

Board of Directors Meeting  
School District 4J, Lane County  
4J Education Center / Virtual  
(in-person or virtual)  
200 North Monroe Street  
Eugene, Oregon 97402  
Wednesday, October 25, 2023

**NOTICE:** The Board Work Session at 4:30 p.m. will be open to the public to attend in person, via live broadcast on KRVM 1280-AM and 98.7 FM, on the internet at <https://icecast.4j.lane.edu/board> and via Zoom Webinar at <https://4j-lane-edu.zoom.us/j/91225128314>

The board will not hear public testimony during the work session.

**4:30 PM  
Board Work Session: Tower Room at Education Center**

- I. Call to Order, Roll Call
- II. **Items for Action at a Future Meeting**
  - 1. Work on Development of Board Goals and Superintendent Goals 2  
Presenters: Maya Rabasa, Board Chair; Andy Dey, Superintendent  
5 Hours
- III. Adjourn

THIS MEETING WILL BE BROADCAST OVER KRVM-AM (1280)

**INFORMATION FOR THE DEAF AND HARD OF HEARING:**  
Closed Captioning is available during Board meetings through a zoom live feed which is also displayed at in-person meetings.



**Eugene School District 4J**  
200 North Monroe Street  
Eugene, OR 97402-4295  
541-790-7700  
*www.4j.lane.edu*

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**ITEM FOR ACTION AT A FUTURE MEETING**

**Date of Meeting**

October 25, 2023

**Title**

2023-24 Board Goals

**Presenter**

Maya Rabasa, Board Chair

**Background:**

The board reviews, affirms or revises Board Goals each year.

**4J BOARD WORK SESSION AGENDA**  
**Goal Setting**  
**October 25, 2023**

1. Gathering Activity
2. Define district, superintendent, board goals
3. Review 4J vision, mission, values
4. DINNER
5. Review past goals (board and Andy's)
6. Andy proposed goals for district
7. BREAK
8. Andy proposed superintendent goals
9. Board shares ideas (on all levels)
10. BREAK
11. Board ideas share continued
12. Board and staff discussion
13. BREAK
14. Areas of convergence and divergence
15. Next steps

## Proposed 4J Board Goals 2022-2023 School Year+

### 1. Increase quality engagement between all involved with 4J

A) community/care provider/family engagement and involvement: focus on ways to meaningfully engage out-of-school support systems in the education of students.

JN recommended alternative: “Provide supports and opportunities for parent/caregiver engagement and involvement in the education of their student(s).”

B) creating opportunities for student voice

C) Increase clarity and transparency of communication from the board and the district to the community

### 2. Increase equity within and amongst 4J schools

A) Improve outcomes and experiences for students with disabilities by: -providing adequate support for inclusion efforts  
-identifying root causes of ongoing challenges in the delivery of Special/Accessible Education services - from the identification of qualifying students to the implementation of an IEP and everything in between

B) Addressing the inequitable rates of expulsion and suspension of students - shifting from a behavioral framework to a relational framework and rooting our responses to distressed students in transformative/restorative approaches

C) Expanding CTE; supporting the development of the center for applied learning

D) Developing measurable outcomes for our progress on equity

### 3. Supporting and expanding creativity and innovation

A) Creating pathways for teachers to create innovative and engaging courses

B) Reducing standardized testing

C) Supporting the system-wide adoption of equitable grading practices

#### **4. Cultivate wellness and belonging for students and staff**

- A) Developing an integrated mental health model, with the incorporation of community input/expertise
- B) Prioritize relationships, morale, and wellness and connecting these to systemic challenges and expectations of students and staff.

#### **5. Board Development**

- A) Engage in professional development/training
- B) Select and begin work with an equity advisor

**6. Finalizing a long-term plan for the current NEHS building, and the Kelly Middle School and Yujin Gakuen programs that ensures the viability and success of each program.**

**7. Work to stabilize the 4J budget to reduce dependency on reserves (AH), including consideration of appropriate reserve target. (JN)**

**OPTIONAL - At or before the final Board meeting of the year, the Superintendent and/or Board chair will provide a progress report on these goals. (JN/GL)**

## **Board Goals 2021-2022**

1. Conduct a thoughtful national search that results in hiring a permanent superintendent.
2. Complete a comprehensive and timely evaluation of the interim superintendent's performance.
3. Perform our fiduciary responsibilities in a timely manner by participating in the budget committee process and appointing new members to vacancies.
4. Establish the next steps of our multi-year *All Students Belong Initiative* including the goals and workplan for this year. Then implement the workplan.
5. Create a plan for the North Eugene Region that includes where YG and Kelly schools will be located and other programming and plans.
6. Decide on and/or create an equity lens for the district and use it for all decision making. (With Equity Committee)
7. Identify and implement climate change initiatives; Begin the process of inventorying what we are doing and then making a plan.
8. Create a comprehensive district-wide communication policy that emphasizes transparency with stakeholders and the community.

## **Tasks that can be worked on in 2021-2022**

- Integrate the goals, activities and outcome measures of the High School Success Plan, the Student Success Plan and the 2020 Strategic Plan.
- Expand student engagement and voice in the district- New process to select student representatives for the School Board and expand their participation on the Board. Students will be appointed to the Equity Committee per SB 732.
- Create a Community Benefits Agreement (CBA) that will work for the School District – Small committee can work on gathering examples, identifying barriers and addressing them

**Other goals to consider if there is time to add goals this year and/or they can be considered for next year's work.**

- Create metric of teacher morale and retention - Create and implement a district-wide climate survey Improve teacher retention; (This is included in current district goals)
- Create a Pandemic/Disaster Policy
- Ensure that any testing required by the district is for the purpose of helping students learn and make progress and is kept at the lowest amount of time to do what is needed. **(Timing is not right this year)**

9/22/21

# Goals

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October 25, 2023 Work  
Session

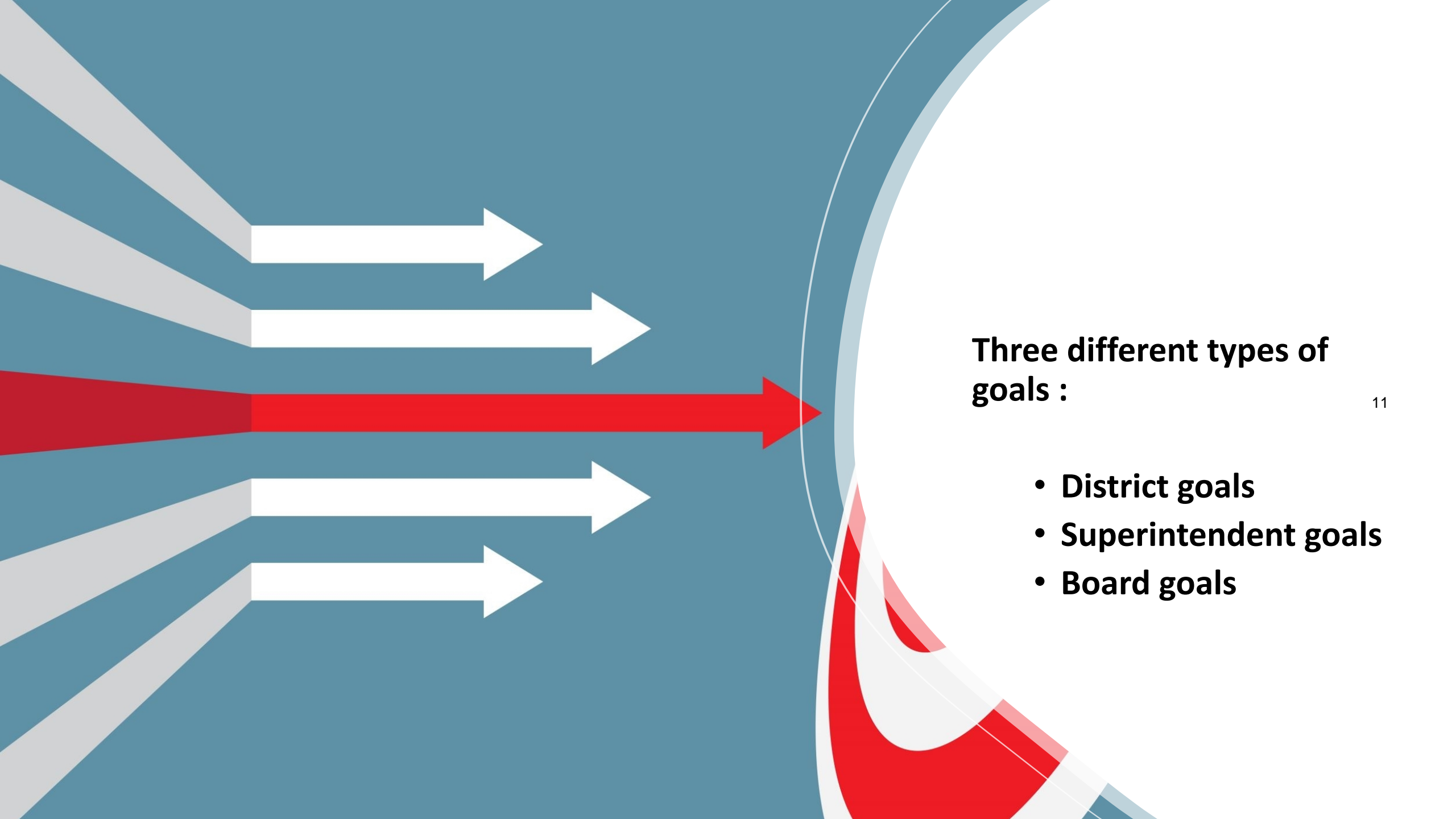
Eugene 4J School Board





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- The “**WHY**” is the vision/mission/values.
  - The “**WHAT**” is what we are going to do to move the needle for kids.
  - The “**HOW**” is the staff/superintendent role.
  - Our goal as a Board is to give strategic direction to the staff. The staff are the professionals who determine strategies aligned to our identified goals. What happens on the ground is the “actions.” How we track change is “measures.”





**Three different types of goals :**

- **District goals**
- **Superintendent goals**
- **Board goals**



## District Goals

- District goals are the large goals that organize the district's effort. These describe “what” will get done.
- Everything we do should be aligned to the district goals – this is how we make change for kids.



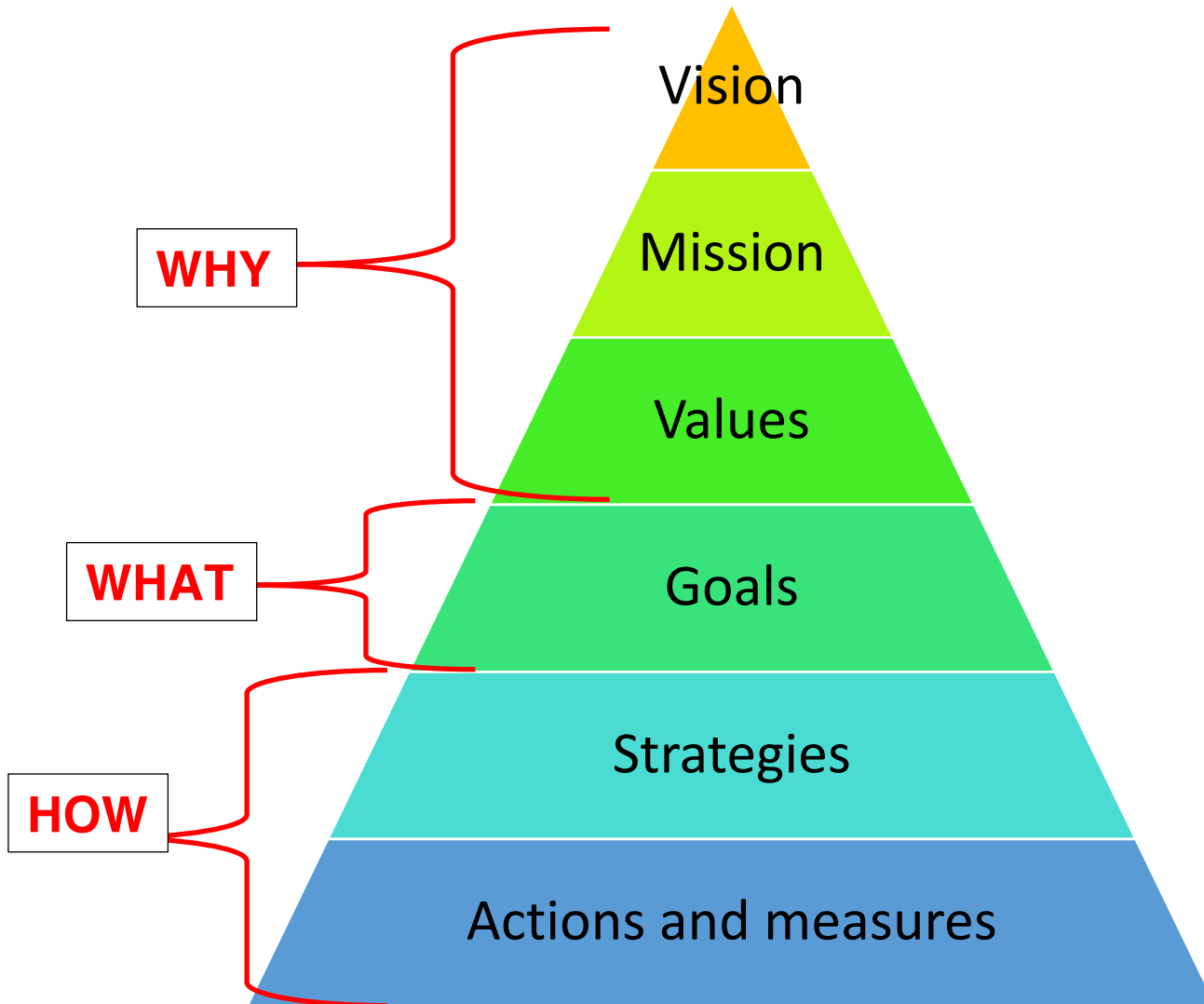
**Superintendent goals** – These are rooted in professional performance.

- These should be aligned with the District goals.
- They may also include mentorship and professional development growth elements that are not District goals.
- Should be developed collaboratively.



**Board goals** – These are rooted in our own growth and professional development.

- Board growth/learning.
- Board practice.



The “**WHY**” is the vision/mission/values.

The “**WHAT**” is what we are going to do to move the needle for kids.

The “**HOW**” is the staff/superintendent role.

Our goal as a Board is to give strategic direction to the staff. The staff are the professionals who determine strategies aligned to our identified goals. What happens on the ground is the “actions” and how we track change is “measures.”

# Eugene School District 4J

Code: CBG  
Adopted: 2/17/16  
Revised/Readopted: 8/02/17  
Orig. Code(s): CBG

## Evaluation of the Superintendent

The Board will formally evaluate the superintendent’s job performance at least annually as per the timelines set forth in the superintendent’s employment contract. The evaluation will be based on the job duties described in the superintendent’s contract, Board policy and progress in attaining any goals for the year established by the Board and/or superintendent.

The Board will establish goals for the superintendent, to be evaluated annually. Such goals, and any additional criteria for the superintendent’s evaluation will be developed and approved in a Board meeting open to the public. The superintendent will be notified of the additional criteria prior to the evaluation.

The Board’s discussions and conferences with and about the superintendent and his/her performance will be conducted in executive session, unless the superintendent requests a session open to the public. Such an executive session will not include a general evaluation of any district goal, objective or operation. Results of the evaluation will be written and placed in the superintendent’s personnel file.

END OF POLICY

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### Legal Reference(s):

[ORS 192.660\(2\), \(8\)](#)  
[ORS 332.107](#)

[ORS 332.505](#)  
[ORS 342.513](#)

[ORS 342.815](#)  
[OAR 581-022-2405](#)

Hanson v. Culver Sch. Dist. (FDAB 1975).

### Cross Reference(s):

BDC - Executive Sessions  
CBA - Qualifications and Duties of District Superintendent

- **Values: equity, excellence, innovation, stewardship**
  
- **Vision: every student connected to community and empowered to succeed**
  
- **Mission: every student known by name, strength and need.**
  
- **Goals – three rocks:**
  - 1. Timely communication and meaningful engagement**
  
  - 2. Equitable access and advancement for all students with a coordinated and cohesive focus of the needs and desires of our historically underserved students and families**
  
  - 3. Safety and well-being of students and staff**

**District Goals**

**Board Goals**

**Superintendent Goals**