

**Unofficial Minutes
Morrow County School District
Board of Directors Work Session
January 10, 2022**

These are minutes of the Morrow County School District Board of Directors work session on Monday, January 10, 2022, at the North District Office in Irrigon, OR and via Zoom at 6:00 pm.

BOARD MEMBERS PRESENT:

Jacob Cain, Richard Cole, Mary Killion

BOARD MEMBERS PRESENT VIA ZOOM:

Kalie Davis, Becky Kindle, Brian Kollman, Barney Lindsay

BOARD MEMBERS ABSENT:

STAFF MEMBERS PRESENT:

Dirk Dirksen, Cheryl Costello, Erin Stocker, Marie Shimer, Patrick Kerrigan

OTHERS PRESENT:

N/A

Call to Order:

Chair Kindle called the work session to order at 6:00pm.

Purpose

The purpose of this work session was evaluation of the superintendent.

Mr. Dirksen reviewed and discussed the 9 standards as they relate to his position and a reflection of the past 11 years as superintendent.

Standard 1: LEADERSHIP AND DISTRICT CULTURE

This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and climate, and understanding multicultural and ethnic differences.

Standard 2: POLICY AND GOVERNANCE

This standard describes the superintendent's ability to work with the board to formulate internal and external district policy, defining mutual expectations of performance with the board and demonstrating good school governance to staff, students and the community at large.

Standard 3: COMMUNICATIONS AND COMMUNITY RELATIONS

This standard emphasizes the skills necessary to establish effective two-way communications and engagement with students, staff, parents, media and the community as a whole. It also stresses responding to community feedback and building community support for and engagement with the district.

Standard 4: ORGANIZATIONAL MANAGEMENT

This standard requires the superintendent to gather and analyze data for decision-making and for making recommendations to the board. It stresses the skills necessary to meet internal and external customer expectations and to effectively allocate resources.

Standard 5: CURRICULUM PLANNING / DEVELOPMENT

This standard addresses the superintendent's skills in staying up-to-date in curriculum, teaching, learning and testing theories. It requires the superintendent to make sound recommendations for learning technologies.

Standard 6: INSTRUCTIONAL LEADERSHIP

Standard #5 addresses what is to be taught; this standard emphasizes *how* it should be taught. It emphasizes the skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. This standard also requires applying research and best practices with respect to diversity sensitivities.

Standard 7: HUMAN RESOURCES MANAGEMENT

This standard requires skills in developing and implementing a staff performance evaluation system. It also requires skills in applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal.

Standard 8: VALUES AND ETHICS OF LEADERSHIP

This standard requires the understanding and modeling of appropriate value systems, ethics and moral leadership. It also requires superintendents to exhibit multicultural and ethnic understanding and to coordinate with social agencies and human services to help students grow and develop as caring, informed citizens.

Standard 9: LABOR RELATIONS

This standard requires the superintendent to provide technical advice to the board during labor negotiations, to keep the board apprised of negotiation status, to understand and effectively administer negotiated labor contracts and to keep abreast of legislative changes affecting the collective bargaining process.

Reflection

- Education Foundation
Increased: Technology, Field Trips/STEAM, Counseling, College Credits (paid), Pre-School, Intern Opportunities
- Partnerships
 - ° Increased STEAM/CTE opportunities in each community
- Wrap-Around Partners
 - ° Community Counseling Counselors - 6
 - ° ESD School Nurses - 2
 - ° County: Nurse – 1, CARE Coordinators – 7, County SRO – 1.5
 - ° Boardman PD – SRO – 1
 - ° Umatilla/Morrow Head Start and Heppner Daycare – 3-4-year old preschool for all
- Graduation Rates: 11 years ago – 76%, 2021 school year – over 96%
- College Credits – Pathway development
 - ° BMCC & EOU Credits
 - ° Associates Degree – 23 (11 male & 12 female, 6 white and 17 Hispanic)
- Online School – Opportunities available for all students: alternative and for parents/students who want school at home or the hybrid model where students can do online and electives in the building.

Work session adjourned at 6:44 p.m.

Respectfully submitted:

Cheryl Costello, Board Secretary

Becky Kindle, Board Chair

Date Approved: _____