

Lincoln County Schools



QUALITY LEARNING FOR ALL

BOARD FOLDER

LINCOLN COUNTY SCHOOL DISTRICT
BOARD OF DIRECTORS

Tuesday, December 9, 2014, 6:45 p.m. and 7:00 p.m.

EXECUTIVE AND REGULAR BOARD SESSIONS

NEWPORT HIGH SCHOOL

Newport, Oregon

LINCOLN COUNTY SCHOOL DISTRICT
Board of Directors- Executive and Regular Sessions
Tuesday, December 9, 2014- 6:45 p.m. and 7:00 p.m.
Newport High School
Newport, Oregon

6:45 p.m. Executive Session- ORS 192.660(2)(h) Pending Litigation

AGENDA

		Page
1.	CALL TO ORDER	
2.	ROLL CALL- ESTABLISHMENT OF A QUORUM	
3.	INTRODUCTIONS	
4.	COMMUNICATIONS	
	(During this time the audience will have the opportunity to speak to the Board. We ask that if several individuals plan to speak on the same topic, they select one speaker to share their views. The Chairman reserves the right to limit the time allotted to each presenter. The Board cannot by law hear specific criticisms on an employee in this setting. Please complete a "Board Communication Request" form, available from the board secretary. It is requested that those addressing the board state their name for the record.)	
	a. Written	
	b. From the Audience	
	c. Staff Recognition	
5.	BOARD REPORTS	
6.	CONSULTANT REPORTS/STAFF/COMMUNITY REPORTS	
	a. Student Representative	1
	b. West Area Report	2
	c. Financial Reports	3
7.	SUPERINTENDENT'S REPORT	
8.	ADOPTION OF THE CONSENT CALENDAR	
	(Consent Calendar agenda items are designated by the Board to be adopted in a single motion unless an individual Board member or the Superintendent requests an item be removed for consideration. Action on matters of a routine matter is addressed in one motion to conserve time for other deliberation by the Board.)	
	a. MINUTES OF THE BOARD	
	1. November 18, 2014 Regular Session	4-8
	b. EDUCATION SERVICES	
	c. HUMAN RESOURCES	
	1. Regular Items	9-10
	d. BUSINESS SERVICES	
	e. SPECIAL PROGRAMS	
	f. FACILITIES/MAINTENANCE/TRANSPORTATION/ FOOD SERVICES	
	g. BOARD	

9. OTHER DECISION ITEMS

(Decision Items are those that have been presented to the Board for discussion and questions at a prior meeting. Some circumstances may dictate a Decision Item without prior discussion.)

- a. EDUCATIONAL SERVICES
- b. HUMAN RESOURCES
- c. BUSINESS SERVICES
- d. SPECIAL PROGRAMS
- e. FACILITIES/MAINTENANCE/TRANSPORTATION/FOOD SERVICES
- f. BOARD
 - 1. **DECISION:** 2014/15 Board Goals 11-12
 - 2. **DECISION:** Coop. Sports Agreement, Eddyville to NHS Swim 13-13a
- g. OTHER

10. ITEMS OF DISCUSSION AND INFORMATION

(Discussion Items are presented for the Board's consideration, discussion and questions. Discussion Items will be considered for Decision at a subsequent meeting. Information items are for information only.)

- a. EDUCATIONAL SERVICES
 - 1. Discussion on Planned Course Statement, Astronomy 14
- b. HUMAN RESOURCES
- c. BUSINESS SERVICES/FOOD SERVICES
- d. SPECIAL PROGRAMS
- e. FACILITIES/MAINTENANCE/TRANSPORTATION
- f. BOARD
 - 1. Superintendent Evaluation- Process and Timeline 15-26
 - 2. Board Vacancies (after 6/30/15) 27-28
- g. OTHER

11. ADJOURNMENT

The next regular session meeting of the Board is January 13, 2015, 7:00 p.m. at Sam Case Primary.

**LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA
December 9, 2014**

ITEM:

TOPIC: Introduction of Student Representative

PREPARED BY: Laurie Urquhart

WILL BE PRESENTED BY: Student Rep

TYPE OF ITEM: Consent Information Discussion Decision

DESCRIPTION OF AGENDA ITEM:

In continuing the Board's inclusion of student representatives at Board meetings, a student from the west area will update the Board on activities there.

RECOMMENDATION:

None; for information only.

ADDITIONAL MATERIAL Attached: Yes No Available: Yes No

**LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA
12/9/14**

ITEM:

TOPIC: West Area Report

PREPARED BY: Laurie Urquhart

WILL BE PRESENTED BY: West Area Principals

TYPE OF ITEM: Consent Information Discussion Decision

DESCRIPTION OF AGENDA ITEM:

West area principals will update the Board regarding activities at the schools in that area.

SUPERINTENDENT'S RECOMMENDATION:

None; for information only.

ADDITIONAL MATERIAL Attached: Yes No Available: Yes No

**LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA
December 9, 2014**

ITEM:

TOPIC: Financial Reports

PREPARED BY: Laurie Urquhart

WILL BE PRESENTED BY: Julie Baldwin

TYPE OF ITEM: Consent Information Discussion Decision

DESCRIPTION OF AGENDA ITEM:

The General Fund summary report, Bills and Claims, Special Revenue Fund Financial Report, Capital Projects Funds, and the Investment Report as of November 30, 2014 will be distributed and discussed at the December 9, 2014 board meeting.

RECOMMENDATION:

None; for information only.

ADDITIONAL MATERIAL Attached: Yes No Available: Yes No

BA-03

12/27/01 lku

LINCOLN COUNTY SCHOOL DISTRICT
Board of Directors- Regular Session
Tuesday, November 18, 2014- 7:00 p.m.
Toledo Jr./Sr. High School
Toledo, Oregon

Minutes

- PRESIDING:** Liz Martin, Chairman
- Present:** Liz Martin, Chairman; Karen Bondley, Vice Chairman; Ron Beck, Kelley Ellis, Terri Woodd (via telephone), Directors
- Also Present:** Steve Boynton, Superintendent; Laurie Urquhart Secretary
- Handouts:** Personnel Addendum; October 31, 2014 Financial Reports; Corrected Board/Superintendent Working Agreements

Call to Order- Establishment of a Quorum

Board Reports

Director Kelley Ellis thanked staff for their work decorating the district office for the annual Halloween event in the Deco District of Newport.

Chairman Liz Martin thanked Principal Clint Raever, staff and students for hosting the board meeting. She noted the STEM demonstration before the board meeting was wonderful and said the students did a great job of explaining their projects. She recognized STEM teacher Peter Lohonyay for his good work.

Ms. Martin reported three board members and Superintendent Boynton attended the annual OSBA conference over the weekend and said it was worthwhile.

Student Representative

ASB President Jacob Risner updated the Board regarding several ongoing activities at Toledo Jr./Sr. High, including:

- homecoming week was fun and successful, including a win over rival Waldport High;
- several senior projects involve drives of differing sorts: a blood drive, a toy drive, athletic clothing drive, a coat drive, and a canned food drive;
- basketball has begun, with high expectations this year;
- several community members visited the school to help students with mock interviews.

East Area Report-

Toledo Elementary Principal Sandy Mummey reported the Wednesdays collaboration time is going well, with teachers using STAR data and common formative assessments to address Common Core State Standards. She noted 17 teachers including others from NIS and Sam Case are starting a professional learning community focused on "daily five" reading instruction.

Wednesday "projects time" is going well. The project theme for October was science, and for November is local and worldwide cultures, with an emphasis on holiday traditions.

She reported the Battle of the Books is starting soon; Toledo Elementary will have two teams. Tribes assemblies are continuing, with 204 students to date recognized for positive character traits.

Turkey Bingo is scheduled for Friday, November 21st. Doors open at 5:00 p.m. Ms. Mummey noted staff and students are excited to be Boomers.

Toledo Jr./Sr. High Principal Clint Raever reported six students enrolled in STEM classes have been selected to accompany U.S. Fish and Wildlife personnel on the ocean for research. They are waiting for calmer seas to do so.

Mr. Raever noted the school had a good fall sports season, with twice as many students out for football. It was a building year for volleyball, with no senior students on the team this year.

He reported staff sought to improve conference attendance for families living in Siletz, so held conferences for them at Siletz Valley School. Siletz Principal Sam Tupou welcomed the families and teachers.

Another conference strategy this year at Toledo Jr./Sr. was the scheduled appointments for targeted students. "It was helpful to have everyone in the room for those conversations," said Raever.

He noted students in Mr. Vince's video production class have produced videos for students taking part in mock interview activities. They also recorded the commemoration of the placement of a grave marker for a civil war veteran at the Toledo cemetery.

Mr. Raever reported students are participating in the "Boomers Give Back" program. Students not assigned to Friday school may perform community service in Toledo (park clean up, yard work, etc.).

Financial Reports

Business Manager Julie Baldwin reported the projected beginning fund balance increased due to the receipt of county school fund and state timber revenues, along with the posting of grant funds' indirect fees.

She noted the district did not have to borrow to meet expenses this year. (Some years it is necessary due to the timing of the receipt of property tax revenue.) Ms. Baldwin reported that ADM (average daily membership) is staying strong.

For capital improvements, she noted that 63.4% of bond proceeds were spent in Lincoln County, or \$42.5 million over three and a half years.

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Superintendent's Report

Superintendent Boynton thanked the Siletz Tribal Charitable Contribution Fund for their award of \$2,375 to the district to purchase police/fire radios. The radios will be given to police and fire incident commanders on scene at a school emergency.

The Superintendent recognized the Waldport High cross country team and Coach Mike Moser for helping the Waldport Trails Committee at a recent work party. The students and coach helped spread wood chips along the Woodland Trail in Waldport. He also recognized Athletic Director Melissa Steinham for organizing the event.

Mr. Boynton gave kudos to the Taft Leadership class for holding a variety of events for cancer victims. The student body came together to raise a total of \$3,033 which was presented to the North Lincoln Hospital Foundation Snowflake Mammography fund.

Superintendent Boynton recognized students at Toledo Jr./Sr. High for beginning their canned food drive by building a haunted house for Toledo Elementary students and their families. The haunted house was held before the last regular football game of the season. The canned food drive raised 228 pounds of food for the Toledo Food Pantry.

Mr. Boynton reminded the Board of "turkey bingo" at Toledo Elementary- November 21st, 5:30 to 8 p.m., and that district schools are closed the week of Thanksgiving.

He congratulated Newport Intermediate, attendance flag winners for October.

Mr. Boynton reported community meetings were held in Lincoln City and Newport regarding full-day kindergarten and a realignment of schools. He said he and other administrators are still answering questions and gathering information; he hopes to present a recommendation to the school board in January.

Approval of the Consent Calendar

Motion 14/15-16

On motion of Director Beck, seconded by Director Ellis, the Board unanimously approved Consent Calendar items, including:

- Minutes, 10/2/14 Work Session;
- Minutes, 10/14/14 Regular Session;
- Regular Personnel Items and Addendum;
- Date of First Budget Committee Meeting: May 19, 2015.

New Course: Student Athletic Director

Motion 14/15-17

On motion of Director Beck, seconded by Director Bondley, the Board unanimously approved the Student Athletic Director course as listed in the November 18, 2014 board folder. Assistant Principal Kelly Hart presented the course. Students in this semester-long course will work with the Athletic Director to set up games/matches, organize events, review team expenditures, etc. The class will be articulated through Clackamas Community College and will begin the second semester of this school year.

Ms. Hart noted she contacted Oregon Coast Community College first, but they did not offer a similar class. She said participation in the class is application based; selected participants must be student athletes.

Board/Superintendent Working Agreements

Motion 14/15-18

On motion of Director Bondley, seconded by Director Woodd, the Board unanimously approved "Board/ Superintendent Working Agreements" as distributed 11/18/14 with punctuation changes suggested by Director Woodd to be added. The agreements were developed over two meetings to help define the specifics of board and administration responsibilities, governance principles, roles, responsibilities and expectations of individual board members, the board as a whole and the superintendent.

Discussion on Policies, Section A/B

LCSD contracted with OSBA to complete a rewrite of district policies. Student Services Administrator Aaron Belloni worked with OSBA representatives and district staff to begin the process by reviewing Sections A/B ("Board Governance and Operations").

Board members received the policies under separate cover, along with a description of the process and a summary of changes to Sections A/B. The hope is for the board to review policy sections throughout the school year, with adoption of all of the policies in June, 2015.

Director Ron Beck noted Policy BCE, Board Committee, asking if the budget committee would be considered a "standing committee" as addressed in the policy. Mr. Belloni will investigate.

Mr. Beck expressed his support for revised policy BDC, Executive Sessions, and asked about a recommendation not to adopt Policy BFG, Board Policy Review. This suggested policy calls for the Board to review all policies each year. Staff suggested this review would create a great deal of work for the board. Director Ellis pointed out the last complete policy review was done in 2002 and said a policy like the suggested one may help keep the policies more up to date. Consensus was reached to discuss the issue at a later date, considering that a more regular review of the policies could be helpful.

Director Beck called attention to Policy BH/BHA, Board Orientation. He noted current board practice has the vice chair act as mentor for new board members; he asked that this be captured in the policy.

Chairman Martin said she would forward any comments to Mr. Belloni in the next few days. Director Ellis said she would like to meet with him about the policies and her thoughts.

2014/15 Board Goals

The Board met in a work session setting on in early October to begin developing board goals for the current year, and continued the discussion at the regular session in later October. They re-worded one goal, corrected another, and will consider the four goals at the next board meeting.

Discussion on OSBA Election Materials

Oregon School Boards Association (OSBA) member districts review election materials related to OSBA governance each year. This year, boards are being asked to consider resolutions to: •approve OSBA legislative priorities; •amend the OSBA constitution to correct inconsistencies in the process for adoption of legislative policies; and •amend the constitution to allow appointment of OSBA board and legislative policy committee members from a contiguous region if certain conditions are met.

The board may consider the resolutions at the next meeting.

The meeting was adjourned at 8:02 p.m.

Chairman

Superintendent

**LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA
December 9, 2014**

ITEM:

TOPIC: Personnel Action

PREPARED BY: Jennie Scarborough - Human Resources

WILL BE PRESENTED BY: Chelsi Sholty, HR Director

TYPE OF ITEM: Consent Information Discussion Decision

DESCRIPTION OF AGENDA ITEM:

Regular personnel action requiring Board approval.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends the Board approve the attached personnel items.

ADDITIONAL MATERIAL Attached: Yes No Available: Yes No

Board Agenda Addendum — December 9, 2014 — Personnel Action

New Coach(es):

Mike Wagner Assistant Boys Basketball /Newport High

Lucas Marchant Assistant Boys Basketball /Toledo Jr-Sr High

Resignation(s):

James Dale	Bilingual Tutor/ Oceanlake Elementary	Resignation 9/17/2014 – 12/12/2014
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**LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA
December 9, 2014**

ITEM:

TOPIC: 2014/15 Board Goals

PREPARED BY: Laurie Urquhart

WILL BE PRESENTED BY: Chairman Liz Martin

TYPE OF ITEM: Consent Information Discussion Decision

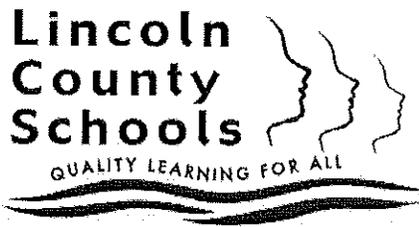
DESCRIPTION OF AGENDA ITEM:

The Board developed goals over several meetings. They are presented this evening for adoption.

RECOMMENDATION:

The Superintendent recommends the Board consider 2014/15 board goals as presented 12/9/14.

ADDITIONAL MATERIAL Attached: Yes No Available: Yes No



2014-15 BOARD GOALS

1. The LCSD Board of Directors will assist the superintendent and the district in using available resources in the most efficient way possible to increase student opportunity.
2. The Board will educate itself and be proficient knowledgeable as to the district's current needs and strategies to increase student achievement, and will have the ability to communicate these to the community.
3. The Board will recognize and celebrate the completion of the capital improvement projects.
4. The Board will negotiate a contract with the LCEA, representing the needs and interests of the children of our district.

**LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA
December 9, 2014**

ITEM:

TOPIC: Cooperative Sponsorship Agreement, Eddyville/Newport High Swim

PREPARED BY: Laurie Urquhart

WILL BE PRESENTED BY: Wayne Spencer, Athletic Director

TYPE OF ITEM: Consent Information Discussion Decision

DESCRIPTION OF AGENDA ITEM:

LCSD received a request from Eddyville Charter School for a cooperative sponsorship agreement to allow a swimmer from Eddyville Charter to swim on Newport High's swim team. Eddyville does not have a swim team.

This item is slated for a decision on December 9th due to time constraints. The district has allowed similar agreements in the past.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends approval of the cooperative sponsorship agreement between Eddyville Charter and Newport High to allow an Eddyville student to swim on Newport High's swim team for the 2014/15 season.

ADDITIONAL MATERIAL Attached: Yes No Available: Yes No



Cooperative Sponsorship Application

See OSAA Constitution, Article 8-5, and Executive Board Policies "Cooperative Sponsorship" for additional information.

Each school involved in the cooperative agreement must complete this form for each sport (i.e. boys' golf; girls' golf; etc.). The deadline for a cooperative sponsorship is the first contest date of the season in which the cooperatively sponsored team is to compete.

NOTE: The OSAA must have approval from the members of the league or special district in which the cooperative team will be competing. (See the District Approval form on page 3). Also, each school in a coop must pay the participation fee for each activity in which they participate.

1. Activity covered by this application (one activity per form): Boys Girls Swimming
2. Name of League or Special District in which the team will be competing: _____
3. Reason for cooperative sponsorship: The sport is not offered at Eddyville Charter
4. This application will start in 2014 1 year co-op 2 year co-op 3 year co-op 4 year co-op
5. Under cooperative sponsorship, what will be the identity (name) of the team: _____
6. Where will practices be held? Newport High 7. Where will home competition be held? _____

Name of SCHOOL A: Eddyville Charter School Classification: _____ District: MWL

1. Please list the number of students in this school who have participated in this activity during each year indicated below. If the school did not sponsor the activity during any of the years listed, please respond "N/A".

	12	11	10	9
Last school year				
Current school year	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Anticipated next year				

2. Total school enrollment
- | | 12 | 11 | 10 | 9 |
|-----------------------|-----------|-----------|-----------|-----------|
| Last school year | | | | |
| Current school year | <u>15</u> | <u>14</u> | <u>20</u> | <u>5</u> |
| Anticipated next year | | <u>20</u> | <u>8</u> | <u>12</u> |

Date School Board approved this cooperative sponsorship: 12/1/14 (A copy must be available at the request of the OSAA).

Official Approval: Superintendent of School A: [Signature] Date: 12/1/2014

Name of SCHOOL B: Newport High School Classification: 4A District: 1

1. Please list the number of students in this school who have participated in this activity during each year indicated below. If the school did not sponsor the activity during any of the years listed, please respond "N/A".

	12	11	10	9
Last school year	<u>3</u>	<u>2</u>	<u>8</u>	<u>9</u>
Current school year	<u>8</u>	<u>6</u>	<u>9</u>	<u>6</u>
Anticipated next year	<u>8</u>	<u>9</u>	<u>6</u>	<u>10</u>

2. Total school enrollment
- | | 12 | 11 | 10 | 9 |
|-----------------------|------------|------------|------------|------------|
| Last school year | <u>134</u> | <u>125</u> | <u>118</u> | <u>152</u> |
| Current school year | <u>144</u> | <u>137</u> | <u>127</u> | <u>153</u> |
| Anticipated next year | <u>135</u> | <u>110</u> | <u>115</u> | <u>160</u> |

Date School Board approved this cooperative sponsorship: _____ (A copy must be available at the request of the OSAA).

Official Approval: Superintendent of School B: [Signature] Date: _____

OSAA OFFICE USE ONLY	Date Submitted: _____	School A ADM: _____	School B ADM: _____	Combined ADM: _____	6A: 1259+
<input type="checkbox"/> Mard MacGillivray	<input type="checkbox"/> Approved	<input type="checkbox"/> Denied	Signature of Executive Director	Date: _____	5A: 678-1257
<input type="checkbox"/> Confirmation email date: _____	Invoice School: <input type="checkbox"/> A # _____ <input type="checkbox"/> B # _____	OS Date: _____	Web Date: _____		4A: 331-675
					3A: 191-300
					2A: 90-100
					1A: 10-89

13a

**LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA
December 9, 2014**

ITEM:

TOPIC: Planned Course Statement- Astronomy

PREPARED BY: Laurie Urquhart

WILL BE PRESENTED BY: Clint Raever

TYPE OF ITEM: Consent Information Discussion Decision

DESCRIPTION OF AGENDA ITEM:

Toledo Jr./Sr. High would like to offer a new course titled Astronomy. The course will offer another type of science credit for students, and will be offered the second semester of this year.

The planned course statement is in process and will be forwarded to the Board under separate cover, prior to the December 9th board meeting.

SUPERINTENDENT'S RECOMMENDATION:

For discussion at this time.

ADDITIONAL MATERIAL Attached: Yes No Available: Yes No

**LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA
12/9/14**

ITEM:

TOPIC: Evaluation of Superintendent Boynton

PREPARED BY: Laurie Urquhart

WILL BE PRESENTED BY: Chairman Liz Martin

TYPE OF ITEM: Consent Information Discussion Decision

DESCRIPTION OF AGENDA ITEM:

Each year, the Board of Directors conducts an evaluation of the Superintendent as prescribed by policy and the Superintendent's contract.

In a work session held in October, the board reached consensus to use the online evaluation form last used to evaluate the superintendent.

A timeline for this year's evaluation is also attached.

RECOMMENDATION:

For discussion at this time.

ADDITIONAL MATERIAL Attached: Yes No Available: Yes No

Superintendent's Evaluation Process and Timeline, 2014/15

1. **Dec. 9, 2014** Process and timeline for 14/15 Evaluation on board agenda
2. **Jan. 13, 2015** Process and timeline on board agenda for approval
3. **January 14** Evaluation materials distributed to Board and others by Laurie
4. **January 23** Superintendent presents information if requested by Board (via mail or email)
5. **January 30** Due date for completion of evaluation materials. Laurie tabulates; prepares a summary for board review.
6. **February 6** Summary distributed to Board and Superintendent
7. **February 10** Board meets to discuss evaluation without Superintendent in attendance, then he joins the group; closed session. Report to the community.
8. **March 10** Discussion on Superintendent's contract; open session
9. **April 14** Decision on Superintendent's contract; open session

Please rate the Superintendent on the standards listed below using the following rubric:

5: Outstanding - (Describe action(s) that support this rating): Performance results in extraordinary and exceptional accomplishments with significant contributions to objectives of district.

4: Commendable - (Describe action(s) that support this rating): Consistently generates results above those expected of the position.

3: Competent - Good performance fulfilling position requirements and may on occasion generate results above those expected of the position.

2: Requires Improvement - (This rating requires explanation): Performance leaves room for improvement. This performance level may be the result of new or inexperienced incumbent on the job or an incumbent not responding favorably to instruction.

1: Unsatisfactory - (This rating requires explanation): Lowest performance level which is clearly less than acceptable and is well below minimum position requirements.

0: Not Observed

1. 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 multi-cultural and ethnic difference.

Performance Indicators:

1.1 Facilitate a process to develop and implement a shared vision that focuses on teaching and learning

1.2 Promote academic rigor that focuses on learning for all students and excellence for schools

1.3 Create and support a community of learners that empowers others to reach high levels of performance to achieve the school's vision

1.4 Promote understanding and celebrating school/community cultures

1.5 Promote and expect a school based climate of tolerance, acceptance and civility

1.6 Develop, implement, promote and monitor continuous improvement processes

Summary Rating - Standard #1

- 5: Outstanding - Please include an explanation with this rating
- 4: Commendable - Please include an explanation with this rating
- 3: Competent
- 2: Requires Improvement - Please include an explanation with this rating
- 1: Not observed

Explanation

2. STANDARD #2 --- POLICY AND GOVERNANCE

Working 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.

Performance Indicators:

2.1 Understand and articulate the system of public school governance and differentiate between policy making and administrative roles

2.2 Establish procedures for superintendent/board interpersonal and working relationships

2.3 Promote shared decision making as pervasive throughout the system

2.4 Create a framework for policy development and monitoring

2.5 Understand and interpret the role of federal, state and regional governments, policies, and politics and their relationships to local districts and schools

2.6 Work collaboratively with local governments, other colleagues, professional organizations, business and community groups in furthering educational goals

2.7 Use legal counsel in governance and procedures to avoid civil and criminal liabilities

Summary Rating - Standard #2

- 5: Outstanding - Please include an explanation with this rating
- 4: Commendable - Please include an explanation with this rating
- 3: Competent
- 2: Requires Improvement - Please include an explanation with this rating
- 1: Not observed

Explanation

3. STANDARD #3 — COMMUNICATIONS AND COMMUNITY RELATIONS

This standard emphasizes the skills necessary to establish effective two-way communications not only with students, staff and parents, but the community as a whole including beneficial relationships with the media. It also stresses responding to community feedback and building community support for the district.

Performance Indicators:

3.1 Clearly articulate district vision, mission, and priorities to community and media

3.2 Demonstrate understanding of political forces and skills to build coalitions for educational process

3.3 Develop formal and informal techniques to assess external perceptions of district

3.4 Demonstrate effective communication skills (written, verbal and non-verbal contexts, formal and informal settings, large and small group and one-on-one environments)

3.5 Promote involvement of all students, staff, and patrons to fully participate in the process of schooling

3.6 Demonstrate mediation and conflict resolution skills

3.7 Establish effective school/community relations, school/business partnerships and public service

3.8 Understand the role of media in shaping and forming opinions as well as how to work with the media

3.9 Develop and carry out internal and external communication plans

Summary Rating - Standard #3

- 5: Outstanding - Please include an explanation with this rating
- 4: Commendable - Please include an explanation with this rating
- 3: Competent
- 2: Requires Improvement - Please include an explanation with this rating
- 1: Not observed

Explanation

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4. STANDARD #4— ORGANIZATIONAL MANAGEMENT

Gathering, analyzing and using data for decision making, framing and solving problems and quality management.

Performance Indicators:

4.1 Identify, analyze, and resolve problems using effective problem solving techniques and decision-making skills

4.2 Exhibit sound organizational and personal planning and time management skills including appropriate delegation of responsibilities

4.3 Acquire, allocate and manage all resources to ensure successful student learning

4.4 Demonstrate budget management including financial forecasting, planning, cash flow management, account auditing and monitoring

4.5 Articulate budget complexities to public in respectful, understandable manner

4.6 Demonstrate the ability to use technology to enhance administering business, student and other information and support systems

4.7 Develop and monitor long range plans for school and district technology and information systems making informed decisions about computer hardware and software and staff development and training needs

4.8 Demonstrate knowledge of school facilities and develop a process that builds internal and public support for facility needs, including bond issues

4.9 Establish procedures and practices for dealing with emergencies such as weather, threats to the school, student violence and trauma

Summary Rating - Standard #4

- 5: Outstanding - Please include an explanation with this rating
- 4: Commendable - Please include an explanation with this rating
- 3: Competent
- 2: Requires Improvement - Please include an explanation with this rating
-

1: Not observed

Explanation

5. STANDARD #5— CURRICULUM PLANNING AND DEVELOPMENT

Designing curriculum and strategic planning to enhance teaching and learning, using theories of cognitive development, using valid assessments and use of technology.

Performance Indicators:

5.1 Develop core curriculum design and delivery system based on content and assessment standards and best practices which will ensure educational equity throughout the district

5.2 Establish curriculum planning to anticipate occupational trends and school-to-career needs

5.3 Use child development and learning research to create developmentally appropriate curriculum and instruction

5.4 Include the use of computers, the Internet, networking, distance learning and other technologies in educational programming

5.5 Assess student progress using a variety of appropriate techniques

5.6 Involve faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment which will ensure educational equity throughout the district

Summary Rating - Standard #5

- 5: Outstanding - Please include an explanation with this rating
- 4: Commendable - Please include an explanation with this rating
- 3: Competent
- 2: Requires Improvement - Please include an explanation with this rating
- 1: Not observed

Explanation

6. STANDARD #6— INSTRUCTIONAL LEADERSHIP

Knowledge and use of research findings on learning and instructional strategies and resources to maximize student achievement. Applying research and best practice.

6.1 Collaboratively develop, implement and monitor change process to improve student and adult learning

6.2 Implement appropriate safety and security practices in schools

6.3 Formulate plan to assess appropriate teaching methods, classroom management and strategies for all learners

6.4 Analyze available instructional resources including applications of technology and assign them in cost effective and equitable manner to enhance student outcomes

6.5 Establish instructional strategies that include cultural diversity and differences in learning styles

6.6 Apply effective methods of monitoring, evaluating and reporting student achievement by using credible research and assessments to improve the learning process

6.7 Encourage various staffing patterns, student grouping plans, class scheduling plans, school organizational structures, and facilities design processes to support various teaching strategies and desired student outcomes

Summary Rating - Standard #6

- 5: Outstanding - Please include an explanation with this rating
- 4: Commendable - Please include an explanation with this rating
- 3: Competent
- 2: Requires Improvement - Please include an explanation with this rating
- 1: Not observed

Explanation

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7. STANDARD #7— HUMAN RESOURCES LEADERSHIP

Skill in developing staff evaluation and assessment and supervisory system to improve performance. Describing and applying ethical, contractual and legal requirements for personnel selection, development, retention and dismissal.

7.1 Work with staff, students and patrons to identify, organize, facilitate and evaluate the professional development experiences needed to reach district and school priorities and to improve student learning.

7.2 Demonstrate use of system and staff evaluation data for personnel policies, decision-making, promotion of career growth and professional development

7.3 Develop and implement a teacher evaluation model that will allow the retention of the best teachers

7.4 Diagnose and improve organizational morale

7.5 Identify and apply appropriate policies, criteria, and processes for the recruitment, selection, induction, compensation and separation of personnel with attention to issues of equity and diversity

7.6 Assess individual and institutional sources of stress and develop methods for reducing stress

Summary Rating - Standard #7

- 5: Outstanding - Please include an explanation with this rating
- 4: Commendable - Please include an explanation with this rating
- 3: Competent
- 2: Requires Improvement - Please include an explanation with this rating
- 1: Not observed

Explanation

8. STANDARD #8— VALUES AND ETHICS OF LEADERSHIP

Understanding and modeling appropriate value systems, ethics and moral leadership. Exhibiting multi-cultural understanding, coordinating social agencies and human services to help each student grow as a caring, informed citizen.

8.1 Exhibit multi-cultural and ethnic understanding and sensitivity

8.2 Promote the value of schooling in a democratic society

8.3 Model and promote accepted moral and ethical standards in all interactions

8.4 Explore and develop ways to find common ground in dealing with difficult and divisive issues

8.5 Promote the value that moral and ethical practices are established in every classroom, every school and throughout the district.

Summary Rating - Standard #8

- 5: Outstanding - Please include an explanation with this rating
- 4: Commendable - Please include an explanation with this rating
- 3: Competent
- 2: Requires Improvement - Please include an explanation with this rating
- 1: Not observed

Explanation

9. STANDARD #9— LABOR RELATIONS

Understanding collective bargaining law and processes, contract management and effective relationships with bargaining groups.

9.1 Develop bargaining strategies based upon collective bargaining laws and processes

9.2 Identify contract language issues and propose modifications

9.3 Participate in the collective bargaining processes as determined by the board

9.4 Establish productive relationships with bargaining groups while managing contracts effectively

Summary Rating - Standard #9

- 5: Outstanding - Please include an explanation with this rating
- 4: Commendable - Please include an explanation with this rating
- 3: Competent
- 2: Requires Improvement - Please include an explanation with this rating
- 1: Not observed

Explanation

10. Please indicate the appropriate area or designation for your position.

- School Board Member
- Learning Support Team Administrator
- Principal North Area
- Principal West Area
- Principal East Area
- Principal South Area

Explanation

**LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA
12/9/14**

ITEM:

TOPIC: Resolution Declaring Board Vacancies

PREPARED BY: Laurie Urquhart

WILL BE PRESENTED BY: Superintendent Steve Boynton

TYPE OF ITEM: Consent Information Discussion Decision

DESCRIPTION OF AGENDA ITEM:

An election for special districts will be held on May 19, 2015 for vacancies on the Lincoln County School District Board of Directors, as described on the attached resolution. The County Clerk will publish a Notice of Director Election for all districts during the month of January or February, 2015. Candidates may file verified signatures or a \$10 filing fee with the County Clerk no later than 5:00 p.m. on March 19, 2015; the earliest date candidates may file is February 7, 2015.

SUPERINTENDENT'S RECOMMENDATION:

For discussion at this time.

ADDITIONAL MATERIAL Attached: Yes No Available: Yes No

Resolution 2014/15-7
DECLARATION OF BOARD VACANCIES

WHEREAS, an election for all special districts will be held on May 19, 2015 for vacancies on the Lincoln County School District Board of Directors, the following vacancies and term lengths are declared:

Board of Directors

<u>Held by:</u>	<u>Zone</u>	<u>Term of Office</u>
Karen Bondley	1	Four year term beginning July 1, 2015
Liz Martin	2	Four year term beginning July 1, 2015

This resolution (passed) (failed) this 13th day of January, 2015, by the following votes:

Ayes _____ Nays _____ Absent _____ Abstention _____

Chairman

Superintendent/Clerk

