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For the records

1 message

Victoria Purvine <ghpurvine@aol.com>

Thu, Sep 18, 2014 at 7:21 AM

To: dschneider@corbett.k12.or.us

Hi Debbie,

We never were asked to turn in our notes/comments last night so I'm sending them to you.

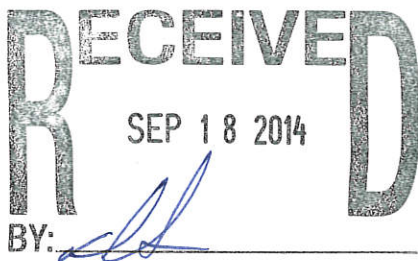
Please include them in the records for my board self evaluation for 2014.

Thanks

Tori

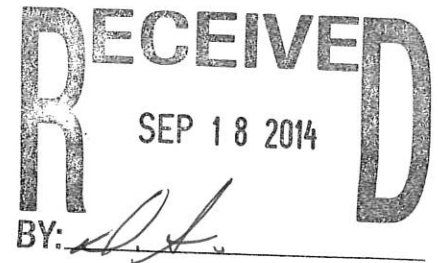
**Board evaluation 2014.doc**

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Standard one: Leadership: mission, vision and goals

Re- adopted written vision and mission statement in three-year cycle.



Goals of district have been stated by Superintendent, have not been discussed or adopted by Board.

This is the first year the board will be reviewing board goals, the District goals are listed on the letterhead. Personally I do not believe these are goals, but rather a mission/vision statement. I think they are what the goals should be based on, but not goals themselves. Like "Foster intellectual development" – a goal would be "have 90% of third graders reading at grade level by the end of the year."

We do not have an adopted set of objectives or activities, and do not have a calendar to monitor any action plans for agreed upon goals. We do not have quantifiable goals, so we have no action plan to monitor them. The Superintendent does not report on them as part of regular board meetings because we don't have any. If we did a goal, like mentioned above, we could monitor where we are in that process, and see what we could be doing as a board to help the teachers and staff meet that goal.

We have not delegated to the Superintendent, because we don't have an action plan.

We have not set Superintendent goals. In the past we have been using the mission/vision statement, which is not a set of goals. The mission/vision statement cannot be objectively measured and is based strictly on the Superintendent's self-evaluation and the belief of the board members.

The Superintendents' evaluation instrument has not been developed or adopted for the current year. We have used the same instrument for the past two years and I believe it has a lot of value. However, without discussion prior to going in to the evaluation the Chairman changed the process from an average of the numbers, to a vote of majority for the number given the Superintendent. I do not believe this is an accurate representation of the board members. Also, high and low score were to be discussed and validated, the low numbers were questioned, the high numbers were not.

Board performance:1: Needs improvement

Standard two: policy and governance

I am providing the same answer I provided last year as nothing has changed:

"The board has not updated its policy book as a whole since 1997. Some policies appear to be not included in our book at all. We need to look into this. Also, policy updates tend to appear on consent agenda, as one of the main responsibilities of the board is to establish policy, I believe these should be on the action items as of the second reading".

In addition, when I asked for information this past year on hiring of staff and quoted a policy we had on the books, the agenda was written asking the board to deny me the information. Based

on research and learning regarding this matter the only thing the board was allowed to vote on was denying **paying** for this information to be generated for me, (if the information would have required the generation of a new report.)

The policy merely stated the top three application for each job would be included in board packets for review, as the board is suppose to be insuring the best person for the position is hired. I asked for that information, did not ask for a new report, and should have been given it as requested. Policy is to be followed based on what is on the books at the time of the request, and I did send that information to the Administration. Rescinding/changing of the policy could follow post supplying of the information.

I now ask for information as a board member through the Superintendent, per policy, and when I'm not given that information I follow up with a Public Records Request. I have done this twice now since August 2013.

I would estimate the board follows the Superintendent's recommendations on policy 99% of the time.

Providing time for public and staff input prior to final policy vote is not adequate from what I have seen.

The agendas are not released to the public until two days before a meeting. I think we are doing a disservice to the community by waiting until the minimum requirement for public posting. Without adequate time to get the agenda I don't see how the public has a chance for input. Also, the minutes from February 12, 2104 to July 9th (10 meetings) are still not drafted and provided to the board for approval. Without minutes being posted, the public and staff cannot see what is being discussed or what are the concerns.

There is no procedure in place to regularly review the policies. It appears we only review those brought up by the OSBA, or when one is used in the attempt to get information.

The board appears to follow policy with board operations, but I have found discrepancies in other areas regarding policy and what actually occurs.

The board delegates the operations and management of the school to the Superintendent.

The Board set up goals for themselves this year, adopting board goals in the June 2013 meeting. These goals are not the ones stated at the top of the letterhead, those are District goals, also adopted during the June 2013 meeting. The board did not bring up or discuss the board goals the rest of the year except regarding everyone attending at least one OSBA conference/convention/workshop.

1: needs improvement

Standard three: Community Relations

I believe in treating all people with respect and cooperation.

The board does not work with the superintendent to seek and receive input from the community using an agreed upon process. I have been told we have a chance for input at board meetings, and if people want to complain or tell the board something, they can do it there. But that isn't getting the board information from the community on how they feel about what is going on in the District. As long as I have been on the board I have not seen us: have a 21st Century Schools Council (policy IFCA), practice the Instructional Program Renewal with input from the community and parents (policy IM), follow the Curriculum Development (IF) that says we will review curriculum with staff, parent and community involvement, make sure we use "will" instead of "may" on policy that would create an opportunity to have parent and community involvement with the school. We have the policies; we just don't appear to follow them. I believe this effectively removes citizen input on matters relating to the school district.

The board has a collaboration agreement with the MCSO, (who has included the US Forest service in their collaboration) to assist in having the school resource officer in Corbett schools. The collaboration reduced the expense to the district to 1/3 and I hope we can continue with this agreement in the future. Especially considering what happened in a neighboring district.

The board does not communicate with the community. The NEMCCA organization attempted to have a forum with the board that was discussed positively by the board, and then turned down by the Chair. Reasons cited for not meeting with the NEMCCA organization were countered/ corrected by the NEMCCA officers, but two days before the forum the board voted to back up the Chair's position. (5-2). A forum put on by the board several months later was done like the NEMCCA officers had offered.

1: needs improvement

Standard four: Cultural responsiveness and educational equity

The board does not do outreach to the community that accommodates differences in values and communication. The board as a whole does not do any outreach. We have monthly meetings and that is it. There also appears to be a "culture" of, we will *educate* the community on issues, not listen and adapt.

The conversation the last couple of years on this subject has been on our "poverty" levels. Based on the ODE breakdown sheet for Corbetts ADMw, our ADMr for 2013-2014 was 818.63 for actual students for Corbett, and 469.89 actual students for the Charter. There was a count of 99.97 students in poverty from a total of 1288.52 students. Total percent of students in poverty based on numbers reported by the district to ODE is 12.89%. Estimates for this year shows 11.74% on poverty levels, so I don't believe we have a cultural of poverty. I do believe we have been changing the culture of the school with the influx of students from out of the area. I think the emphasis has been on the "differences" in the schools, not the "similarities" and it will take a lot of time and work to change the feeling in the community. I believe the board needs to make sure committees are in place based on policy (at a minimum) and encourage all families and community members to participate to help overcome this.

We do not have a process to review policies as far as I have seen.

My experience is that we do not approach decision making from multiple perspectives.

At this point I do not feel the district staff is representative of the community.

1: needs improvement

Standard five: Accountability and performance monitoring

The board does a once a year self-evaluation

I don't think the board has modeled a culture of high expectations throughout the district this year.

The board has not done any work on curriculum; we are not involved in any way with the process surrounding curriculum development. We have not done any training as a board on the Common Core State Standards, any training or development on the Smarter Balance test or checked in with how the current curriculum ties in with the requirements of the new standards. All other district board members I have spoken to have done this and feel prepared for the change.

We do not review district and individual school data on achievement and address areas to realign resources as necessary. (IMB) The 2014 State Test scores are out and Corbett school district was lower in all areas then the Corbett Charter except 3rd grade math, 3rd grade reading and 8th grade Science. (8th grade and 11th grade reading scores were the same, both schools dropping from the previous year and then re-gaining.) I feel the board should be looking at these results and make changes as necessary to improve the Corbett schools. The 3-4year trend overall appears to be a dropping in student achievement based on testing.

The board supports these programs.

Regarding student results based on district standards; my concern is we don't give D's and F's, and a student can get a C if they prove they have done the best they can in their class. I don't believe this prepares students for life once they leave the High School. This may give the district a better chance at 100% graduation rate, and gives high GPA scores for the school, but I think it doesn't make students college or career ready in the wider world.

I believe this last year the stakeholders attempted to create and hold the district to a culture of high expectations in many areas. I don't feel the board did its part.

Last year I said I would like to see more data on the GS and MS students, not continue to only look at the AP tests and college choices as a measure of student achievement, and I would like us to focus on the lower grades as much as the upper ones. I feel the same way this year.

Questions 8 & 9, we do not do data analysis. Again, last year I said I would like to see us using more reports, discussing them, as a board, and getting reports that are important to each board member. I would still like to see this.

Communicating to the public how policies are linked to student achievement data. The general public appears to be unaware of our grading policies/practices (removing D's and F's, passing a student if they try hard enough, summer school to catch up incompletes), our policy regarding all students apply to a college or trade school/military before being allowed to graduate, and our practice of paying for SAT classes and tests and having those done during school hours. These policy changes appear to me to follow the changes required in the AP ranking scores and if we are hanging our achievement data on that, then our community should be aware of the changes made to accommodate those scores.

Overall Corbett is ranked "About Average" based on student achievement data with similar schools and I believe that is an accurate reflection of Corbett. I believe we are doing a good job for our students and could use some data to do an even better job.

1: needs improvement

Standard Six: Board operations – meetings

The agenda policy shows we can have unfinished business, we do not have that area on the agenda. Special reports by staff/visiting specialist, it would be great if principal reports were focused on what is board business: attendance, test scores, percentage of students at grade level, students leaving and entering the schools per quarter, etc. I think with four principals at this time the report time could be rotating one principal per meeting, with this kind of information. Field trips, etc are not really board business.

We do not know how to change agenda items as a board

We have improved our process for public input. We have also surprised the public, and some board members, with recent back and forth between the public and the Chair. I think we need to be careful.

I think it would be beneficial to have discussion as a board on how to run meetings so everyone has clear expectations, and a chance to be heard. I think a lot of what we are doing during board meetings should be discussion during separate workshop meetings and it could benefit the district as a whole if the board switched to two meetings a month, with a cap of two hours per meeting. One for a workshop for discussion, one for a formal meeting that would flow more smoothly.

I think we are still discussing topics that the board as a whole is fine with, but other people want to get "on-record". So, the board isn't discussing the item, but there are presentations given as discussion. I think it has improved slightly over the past year, but still could be improved.

Not only can everyone in the audience NOT hear the board discussion clearly, as a person sitting at the front table I cannot always hear the discussion clearly. A couple board members do not

use the microphones; one uses it but gets too close to it so the words are muffled. Another user gets too close to the microphone, and puts their hands around it so hearing clearly is difficult at best. In addition, refrigeration is running in the back and I understand when coolers have been unplugged during the last year they have sometimes not been plugged back in and students went without milk for over a week. One of the board goals for this past year was to get clip on microphones and address this issue, but it did not happen.

I don't think discussions are effective, results are voted on.

Minutes are running months behind for this past year and the public cannot see in a timely manner what occurred at the meetings. I don't believe this meets the requirements of public meeting laws. I think the recent actions regarding the minutes will eliminate this problem, but I do not see how our District is currently in compliance with the law.

I believe Board Members respect the confidentiality of the executive sessions.

The board still has a problem with having information presented to them **at** the meetings.

Needs improvement: 1

Standard Seven: Board operations – board member communication

I do not believe all board members get the same information from the district office when it comes to board business.

I do not see any communications from the Chair regarding information between board members. I have been told all communication is supposed to go through the Supt or Robin Lindeen-Blakely. I believe this harms the team building of the board and puts non-essential work on the District office. Especially when it is housekeeping chores.

I think speaking to each other has improved, but could use some more work. However, I have also had comments made that some board members turn their backs on others when speaking and this is upsetting to those who have observed and brought it to my attention.

I think the board has improved in their practices on having business done in public. The first year I was on the board a previous board member stated on record during public comment time that when it came to doing the Superintendent's evaluation it should be done with phone calls between the board and not take up time during board meetings. I think we are moving away from this and are heading in the right direction at this time, but think we could still be doing more.

I can only address if we are properly posting the meetings, and I believe we do post within the required time line.

Needs improvement: 1

Standard Eight: Board –staff relations

The board protects the chain of command

I do not believe we have a process in place to allow input from the staff on significant issues when input is appropriate. Having individual staff members come to board meetings to do a public comment is not the same as receiving input in an agreed upon process. I feel we need to have a formal process in place to request information from the staff, and also a formal process in place for the staff to send information on what they as a whole feel is important. I know when I have brought this up in the past other board members have said they feel the staff shouldn't be contacting the board, that everything should go through the Superintendent, but I think if this is something the board is suppose to be evaluated on, then it is important enough for us to have a process in place. If we have a process I think the board and staff should be made aware of it and make sure it is being used.

I can only speak for myself on how staff members are treated, but I am respectful at all times.

Good: 2

Standard nine: Board operations – Board-Supt relations

The board supports the admin before critical groups and individuals in the community. This is based on when the Board directs the Superintendent's actions.

The board does not do the suggested quarterly executive sessions for review of progress/ critique or evaluation of Superintendent.

I don't know if board members are informing the Supt of situations arising in the district. I haven't heard of anything.

Operational decisions are turned over to the Admin and Supt.

I have found individual board members have been willing and able to make difficult decisions and take a position when necessary.

Good: 2

Standard ten: values, ethics and responsibility for self

We have not had any meetings regarding this issue.

My response from last year is the same for this year: I do not feel we are clear with our intent, and do expect people to interpret on their own. We do not have a three, five or ten year plan laid out by the Board. We do not have a yearly meeting to discuss any changes to what should be a living document, and we do not have it posted anywhere for the district to see and give input.

I have not seen any discussion or agenda items that would be a conflict of interest for any of the board members.

Board is not doing staff work.

Board members are only board members when they are in a properly posted meeting.

Good: 2

Standard eleven: Board systematic improvement

This year each board member participated in at least one development training.

The board does a self evaluation yearly.

The board does not do any retreats with the Superintendent. We do not do team building, revisions of plans, discussions of strengths and improvements needed, etc. The team building scheduled for last year and agreed on by the board was cancelled by the Chairman without a vote of the board or discussion, and no additional plans were scheduled. All in all it does not appear the majority of the board is interested in doing these items.

Dinner suggestions in the past to build the team brought in principals, staff, etc and not just board members and it involved too many people to make it work. There are seven board members, that is where the team building needs to start.

Needs improvement: 1

Goal One; Evaluation of Board policy

We never started the review/evaluation of the policies. The policies go back to 1997, and some of the policies I remember voting on are not the ones currently posted.

Needs improvement: 1

Goal Two: Attendance by each Board member at a minimum of one OSBA conference/convention/workshop.

All seven board members made it to at least one of these.

Outstanding: 4

Goal Three: Audio system evaluation

The microphones attached to the collars of all board members so everyone could be heard was discussed last year, and it was made a goal to implement this year at a cost of approximately \$500. This was never revisited or discussed, and did not occur.

I have a hard time hearing discussion during board meetings, and audience members have said the same thing.

Needs improvement: 1

Goal four: Attend extra-curricular activities and report quarterly back to the board.

We agreed to bring back to the board each quarter the extra-curricular activities we attended and keep track of them by individual members. We never did this.

Needs improvement: 1

Goal five: Attend Superintendent or Principal chats

While this was a good idea, the timing of the principal chats conflicts with regular work schedules and probably wasn't an ideal goal for the board to list. The SuperChats stopped during the year and I think with the length of the board meetings that was also a less than ideal goal for the board.

Needs improvement: 1

