regarding item “the board will reach out to schools to request that they inform the board of any opportunities to visit or attend school events/programs” that if a board member has a full-time job, it might not be feasible.

Board members explored language that would allow for more flexibility regarding that item.

Mr. Di Liberto suggested changing the language to read “make every effort to visit or attend school events/programs”.

Vice Chair Jonak introduced Goal #2.

Ms. Munro suggested they consider a BOD Facebook page as a potential communication channel.

Ms. Newman asked if there is a communications person who could conduct that work, so that it doesn’t fall on board members.

Vice Chair Jonak responded yes.

Board reached a consensus to change the verbiage of the goal from “develop a communication channel for the board” to “explore a communication channel for the board.”

Discussion ensued about ways to hold regular board meetings that prioritize the community’s time and interests, the need to explore the structure of board meetings, and the BOD coordinating with district staff to improve efficiency.

Ms. Thessen suggested asking the public what they need to make the public comment process easier.

Ms. Newman suggested holding public quarterly listening sessions in addition to public board meetings. She emphasized the importance of people bringing not only their concerns, but their ideas, successes, and solutions.

In addition to the item “create a flyer that orients community members to the mechanics of board meetings”, Ms. Munro suggested the possibility of a “greeter” who can orient people.

Ms. Newman suggested adding “policy review and development” to the “ongoing board work” section.

Ms. Newman left the meeting at 7:18 p.m.

District Goals
The BOD reviewed district goals.

Referencing Goal #1, Mr. Di Liberto suggested exploring a wide, not limited, range of subjects and skills regarding performance metrics.

Referencing Goal #2, Vice Chair Jonak said it would be helpful to know the performance metrics of the newsletter, podcast, and other communication tools, including how things get measured.

Superintendent Dey responded that it would be a massive, laborious, potentially not helpful task to review it in one sitting at the end of the year. He added that it is potentially helpful information, but a little too late.

Referencing Goal #3, Vice Chair Jonak asked Superintendent Dey if he has any feedback.

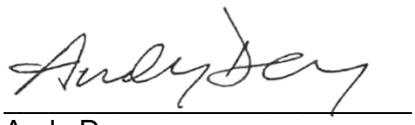
Superintendent Dey responded with general feedback about exploring different methods of reporting to the BOD.

Ms. Munro suggested swapping Goal #2 and Goal #3 for the purpose of having the safety goal listed first.

Vice Chair Jonak said she will make the suggested changes to the district goals draft before receiving input from district staff. She mentioned that there will still be time for the BOD to provide superintendent, board, and district goal ideas.

Ms. Munro added that there is still time for the public to provide goal ideas.

3. ADJOURN WORK SESSION
Vice Chair Jonak adjourned the work session at 8:05 p.m.



Andy Dey
District Clerk

Maya Rabasa
Board Chair

(Recorded by LCOG)
Approved on 02/21/2024