

NEAH-KAH-NIE SCHOOL DISTRICT 56

Regular Board Meeting 6:30 PM

May 14, 2018

Neah-Kah-Nie District Office Board Room

**OFFICIAL MINUTES**

**PRESENT**

Present

**Board Members**

Terry Kelly, Chairman  
Pat Ryan, Vice Chairman  
JoDee Ridderbusch (absent)  
Carol Mahoney  
Michele Aeder  
Landon Myers  
John O'Leary (absent)

**District Office Staff**

Paul Erlebach, Superintendent  
Mark Sybouts, Business Manager  
Kathie Sellars, Administrative Assistant

**Student Representative**

Animesh Patel (absent)

**CALL TO ORDER**

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.

**APPROVE AGENDA**

Approve Agenda

**M-Ryan/2<sup>nd</sup> Myers to approve the agenda as presented. Motion carried unanimously.**

Motion to Approve

**VOLUNTEER OF THE MONTH:** Mia Burch Nominated by Nehalem Elementary

Volunteer of the Month

Mr. Kelly read a prepared statement provided by Kristi Woika and her staff. Ms. Burch was presented with a certificate of appreciation from the district and a t-shirt from Nehalem Elementary.

**CONSENT AGENDA**

Consent Agenda

Approve Minutes from April 9, 2018 Regular Board Meeting

Approve Personnel Report

2018-2022 Classified Bargained Agreement

Capital Improvement Plan

**M-Ryan/2<sup>nd</sup> Mahoney to approve the consent agenda as presented. Motion carried unanimously.**

Motion to Approve

**COMMUNICATIONS**

Communications

Oral Communication

Student Presentation - Marta Thysell

Student Presentation

Ms. Thysell and some of her students presented the Green Plant Producers. They shared what they have learned about the life cycle of a plant. They closed out their presentation with the typical song reinforcing what they have learned.

Public Input - Tim Josi

Public Input

Mr. Josi was not present for the meeting.

Student Input - Animesh Patel, Neah-Kah-Nie High School

Student Input

Mr. Patel was not present for the meeting, the high school report is attached to these minutes.

Staff Input

Staff Input

Kathy Kammerer shared that Lisa Taylor who works in the TBCC library and is doing her practicum in library science, went to Nehalem Elementary to read to the kindergarten class. She read Mahalia Mouse Goes to College, by John Lithgow. Ms. Kammerer stated that John Lithgow is very funny and a talented writer. The students had an assignment as well, they had to draw what they wanted to be after college. It was very cute and charming, stated Ms. Kammerer. Ms. Nugent stated that they did the same thing and are looking at expanding it into next year at all the grade levels.

Written Communications

Written  
Communications

Board and Administrator

April Enrollment Report

May Nehalem Nugget

May Howler

May Pirates Newsletter

Thank You Letter from Heidi Buckmaster to James Billstine Construction

Thank You Letter from Kathy Kammerer to the Simpson Family

Thank You Letter from Leo Lawyer to Ellen Boggs, Women's Club of Manzanita

Mr. Kelly reviewed the various written communications.

## REPORTS

Reports

Garibaldi Grade School TELL Survey Results, Janmarie Nugent

Ms. Nugent shared the results from her staff. The summary of the survey is attached to these minutes.

Nehalem Elementary TELL Survey Results, Kristi Woika

Mr. Elreback provided Ms. Woika's data. He explained that the TELL Survey is an every other year survey. Our goal is to have 100% of licensed staff participate. The summary of Nehalem's data is attached to these minutes.

Neah-Kah-Nie Middle School TELL Survey Results, Leo Lawyer

Mr. Lawyer shared that his school takes the TELL Survey pretty seriously. They use the survey as a way to grow. He reported that his TELL survey has continued to improve since its implementation in 2012-13. He uses this feedback to guide his practice as principal. His feedback from teachers is that there is a strong sense of trust between administration and teachers, that teachers have a voice in planning and preparation, and 100% of teachers feel the middle school is a good place to work.

For areas of improvement, the staff feels that professional development can be more individualized to support specific needs, and that parents could be more involved in providing feedback to the school.

Neah-Kah-Nie High School TELL Survey Results, Heidi Buckmaster

Ms. Buckmaster shared the results from the TELL survey. The summary is attached to these minutes.

## UNFINISHED BUSINESS

Unfinished Business

Nehalem Elementary School Seismic Upgrades, Mark Sybouts

Mr. Sybouts shared that we recently received the Guaranteed Maximum Price from the contractors, we will have around \$90,000 between the contractor's contingency and the district's contingency. We will be signing the agreement to move forward if there no concerns from the board. The project will begin as soon as they can have access to the building. We anticipate that a new floor will be needed.

Garibaldi Grade School Seismic Upgrade

Nothing to report.

## NEW BUSINESS

New Business

Request from James Rovang on Behalf of Barbara Roberts, Mark Sybouts

Mr. Erlebach stated that he has sent Mr. Rovang two letters. The district will not build a house on the land, but would be willing to support the vacating of the street, we do not support giving them the district's side of the street. Mr. Myers asked if we vacated the street, could we gain an easement. Mr. Baertlein stated that if you vacated the street, you keep your access. Mr. Erlebach shared that we support vacating the street, but we do not support giving over of the district's half of the street. Mr. Erlebach stated that we will talk to our attorney. This item will be tabled until the June meeting.

## FISCAL

Fiscal  
Payment of Bills

Payment of Bills

No board member raised an issue with the April check register. Mr. Kelly asked if we are completely paid off on the track. Mr. Sybouts stated that we have sent the final payment. Mr. Kelly asked if Mr. Elrebach would keep the board apprised of the "best track" competition. Mr. Erlebach stated that Matt Koehler of Cameron McCarthy Landscape Architecture and Planning is going to enter the district in the competition.

Fiscal Summary Sheet

Fiscal Summary Sheet

Mr. Sybouts stated that he was hoping to get some information on what our final state timber payment will be. We will have an additional county school fund payment that is based on state timber.

## SUGGESTIONS AND COMMENTS

Suggestions and  
Comments  
Superintendent

Superintendent: Mr. Erlebach shared the following

- Would like to have Mr. Josi come to the June board meeting
- Abrahamson Field dedication was a huge success – we have the bell, it is currently being

refurbished.

- He and Mr. Baertlein have discussed how best to protect district vehicles. Some ideas would be to extend the green shop at the high school to create covered parking. They are wondering if we are using the facilities that we currently have in the best and most efficient ways. Some of Steve's shop is currently being used for baseball. They are looking at options
- Introduced Kim Lyon's. We are accessing NWRESD for training staff
- Today Rockaway Beach Lion's Club interviewed 5 candidates for scholarships
- 5<sup>th</sup>/6<sup>th</sup> Grade students will have a track meet as part of the transition of the 6<sup>th</sup> grade students to the middle school. It will be on May 30<sup>th</sup>

## Board

Board

Mr. Kelly reminded everyone of the following:

- Nehalem Elementary Carnival
- Please communicate with Delpha if you want reserved seating for graduation on June 1st
- On May 22<sup>nd</sup> the graduating seniors parade through the buildings as part of their graduation events
- Mr. Myers mentioned that the Tillamook PUD has three intern spots for high school students.

## PERSONNEL

Personnel

### Licensed

#### Hiring

Jennifer Smith as Neah-Kah-Nie High School Foreign Language Teacher

Kristina Burdick as Elementary Teacher at Nehalem Elementary

Jay Blake as Neah-Kah-Nie Middle School ELA/Humanities Teacher

#### Tutors

Brianna (Moses) Rivers as Tutor at Nehalem Elementary School

#### Resignations

None at this time

### NON LICENSED PERSONNEL INFORMATION - Informational Only

#### Hiring

Ashley Moe as 7 hr. Instructional Assistant at Garibaldi Grade School

Kendel Hamann as 7 hr. Instructional Assistant at Garibaldi Grade School

Luke Nugent as Head Custodian at Garibaldi Grade School

#### Resignations

Sadie Huntley as 3.5 hr. Instructional Assistant at Nehalem Elementary

Luke Nugent as Custodian I at Garibaldi Grade School

## **ADJOURN**

Hearing nothing more to come before the board the meeting was adjourned at 7:25 p.m.

### Next Meetings

Next Meeting: June 11, 2018

June 25, 2018 - Budget Adoption Meeting

1 ☐ **NKN PIRATES**

Monday, May 14 School Board Report- HS

Animesh Patel- School Board Student Representative 2017-2018

2 ☐ **AWARDS**

2 ☐ Student of the Month for April:

Ashley Henderson

Student of the Month for May:

Keygan Wagner

Athletes of the Month -

Track - Dinah Schultz - Will be competing in 4 events at the state track meet this week.

District champ in the 1500, 3000 and 4 x 400 relay. 2nd place in the 400

Softball -Hannah Grider - With her positive attitude and work ethic, Hannah has had a major influence on the team in the 2 seasons she has been with us.

Baseball -Bryce Bridge - Has been strong on the mound and behind the plate all season.

Bryce has hit 5 home runs in league and is batting .600

3 ☐ **ATHLETICS**

Season Updates:

Track and Field: Head Coaches: Billstine and Albrechtsen

10 athletes will be competing at the State Meet this week. As a team the girls finished 2nd in league. Tristan Bennett took first in Shot and Discus. The team will be losing some key seniors but has a bright future ahead of them.

Softball: Head Coach Stevie Jackson - We finished the season with five league wins for a total of eight wins, including non-league contests, which is an improvement from the past three seasons. We split our last double header games with rival Nestucca. The girls needed to win both of those games to advance to playoffs. Season highlights include beating Vernonia at home in the bottom of the 7th inning - first win against Vernonia in too many years to count:)

Baseball: Head Coach Rob Herder

The team finished 3rd in league and is off to the league playoffs this Wednesday. They hope to win both games of the double header and move on to state.

4 ☐ **Activities**

Speech: We had 8 kids go to state!

Isis Breazile-Radio

Shayla Wacker-Expository  
 Kara Ramage-Poetry  
 Anishmesh Patel and Ethan Lee-Parliamentary Debate  
 Kandle Werner-Impromptu, alternate  
 Ecce Fry and Rowen Phoenix-Duo, alternate  
 Rowen Phoenix-After Dinner Speech, alternate

Dessert Gala was May 5th and we raised over \$1600!! Thank you for those of you who attended, donated silent auction prizes, and desserts. It's been a great year and these are an amazing group of kids.

#### 5 ☐ **Activities**

FBLA: National competitors currently fundraising for Baltimore, Maryland trip, June 26th-July 2nd. 17 qualifiers, four attending.

- Karissa Hadermann - Intro to Business
- Brandon Partosan - Computer Applications
- Kara Ramage - Intro to Financial Math
- Animesh Patel - Intro to Business Communications

Fundraisers - Firewood raffle, Charter fishing trip tickets, 50/50 cash raffle, car wash at RTI  
 May 20, Go Fund Me page

National Honor Society:

#### 6 ☐ **ASB REPORT - Mr. Billstine**

2018-2019 Student Council Election Results:

President: Animesh Patel

VP: Ecce Fry

Manager: Travis Bennett

Secretary: Alyssa Ahlers

Treasurer: Unfilled

Tech Advisors: Brendan Deur

Advisory Committee: Shayla Wacker

Site Council: Kara Rummage

School Board Representative: Unfilled

Historian: Mackenzey McCambridge

The new Student Council is working with the old Student Council to get a "Clubs Rush" assembly organized before the end of the year.

#### 7 ☐ **Field Trips**

#### 8 ☐ **Seniors**

May 18: Senior Pass to Walk Deadline

May 22: Senior celebration visits to GGS, NES and MS!

May 22: Senior Awards Night 7 p.m.

May 30: P.M. Class checkout  
 May 31: A.M. Class Checkout,  
           1:00 graduation practice  
 June 1: Graduation 7 p.m.

9 ☐ **School Updates**

Attendance rate trimester 3 to date: 91.97 (65 students remain at high risk for attendance) as measured by the early warning system.

Summer School is being planned for the first time in many years. Focus will be Migrant students, students that need skill building in reading, writing and math, students that need credit recovery and students that still need to meet graduation requirements. Summer School is being funded by ODE/ NKN/ Measure 98 and NKN HS Site Council.

HS PBIS team will review data from our SET visit (completed Thursday last week) to guide school improvement goals for next year.

10 ☐ **College/Career Ready**

ADVISORY/GEARUP:

Advisory working on soft skill development in preparation for next year's job application and mock interviews.

GEARUP field trip for Natural Resources coming up at end of month!

CURRENT JUNIOR BENCHMARK STATUS:

Total Jr's: 52 (1 extended)

Meeting in Math: 17 (additional 7 meeting through ACT/PSAT)

Meeting in Reading: 41 (additional 2 through ACT/PSAT)

Meeting in Writing: 40

Senior Celebration Day will be occurring on May 22nd with groups of seniors going to our grade schools and middle school in the afternoon for a hallwalk and then Sr. Awards that night.

*SENIOR AWARDS NIGHT*

*TUESDAY, MAY 22ND, 7PM*

*HS - LOWER GYM*

11 ☐ **Thank you for your time!**



# Garibaldi Grade School

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(503)-322-0311 • Fax (503)-322-2193 • www.nknsd.org



Tell Survey Results 2018:

## Parameters/Reports:

- GGS did not have enough participation in 2016 to have valid results
- The comparison data is from 2014 compared to 2018

## Positives/Growth at GGS:

- Class sizes are reasonable 92.3% up from 9.1%
- Teachers have time to collaborate with colleagues 84.6% up from 36.4%
- Efforts are made to minimize routine paperwork 75% up from 45.5%
- Students at this school understand the expectations for their conduct 100% up from 54.5%
- School administrators support teachers/ efforts to maintain discipline in the classroom 92.3% from 36.4%
- The faculty work in a school environment that is safe 91.7% up from 80%
- In this school we take steps to solve problems 92.3% up from 72.7%
- Teachers are held to high professional standards for delivering instruction 92.3% up from 72.7%
- School leadership facilitates using data to improve student learning 100% up from 81.8%
- Curriculum is aligned to state-based standards 92.3% up from 63.6 %
- Teachers work in professional learning communities or cluster groups to develop and align instructional practices 91.7% up from 60%
- Teachers know what students learn in each of their classes 100% up from 55.6%

## Positive Comparison Data to Oregon:

- Class sizes are reasonable
- Time for collaboration
- Adequate space for productivity
- Physical environment of classrooms support teaching and learning
- Local assessment data is available in time to impact instructional decisions

## Areas of Growth/Focus:

- Professional Development is an area to focus on—scores declined & were lower than the state average
  - As a school we are changing our focus of how we deliver PD and the time in which we do it
  - All instructional staff will be involved in trying out different engagement strategies and will discuss with others on what is working and areas to continue to work on
  - We currently use the PD
- Using the TELL survey for school improvement planning
  - Site Council will review the data and use it in planning for future years

# Nehalem Elementary 2018 TELL Survey Report

## The Data:

I looked at the detailed report that compares NES data to OR Elem School Data, NKN SD Data and all OR Public School Data. I also looked at comparison data from the last 3 Oregon TELL Surveys (2014, 2016, 2018) for NES.

## Celebrations:

- 2 categories with the strongest scores are Managing Student Conduct and School Leadership. (18/20 items had 100% positive responses-agree or strongly agree)
- 100% of teachers agree or strongly agree that NES is a good place to work and learn. (went up from 82% agreeing in 2014)
- 100% of teachers plan to continue teaching at NES.

## Things to work on:

- “Teachers are recognized as educational experts” fell from 100% to 82%.
- “Teachers have sufficient access to appropriate instructional materials” fell from 100% to 82%.
- “The school environment is clean and well maintained” fell from 100% to 82%
- “Teachers provide parents/guardians with useful info about student learning” fell from 100% to 80%
- “The school maintains clear, 2-way communication with the community” fell from 100% to 80%.
- “The school leadership makes a sustained effort to address teacher concerns about the use of time in my school” went from 64% to 100% back down to 64%.
- “Teachers are assigned classes that maximize their likelihood of success with students” fell from 100% to 63%.
- 2 categories with the lowest scores are Time and Professional Development.
  - Time category responses were still all more positive than other Oregon Elementary schools (7/7). Lowest score is that 40% of NES teachers disagreed that non-instructional time is sufficient.
  - Professional Development category responses are mostly higher than other Oregon Elementary Schools (8/13 were higher). Lowest score is that 60% of NES teachers disagree or strongly disagree that PD is evaluated and results are communicated to teachers.

## Next Steps:

- Site Council is meeting in June to plan our Late Arrival mornings for the 18-19 School Year to address PD concerns. Inservice Week PD was planned from teacher input around math needs.
- 
- Site Council will do a teacher evaluation of each PD session and share out with staff in 18-19.
- I’m going to create a Google Doc that has our lowest survey results on it and ask teachers to share ideas of solutions for how to improve. Site council will review.
- I’m going to share out TELL survey results with staff at the next staff meeting.

# Neah-Kah-Nie High School

24705 Hwy 101 N  
Rockaway Beach, OR 97136  
**Home of the Pirates**

HS TELL Survey Report to the School Board  
4/25/2018

This year we had 51 Survey items that came in with scores higher than the Oregon Public School Average and other Oregon High Schools.

## Celebrations:

100% feel HS is a good place to work and learn  
100% Teachers report they have access to appropriate instructional materials, reliable technology and adequate facilities.  
100% feel they work in a safe environment.  
100% feel they are held to high professional standards.  
100% feel they are encouraged to be reflective, follow up on PD, and that the PD enhances their ability to meet diverse student learning needs.  
100% feel testing data is available and timely for use in making instructional decisions.  
100% feel they are encouraged to try new things.

We had 40 Survey items that came in with scores lower than the comparable averages.

Of those 40 low scores, we compared those with scores over time and 30 of those are trending upwards like we want.

That left 10 survey questions for us to focus on improvement:

26.7% Minimizing routine Paperwork  
60% Duties that interfere  
53.3% Consistently enforcing rules for student conduct  
73.3% Trusting teachers to make decisions about instruction  
80% Teachers being encouraged to participate in leadership roles  
73.3% Effective teacher leadership  
50% Teachers having an appropriate level of influence on decision making  
46.7% Mutual trust and respect  
86.7% Using data to improve student learning  
86.7% Curriculum aligned with state standards

We will review these results in staff meeting, in site council, use a collaborative growth mindset to brainstorm solutions for improvement and prioritize items to include in our school improvement plan.