



School Board Regular Meeting Agenda

July 9, 2024, 5:30 PM

Location:

Education Center, Board Room #314
520 NW Wall Street
Bend, OR 97703

1. <u>Call to Order</u>	
Speaker(s): Chair Marcus LeGrand	
2. <u>Pledge of Allegiance</u>	
Speaker(s): Chair Marcus LeGrand	
3. <u>Review of Agenda</u>	
Speaker(s): Chair Marcus LeGrand	
4. <u>Election of Board Officers for the 2024-2025 School Year</u>	
Speaker(s): Chair Marcus LeGrand	
5. <u>Consent for Action</u>	
Speaker(s): Chair	
Description: Items that are routine in nature are placed on the Consent Agenda. Any item placed on the Consent for Action may be removed at the request of any Board member prior to the time a vote is taken. All remaining items of the Consent for Action are then disposed of in a single motion.	
A. Approval of Minutes	3
Description: June 18, 2024, Regular Board Meeting; <i>Reference: ORS 192.650 and ORS 332.057</i>	
Attachments:	
6.18.24 Minutes - DRAFT	3
B. Approval of Personnel Recommendations	8
Description: Administrative, Licensed, Classified, and Confidential Staff Recommended Hires, Resignations, and Retirements	
<i>Reference: ORS 332.505</i>	
Attachments:	
Certified Board Report 7.9.24	8
Classified Board Report 7.9.24	10
C. Superintendent Cook 2023-2024 Annual Evaluation	12
Attachments:	
Superintendent Cook Evaluation 2023-24 - Final	12
6. <u>Consent for Information</u>	
Speaker(s): Superintendent Cook	
Description: Items that are routine in nature and for informational purposes only are placed on the Consent for Information.	
A. Approval of Administrative Policies and Regulations	18
Attachments:	
Executive Summary: Administrative Policies and Regulations for Adoption	18
IGDA-AR: Student Organizations - draft 6.2024	
IGDAA-AR: Noncurriculum-Related Student Meetings at Secondary Schools - delete 6.2024	

7. **Action Items**

A. Action following Executive Session

Speaker(s): Chair

B. Appoint Board Representative to Evaluate Superintendent Merit Pay

8. **Adjourn**

Description: Meeting will be adjourned with next Regular School Board Meeting scheduled for August 13, 2024.



School Board Regular Meeting Minutes

Meeting Location:

Education Center, Board Room #314
520 NW Wall Street
Bend, OR 97703

Meeting Date: June 18, 2024

Board Members

Kina Chadwick:	Present
Cameron Fischer:	Present
Marcus LeGrand:	Present
Carrie McPherson Douglass:	Present
Shirley Olson:	Present
Amy Tatom:	Present

1. Call to Order

Speaker(s): Chair Marcus LeGrand

Discussion: The meeting was called to order by Chair Marcus LeGrand at 5:31 pm.

2. Pledge of Allegiance

Speaker(s): Chair Marcus LeGrand

Discussion: The Pledge of Allegiance was led by Chair Marcus LeGrand.

3. Review of Agenda

Speaker(s): Chair Marcus LeGrand

Action(s): I move to remove the Superintendent Annual Evaluation from the Consent for Action and to move the Superintendent's Report to agenda item 7 immediately following public comment. This motion, made by Amy Tatom and seconded by Carrie McPherson Douglass, Carried.

Voting Detail: Kina Chadwick: Yea, Cameron Fischer: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Yea, Shirley Olson: Yea, Amy Tatom: Yea

Voting Summary: Yea: 6, Nay: 0

Attachments: 6.18.24 Agenda - BORRADOR

4. District Recognitions

Discussion: Superintendent Cook recognized Sarah Girard, Pacific Crest Middle School Counselor, for her ability to see the promise in every student and for dedicating her days to lifting up students and staff. Cook also recognized Nurse Shanon Anderson from Bend Senior High School with the Above and Beyond the Call of Duty award for saving the life of a fellow staff member.

A. Champion for Students Award

Speaker(s): Superintendent Cook

B. Above and Beyond the Call of Duty

Speaker(s): Superintendent Cook

5. Student Advisory Council Report

Speaker(s): Student Voice Council Leadership

Discussion: Taylor Wirth, a senior at Bend Senior High School, shared the goals of the the Student Voice Council for the upcoming school year.

6. Public Comment

Speaker(s): Chair Marcus LeGrand

Description: This is the time provided for individuals to address the Board. Public Comment requests are accepted in advance via Google Form until 5:00 p.m. on the day of the meeting for both in-person and virtual comment. Individuals may also sign up for public comment on the day of the meeting on a space available basis in alignment with Governance Process 6 (GP-6). In-person sign up will be accepted at the boardroom door until 5:35 p.m. on the day of the meeting.

Discussion: Chair Marcus LeGrand noted that several people had signed up for public comment and that per Governance Process 6, the Board would only hear from five individuals for non-agendized public comment. All five individuals spoke regarding the use of technology in schools.

7. Superintendent's Report

Speaker(s): Superintendent Cook

Discussion: Superintendent Cook invited Scott McDonald, Director of Information Technology, to discuss the district's philosophical stance on digital learning in the district. He read a memo that was shared with the Board earlier in the day which included changes currently under consideration for the 2024-25 school year.

Cook invited Scott Maben, Director of Communications, to discuss the levy results. Maben noted the election results were certified by the county yesterday and that the district will be looking deeper at the election results with an analysis of voter turnout and a breakdown of results by precinct. The district will be working with a research firm to conduct a survey of voters to glean insights on the levy ask and what the district could do to improve a future levy ask.

8. Reports

A. Equity Coalition Update

Speaker(s): Kinsey Martin, Executive Director of Policy, Advocacy, and Equity

Attachments: Executive Summary: Equity Coalition Update, Presentation: Equity Coalition Update, and Presentación: Actualización de la Coalición por la Equidad

Discussion: Kinsey Martin, Executive Director of Policy, Advocacy, and Equity, was joined by Neptune Senner and Apolo Aguirre Rodriguez from the Equity Coalition. They shared the history of the development of the group, noting that the district had an equity cadre prior to the development of the coalition. The recruitment process for members was discussed. It was noted that the goal has been to reach individuals that may not typically be at the discussion table. It took approximately a year to form the group and develop a meeting framework. Neptune Senner discussed the structure of the meetings, noting that dinner and childcare are provided at meetings as well as virtual access. Martin noted that Senate Bill 732 was passed in the Spring of 2021 requiring districts to have an equity coalition, but rules were not released until Spring 2023. The intent of the coalition is to elevate student voice, monitor district climate, and inform policy decisions. Apolo Aguirre Rodriguez discussed the group's policy work to date such as family engagement, freedom of religion, cultural regalia at graduation, and advertising and fundraising. Highlights from the group were shared, including personal highlights shared by Neptune and Apolo. The next steps for the coalition were discussed, including the intent to have student voice from various groups to act as liaisons to the equity coalition.

9. Consent for Action

Speaker(s): Chair Marcus LeGrand

Description: Items that are routine in nature are placed on the Consent Agenda. Any item placed on the Consent for Action may be removed at the request of any Board member prior to the time a vote is taken. All remaining items of the Consent for Action are then disposed of in a single motion.

Action(s): I move to approve the Consent for Action as revised. This motion, made by Amy Tatom and seconded by Shirley Olson, Carried.

Voting Detail: Kina Chadwick: Yea, Cameron Fischer: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Yea, Shirley Olson: Yea, Amy Tatom: Yea

Voting Summary: Yea: 6, Nay: 0

A. Approval of Minutes

Description: May 14, 2024, Budget Committee Meeting; May 14, 2024, Regular Business Meeting; and May 28, 2024, Board Work Session

Reference: ORS 192.650 and ORS 332.057

Attachments: 5.14.24 Budget Committee Minutes – DRAFT, 5.14.24 Minutes – DRAFT, and 5.28.24 Minutes – DRAFT

B. Approval of Personnel Recommendations

Description: Administrative, Licensed, Classified, and Confidential Staff Recommended Hires, Resignations, and Retirements; **Reference:** ORS 332.505

Attachments: Certified Board Report 6.18.24 and Classified Board Report 6.18.24

C. Annual Business and Board Operations Resolutions for 2024-25 School Year

Attachments: Resolution 1966: Annual Meeting Schedule 2024-2025 – Revised, 2024-2025 Meeting Calendar – UPDATED, Resolution 1967: Annual Meeting Schedule 2025-2026, 2025-2026 Meeting Calendar, Resolution 1968: Parliamentary Procedure, Resolution 1969: Designation of Authority, Resolution 1970: Depositories and Authorized Signatures, Resolution 1971: Salary and Insurance Payments, and Resolution 1972: Public Contracting Rules and Procedures Including Class Special Procurements and Exemptions

D. Secondary Math Curriculum Adoption

Attachments: Executive Summary: Math 1 Curriculum Adoption and Community Feedback on Math 1 Curricular Options

10. Consent for Information

Speaker(s): Superintendent Cook

Description: Items that are routine in nature and for informational purposes only are placed on the Consent for Information.

Discussion: Superintendent Cook noted that the Consent for Information includes district feedback on both public comment received at last month's board meeting as well as comments made during the student voice council report. The district is adopting three policies that the district is adopting this month: IB-AP: Freedom of Religion, IKE-AP: Promotion and Retention of Students, and IKE-AR: Retention Double Promotion. No public feedback was received on any of the policies. Cook also noted that the 4th quarter financial report has been included in the consent for information.

A. Public Comment Follow-up

Attachments: 5.14.24 District Follow-up to BLS School Board Meeting Comments Received.docx

B. Approval of Administrative Policies and Regulations

Attachments: Executive Summary: Administrative Policies and Regulations for Adoption, IB-AP: Freedom of Expression - draft 5.2024, IKE-AP: Promotion and Retention of Students - draft 5.2024, and IKE-AR: Retention/Double Promotion - draft 5.2024

C. 4th Quarter Finance Report

Attachments: Q4 Financial Statements

11. Action Items

A. Resolution 1973: 2024-25 Impose a Tax and Resolution 1974: 2024-25 Resolution Making Appropriations

Speaker(s): Leah Bibeau, Finance Director

Action(s): Be it resolved, the Board of Directors of Administrative School District No 1, Deschutes County, hereby adopts the 2024-25 budget in the amount of \$469,600,672. Be it further resolved, the Board of Directors of Administrative School District No 1, Deschutes County, hereby directs that for the fiscal year beginning July 1, 2024, the amounts shown below are hereby appropriated for the purposes indicated within the funds listed. This motion, made by Amy Tatom and seconded by Carrie McPherson Douglass, Carried.

Voting Detail: Kina Chadwick: Yea, Cameron Fischer: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Yea, Shirley Olson: Yea, Amy Tatom: Yea

Voting Summary: Yea: 6, Nay: 0

Be it resolved, the Board of Directors of Administrative School District No. 1, Deschutes County, hereby imposes the taxes provided for in the adopted budget at the rate of \$4.7641 per \$1,000 of assessed

value for the permanent tax rate and in the amount of \$40,305,249 for bonds; and that these taxes are hereby imposed and categorized for tax year 2024-25 upon the assessed value of all taxable property within the district. This motion, made by Amy Tatom and seconded by Shirley Olson, Carried.

Voting Detail: Kina Chadwick: Yea, Cameron Fischer: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Yea, Shirley Olson: Yea, Amy Tatom: Yea

Voting Summary: Yea: 6, Nay: 0

Attachments: Executive Summary: FY2024-25 Budget Resolutions 1973 and 1974, Resolution 1973: 2024-25 Budget Appropriations, and Resolution 1974: 2024-25 Impose Tax

B. Resolution 1975: Budget Appropriations Transfer

Speaker(s): Leah Bibeau, Finance Director

Action(s): Be it resolved, the Board of Directors of Administrative School District No 1, Deschutes County, hereby adopts the 2024-25 budget in the amount of \$469,600,672. Be it further resolved, the Board of Directors of Administrative School District No 1, Deschutes County, hereby directs that for the fiscal year beginning July 1, 2024, the amounts shown below are hereby appropriated for the purposes indicated within the funds listed. This motion, made by Amy Tatom and seconded by Carrie McPherson Douglass, Carried.

Voting Detail: Kina Chadwick: Yea, Cameron Fischer: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Yea, Shirley Olson: Yea, Amy Tatom: Yea

Voting Summary: Yea: 6, Nay: 0

I move to approve Resolution 1975 as presented. This motion, made by Amy Tatom and seconded by Cameron Fischer, Carried.

Voting Detail: Kina Chadwick: Yea, Cameron Fischer: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Yea, Shirley Olson: Yea, Amy Tatom: Yea

Voting Summary: Yea: 6, Nay: 0

Attachments: Executive Summary: Resolution 1975 Budget Appropriations Transfer and Resolution 1975: 2023-24 Budget Appropriations Transfer

C. Zone 6 Board Member Vacancy

Speaker(s): Chair Marcus LeGrand

Action(s): I move that we reopen the posting as soon as reasonable and accept applications through September 30, 2024. All applications, including those of our existing four candidates, as long as they are amenable, will be brought to the full board for consideration in the process. This motion, made by Amy Tatom and seconded by Shirley Olson, Carried.

Voting Detail: Kina Chadwick: Yea, Cameron Fischer: Yea, Marcus LeGrand: Yea, Carrie McPherson Douglass: Yea, Shirley Olson: Yea, Amy Tatom: Yea

Voting Summary: Yea: 6, Nay: 0

Attachments: Applications for Zone 6 Vacancy – REDACTED

Discussion: Chair Marcus LeGrand noted that on April 4, 2024, Melissa Barnes Dholakia, resigned from her Zone 6 seat on the Board. The vacancy was advertised as open until May 29th. The Board received four applications for the vacant position. The applications are included in the board packet. Directors Amy Tatom and Cameron Fischer invited the four candidates to 30 minute interviews on June 11, 2024. Tatom noted that there wasn't a clear candidate that she and Fischer had consensus on.

Vice Chair Carrie McPherson Douglass encouraged the Board to consider additional options to increase awareness of the vacancy.

12. Administrative Policy and Regulation Report

A. Administrative Policies and Regulations in Review

Speaker(s): Superintendent Cook

Description: List of District Policies and/or Regulations that are currently under review by the District. Public feedback regarding the policies in review is accepted beginning via Google Form.

Attachments: Executive Summary Administrative Policies and Regulation for Review, IGDA-AR: Student Organizations - draft 6.2024, and IGDA-AR delete 6.2024

Discussion: Superintendent Cook noted that IGDA-AR: Student Organizations has been updated to reflect current district practice as well as grammatical corrections. IGDA-AR: Noncurriculum-Related Student Meetings as Secondary Schools is being recommended for deletion as the language has been incorporated into IGDA-AR.

13. Director Comments

Description: An opportunity for board members to provide comments or reflections.

Discussion: Director Shirley Olson wished everyone a happy summer and noted that the Board members attended several school events over the last few weeks.

Director Kina Chadwick congratulated all the recent graduates, gave a shoutout to the BTA wilderness first-aid course for an amazing experience, and noted they had the opportunity to be a panelist for the Bronze Seal of Biliteracy.

Director Amy Tatom thanked Deputy Superintendent Lora Nordquist for her many years of service to the district and welcomed Lisa Birk as the new Deputy.

Vice Chair Carrie McPherson Douglass noted she thoroughly enjoyed the high school graduations that she attended and appreciated the District staff.

Director Cameron Fischer echoed comments already made and noted that the end of the school year is always bittersweet.

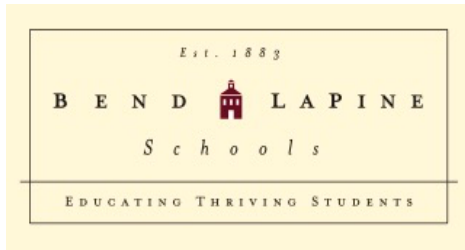
Chair Marcus LeGrand appreciated District staff for all of their work district wide and encouraged everyone to celebrate Juneteenth tomorrow.

14. Adjourn

Description: Meeting will be adjourned with next Regular School Board Meeting scheduled for July 9, 2024.

Discussion: Chair Marcus LeGrand adjourned the meeting at 7:24 pm.

Recorded by: Janet Bojanowski, Board Clerk



HUMAN RESOURCES

Education Center

*520 N.W. Wall Street
Bend, Oregon 97703-2699*

(541) 355-1100

Fax: (541) 355-1109

DATE: July 2, 2024
 TO: Dr. Steven Cook, Superintendent
 Board of Directors for Bend-La Pine Schools

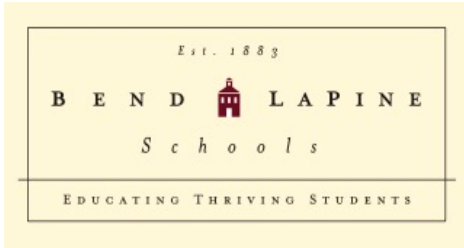
FROM: Steve Herron, Chief Human Resources Officer

RE: Administrative and Licensed Recommended Hires, Resignations, and Retirees

The Human Resource Department recommends approval of the following hires, resignations and retirees at the school board meeting on July 9, 2024. All Hires are subject to successful drug testing, background check, and Oregon licensure.

CERTIFIED HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Arnett, Robin	Student Success Clinician	Pacific Crest Middle School	Regular Part Time	08/26/2024
Bunnell, Thomas	CTE Business Teacher	Mountain View HS	Temporary Part Time	08/26/2024
Chavira, Patricia	Learning Specialist	Special Programs	Regular Full Time	08/26/2024
Ellis, Daniel	Social Studies Teacher	Bend Senior High School	Regular Full Time	08/26/2024
Frazier, Deanne	Math Teacher	Cascade Middle School	Temporary Full Time	08/26/2024
Frost-McKee, Sarah	Intermediate Teacher	Highland Elementary	Regular Full Time	08/26/2024
Gamlin, Jenna	Lang Arts Social Studies Teacher	Pacific Crest Middle School	Temporary Part Time	08/26/2024
Goemaat, Amber	Student Success Clinician	Sky View Middle School	Regular Full Time	08/26/2024
Guerchon, Tori	Primary Teacher	Buckingham Elementary	Temporary Full Time	08/26/2024
Hanson, Tess	Primary Teacher	RE Jewell Elementary	Temporary Full Time	08/26/2024
Hargett, Madison	Science Teacher	Sky View Middle School	Regular Part Time	08/26/2024
Hymans, David	Band Teacher	Caldera High School	Regular Full Time	08/26/2024
James, Amy	Drama Teacher	Mountain View High School	Temporary Part Time	08/26/2024
Johnson, Emily	Ceramics Teacher	Summit High School	Regular Part Time	08/26/2024
Killoran, Matthew	Science Teacher	Summit High School	Regular Part Time to Temporary Full Time	08/26/2024
Knight, Molly	Primary Teacher	North Star Elementary	Temporary Full Time	08/26/2024
Lingel, Stephanie	Learning Specialist	Special Programs	Regular Full Time	08/26/2024
McPherson, Heather	Primary Teacher	Three Rivers Elementary	Regular Full Time	08/26/2024
Moore, Kimberlee	Intermediate Teacher	Highland Elementary	Temporary Full Time	08/26/2024
Perez, Laurie	Title I – Reading Teacher	Rosland Elementary	Regular Full Time	08/26/2024
Platt, Stephan	Science Teacher	Summit High School	Temporary Part Time	08/26/2024
Radomski, Gretchen	Language Arts Teacher	Bend Senior High School	Temporary Part Time	08/26/2024
Soto, Duane	Alternative Education Teacher	Bend La Pine Online	Temporary Full Time	08/26/2024
Waldron, Amanda	Intermediate Teacher	Elk Meadow Elementary	Regular Full Time	08/26/2024



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Wilson, Anna	Speech and Language Pathologist	Special Programs	Regular Full Time	08/26/2024
Wolnick, Lea	Primary Teacher	Elk Meadow Elementary	Regular Full Time	08/26/2024

CERTIFIED RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Boydstun, Emily	Counselor	Ponderosa Elementary	08/30/2021 – 06/30/2024
Broome, Cameron	Business CTE/Leadership Teacher	La Pine High School	08/29/2022 – 06/30/2024
Frisco, Erica	Math Teacher	Bend Senior High	08/28/2023 – 06/30/2024
Hughes, Amy	Student Success Coordinator	RE Jewell Elementary	08/27/2018 – 06/30/2024
Kuiper, Kieran	Counselor	La Pine Elementary	04/12/2024 – 06/20/2024
Pelaez, Maria	Primary Teacher	Bear Creek Elementary	08/28/2023 – 06/30/2024
Skau, Bethany	Art Teacher	REALMS Middle School	08/29/2022 – 06/30/2024

CERTIFIED RETIRE/REHIRES

NAME	POSITION	LOCATION	REHIRED/END DATES

ADMINISTRATIVE HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Dean, Paul	Chief Operations Officer	District	Regular Full Time	07/01/2024
Emerson, Daniel	Chief Financial Officer	District	Regular Full Time	07/01/2024
Fleming, Caylie	Dean of Students	Caldera High School	Regular Full Time	07/01/2024

ADMINISTRATIVE RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES

ADMINISTRATIVE RETIRE/REHIRES

NAME	POSITION	LOCATION	REHIRED/END DATES



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*520 N.W. Wall Street
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 Fax (541) 355-1109*

July 02, 2024

TO: Steve Cook, Superintendent
 Bend-La Pine School Board of Directors

FROM: Steve Herron, Chief Human Resources Officer
 Paul Dean, Director of Human Resources

RE: Classified Recommended Hires, Classified & Confidential Resignations, and Classified Retirements

The Human Resources Department recommends approval of the following hires, resignations, and retirements at the School Board meeting on July 09, 2024.

Classified Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Burrows, Jim	Outside Services Shop Foreman	Maintenance	Reg 8.0 hrs / day	07/02/24
Helton, Ted	IT Architect	IT	Reg 8.0 hrs / day	06/18/24

Classified Resignations

Name	Position	Location	Resign Date
Briscoe, Dennis	Head Custodian III	Realms	05/15/17 – 06/29/24
Dixon, Campbell	Family Liaison	ELL	04/17/23 – 06/15/24
Evans, Jody	Records Clerk	Special Programs	08/29/23 – 06/22/24
Gasper, Shannon	Attendance Secretary	Mountain View	10/19/22 – 06/29/24
Gordon, Brittany	Attendance Secretary	Caldera	02/21/23 – 06/26/24
Hayes, Kaylie	EA – Student Success	Pine Ridge	08/29/23 – 06/18/24
Hernandez, Florencia	Family Liaison	ELL	10/23/23 – 06/21/24
Roemer, Debra	EA – Student Success	La Pine Middle	09/26/22 – 06/18/24
Wagner, Margaret	Bus Driver	Transportation – La Pine	12/13/21 – 06/18/24
Young, Jeff	Bus Driver	Transportation – La Pine	09/04/23 – 06/18/24

Classified Retirements

Name	Position	Location	Retire Date



HUMAN RESOURCES

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Bend, Oregon 97703-2699

(541) 355-1100

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Classified Retire-Rehires

Name	Position	Location	Rehire Date

Classified Dismissals

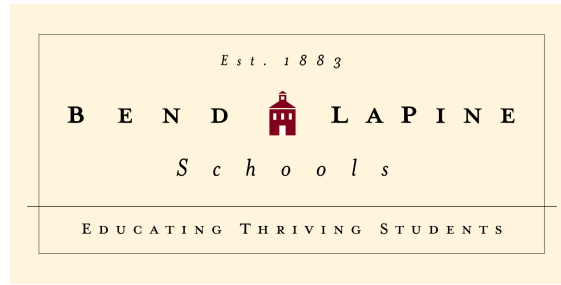
Name	Position	Location	Term Date

Confidential Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date

Confidential Resignations

Name	Position	Location	Resign Date
Michalski, Amelia	Payroll Specialist I	Business Office	10/15/12 – 06/28/24



Introduction

This evaluation is meant to serve as a tool for continuous improvement, building on strengths to address future work and support from the Board.

Part 1 - Summary

Superintendent Steven Cook just completed his third year with Bend-La Pine Schools. The board recognizes the progress made in the district for the 3rd year and rates his overall rating of effective. While there are areas of continued improvement and growth in the district, there are still areas in which improvement should be expected.

In his role, Superintendent Cook continues to demonstrate an accomplished proficiency commensurate with being a successful district leader. His work and leadership meets the expectations to successfully move work forward across goal and functional areas, exceeding them in many.

Performance levels Overall and in each Goal area are as follows:

Overall Performance			
Just Beginning	Approaching	Meeting	Exceeding

Board & District Goals	
Goal 1 - Students Develop a Strong Academic Foundation	Approaching
Goal 2 - Students Have a Passion, Purpose, and Plan for their Future	Meeting
Goal 3 - Students, Families, and Staff Experience Wellness, Inclusion and Belonging	Meeting
Goal 4 - Operational systems align and support an academically effective and sustainable organization.	Exceeding

Dr. Cook continues to be a strong leader for Bend-La Pine Schools, working strategically to establish the conditions for success. Dr. Cook and his team have made continued progress and keep moving in the right direction, but there is still plenty of work to accomplish. Overall, the Board is grateful for Dr. Cook’s ongoing passion and leadership and looks forward to working with him in the years to come.



The following stand out as core strengths and core areas for future growth or future work:

Strengths

Three core strengths of Superintendent Cook are as follows:

1. Communication and Relationships

Superintendent Cook excels in communication and relationship-building, demonstrating exceptional personal and professional people skills across roles and levels. He maintains a positive demeanor, fostering a collaborative environment that encourages others to thrive in their roles at the school, district, and board levels. His ability to engage effectively with various stakeholders ensures that academic progress is a shared goal, and his supportive approach strengthens the overall educational community.

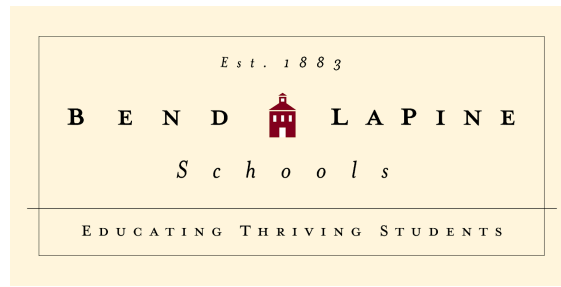
2. Knowledge

Superintendent Cook remains well-informed on current issues, both at the local and state levels. His extensive experience equips him to address concerns and challenges specific to our district's needs. He is proactive in supporting new curricular and instructional models, ensuring that our educational practices are innovative and effective. His commitment to staying abreast of educational trends and policies positions our district to respond adeptly to evolving educational landscapes.

3. Commitment and Transparency

Superintendent Cook demonstrates a strong commitment to transparency and systems improvement. He is adept at recognizing and identifying necessary changes within our schools and district, whether they pertain to academic programs, systemic processes, or personnel matters. His proactive approach to addressing areas for improvement reflects his dedication to fostering a high-quality educational environment. His transparent communication about the need for and implementation of these changes builds trust and ensures a shared vision for the district's future.

These strengths collectively highlight Superintendent Cook's effective leadership and his positive impact on our district's progress and development.



Areas for Growth

Three core areas for future growth or future work for Superintendent Cook are as follows:

1. **District Operations:** Three areas where Superintendent Cook can improve the performance of the district through operations are:

Continuing to build trust across all levels of staff, school sites, across district departments, and with district partners. While he, personally, shows strong communication skills and integrity, there is a need to develop and expand that level of trust across the district. We'd like to see an effort to collect and act upon data from across the system through effective feedback loops. We believe that demonstrating that level of systemic transparency and commitment to listening and incorporating feedback into decision making will be highly impactful in building trust and improving culture across school sites and the district.

Improvement in overall student behavior in our schools.

Ensuring that data supports decisions made within the district will also enhance transparency and trust and we hope to see new and expanded data usage that informs better moves at both the classroom and administration levels.

2. **District Organization:** Superintendent Cook has the opportunity to better align the district's organizational structure with its goals and strategy. This includes:

Continuing to diversify leadership to better reflect the broader community.

Evaluating and holding building leaders and central office leaders accountable for high student expectations and feedback across the district.

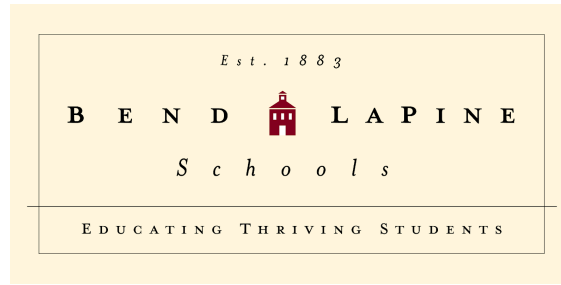
We would also like to see a commitment to better fostering growth and retention of talented staff within the district. This could include developing career pathways or ladders to support leadership development at the building level.

The Board hopes to see student and teacher/staff voice and input used consistently by every leader and department across the district.

3. **Academic Excellence**

While there are successes in the academic realm, Superintendent Cook needs to ensure a stronger academic commitment and consistency across all district schools. This involves addressing issues such as student absenteeism and accountability, closely monitoring student engagement in learning, and reviewing the use of technology in classrooms to maximize its effectiveness. Both Special Education and TAG systems have been identified as needing review and improvement. Ensuring that every school upholds high academic standards and strong teaching and learning will contribute to the overall excellence of the district.

These areas for improvement, when addressed, will further strengthen Superintendent Cook's leadership and enhance the district's progress toward achieving its goals.



Part 2 - 2023-24 Goals

Goal 1 - Students Develop a Strong Academic Foundation

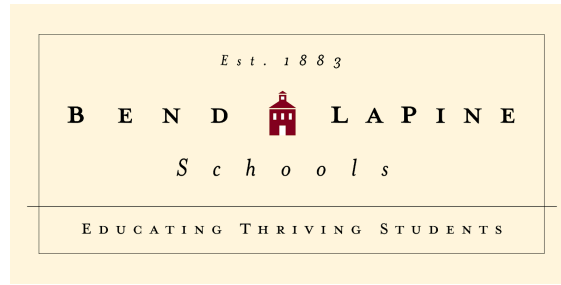
Just Beginning	Approaching	Meeting	Exceeding
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Superintendent Cook has faced significant challenges in student engagement, primarily due to the lasting impact of the COVID-19 years and the protracted teacher bargaining process, which has affected teacher morale and, consequently, student learning. Despite these hurdles, the district has made substantial progress in implementing the Great Reading program in elementary schools. The completion of curriculum adoptions in Language Arts, ESL, DI, and Math marks a critical step forward.

Professional development initiatives for all staff are ongoing, supporting the development of priority standards and their instructional implementation from K-12. All schools received professional learning to deepen knowledge and instructional practices around the science of reading. A new focus on the TAG program has begun, aiming to apply an equity lens and revise testing and identification processes, especially at the elementary level. School site staff continue to express significant frustration with student behavior, disrupted learning, lack of consistent administration of discipline policies in our schools and a disconnect between staff at district office regarding placement and support of students with identified increased needs.

While student achievement data reports, including Youth Truth results, have been publicly presented, there has been limited discussion and understanding of the short and long term plans for improvement across every school. This highlights the need for more in-depth analysis and communication to fully grasp the implications of the data. In addition, the COVID-19 disruption to testing has made it difficult to understand student achievement and growth metrics over time. During the '24-25 school year, the Board must see student performance/growth targets set and communicated for all district goals, with trend data provided for as many years as available.

Overall, the Board wants to see more consistency across school sites with regards to instructional practices, rigorous academic teaching and learning, discipline policies, cell phone policies, TAG and special education implementation, etc. We also want to acknowledge that some of these areas, such as TAG, were not previously identified as goals for Dr. Cook, so these areas are identified as priorities for future attention. Finally, the Board wants to acknowledge that many staff are experiencing high rates of burnout and morale concerns, so new efforts to enhance instructional practices must be balanced with staff capacity. That being said, we consistently hear from school staff that they want to grow and be challenged, as long as their voice and leadership is heard and included in decisions and processes.

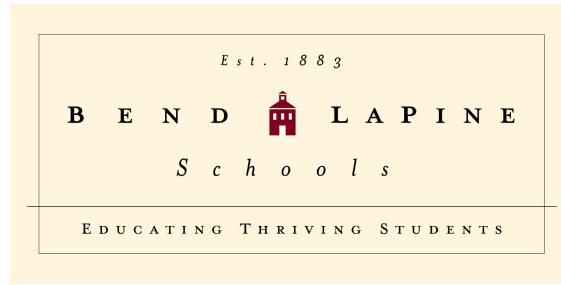


Goal 2 - Students Have a Passion, Purpose, and Plan for their Future

Just Beginning	Approaching	Meeting	Exceeding
<p>Superintendent Cook has made notable strides in ensuring students have a clear passion, purpose, and plan for their future. The implementation of School Links for the Life and Career Readiness initiative has provided a structured approach to post-graduate planning, enabling the district to effectively track and respond to student needs. Efforts to increase awareness and support for Career and Technical Education (CTE) programs, through mediums such as videos and newsletters, have significantly advanced this goal. Additionally, the inclusion of CTE pathways as criteria for the Honors Diploma has further reinforced the importance of these programs.</p> <p>At the secondary level, advisory periods have been instrumental in assisting students with their needs, goals, and achievements. These periods provide dedicated time for students to focus on their future aspirations, ensuring they have the support and guidance necessary to succeed.</p> <p>We know Dr. Cook and the entire Bend-La Pine team is working towards the day when every student expresses that they have a passion, purpose and plan for their future, enhanced by Bend-La Pine Schools.</p>			

Goal 3 - Students, Families, and Staff Experience Wellness, Inclusion and Belonging

Just Beginning	Approaching	Meeting	Exceeding
<p>Superintendent Cook has made meaningful progress in promoting wellness, inclusion, and a sense of belonging among students, families, and staff. Efforts to align behavior expectations across all grade levels have positively influenced school-level discipline decisions, creating a more consistent and fair approach, although there is still improvement needed in policy and consistent application across sites.</p> <p>The implementation of Wayfinder activities in classrooms has been effective in fostering interpersonal relationships among students.</p> <p>Family engagement has seen a significant increase, with activities and meetings supported by engagement staff targeting identified cultural groups. The active involvement of the Student Voice Council, which is regularly represented at board meetings, has ensured that student perspectives are heard and considered in decision-making processes.</p> <p>However, challenges remain in addressing bullying, harassment, and disciplinary policies. There is still much work to be done to effectively change issues and policies related to these concerns,</p>			



including improving consistency regarding expectations with athletic coaches. Additionally, there is a need for a continued focus on hiring diverse candidates to better support the needs of students, families, and the community, which is crucial for fostering a true sense of belonging.

Finally, the Board wants to support Dr. Cook and his team to consider teacher and staff wellbeing in every aspect of our District goals and priorities, since thriving students require thriving adults.

Goal 4 - Operational systems align and support an academically effective and sustainable organization.

Just Beginning	Approaching	Meeting	Exceeding
<p>Superintendent Cook has spearheaded efforts to ensure that operational systems within the district align and support an academically effective and sustainable organization. The district is moving towards better systems functioning with improved transparency and accountability. The implementation of the HRIS system has streamlined operations, enhancing the ability to track, identify, and produce data regarding staff initiatives. Additionally, the introduction of exit interviews has provided valuable insights into staff experiences and areas for improvement.</p> <p>The budget for the 2024-2025 school year has been adopted with significant communication about the impact of lost revenue from the state, exemplified by the Learning Levy campaign. Projects from the previous Bond are being completed, contributing to the district's infrastructure improvements. However, IT will need additional support as the use of student data to inform better educational systems at the building level and ongoing use of instructional technology resources in classrooms continues to be an area of interest and concern for our students and families.</p> <p>At the school level, Green Teams have introduced new waste management actions, promoting sustainability. Facility and safety audits have been completed for all schools, with school-based teams actively developing and implementing action plans. The transportation department continually adjusts routes to accommodate community construction areas, ensuring minimal disruption to school commutes.</p> <p>The nutrition department has expanded its offerings, providing new breakfast and lunch options, including summer lunch programs for students across the district. Communications efforts have seen a significant increase, with initiatives such as newsletters, streaming board meetings, Superintendent's On broadcasts, Family Spotlights, and video productions. Local media has also increased its support and communication with the district, further enhancing community engagement and transparency.</p> <p>We look forward to seeing improved data systems for teaching and learning that assist teachers and administrators in making better decisions for staff and students.</p>			



REPORT: Administrative Policies & Regulations for Adoption (7/9/2024)

PRESENTED BY: Steve Cook, Superintendent

EXECUTIVE SUMMARY:

Bend-La Pine Schools has a two-part, policy and regulation review process. Part one consists of the district sharing policies and regulations that are currently in review at a regularly scheduled school board meeting. Following the meeting, the district allows time for, and considers public feedback related to the proposed changes. Part two consists of the district review of feedback received and the presentation of the policies and regulations for adoption to the Board of Directors.

The following administrative policies and regulations will be adopted as presented. A brief summary of the proposed changes are listed below and a redline version of each follows this executive summary.

Policy / Regulation Title	Reason for Update
IGDA-AR: Student Organizations	Updates reflect current district practices as well as grammatical corrections. No public feedback received.
IGDAA-AR: Noncurriculum-Related Student Meetings at Secondary Schools	Regulation is being recommended for deletion as language has been incorporated into IGDA-AR. No public feedback received.



All members of the Bend-La Pine Schools ~~school~~ community including ~~employees~~ ~~faculty, administrators~~ and the Board of Directors are responsible for the activities that are conducted in ~~district facilities~~ ~~the schools~~. It is important, therefore, to the orderly use of ~~district school~~ facilities that the use of all space be approved and planned in advance. An attempt shall be made to present a balance of viewpoints.

Students may be permitted to hold meetings on ~~district school~~ property ~~during non-instructional time~~ ~~before or after the regular student school day~~ under the following conditions.

The meeting shall be scheduled in advance following Board "Use of School Building and Facilities" policies.

1. The ~~site administrator~~ ~~building principal~~ or designee must approve all meetings.
2. ~~District School~~ officials may sponsor the meeting, official ~~co-curricular~~ school club, or organizations and non-school organizations.

In addition to the rules and regulations of "Use of School Building and Facilities," the following restrictions shall apply:

1. Normal class activities shall not be interrupted.
2. The meeting shall not incite hazard to person or property.
3. No group, which encourages or advocates the violation of federal laws, state laws or ~~district policies and regulations~~ ~~school laws~~ shall be granted use of ~~district school~~ facilities.

No speaker who encourages or advocates breaking the law shall be invited to speak.

If a crowd is anticipated, a ~~safety crowd control~~ plan shall be filed ~~with the site supervisor~~ ~~in the building administration office~~ two days in advance of the meeting for final approval.

Students may have the right to gather informally during the regular student school day, provided they meet the following criteria:

1. Students gathered informally shall not disrupt the orderly operation of the educational process;
2. Students gathered informally shall not infringe upon the rights of others to pursue their activities.

Student organizations may be curriculum related or voluntary student initiated clubs that are not curriculum related.

1. "~~Co-curricular Curriculum-related~~" student organizations must meet one of the following;
 - a. Group's subject matter is actually taught (or will soon be taught) in a regularly offered course;
 - b. Group's subject matter concerns the body of courses as a whole; or
 - c. Participation in the group is required for a particular course or results in academic credit.
2. Voluntary student initiated clubs must:
 - a. Be voluntary and student initiated;
 - b. Not be sponsored by the school, the government or its agents or employees;
 - c. Not materially and substantially interfere with the orderly conduct of educational activities within the school; and
 - d. Not be directed, controlled, conducted or regularly attended by "non-school" persons (i.e., visitors, volunteers, and community members).
3. Definitions:

- a. "Non-instructional time" - time refers to any time that is not specifically dedicated to instruction, such as lunch breaks, recess, and before and after school ~~set aside by the school before actual classroom instruction ends.~~
- b. "Sponsorship" - act of promoting, leading or participating in a meeting. The assignment of a teacher, administrator or other ~~district school~~ employee to a meeting for custodial purposes does not constitute sponsorship of the meeting.

Equal Access Act preserves the authority of the ~~district school~~, its agents and employees to maintain order and discipline on ~~district school~~ premises, to protect the well being of students and faculty, and to assure that their attendance at meetings is voluntary.

The ~~district Schools~~ may prohibit meetings, which would materially and substantially interfere with the orderly conduct of educational activities within the ~~district school~~.

In an "open forum" situation, ~~the district schools~~ may not deny equal access of fair opportunity to, or discriminate against student initiated clubs on the basis of religious, political, philosophical or other content of the speech at such meetings.

If the meetings are religious, the ~~district school~~ may not influence the form of any religious activity.

END OF ADMINISTRATIVE REGULATION

REVIEWED: 1/2007, 6/18/2024

APPROVED:

**BEND - LA PINE SCHOOL DISTRICT NO 1
ADMINISTRATIVE REGULATIONS**

CODE: IGDA-AR

DATED:

REVISED:

REVIEW DATE:

REVIEWED BY:

mw 12/29/99

NONCURRICULUM-RELATED STUDENT MEETINGS AT SECONDARY SCHOOLS

The Equal Access Act prohibits a public secondary school, as defined by state law, with a limited open forum from denying equal access to students who wish to conduct a meeting within that forum, on the basis of the religious, political or philosophical content of the speech at such meetings. A limited open forum exists and thus, the Equal Access Act applies, whenever a school grants an opportunity for one or more non-curriculum related student groups to meet on school premises during noninstructional time.

The high schools of this district are authorized to offer non-curriculum related student groups the opportunity to meet on school premises during non-instructional time. (Non-instructional time for noncurriculum-related student group meetings shall be set by the school administrator, and may occur before school, during the lunch period, during an activity period or after school). If such authority is granted, a limited open forum exists and student groups may not be denied access to meet on school premises during non-instructional times because of the religious, political or philosophical content of the speech at such meetings, provided that:

1. The meeting is voluntary and student-initiated;
2. There is no sponsorship of the meeting by the school, the district or its agents or employees.
("Sponsorship" includes the act of promoting, leading or participating in a meeting, but does not include assigning of a school employee to a meeting for custodial purposes only).
3. Employees or agents of the school or district may be present at religious meetings in a non-participatory capacity only. The school may assign staff for supervision.
4. The meeting does not materially and substantially interfere with the orderly conduct of educational activities within the school.
5. Nonschool persons may not direct, conduct, control or attend activities of such student groups.

This policy does not authorize the school or the district, its employees or agents to:

1. Influence the form or content of any prayer or other religious activity;

recommend delete 6.2024

2. Require any person to participate in prayer or other religious activity.
3. Expend public funds beyond the incidental cost of providing the space for student-Initiated meetings.
4. Compel any school agent or employee to attend a meeting if the content of the speech at the meeting is contrary to the beliefs of the agent or employee;
5. Sanction meetings that are otherwise unlawful.

A school with a limited open forum shall not discriminate against a student group in its use of school media for announcements of meetings on the basis of the religious, political or philosophical content of the speech at the student group's meetings. Such meeting announcements shall be permitted in the same form as is permitted for the announcement of other noncurriculum-related student meetings.

Neither the Equal Access Act nor this policy applies to public elementary schools.

This policy shall not be construed to permit prayer, a "moment of silence" or the distribution of religious, political or philosophical materials, or printed or announced information of any other meetings or activities outside of the meetings authorized by the Equal Access Act and this policy.

Nothing in the Equal Access Act or this policy shall be construed to limit the authority of the school, the district, its agents or employees to maintain order and discipline on school premises, to protect the well being of students, faculty and staff and to assure that attendance of students at meetings is voluntary.