



## AGENDA

September 13, 2016

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*Note: Signup sheets are available prior to the meeting if you wish to speak; please keep comments to three minutes. This meeting may be taped and televised by the media. If you have questions regarding the agenda, please contact Executive Administration at 503-399-3001.*

### 6:00 PM - REGULAR MEETING

**CALL TO ORDER** Pledge of Allegiance, Roll Call, **Agenda Modifications** Chairperson  
**Agenda reordered as per Board Chair. Reference numbers remain the same to ensure they correlate with the support materials in the original agenda packet.**

2. **AUDIENCE COMMUNICATIONS** Patrons

a. Audience. (testimony related to agenda items only)

3. **ACTION** Chairperson

b. \*Amendment to the Superintendent's Contract

1. **SPOTLIGHT ON SUCCESS** Superintendent Perry

3. **ACTION (continued)** Chairperson

a. \*Revisions to Board Policy – EL-1 – Global Executive Constraint

4. **ADOPTION OF CONSENT CALENDAR** Chairperson

(All items adopted by a single motion unless pulled for consideration)

a. \*Adoption and Appropriation of Grant Budgets.

b. \*Personnel Actions.

5. **READINGS** Chairperson

None.

6. **REPORTS** Superintendent Perry

a. \*Monitoring Report: EL-3 – Relationships with Students, Parents, and Citizens.

b. \*Salem-Keizer Public Schools Head Start Pre-Kindergarten Program.

7. **INFORMATION** (These items are information only unless pulled for individual consideration) Chairperson

a. \*2016-17 Upcoming School Board and Budget Committee Meetings.

**8. AUDIENCE COMMUNICATIONS**

Patrons

a. Audience. (testimony on non-agenda items)

**9. BOARD REPORT ON ACTIVITIES**

School Board

(Board Directors share highlights on recent activities of their assigned committees)

**10. SUPERINTENDENT'S COMMENTS**

Superintendent Perry

**11. ADJOURNMENT.**

Meetings preceding and/or following the Regular Board Meeting:

September 13, 2016

**SPOTLIGHT ON SUCCESS**

Background/Discussion:

The Superintendent and her Executive Cabinet are pleased to recognize the following individuals and/or groups for their outstanding work and/or contributions to our school district and community.

Honoring: Margaret Bucher  
Recognition: Volunteer of the Month  
Presented by: Krina Lee, Executive Director  
Salem-Keizer Education Foundation

Honoring: Green Acres Landscape  
Recognition: Business Partner of the Month  
Presented by: Jay Remy, Director - Community Relations and Communication

Honoring: Maureen Murphy-Foelkl  
Recognition: The Presidential Award for Excellence in Mathematics and Science Teaching  
Presented by: Lisa Harlan, Director – Elementary Schools

Honoring: Community Relations and Communications Department Staff  
Recognition: NSPRA Awards  
Presented by: Jay Remy, Director - Community Relations and Communications

Recommendation/Board Action:

For Information Only

ACTION

3.a.

September 13, 2016

REVISIONS TO BOARD POLICY

Background/Discussion:

At the summer planning meeting on July 26, 2016, the School Board reviewed all of their policies and discussed the potential of revision to EL – 1 – Global Executive Constraint.

The revision adds language describing how the Superintendent shall not knowingly cause or fail to take timely and appropriate action to correct practices which are unlawful, or in violation of commonly accepted business and professional ethics, and Board policy.

The policy is attached and the suggested revisions are marked with the new language underlined and language to be removed struck through.

Board Action:

This item was presented to the School Board for a first reading at the August 9, 2016 business meeting and is now being presented for action.

### **Global Executive Constraint**

(New Language is underlined and deleted language is ~~struck through~~)

The Superintendent shall not knowingly cause, or allow, any or fail to take timely and appropriate action to correct practice, activity, decision or organizational condition, which is unlawful, unethical, unsafe, disrespectful, imprudent, or in violation of commonly accepted business and professional ethic and practices, and Board policy.

Accordingly, the superintendent shall not:

1. Fail to set expectations around accepted business and professional ethics.
2. Fail to establish and maintain policies and procedures to ensure organizational compliance with applicable federal and state laws.
3. Fail to implement a reasonable process to address employee actions that do not meet expectations or adhere to legal requirements or District policies or procedures.

**Monitoring Method:** Internal Report  
**Monitoring Frequency:** Annually

**AMENDMENT TO THE CONTRACT FOR SUPERINTENDENT CHRISTY PERRY**

Background/Discussion

At the June 28, 2016, business meeting the School Board approved Superintendent Perry's employment contract. After the approval of the contract, the Board reached consensus that Board Leadership would continue the conversation regarding a competitive compensation package for Superintendent Perry.

At the July 26, 2016, work session, the School Board had further discussion regarding the Superintendent's compensation and requested Board Leadership to recommend a competitive compensation package for Superintendent Perry.

Board Leadership recommends the following:

- For 2016-17: \$17,000 would be added to the current base salary of 204,000 and \$14,000 added to the current \$21,000 TSA.
- For 2017-18: A cost of living would be added to the base salary (based on the amount allocated to other district administrators). In addition, a 4% retention incentive would be paid on June 30, 2018.
- For 2018-19: The amount of the 2017-18 retention incentive would be added to the base salary along with a cost of living (based on the amount allocated to other district administrators). In addition, a 4% retention incentive would be paid on June 30, 2019.

An amendment to the Superintendent's contract is attached.

Board Action:

This item was presented to the School Board for a first reading at the August 9, 2016 meeting and is now being presented for action.

AMENDMENT  
TO THE EMPLOYMENT CONTRACT BETWEEN CHRISTY PERRY  
AND  
THE GOVERNING BOARD OF THE SALEM-KEIZER SCHOOL DISTRICT 24J  
OF MARION COUNTY, OREGON

The following constitutes an agreement between the Board of Directors and Superintendent Christy Perry as a result of the agreement to reopen language related to Section 4, Salary and Section 11, Fringe Benefits. The Board of Directors and the Superintendent have agreed to amend the Superintendent's 2016-19 employment contract as follows:

SECTION 4. SALARY

The Superintendent's current salary as of July 1, 2016 is \$204,000. For 2016-2017, \$17,000 will be added to the base salary for a total of \$221,000. This amount will be retroactive to July 1, 2016. For 2017-2018, the Superintendent's base salary shall be the total salary for 2016-2017 plus the cost of living increase provided by the District to other District administrators. In addition, a 4% retention incentive to be paid on June 30, 2018. For 2018-19, the Superintendent's base salary shall be the total of the base salary for 2017-18, plus the amount of the 2017-18 retention incentive, plus the cost of living increase provided by the District to other District administrators. In addition, a 4% retention incentive to be paid on June 30, 2019. The Superintendent is eligible for the retention incentives under this Contract so long as she remains employed by the District on June 30<sup>th</sup> of each year. This salary rate may only be reduced by mutual agreement of the Superintendent and the School Board.

The District will pay on behalf of Superintendent the employee's contribution to the Oregon Public Employees Retirement System.

SECTION 11. FRINGE BENEFITS

Superintendent shall be entitled to participate in all fringe benefits provided other administrative employees of the District, with the exception of the Early Retirement Incentive. The Superintendent's fringe benefits shall include: (1) sick leave, emergency leave and bereavement leave; (2) Accidental death and dismemberment (AD&D) insurance in the amount of \$100,000 as under that AD&D policy established for the benefit of other administrative employees of the District; (3) disability insurance paid by the District with benefits taxable to Superintendent; (4) a District-paid contribution in the amount of \$35,000 for the 2016-17 school year and for each additional year of this contract payable into a tax-deferred annuity. The payment of contributions into the tax-deferred annuity shall be made in a lump sum in January of each school year so long as Superintendent remains employed with the District. If Superintendent terminates her employment with the district during the school year, she shall only be entitled to the pro rata portion of the annuity payment for the months of that school year she has completed. If Superintendent terminates her employment after the January annuity payment but before the end of the school year in which that annuity payment is made, Superintendent shall reimburse District the pro rata portion of the annuity payment for months that she will no longer be employed during that school year.

The Superintendent shall be allowed to defer such other portions of her salary into a tax- sheltered annuity plan of the Superintendent's choice in an amount authorized by law. The Superintendent shall be responsible for any payroll costs associated with this tax-sheltered annuity.

DISTRICT:  
SALEM-KEIZER SCHOOL DISTRICT  
MARION COUNTY, OREGON

SUPERINTENDENT:

By: \_\_\_\_\_  
Chairperson Nancy MacMorris-Adix

\_\_\_\_\_  
Superintendent Christy Perry

APPROVED AS TO FORM

\_\_\_\_\_  
Paul A. Dakopolos, Attorney for District

**ADOPTION AND APPROPRIATION OF GRANT BUDGETS**

Background/Discussion:

Grant funds for special projects, which are consistent with District goals and objectives, are recognized as desirable funding sources. Each year millions of dollars in grant fund budgets are submitted to the School Board for approval.

**G16Q2 Oregon Head Start/Prekindergarten Student Services \$2,927,955**

This is a continuation grant for our Head Start Oregon Prekindergarten program. This grant will allow us to serve 340 students in 10 Head Start classrooms. Students receive support in all developmental areas. This program will raise achievement in that students will be coming to school socially and academically prepared. A significant number of these students will be English Language Learners. These funds will go towards staffing, professional development, and supplies.

Funding breakdown:

Instructional	\$2,382,896
Support	\$392,154
Community	\$0
Overhead	\$152,905

Funding Source: ODE

**G16FV Fresh Fruit and Vegetable Program Grant Food Services \$156,456**

This program will provide fresh fruit and vegetables for all students to eat during the school day (outside the regular meal program). The fruit and vegetable snacks are to help eliminate hunger between the gaps in the meal periods, and thus, help with the learning structure of the school.

Funding breakdown:

Instructional	\$0
Support	\$0
Community	\$156,456
Overhead	\$0

Funding Source: ODE

Awarded Schools:

Auburn Elementary	\$35,139
Four Corners Elementary	\$29,733
Hayesville Elementary	\$23,903
Highland Elementary	\$21,783
Hoover Elementary	\$27,083
Richmond Elementary	\$18,815



**G17VQ Preschool Promise Start Up Funds  
Student Services**

**\$58,814**

These funds will be used specifically for startup supplies with the Preschool Promise program located at Bethel and Baker sites.

Funding breakdown:

Instructional	\$58,814
Support	\$0
Community	\$0
Overhead	\$0

Funding Source: Early Learning Hub, Inc.

**G17PS ODE Student Centered Assessment Project – PADS  
Secondary Education**

**\$27,649**

Four (4) teams of teachers at North Salem High School will be implementing a performance assessments system (from the ODE approved bank of performance assessments). Funds will be used for additional earnings and supplies.

Funding breakdown:

Instructional	\$0
Support	\$27,649
Community	\$0
Overhead	\$0

Funding Source: ODE

**G17XX CTEC Program Equipment Grant  
Secondary Education**

**\$137,000**

This grant will provide funds to purchase start up equipment for study programs at the Career Technical Education Center (CTEC). \$103,000 is earmarked for the 3D Design Technology Program and \$34,000 is earmarked for the Cosmetology Program.

Funding breakdown:

Instructional	\$137,000
Support	\$0
Community	\$0
Overhead	\$0

Funding Source: Community Resource Trust

**G17Z1 AP/IB Equity Project  
Secondary Education**

**\$75,000**

Creating opportunities for all students to have access to AP/IB classes and raise AP/IB performance (McNary, South & West).

Funding breakdown:

Instructional	\$10,000
Support	\$65,000
Community	\$0
Overhead	\$0

Funding Source: Equal Opportunity Schools

**G17D1 Focus School Improvement Grant – Four Corners  
Instructional Services**

**\$37,131**

These funds are provided to support teacher improvement, supplemental instruction, and family engagement activities that lead to student academic growth in elementary schools designated as focus schools.

Funding breakdown:

Instructional	\$35,080
Support	\$0
Community	\$0
Overhead	\$2,051

Funding Source: ODE

**G17D2 Focus School Improvement Grant – Grant  
Instructional Services**

**\$32,187**

These funds are provided to support teacher improvement, supplemental instruction, and family engagement activities that lead to student academic growth in elementary schools designated as focus schools.

Funding breakdown:

Instructional	\$30,413
Support	\$0
Community	\$0
Overhead	\$1,774

Funding Source: ODE

**G17D4 Focus School Improvement Grant – Scott  
Instructional Services**

**\$38,093**

These funds are provided to support teacher improvement, supplemental instruction, and family engagement activities that lead to student academic growth in elementary schools designated as focus schools.

Funding breakdown:

Instructional	\$36,114
Support	\$0
Community	\$0
Overhead	\$1,979

Funding Source: ODE

**G17D5 Focus School Improvement Grant – Swegle  
Instructional Services**

**\$35,190**

These funds are provided to support teacher improvement, supplemental instruction, and family engagement activities that lead to student academic growth in elementary schools designated as focus schools.

Funding breakdown:

Instructional	\$13,000
Support	\$12,262
Community	\$8,000
Overhead	\$1,928

Funding Source: ODE

Board Action:

Staff recommends the Board adopt and appropriate the grant/contract budgets and authorize the Chief Operations Officer to enter into a contract with the organizations in the above listed grant/contract awards. Additionally, the Board is requested to authorize an inter-fund loan if necessary from the General Fund to the Special Revenue Fund for the period between program expenditures and the receipt of program reimbursement. Money so loaned will be returned to the General Fund.

PERSONNEL ACTIONS

CONSENT CALENDAR

4.b.

September 13, 2016

Licensed Actions

Last	First	Location	Start Date	End Date	Status
Benson	Margaret	Battle Creek Elementary	8/30/2016	6/16/2017	First year probation full-time
Boles	Ari-Anna	Scott Elementary	8/30/2016	6/16/2017	First year probation full-time
Canfield	Susan	Straub Middle School	8/30/2016	6/16/2017	First year probation full-time
Copper	Caroline	Hoover Elementary	8/30/2016	6/16/2017	First year probation full-time
Eberly	Tawnya	Hallman Elementary	8/30/2016	6/16/2017	First year probation full-time
Farrens	Ashley	Battle Creek Elementary	8/30/2016	6/16/2017	First year probation full-time
Gregston	Christina	Four Corners Elementary	8/30/2016	6/16/2017	First year probation full-time
Gwyn	Kyle	Houck Middle School	8/30/2016	6/16/2017	First year probation full-time
Hasenoehrl	Katie	Pringle Elementary	8/30/2016	6/16/2017	First year probation full-time
Hofer	Laura	South High School	8/30/2016	6/16/2017	First year probation full-time
Johnson	Miguela	Leslie Middle School	8/30/2016	6/16/2017	First year probation full-time
Jones	Lindsey	Four Corners Elementary	8/30/2016	6/16/2017	First year probation full-time
Kalugin	Marya	Auburn Elementary	8/30/2016	6/30/2017	First year probation full-time
Lofstedt	Trevor	McKay High School	8/30/2016	6/16/2017	First year probation full-time
Mann	Sally	Whiteaker Middle School	9/1/2016	6/16/2017	First year probation full-time
Mansour	Tyler	Waldo Middle School	8/30/2016	6/30/2017	First year probation full-time
Miller	Forrest	Houck Middle School	8/30/2016	6/16/2017	First year probation full-time
Montejano	Adilene	McKay High School	8/30/2016	6/30/2017	First year probation full-time
Mora	Guadalupe	Waldo Middle School	TBD	6/16/2017	First year probation full-time
Nelson	Ruth	Four Corners / Grant Elementary Schools	8/30/2016	6/16/2017	First year probation full-time
Rodgers	Linda	Weddle Elementary	8/30/2016	6/16/2017	First year probation part-time
Rogers	Lindsay	Straub Middle School	8/30/2016	6/16/2017	First year probation full-time
Satre	Katie	McKay High School	8/30/2016	6/16/2017	First year probation full-time
Satterwhite	Timber	Waldo Middle School	8/30/2016	6/16/2017	First year probation full-time
Saye	Robyn	Eyre Elementary	8/30/2016	6/16/2017	First year probation full-time
Schilling	Leilani	Miller Elementary	8/30/2016	6/16/2017	First year probation full-time
Scott	Rachael	Auburn Elementary	8/30/2016	6/16/2017	First year probation full-time
Skybird	Jenny	Leslie Middle School	8/30/2016	6/16/2017	First year probation full-time
Smith	Megan	Hallman Elementary	8/30/2016	6/16/2017	First year probation full-time
Trine	Megan	Wright Elementary	8/30/2016	6/16/2017	First year probation full-time
Veenker	Deirdra	Waldo Middle School	8/30/2016	6/16/2017	First year probation full-time
Visher	Laurel	Judson Middle School	8/30/2016	6/16/2017	First year probation full-time
Ward	Erin	McKay High School	8/30/2016	6/16/2017	First year probation full-time

Last	First	Location	Start Date	End Date	Status
Etherton Head	Cynthia Matthew	TIS TIS	8/30/2016 8/30/2016	6/16/2017 6/16/2017	Second year probation full-time Second year probation full-time
<b>Last</b>	<b>First</b>	<b>Location</b>	<b>Start Date</b>	<b>End Date</b>	<b>Status</b>
Babbs	Rachel	Human Resources	8/30/2016	6/16/2017	Contract full-time
Cardon	Kate	Swegle Elementary	8/30/2016	6/16/2017	Contract full-time
Kurtz	Jeffrey	TIS	8/30/2016	6/16/2017	Contract full-time
Utley	Karen	Early College	8/30/2016	6/16/2017	Contract full-time
<b>Last</b>	<b>First</b>	<b>Location</b>	<b>Start Date</b>	<b>End Date</b>	<b>Status</b>
Belleque	Jessica	Cesar Chavez / Four Corners Elementary Schools	8/30/2016	6/30/2017	Less than half-time
Nelson	Stephen	Keizer / Weddle Elementary Schools	8/30/2016	6/16/2017	Less than half-time
<b>Last</b>	<b>First</b>	<b>Location</b>	<b>Start Date</b>	<b>End Date</b>	<b>Status</b>
McGregor	Tracy	McKay High School	8/30/2016	6/16/2017	Temporary part-time
Schwarz	Joanne	Howard Street Charter	8/30/2016	6/16/2017	Temporary part-time
Wadkins	Kelly	Clear Lake Elementary	8/30/2016	11/23/2016	Temporary part-time
Wineland	Janet	JGEMS	8/30/2016	6/16/2017	Temporary part-time
<b>Last</b>	<b>First</b>	<b>Location</b>	<b>Start Date</b>	<b>End Date</b>	<b>Status</b>
Aldama-Gandara	Juanita	Myers Elementary	8/31/2016	11/23/2016	Temporary full-time
Barnes	Vanessa	Liberty Elementary	9/12/2016	12/16/2016	Temporary full-time
Bean	Cheryl	Miller Elementary	8/30/2016	6/16/2017	Temporary full-time
Burns	Veronica	Grant Elementary	8/30/2016	12/16/2016	Temporary full-time
Conn	Anna Marie	Eyre Elementary School	8/30/2016	6/16/2017	Temporary full-time
Crueger	Deborah	Hallman Elementary	TBD	6/16/2017	Temporary full-time
Dagan	Natalee	Lee Elementary	8/30/2016	6/16/2017	Temporary full-time
Gragg	Christopher	McNary High School	8/30/2016	6/16/2017	Temporary full-time
Listella	Marco	Pringle Elementary	8/30/2016	6/16/2017	Temporary full-time
Nelson	Kathleen	McKinley Elementary	8/30/2016	10/7/2016	Temporary full-time
Nixon	Savannah	Walker Middle School	8/30/2016	6/16/2017	Temporary full-time
Pitt	Carolyn	Lee Elementary	8/30/2016	10/10/2016	Temporary full-time
Smith	Megan	Sprague High School	8/30/2016	1/27/2017	Temporary full-time

Veyna Martinez Wells	Virginia Amanda "Noelle"	Eyre Elementary Eyre Elementary	8/30/2016 8/30/2016	6/16/2017 6/16/2017	Temporary full-time Temporary full-time
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**Administrator Actions**

Last	First	Location / Assignment	Start Date	End Date	Status
Persons	Aaron	Walker Middle School / Principal	8/22/2016	6/30/2017	First year probation full-time

**Retirements/Resignations**

Last	First	Location	Effective Date	Action
Bates	Debra	Lee Elementary	7/30/2016	Retirement
Bryant	Julie	Gubser / Cummings Elementary	8/18/2016	Resignation
Cole	Gregory	Wright Elementary	10/31/2016	Retirement
DeLong	Sarah	Swegle Elementary	8/23/2016	Resignation
Dickey	Claire	Four Corners Elementary	8/11/2016	Resignation
Duxbury-Baggarley	Geneen	McKay High School	8/23/2016	Resignation
Gearhart	Tina	Walker Middle School	8/15/2016	Resignation
Jantzi	Scott	Instructional Services - Curriculum	8/3/2016	Resignation
Kercheski	Kathleen	Leslie Middle School	8/15/2016	Resignation
Mesler	Sara	Battle Creek Elementary	8/17/2016	Resignation
Richards	Ronald	McNary High School	12/31/2016	Retirement
Wallach	Jennifer	Early College High School	8/2/2016	Resignation

Rescind Board Action of July 12, 2016, approving Adrienne C. Betterton to a permanent, full-time position as a Developmental Kindergarten Life Skills teacher at Lee Elementary School, effective at the beginning of the 2016-17 school year.

Rescind Board Action of June 14, 2016, approving Louisa M. Lubofsky to a permanent, full-time position as a Grade 4-5 teacher at Bush Elementary School, effective at the beginning of the 2016-17 school year.

Rescind Board Action of April 12, 2016 approving the resignation of Kate Cardon effective June 16, 2016.

Rescind Board Action of June 14, 2016 approving the resignation of Patricia Thompson effective June 30, 2016

**EXECUTIVE LIMITATION 3: RELATIONSHIP  
WITH STUDENTS, PARENTS, AND CITIZENS**

Background/Discussion:

This is the third of twelve monitoring reports, scheduled for 2016-17 and is designed to provide the School Board with information to determine if the Superintendent is meeting the criteria established within the adopted Executive Limitations.

Executive Limitation 3: Relationship with Students, Parents, and Citizens

With respect to relationships with parents, students and citizens, the Superintendent shall not cause or allow conditions, procedures, actions or decisions which are unlawful, unethical, unsafe, disrespectful, disruptive, undignified or in violation of Board policy.

Accordingly, the Superintendent shall not:

1. Fail to set expectations around accepted business and professional ethics.
2. Fail to establish and maintain policies and procedures to ensure organizational compliance with applicable federal and state laws.
3. Fail to implement a reasonable process to address employee actions that do not meet expectations, or adhere to legal requirements or District policies or procedures.
4. Use methods of managing information that fail to protect confidential information.
5. Fail to provide and communicate a process for the effective handling of complaints.
6. Fail to establish policies and procedures to ensure organizational compliance with all federal and state laws, including those dealing with ethnic, gender, disability, religious and age discrimination.
7. Fail to maintain an organizational culture that treats all stakeholders with respect, dignity and courtesy and that includes:
  - a. Open, honest and effective communication in all written and interpersonal interaction.
  - b. Respect for others and their opinions.
  - c. Focus on common organizational goals as expressed in Board Results policies.
8. Fail to appropriately involve stakeholders in an advisory capacity in important issues, which impact them directly.
9. Fail to provide timely notice to parents and students about decisions that affect them, especially program changes, school assignments and calendars.
10. Fail to take reasonable steps to inform stakeholders of these policies that affect them.

Evidence of Compliance:

The Superintendent has ensured that this executive limitation has not been violated through several actions. Those include:

- Administrative policies, procedures, and work instructions, which set expectations around accepted business and professional ethics.
- Administrative policies/procedures clearly delineate the protection of confidential information and compliance with State and Federal laws regarding discrimination.
- Training and information for administrators regarding bullying, harassment, and discrimination of students has occurred.
- A written complaint procedure is shared through parent handbooks and on the District's website. Additionally, parents have the option of filing complaints with the Oregon Department of Education, the Office of Civil Rights, Teacher's Standards and Practices, and the State of Oregon Ethics Commission.
- The Superintendent receives feedback from external stakeholders on a regular basis. Examples of interactions include meeting with the Chambers of Commerce, Rotary, Local Advocacy groups, Non-Profit agencies, Higher Education Partners, Early Learning Hub, the leadership for Salem-Keizer Association of Educators (SKEA) and Association of Salem-Keizer Education Support Professionals, Law Enforcement and local legislators.
- The District continues to receives an organizational assessment and an ISO certification audit, both of which are conducted by external entities.
- A student communication group met monthly last year and will meet monthly this coming year.
- The Superintendent, in collaboration with the President of Chemeketa Community College, gave a presentation titled Education and Enterprise at a Salem Area Chamber of Commerce luncheon forum.
- This District has long standing practices for the approval and communication of the school calendar and the boundary change process, which includes public engagement. In addition, this last year, the English Language Program Realignment process included a robust engagement process with parents, community members, and staff.
- School administrators communicate and gather feedback with parents through a variety of venues including open houses, parent nights, booster clubs, web pages, phone dialers, site council meetings, parent surveys, conferences, and parent nights.
- The District's budget process provides many opportunities for public input through school staff visits and testimony at budget meetings.
- The Communications Department, provides public relation training for new principals and when requested by an administrator for staff in schools and departments.

Evidence of non-compliance:

- None.

Board Action:

This report is provided to the School Board for discussion and consensus on content.



**SALEM-KEIZER PUBLIC SCHOOLS**  
**HEAD START PRE-KINDERGARTEN PROGRAM**

### Background/Discussion

Head Start Performance Standards require that each Head Start program grantee have an established governing body, which is our School Board. As per federal Head Start performance standards and Oregon Department of Education recommendations, written reports will be submitted to the School Board three times a year, to include program information.

### 2015-2016 Data Analysis

Checkpoints for data collection are fall, winter and spring. Children's growth is measured against widely held standardized expectations for three or four year olds. Proficiency in an area is achieved when a child meets or exceeds standardized developmental expectations.

**2015-2016 Salem-Keizer Head Start Outcomes Data**  
**Proficiency in Teaching Strategies Gold Domains 1-23**

<b>Social and Emotional Development</b>	<b>Physical Development</b>
28% Fall 74% Winter 91% Spring	37% Fall 83% Winter 98% Spring
<b>Cognitive Development</b>	<b>Math Development</b>
24% Fall 79% Winter 91% Spring	18% Fall 56% Winter 81% Spring
<b>Literacy Development</b>	<b>Language Development</b>
47% Fall 87% Winter 96% Spring	19% Fall 77% Winter 91% Spring

Fall outcome data indicated the highest percentage of proficiency in the area of Literacy Development at 47%. The lowest percentage of proficiency found in the Math area at 18%.

Salem-Keizer Head Start math scores improved 63% from fall to spring. By the third and final checkpoint in June, 91% of three and four year olds met or exceed widely held expectations for their ages. Effective strategies used included; incorporating math approaches at monthly All Staff meetings, developing classroom and program strategies for improvement in the winter and a following up progress in spring. Finally, teachers received strategies in supporting math in the classroom, specifically how to do this during transition activities.

## **Program Demographics:**

For the 2016-2017 school year, Salem-Keizer Head Start will serve 340 three to five year-old students in Head Start preschool classrooms. This is an expansion of 34 students from the 2015-2016 school year. Morning and afternoon sessions will be held in 10 classrooms located at East Salem Community Center, Lee, Liberty, Schirle, Salem Family Literacy Program (Baker), Bethel and Fruitland schools.

## **Recommendation/Summation**

After analyzing all information gathered from staff, Community Needs Assessment, Policy Council, family questionnaires, classroom observations, child outcome data and ongoing monitoring, program goals have been established.

### **Short Term Goals**

- Provide increased support to parents regarding early literacy and kindergarten transition, including the Ready! for Kindergarten program to support students' school readiness skills
- Support the implementation of Preschool Promise, a full day preschool program, through shared training and resources
- Provide additional training on required record keeping, analysis and reporting to strengthen data collection
- Participate in the Equity Self-Assessment through the Early Learning Division
- Improve parent engagement and communication through a variety of methods; including technology based applications (ex. Vroom, Remind)
- Provide training to staff and parents in early mathematics instruction including the alignment of instructional strategies to kindergarten common core state standards.

### **Long Term Goals**

- Apply for additional expansion funds as opportunities become available
- Recruit highly qualified, bilingual candidates for staff vacancies
- Increase percentage of students who participate in an early learning program prior to kindergarten entry – specifically in our focus schools

## **Funding**

For the 2016-2017 school year, Salem-Keizer Head Start has received expansion funding and our total award amount is \$2,927,954. We will continue to apply for expansion funds as available.

## **Board Action**

This report is submitted to the Board for information.

**2016-17 UPCOMING SCHOOL BOARD AND  
BUDGET COMMITTEE MEETINGS**

(Note: Meetings will be scheduled/rescheduled or canceled as needed)

All meetings will be held at 2575 Commercial Street SE in Rooms 1 or 2 unless otherwise noted.

**September 13, 2016**

6:00 p.m. School Board Meeting.

**October 11, 2016**

6:00 p.m. School Board Meeting.

7:00 p.m. Work Session – Equity.

**October 25, 2016**

6:00 p.m. Work Session – Student Achievement.

**November 8, 2016**

5:00 p.m. Work Session – Topic to be Determined.

6:00 p.m. School Board Meeting.

**November 22, 2016**

6:00 p.m. Work Session – Results Policy.

**December 13, 2016**

5:00 p.m. Work Session – Process for evaluation the Superintendent.

6:00 p.m. School Board Meeting.

**January 10, 2017**

5:00 p.m. Work Session – Topic to be Determined.

6:00 p.m. School Board Meeting.

**January 24, 2017**

6:00 p.m. Work Session – Facilities.

**February 14, 2017**

5:00 p.m. Work Session – Topic to be Determined.

6:00 p.m. School Board Meeting.

**February 28, 2017**

6:00 p.m. Budget Committee