



BOARD RETREAT of the Board of Education

Wednesday, July 16, 2025 2:30 PM

Oakdale Middle School Room 230
815 S. Oakdale Ave.
Medford, OR 97501

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

A video recording of the Board meeting can be found on the district website at [this link](#).

1. Call to Order / Pledge of Allegiance / Roll Call

Board Chair Kendell Ferguson called the meeting to order at 5:30 PM, led the Pledge of Allegiance, and confirmed a quorum through roll call. She read the District's vision statement and noted that the format of the meeting would be more conversational and less formal, as it was a Board Retreat rather than a regular business meeting.

2. Agenda Adjustments and Approval

No objections were raised. The agenda was approved by unanimous consent.

3. Introductions

Interim Superintendent Jeanne Grazioli opened the meeting with an activity titled Symbol of the Season, inviting Board members to share an object or symbol that reflects their mindset as they approach the new school year. Shared metaphors included:

- Compass – focus on short- and long-term goals
- Fresh, new, and clean – like linen; a new start
- Bridge – connecting the Board, staff, and community
- Target – keeping students at the center
- Chain – representing connection
- Fighter jet and sailboat – representing momentum and smoother waters

4. Structure for Board Meetings

Board Director Michael Williams arrived at the beginning of this agenda item.

Chair Ferguson facilitated a discussion reviewing the structure of Board meetings. Topics included:

- Use of the regular meeting agenda template
- Adding a monthly Superintendent's Report and quarterly reports from schools, students, and/or union representatives
- Citizen comment format and identifying common themes
- Inviting parent groups and PTAs to present during citizen comment
- Work session agendas and aligning items to Board/District priorities
- Recognitions for students and staff
- Continuation of pre-meeting dinners
- Use of Robert's Rules of Order
- Expectation to review packets prior to meetings
- OSBA training participation
- Executive sessions
- Collaborative agenda development

5. Revisit Board Operating Agreement

Chair Ferguson opened discussion on the Board Operating Agreement and proposed that the Board consider modeling the district's "off and away" student cell phone policy during meetings. After sharing varied perspectives, the Board reached consensus to allow cell phones at the table, with the expectation of respectful and present engagement. If cell phone use becomes disruptive, the decision will be revisited.

6. Communication Expectations of Interim Superintendent

Interim Superintendent Grazioli reviewed communication practices currently working well, including the weekly Board Bulletin and day-of-meeting check-ins. She proposed replacing individual quarterly meetings with small group meetings (two to three Board members at a time) to focus on specific topics or programs.

Board members provided feedback on the Superintendent's message in the Board Bulletin and shared availability for future meetings.

7. Board Communication with Media and Citizens

Chair Ferguson directed the Board to Policy BCB and the Board Operating Agreement to revisit the agreed-upon protocols for communication with the media and the public. Scenarios such as parents approaching Board members at school events were discussed, along with suggested approaches for handling these situations.

A 10-minute recess was taken.

8. School Visits

Chair Ferguson referred to the Board Operating Agreement and Policy BG in relation to school visits and turned the item over to Interim Superintendent Grazioli.

Interim Superintendent Grazioli shared a plan for school visits, including:

- Scheduling 10 school visits with principals during the 2025–26 school year and 10 during the 2026–27 school year
- Inviting Board members to greet students at schools on the first day

Chair Ferguson reminded the Board that individual classroom or facility visits can be arranged through the Board Secretary with at least 24 hours' notice. Interim Superintendent Grazioli added that charter school visits would also be offered.

9. Review Existing Board/District Goals and Priorities

Chair Ferguson stated that a deeper discussion of goals and priorities would occur at the next Board Retreat on September 5.

Interim Superintendent Grazioli directed attention to the current Board/District Goals and encouraged members to review the document prior to the next retreat and submit their top priorities by August 11. She noted that Board members are encouraged to ask questions and request supporting data to better understand existing goals.

Board Directors expressed interest in areas such as:

- Student attendance and chronic absenteeism
- Bullying and school violence
- Parent education for families impacted by bullying or violence
- Marketing the district as an attractive destination for staff, families, and leadership

Interim Superintendent Grazioli shared that these topics would help guide updates to the district's strategic plan.

10. Suggested Draft Priorities 2025-26

Interim Superintendent Grazioli referred to the Leader's Intent document and briefly summarized feedback from her entry plan. She expressed hope that the Board's priorities would align with this document and asked members to submit their top three priorities by August 11.

11. Consent Agenda

The following items were presented on the consent agenda:

- Staff Assignment Report
- Minutes from Previous Meeting
- Additional Annual Designations
- Reinstatement of Policy CBB

The consent agenda was approved without objection.

12. Announcements

12.a. Summer Conference Details

Chair Ferguson reminded Board members of the upcoming OSBA Summer Conference and encouraged those attending to participate in sessions on Board Governance and Public Meetings Law. Attendees will be asked to report back at the next Board Retreat.

12.b. Facility Tours

Interim Superintendent Grazioli shared that dates would be provided for Board members to tour facilities currently undergoing summer upgrades.

12.c. Homework due by August 11

Chair Ferguson reminded Board members to read the assigned article and be prepared to discuss it at the September 5 Retreat. Members were also reminded to submit their top three priorities to Interim Superintendent Grazioli by August 11.

Before adjourning, Chair Ferguson announced that the Board would be gathering for dinner after the meeting. She reminded members that, due to quorum, Board business should not be discussed during dinner, which was intended as a time to build relationships with new Board members.

13. Adjournment

There being no further business, the meeting was adjourned at 5:20 PM.