

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT 8R, HERMISTON**

**There will be a Special Meeting of the
Board of Education of the Umatilla County School District 8R
at Hermiston School District Offices
Boardroom
305 S.W. 11th Street.
Hermiston, Oregon 97838
Monday, January 25, 2021, 6:30 PM**

**Briana Cortaberria
Executive Assistant to the
Superintendent and Board of Education**

AGENDA

- 1. CALL TO ORDER SPECIAL MEETING* (6:30 p.m.)** *Chair Goller*
- 2. INTRODUCTORY ITEMS (6:30 p.m.)** *Chair Goller*
 1. Pledge of Allegiance
 2. Adoption of Agenda
- 3. REPORTS (6:35 p.m.)**
 1. Board of Education *Chair Goller*
 2. Superintendent's Office *Dr. Mooney*
 1. Bond Projects Update *Mr. Rogers*
 2. High School Graduation Rate *Mr. Depew & Mr. Spoo*
- 4. STUDY ITEMS (7:25 p.m.)**
 1. Return to In-person Learning Update *Dr. Mooney*
- 5. ACTION ITEMS (7:45 p.m.)**
 1. Superintendent Evaluation 2
- 6. CALENDAR/FUTURE ITEMS (7:55 p.m.)** *Ms. Cortaberria* 5
- 7. EXECUTIVE SESSION (8:00 p.m.)** 11
 1. ORS 192.660(2)(h)
 2. ORS 192.660(2)(f)
- 8. ADJOURN (9:00 p.m.)**

ORS 192.660(2)(h): To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.

ORS 192.660(2)(f): To consider information or records that are exempt by law from public inspection.

* Timing of agenda is not meant to be time specific. Instead the time identified is for pacing purposes only. The Board of Education may modify the agenda and the order in which items are taken for consideration.

** Consent agenda items are considered for action as an entire group. Details for these items are available for public inspection at the District Office.

*** Members of the public who wish to address the Board of Education should notify the Board Chairman or Superintendent prior to the meeting. The Board of Education normally accepts public comment only at its regularly scheduled meetings. Public comment is not normally accepted at Special Meetings/work sessions.

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

November 12, 2019

SUPERINTENDENT'S RECOMMENDATION

5.0 ACTION ITEMS

5.1 TOPIC: Superintendent Evaluation

It is recommended.

RECOMMENDATION:

. that the Board of Education approve the formal evaluation of Dr. Tricia Mooney, as superintendent of schools from July 2019 through June 2020.

Draft Motion: "I move that the Board of Education approve the formal evaluation of Dr. Tricia Mooney, as superintendent of schools from July 2019 through June 2020."

Motion for approval: Made by _____ Seconded by _____

Motion for rejection: Made by _____ Seconded by _____

Motion for further consideration: Made by _____ Seconded by _____

bc



Hermiston School District 8R

305 S.W. 11th Street, Hermiston, Oregon 97838

Phone: (541) 667-6000 Fax: (541) 667-6050

www.hermiston.k12.or.us

January 21, 2021

Dear Dr. Tricia Mooney,

The following letter is your formal evaluation from the Hermiston School District Board of Directors, referencing your superintendent service beginning July 2019 through June 2020. While the evaluation is intended to reflect your performance through the 2019-2020 school year, the board is also providing feedback of your performance through December 2020 with the hope that having more recent feedback may be helpful to you in navigating COVID-19 related issues and decisions. The board appreciates your leadership in cultivating a district culture that emphasizes high levels of student achievement. The board has been extremely pleased with your exceptional leadership as the district worked through the need to transition to distance learning quickly and has had to navigate continuous changes to guidance in the past year.

The evaluation process was comprised of two components:

- The rating of eight professional standards using the descriptors from the OSBA Superintendent Evaluation Workbook
- The Hermiston School District goals

Regarding the eight professional standards, the board determined that Dr. Mooney's performance was accomplished in the standards of visionary district leadership, ethics and professional norms, inclusive district culture, effective organizational management, and effective financial management. In the areas of culturally responsive instructional leadership and improvement as well as policy, governance, and advocacy the board felt that Dr. Mooney's performance was effective. The board determined that Dr. Mooney is developing in the area of communication and community relations.

The board was especially pleased with Dr. Mooney's leadership with respect to organizational management and financial management. Dr. Mooney has been instrumental in forming a team that excels in handling the financial and business aspects of the school district. She has excelled in leading the process to address student capacity and enrollment challenges as demonstrated by her successful efforts to pass the largest school bond in eastern Oregon history in November 2019.

The board encourages Dr. Mooney to continue her intentional focus on communications and community relations. We celebrate the great relationships that have been cultivated with county and state government officials through Dr. Mooney's efforts. The board applauds her for her effort to spend time in the community supporting community organizations and students involved in extracurricular activities. As we navigate through the pandemic and the process of returning students to classrooms, communication becomes even more vital. We encourage Dr. Mooney to redouble her efforts to provide timely and relevant information to parents, staff, and community members.

The Hermiston School District has three approved goals, which comprise the second component of the evaluation process. The board recognizes Dr. Mooney's significant contributions toward improving academic achievement within the district as evidenced by the decision to add instructional coaches in each of the elementary schools and with the creation of the Director of Student Services position to

**"Serving the needs of all children with rigorous program choices,
high expectations, mutual respect, and excellence in all endeavors."**

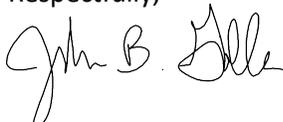
support student safety and mental health. Recognition as a model district by the International Center for Leadership in Education further illustrates the excellent work being done by district leadership in improving student achievement. Due to the state not administering summative student assessments, the board is not able to use state assessment data to further evaluate this goal, but we continue to be pleased with the work of Dr. Mooney to help our students achieve greater academic success.

The second board goal focuses on maintaining sound fiscal stewardship of community resources. The board acknowledges Dr. Mooney's contributions to maintaining sound fiscal policies within the district, which are evidenced by a stellar audit report, maintenance of the targeted ending fund balance, and receipt of the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA) for the district's comprehensive annual financial report (CAFR). It has become the expectation of the board that the district will continue to achieve this level of recognition, and it does not take the outstanding work of Dr. Mooney and her team for granted.

The third board goal focuses on schools providing specific community outreach programs to engage the district's culturally diverse student population. The board is very pleased with the efforts of Dr. Mooney to ensure all students have the technology support needed to connect with teachers during distance learning and to provide support nights for parents and students to work with staff at the district office. We deeply appreciate the work that has been done to help ensure students have meals provided to them. The work that is being done by each school to connect with students during distance learning through supply pick up nights and other unique ways are to be commended. We believe ongoing emphasis by our schools on this goal is a positive way in which the district can continue to serve our entire community.

The board appreciates Dr. Mooney's leadership and tireless work ethic, especially as the district continues to navigate the myriad challenges presented by COVID-19. As a board, we appreciate the extraordinary amount of time and effort Dr. Mooney has invested into the district to ensure we continue to serve our students to the best of our ability. We look forward to continuing this collaborative work in the years ahead.

Respectfully,

A handwritten signature in black ink, appearing to read "Josh Goller". The signature is fluid and cursive, with the first name "Josh" and last name "Goller" clearly distinguishable.

Josh Goller
Board Chairman

Board Members

Mon Jan 25, 2021

6:30pm - 8pm Board Special Meeting

Calendar: Board Members
Created by: Briana Cortaberria

Wed Jan 27, 2021

8:30am - 9:30am Finance Committee Meeting

Where: Superintendent's Conference Room
Calendar: Board Members
Created by: Briana Cortaberria

Thu Jan 28, 2021

All day End of 1st Semester

Thu Jan 28, 2021
Calendar: Board Members
Created by: Briana Cortaberria

Fri Jan 29, 2021

All day Transition Day - Non Student Day

Fri Jan 29, 2021
Calendar: Board Members
Created by: Briana Cortaberria

Wed Feb 3, 2021

8am - 9am Board Meeting Agenda Review

Calendar: Board Members
Created by: Briana Cortaberria

Mon Feb 8, 2021

6:30pm - 8pm Board Business Meeting

Calendar: Board Members
Created by: Briana Cortaberria

Tue Feb 9, 2021

8am - 8:30am KOHU Odds & Ends Show

Where: KOHU
Calendar: Board Members
Created by: Briana Cortaberria

Wed Feb 10, 2021

8am - 9am Board Debrief Meeting

Where: DO Supt's CR
Calendar: Board Members
Created by: Briana Cortaberria

Fri Feb 12, 2021

All day Staff In-Service Day

Fri Feb 12, 2021
Calendar: Board Members
Created by: Briana Cortaberria

Mon Feb 15, 2021

All day Presidents' Day

Mon Feb 15, 2021
Where: United States
Calendar: Board Members
Created by: Briana Cortaberria

Board Members

Thu Feb 18, 2021

7am - 8am HAT Morning Meeting

Where: DO Boardroom
Calendar: Board Members
Created by: Briana Cortaberria

Mon Feb 22, 2021

6:30pm - 8pm Board Special Meeting

Calendar: Board Members
Created by: Briana Cortaberria

Wed Feb 24, 2021

8:30am - 9:30am Finance Committee Meeting

Where: Superintendent's Conference Room
Calendar: Board Members
Created by: Briana Cortaberria

Wed Mar 3, 2021

8am - 9am Board Meeting Agenda Review

Calendar: Board Members
Created by: Briana Cortaberria

Mon Mar 8, 2021

6:30pm - 8pm Board Business Meeting

Calendar: Board Members
Created by: Briana Cortaberria

Tue Mar 9, 2021

8am - 8:30am KOHU Odds & Ends Show

Where: KOHU
Calendar: Board Members
Created by: Briana Cortaberria

Wed Mar 10, 2021

8am - 9am Board Debrief Meeting

Where: DO Supt's CR
Calendar: Board Members
Created by: Briana Cortaberria

Thu Mar 18, 2021

7am - 8am HAT Morning Meeting

Where: DO Boardroom
Calendar: Board Members
Created by: Briana Cortaberria

Mon Mar 22, 2021

6:30pm - 8pm Board Special Meeting

Calendar: Board Members
Created by: Briana Cortaberria

Wed Mar 24, 2021

8:30am - 9:30am Finance Committee Meeting

Where: Superintendent's Conference Room
Calendar: Board Members
Created by: Briana Cortaberria

Board Members

Fri Mar 26, 2021

■ **All day Staff In-Service Day**

Fri Mar 26, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Mon Mar 29, 2021

■ **All day Conference Week**

Mon Mar 29, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Tue Mar 30, 2021

■ **All day Conference Week**

Tue Mar 30, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Wed Mar 31, 2021

■ **All day Conference Week**

Wed Mar 31, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Thu Apr 1, 2021

■ **All day Conference Day, No School K-5**

Thu Apr 1, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Fri Apr 2, 2021

■ **All day Non Student/Non Staff Day**

Fri Apr 2, 2021

Calendar: Board Members

Created by: Briana Cortaberria

Sun	Mon	Tue	Wed	Thu	Fri	Sat
3	4	5	6 ● 8am - Board Meeting Agenda 6pm - Bond Oversight	7	8	9
10	11 ● 6:30pm - Board Business	12 ● 8am - KOHU Odds & Ends	13 ● 8am - Board Debrief Meeting	14	15	16
17	18 ● MLK Holiday - No School	19	20 ● 4pm - Ed Council Meeting @	21 ● 7am - HAT Morning Meeting @	22	23
24	25 ● 6:30pm - Board Special	26	27 ● 8:30am - Finance Committee	28 ● End of 1st Semester	29 ● Transition Day - Non Student	30
31	1	2	3 ● 8am - Board Meeting Agenda	4	5	6

Sun	Mon	Tue	Wed	Thu	Fri	Sat
31	1	2	3 ● 8am - Board Meeting Agenda	4	5	6
7	8 ● 6:30pm - Board Business	9 ● 8am - KOHU Odds & Ends	10 ● 8am - Board Debrief Meeting	11	12 ● Staff In-Service Day	13
14	15 ● Presidents' Day @ United	16	17	18 ● 7am - HAT Morning Meeting @	19	20
21	22 ● 6:30pm - Board Special	23	24 ● 8:30am - Finance Committee	25	26	27
28	1	2	3 ● 8am - Board Meeting Agenda	4	5	6

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	1	2	3 ● 8am - Board Meeting Agenda	4	5	6
7	8 ● 6:30pm - Board Business	9 ● 8am - KOHU Odds & Ends	10 ● 8am - Board Debrief Meeting	11	12	13
14	15	16	17	18 ● 7am - HAT Morning Meeting @	19	20
21	22 ● 6:30pm - Board Special	23	24 ● 8:30am - Finance Committee	25	26 ● Staff In-Service Day	27
28	29 ● Conference Week	30 ● Conference Week	31 ● Conference Week	1 ● Conference Day, No School K-	2 ● Non Student/Non Staff Day	3

**BOARD OF EDUCATION
UMATILLA COUNTY SCHOOL DISTRICT #8R, HERMISTON
HERMISTON, OREGON**

January 25, 2021

7.0 EXECUTIVE SESSION

The board of education will now meet in executive session pursuant to the following Oregon Revised Statute(s):

	Statutory Citation	Subject	Media Permitted?
	ORS 192.660(2)(a)	To consider the employment of a public officer, employee, staff member or individual agent.	Yes
	ORS 192.660(2)(b)	To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing.	Yes
	ORS 192.660(2)(d)	To conduct deliberations with persons designated by the governing body to carry on labor negotiations.	No
	ORS 192.660(2)(e)	To conduct deliberations with persons designated by the governing body to negotiate real property transactions.	Yes
X	ORS 192.660(2)(f)	To consider information or records that are exempt by law from public inspection.	Yes
X	ORS 192.660(2)(h)	To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.	No
	ORS 192.660(2)(i)	To review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing.	Yes
	ORS 192.660(2)(k)	To consider matters relating to school safety or a plan that responds to safety threats made toward a school.	Yes
	ORS 332.061(1)	To conduct a hearing to expel minor students or to examine confidential medical records	No

The Hermiston School District Board of Education will now meet in executive session pursuant to ORS **(per above)**. Representatives of the news media and designated staff shall be allowed to attend the executive session. All other members of the audience are asked to leave the room. Representatives of the news media are specifically directed not to report on or otherwise disclose any of the deliberations or anything said about these subjects during the executive session, except to state the general subject of the session as previously announced. No decision may be made in executive session, except for a student expulsion. At the end of the executive session, the board will return to open session and welcome the audience back into the room.

Attorney General's Public Records and Meetings Manual, p. K-9.

Board Policy BDC-AR: Executive Sessions – News Media
<http://policy.osba.org/hermiston/AB/BDC%20R%20G1.PDF>