



Northwest Regional
Education Service District

BOARD PACKET

**MATERIALES DE LA
JUNTA ESCOLAR**

August 12, 2020/12 de agosto de 2020
9:00AM - 2:00PM

Contact/Contacto

Board Secretary/Secretaria de la junta escolar:

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Northwest Regional Education Service District

Welcome to this Public Meeting of the
NWRESD Board of Directors
Worksession

August 12, 2020
9:00 - 12:00
Virtual Meeting

9:00 AM	1. <u>CALL TO ORDER</u> Board: Renee Bruce, Karen Cunningham, Tony Erickson, Dave Hollandsworth, DaWayne Judd, Marilyn McGlasson, Lisa Poehlitz, Chris Riley, Ross Tomlin	Chair Cunningham
9:05 AM	2. <u>REVIEW/REVISION OF AGENDA</u>	
	3. <u>WORK SESSION TOPICS</u>	
9:10 AM	A. Recentering our Purpose	Dan Goldman
9:30 AM	B. Reopening Schools Report	Sarah Pope
10:00 AM	-BREAK-	
10:05 AM	C. Board/Superintendent Working Agreements	Vince Adams, OSBA
11:30 AM	D. 2020-21 Goal Setting A. Superintendent Goals a. 2019-20 b. 2020-21 B. Board Goals	Dan Goldman Dan Goldman
11:45 AM	E. NWRESD Organization	Dan Goldman
11:50 AM	4. F. Committee Assignments	Chair Cunningham
12:00 PM	<u>ADJOURN</u>	



Northwest Regional Education Service District

August 12, 2020

TO: Board of Directors

FR: Dan Goldman, Superintendent

RE: Work Session Activity - Recentering our Purpose

EXPLANATION: Please find attached the slides for the Work Session Activity on Recenter our Purpose.

PRESENTER(S): Dan Goldman, Superintendent

SUPPLEMENTARY MATERIALS: Work Session Activity - Recentering our Purpose

RECOMMENDATION: N/A

PROPOSED MOTION: N/A



Northwest Regional
Education Service District

August 12, 2020

Board Work Session

A.

Recentering our Purpose

Dan Goldman

“He who has a why can endure any how.”

-Nietzsche

Vision

Every student educated, equipped, and inspired to achieve their full potential and enrich their communities.

Activity

1. If it weren't for Covid, I would ...
 - a. Personal
 - b. Professional

2. Share with the group and discuss how you can lean into your purpose despite or because of the pandemic.



Northwest Regional Education Service District

August 12, 2020

TO: Board of Directors

FR: Sarah Pope, Deputy Superintendent

RE: Reopening Schools Report

EXPLANATION: The Reopening Schools Report will cover NWRESD's current plan and considerations for fall school reopening, including:

- The Oregon Health Authorities metrics (as of 7/31) for school reopening
- NWRESD's tentative timeline
- NWRESD's planning teams and structure
- Coordination with county public health departments
- ODE's in-person learning requirements
- ODE's comprehensive distance learning requirements
- NWRESD distance learning supports

PRESENTER(S): Sarah Pope, Deputy Superintendent

SUPPLEMENTARY MATERIALS: Reopening schools presentation

RECOMMENDATION: N/A

PROPOSED MOTION: N/A

B.

Reopening Schools Report

Sarah Pope

OHA Metrics (as of 7/31)

In-Person Instruction or Hybrid Instruction Model: All Grade Levels and School Districts

In order to resume in-person instruction in any form, including hybrid instruction models when students are only sometimes in the classroom, the following conditions must be met:

- **County Metrics (Must be Met Three Weeks in a Row)**
 - 10 or fewer cases per 100,000 people over 7 days
 - Test positivity of 5% or less over 7 days
- **Statewide Metrics (Must be Met Three Weeks in a Row)**
 - Test positivity of 5% or less over 7 days
- **In-Person Instruction or Hybrid Instruction Model: K-3 Students and Remote and Rural School Districts (less than 100 students)**
 - Fewer than 30 cases per 100,000 over 7 days
 - Test positivity of 5% or less over 7 days
 - COVID-19 is not actively spreading in the school community
 - School districts are in compliance with sections 1-3 of Ready Schools, Safe Learners Guidance

Tentative Timeline

- June-August: Planning
- August 17: CDL Plans due to ODE
- Week of August 24: Ed tech training for educators
- Week of August 31: Repeat ed tech training for educators
- Week of September 7: Device and tech training for students & families
- Week of September 14-end of October: Student Instruction
 - *NWRESD aligns Comprehensive Distance Learning student start date with Majority of Districts: September 14.*
- Evaluate 3 weeks before the end of the quarter to determine 2nd Quarter learning model
- Ongoing PD for NWRESD Educators:
 - Every Wednesday - K-12 Program Staff
 - Every Friday - Preschool-aged Program Staff

Planning Teams

- Executive Reopening Team meets weekly
- School/site coordinators meet every other week
- School/site based teams are formed/forming

County Public Health

- Coordinating x3 weekly county meetings between public health departments and school districts
- Capacity and leadership concerns emerged immediately
- NWRESD staff leading reopening protocol development (communicable disease management plans, screening protocols, emergency response protocol, etc)

ODE's In-person Learning Requirements

- 157 required (and evolving) health & safety components including:
 - Maintaining 6 ft social distancing
 - All K-12 students & teachers must wear masks
 - Cohorting of students and teachers, with daily record keeping
 - Daily screening of all students & teachers, with daily record keeping
 - Transportation (challenging for districts, impacts NWRES D students)

ODE's Comprehensive Distance Learning Requirements

- 1:1 devices and connectivity for all teachers & students
- Learning management system & PD
- Daily synchronous interaction btw students & teachers
- Instructional minutes maintained
- All SPED, ELD, Title programs/services must be provided
- Nutrition services must be provided

NWRESD's Distance Learning Supports

- Supports:
 - Learning Management System: Canvas
 - Online K-12 Curriculum: Acellus
 - Professional Development: In-house PD Team
 - Backend Tech Support
- Participation:
 - 9 districts purchasing full suite (Gaston, Banks, Clatskanie, St Helens, Scappoose, Nestucca Valley, Vernonia, Knappa, Tillamook)
 - 1 district everything but curriculum (Seaside)
 - 4 districts considering PD only (TTSD, HSD, Astoria, Rainer)



Northwest Regional Education Service District

August 12, 2020

TO: Board of Directors

FR: Dan Goldman, Superintendent

RE: 2020-21 Board/Superintendent Working Agreements

EXPLANATION: OSBA Board Development Specialist Vince Adams will join our August Worksession to review the role of the board and superintendent, and answer any questions and offer best practices.

Vince believes that effective school board governance is fundamental to student outcomes and exists at the intersection of high value information, well-articulated values and collaborative decision-making processes. He strives to keep students at the center as he seeks to empower school boards across Oregon. He earned a bachelor's degree with honors in environmental science and a master's degree in public policy at Oregon State University.

PRESENTER(S): Vince Adams, OSBA

SUPPLEMENTARY MATERIALS: Board/Superintendent Operating Agreements

RECOMMENDATION: N/A

PROPOSED MOTION: N/A

Board-Superintendent Operating Agreements

Purpose

The Board of Directors is the educational policy-making body for Northwest Regional Education Service District. To effectively meet the ESD's challenges, the ESD board and Superintendent must function together as a leadership team. To ensure unity among team members, effective group agreements must be in place. The following are the group agreements for this leadership team.

Information Requests

- Individual board member requests for information will be directed only to the Superintendent. The Superintendent will respond to general questions and inquiries.
- The Superintendent will determine how to proceed with board member requests that require staff work.
 - If a request requires a large amount of staff work, the request may be discussed with the Board Chair and potentially added to a board agenda for the entire Board to determine if it is a good use of staff time.

Personnel Issues

- Board members recognize that they have one employee, the Superintendent.
- When board members have concerns, they will follow the chain of command and go through the Superintendent. Board members will not make their own investigations.
- Board members recognize that they individually do not direct the staff. They direct the Superintendent as a full Board, and the Superintendent directs the ESD staff members.

Communication With Staff/Community

- Board members are encouraged to visit programs and school sites. Such visits should be planned in advance with the Superintendent. When board members visit schools as a parent or volunteer, they will sign in at the office and ask for a visitor badge.
- Board members shall not direct staff members' work. All requests for staff work will go through the Superintendent.
- In talking with staff, board members will be sensitive to any open-ended, informal questions that might be viewed as "fishing expeditions."
 - The Board's job is not to go fishing, it's to manage the riverbeds and fish ladders: *Don't take a fishing rod, while walking alongside the creek.*
- Prior to utilizing social media, board members will strive to recognize how others may perceive their online presence across the communities they serve.

Speaking with One Voice

- Board members will voice their concerns about any agenda items, or about processes and procedures, during a public meeting before the final vote is taken.
- Board members will publicly support decisions of the majority after honoring the right of individual members to express opposing viewpoints and vote their convictions.
- Board members will show respect for all, including fellow board members, staff and the community.
- Only the Board Chair speaks, or will assign one board member or the Superintendent to speak, on behalf of the Board to the media with regard to Board policy and decisions.
- The Superintendent (or designee) is expected to communicate with the media and notify the Board when responses pertain to board work.

Superintendent/Board Relations

- The Superintendent will communicate with the Board in a timely manner about issues of concern to the ESD. Board members will give feedback to the Superintendent if they feel adjustments are needed.
- Board Chair and Vice Chair will meet regularly and consistently with the Superintendent to plan Board meeting agendas and strategize on how to address key issues.
- Board Chair and Vice Chair and the Superintendent will together determine timelines to make certain that all members of the Board are made aware of responses to public comment at meetings and/or media requests.
- The Superintendent and Board members will be open to feedback and respond respectfully.
- The Superintendent will provide the Board with a regular report on ESD progress and matters of importance.

Accountability

- It is the role of the entire Board to hold one another to these working agreements. Board members will remind one another in a respectful manner when a member is violating an agreement.
- If necessary, the Chair or Vice Chair will initiate a 1:1 conversation with the Board member(s) who do not adhere to these agreements.
- The Board and Superintendent will review, revise and recommit to these agreements annually.



ESD Board/Superintendent Roles & Responsibilities

1. Board Roles & Responsibilities

a. ESD Board Defined

- ESD board members, although locally elected and appointed, are really state officials, co-partners with the legislature. They are designated by school law to administer the school system in each district.
- Effective boards concentrate their time and energy on determining what it is the service district should accomplish, as well as enacting/revising policies to carry out these goals.

b. Primary Responsibilities

- **Planning** – The Board of Directors will engage in strategic planning. This is a basic responsibility to the public electorate.
- **Setting Policy** -- The central responsibility of a board, both in theory and in law, is to be the policy-forming body. Policy means actions of the Board that set written goals and objectives for the ESD and parameters for actions.
- **Evaluating Results** -- The Board must evaluate the results of planning. Evaluation “completes the loop” and, in fact, leads inevitably to more planning. Evaluation occurs all the time, both formally and informally. As a group, the Board is not an administrative body; neither should it be a “rubber stamp” for professional educators.
- **Hire/Evaluate the Superintendent** -- The selection, review, and retention of a competent chief executive is one of the Board's most important functions.
- **Listen to and Represent** the community in its entirety.

c. Additional Duties

- Enact rules and regulations governing the operation of the ESD
- Enact rules and regulations governing student and employee behavior
- Adopt the budget and levy taxes
- Confirm ESD compliance with state and federal regulations
- Confirm the construction, equipping, furnishing and maintenance of ESD facilities and other capital resources
- Determine the compensation of employees
- Confirm operable student transportation systems as needed
- Confirm the provision of food services for students as needed
- Acquire and manage real estate for ESD purposes

- Do other things necessary to carry out the duties and responsibilities assigned to ESD boards by the State of Oregon

2. Collective Authority of the Board

- A single board member has no authority to make decisions or take any actions
- The Board's authority comes from the power of the majority
- The majority of the board can take action on any agenda item (properly identified as an "action item" prior to taking action)
- The Board, by majority vote, hires the superintendent; the other licensed staff members (including administrators) are recommended to the school board by the superintendent and must be approved or denied through formal Board action
- Any licensed staff, other than the superintendent, comes to the board for dismissal as a recommendation from the superintendent. The Board takes action and then the collective bargaining agreement and state laws are followed regarding appeals, etc.
- Discipline of any employee, including appeals (other than that of the superintendent), will be handled by the superintendent according to state law, district policy and the collective bargaining agreement
- The Board handles complaints concerning the superintendent in accordance with ESD policy and contract agreements with relevant employee groups
- The Board handles appeals about administrative action regarding student disciplinary issues

3. Individual Board Members

- No singular authority. Same as any other citizen.
- When visiting, should let the school, program, or facility know if they are there as a board member, parent or community member. If visiting as a board member, a courtesy call to the superintendent prior to the visit is appropriate.
- Will call the Superintendent with ideas, solutions, concerns that they would like considered for Board discussion or action.
- Email between board members is subject to public meeting laws and public records requests. The Board will not conduct deliberations over email.
 - "Reply All's" that include a quorum of Board Members is never appropriate.

4. Authority of the Board Chair

- Singularly speaks - or will assign one other Board Member or Superintendent to speak - on behalf of the Board to the media with regard to Board policy and decisions.
- Makes certain that new board members are oriented to Board processes.
- Makes certain the Board follows its own "Operating Agreements." If these agreements are violated, it is the responsibility of the Board Chair to hold the member(s) accountable.
- Works together with the Superintendent and Vice-Chair to develop efficient agendas with input from other Board members and the Superintendent, and encourages the knowledgeable participation, thoughtful discussion, and effective decision-making on the part of the Board as a whole.
- Facilitates the Board meetings in a collaborative, focused and timely manner.

5. Role of the Superintendent

- Is the Chief Executive of the ESD.
- Runs the daily operations of the ESD.
- Carries out policies established by the Board.
- Makes certain staff and programs are aligned to carry out the established mission/vision of the ESD.
- Makes certain staff and programs are aligned to maximize student achievement and social development.
- Provides recommendations to the Board regarding all licensed and classified hires/terminations.
- With other administrators, handles all staff complaints and complaints regarding staff (with the exception of complaints against the superintendent).



Northwest Regional Education Service District

Agreements for Board Meetings, Work Sessions, and Executive Sessions

General Board Meeting & Work Session Agendas

- The Board Chair, Vice Chair and Superintendent will set the board agenda.
- Individual board members may request that items be added to the agenda by contacting the Superintendent, Board Chair, or Board Secretary or discussing their desire in public session.
- Items will not be added to the current agenda by individual board members unless the majority of the present board members vote to approve the addition at the meeting.
- The Board and Superintendent will seek to include multiple perspectives on agenda items of key concern for the community in order to provide for balanced conversation.

Before Meetings

- Board members will come prepared for the meeting by having read all packet materials. If additional items are provided during the meeting, the Board will take time to review them before voting.
- Always abstain from conducting Board business or decision-making outside of board meetings or executive sessions.
- The board packet will normally be e-mailed to board members on the Friday before regularly scheduled board meetings. The Board will be notified if there is a delay. If requested, a printed copy may be provided.
- Board members will contact the Superintendent prior to meetings with any questions on agenda items.
 - When an individual board member asks the Superintendent a substantive question about an agenda item, the response will be shared with all board members.

Norms for Public Meetings

- The Board and Superintendent will strive to have no surprises at board meetings
- Each board member has an opportunity to be heard
- Come prepared having read the information provided
- Stay engaged
- Discussions between members of the Board will serve as a model for positive and constructive public dialogue
- Honor the right of individual members to express opposing viewpoints and vote their convictions
- Seek consensus
- Regardless of one's vote, support the decision of the majority

- Respect executive session confidentiality

Procedural Safeguards for Board Meetings

The Superintendent will act as parliamentarian at board meetings to help ensure each motion is clear and there is no missing or misunderstood information.

The Board will not vote on agenda items not listed as “Action Items,” unless it is considered an emergency. In emergency situations, Board Policy will be followed.

Members of the public will be given an opportunity in public session to express opinions prior to the board taking a vote.

Board members will strive to show respect at board meetings and refrain from surprising or embarrassing other board members, administrators, staff members or the audience.

Uphold the confidentiality requirement of Board Meeting Executive Sessions.

Public Comment

1. We are committed to providing an opportunity for NWRESD citizens to make public comment.
2. Public comment will be scheduled at regular Board Meetings with a time limit of three minutes per speaker.
3. Public comment should be just that, and NOT a discussion with the Board. The Board will not answer questions on the spot or engage with public, but could refer questions to the administration or board chair for answer at a later time.
4. The Board should clearly state that they will not hear complaints against individuals in public, and that all complaints must go through the chain of command as spelled out in Policy KL (“Public Complaints”) and Procedure KL-AR (“Complaint Form”). This statement shall be made in writing on the agenda, or by the board chair as an announcement at the beginning of the public comment session. For example:

“The Northwest Regional Education Service District Board of Directors requests comments be limited to three (3) minutes per speaker. Speakers will state their name and home address for the record. The Board appreciates community members sharing information during public comments. While the Board does not respond to public comment, following the meeting, the Chair, Vice Chair, and Superintendent will together determine the appropriate level response. Speakers may offer objective criticism of district operations or programs but the Board will not hear complaints concerning specific ESD personnel.”

5. The Board should limit the public's participation to the public comment section of the agenda. There should not be cross-discussion between the Board and the public during other agenda items.
6. All public comment should be directed respectfully to the Board through the Chair. Comments should not be directed at any individual board member.
7. The Board will clearly explain the 'rules' for public comment in writing on the meeting agenda and verbally by the chair at the start of the public comment section of the meeting. Example:

Example: *“The Board appreciates community members sharing information during public comments. The Board will listen, but not comment on information we hear from the audience. However, following the meeting, the chair, vice chair and superintendent will together determine if the superintendent shall respond in a public way, a private way or if the issue will be added to future board meeting or work session agendas.”*

8. Public input will be limited to three minutes per person unless explicitly adjusted for a particular meeting by the Chair.
9. Groups will be encouraged to appoint a spokesperson so the same issue is not repeated.
10. Each public speaker will identify themselves by name and address, and will submit a form with basic contact information to the Board Secretary before they are recognized to speak.

EXECUTIVE SESSIONS

The Board may meet in executive session to discuss subjects allowed by statute but may not take final action, except for specific instances pertaining to student matters. Executive sessions may be held during regular, special or emergency meetings for any reason permitted by law.

Content discussed in executive sessions is confidential. Members of the media may attend executive sessions, except in specific instances (Board Policy BDC).

The Board may be called to meet in executive session or decide to go into executive session at any time during a regular, special or emergency meeting to discuss certain matters. By Oregon law, the chair may call a Board into executive session without a vote of the Board.

Whenever an executive session is called, the presiding officer must identify the section and subsection of ORS 192.660 (listed reasons) or 332.061 (expulsion or medical records of a minor student) that authorize the executive session's purpose.

Purposes for which executive session *may* be called:

- To consider the employment of a public officer, employee, staff member or individual agent. ORS 192.660(2)(a)
- To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or agent, unless he or she requests an open meeting. ORS 192.660(2)(b)
- To conduct deliberations with persons designated to carry on labor negotiations. ORS 192.660(2)(d)
- To conduct deliberations to negotiate real property transactions. ORS 192.660(2)(e)
- To consider records exempt by law from public inspection. ORS 192.660(2)(f)
- To consult with counsel concerning current or possible litigation. ORS 192.660(2)(h)
- To review and evaluate the performance of the superintendent or any other public officer, employee or staff member, unless that person requests an open hearing. ORS 192.660(2)(i)
- Conduct a hearing on the expulsion of a student or to review a student's confidential medical records. ORS 332.061(1)

Boards may *never* meet in executive session to conduct the following business:

- Fill a vacancy in an elective office
- Fill a vacancy on any public committee, commission or other advisory group
- Consider general employment policies
- Discuss an employee's performance, unless that employee has been notified and has been given the option of having the discussion held in public
- Hire the superintendent or any other employee if the vacancy has not been advertised, hiring procedures have not been adopted by the board, and there has been no opportunity for public input about the hiring



Northwest Regional Education Service District

August 12, 2020

TO: Board of Directors

FR: Dan Goldman, Superintendent

RE: 2020-21 Superintendent Goals

EXPLANATION: Please find attached the 2020-21 Superintendent Goals and an update to the 2019-20 Superintendent Goals. Superintendent Goals will be discussed during the work session and approved during the regular session.

PRESENTER(S): Dan Goldman, Superintendent

SUPPLEMENTARY MATERIALS:

2020-21 Superintendent Goals and 2019-20 Superintendent Goals

RECOMMENDATION:

Worksession: Discussion Only

Regular Session: Approve as a part of the consent agenda.

PROPOSED MOTION:

I move to approve the 2020-21 Superintendent Goals as presented/amended.

2020-21 NWRES Superintendent Goals

Dan Goldman

OVERVIEW & PURPOSE

Each summer, the Superintendent and Board will collaborate towards setting actionable, relevant and measurable Superintendent goals for the coming academic year. Progress towards the following goals will be utilized by the Board as a component of the annual evaluation of the Superintendent.

Goal 1: The Superintendent will make demonstrable progress towards fulfilling the organizational goals in the Board-adopted strategic plan

The Superintendent will:

- A. report on a scope and sequence (timeline) for enacting the various strategies in the strategic plan over the course of the next five years; and,
- B. report Summative Stocktakes to the Board twice-annually indicating progress towards Key Milestones and Metrics in the strategic plan.

Goal 2: The Superintendent will ensure that school district superintendents are supported, engaged, and receive excellent service

The Superintendent will:

- C. ensure district superintendents are supported, engaged and receive excellent service from the superintendent and ESD as measured in an annual survey; and,
- D. ensure districts involved in the ESD's Comprehensive Distance Learning program will report a high-level of satisfaction with that service in an annual survey.

Goal 3: The Superintendent will elevate equity and anti-racism in policy development, instructional practices, and community/family partnership efforts

The Superintendent will:

- E. produce a multi-year plan for initiating, supporting and empowering site-based Equity Learning Teams across the agency; and,
- F. bring forward to the Board a resolution establishing an Equity Policy Advisory Committee to contribute to the Board’s ongoing work to actualize Board Policy ADA: Equity.

Goal 4: The Superintendent will empower school and site teams to strategically assess, plan, implement, and monitor actions towards improving academic and social-emotional results.

The Superintendent will:

- G. report on progress to ensure instructional staff receive initial and ongoing training to effectively utilize digital learning tools in a distance learning environment;
- H. report on the initiation of a robust, site-based, equity-focused, data-driven continuous improvement model aligned to the Board-adopted Strategic Plan; and,
- I. report on progress to ensure staff are in regular and consistent communication with students and families throughout the Covid-19 Pandemic.

Goal 5: The Superintendent will improve the ESD’s financial position and ensure resources are aligned to strategic priorities.

The Superintendent will:

- J. produce a proposed budget plan that clearly aligns resources to strategic priorities;
- K. produce a proposed budget plan that increases operating revenue in reserves, net of the beginning fund balance;
- L. produce an annual report that centers the agency’s commitment to Educational Equity and Anti-racism; and,
- M. produce a Local Service Plan (LSP) for adopted by Component School District Boards that communicates the agency’s commitment to Educational Equity and Anti-racism.

2019-20 NWRESD Superintendent Goals Update

GOALS		METRICS					
		Key: Green = Met; Blue = Growth, but Not Yet Met; Red = Not Met; White = data unavailable	Notes	2017-18	2018-19	Preliminary 2019-20	Change
1: INCREASE STUDENT OUTCOMES SO MORE STUDENTS GRADUATE FROM HIGH SCHOOL READY TO SUCCEED IN COLLEGE, CAREER AND CIVIC LIFE. OUTCOME: MIXED	A. Two (2)-percentage point increase in the social and emotional learning domain on the Kindergarten Assessment across the region and for the children we serve in early intervention and early childhood special education (EI/ECSE). (1.1.1)	Regionally - no change	3.6	3.6	3.6	0	
	B. Eight (8)-percentage point increase in regional ninth grade on track rates for Latinx students and students in special education. (1.2.1)	Latinx	76.30%	82.70%	83.50%	0.8%	
		SPED	71.20%	74.50%	76.50%	2.0%	
	C. Four (4)-percentage point increase in high school graduation rates for Latinx students and students in special education (regionally and within ESD schools). (1.2.2)	Latinx	78.71%	65.60%	data not available until October	-	
		SPED	67.77%	53.50%	data not available until October	-	
	D. Four (4)-percentage point increase in regular attender rate for Latinx students. (1.2.3)	Latinx	78.45%	76.40%	80.30%	3.9	
E. 15-percentage point increase in the number of students taking dual-credit classes and receiving dual-credit through Northwest Promise. (1.2.4)				data available in fall 2020			
2: IMPROVE & MAINTAIN TRUST OF COMPONENT DISTRICTS OUTCOME: MET	A. All 20 districts are participating in our ESD's services and receiving value from those services. (2.1.1)	Met		100%	100%	0%	
	B. Visit each regional superintendent and conduct in-depth interview to assess the ESD's support of component districts. (2.1.1)	Met		0%	100%	100%	
	C. 90 percent of participants will indicate improved outcomes with historically underserved students as a result of their participation in NWRESD professional development. (2.2.2)	Met					
3: INCREASE EDUCATIONAL EQUITY ACROSS THE REGION. OUTCOME: MIXED	A. NWRESD equity plan adopted by the NWRESD Board of Directors. (3.3.2)	Board set to adopt new Strategic Plan in August					
	B. 100 percent of staff receive equity professional learning in Clatsop, Columbia and Tillamook counties. (3.3.3)	Met			100%		
	C. Launch a regional equity professional development collaborative with other metro area ESDs. (3.3.1 and 2.4.2)	Met - CAFE					
	D. In each department, reduce the gap between the percentage of NWRESD employees of color and the percentage of students of color in the region by 25 percent. (3.2.2)	Not Met		10%	13%	3% increase of employees of color	
4: BE AN EMPLOYER WHERE STAFF OF ALL BACKGROUNDS THRIVE. OUTCOME: MIXED	A. 75 percent of staff report on the annual survey their supervisors know their long-term goals and work to support them. (4.1.4)	Met - Annual survey indicates employees of color reported even higher rates than white staff members					
	B. Implement rollout protocol for new and updated operational systems and use protocol 100 percent of the time. (4.3.2)	Google transition: 81% effective/very effective; 67% of respondents rated gmail/google calendar better than outlook Timesheet maximization: 73.2% effective/very effective; 75% of					
	C. Develop internal operations user toolkit, and 90 percent of users find it effective. (4.3.4)	Not Met - Toolkit started, but not completed - derailed by Covid 19					



Northwest Regional Education Service District

August 12, 2020

TO: Board of Directors

FR: Dan Goldman, Superintendent

RE: 2020-21 Board Goals

EXPLANATION: Please find attached the 2019-20 Board Goals. Board Goals will be discussed during the work session and approved during the regular session.

PRESENTER(S): Dan Goldman, Superintendent

SUPPLEMENTARY MATERIALS:

2019-20 Board Goals

RECOMMENDATION:

Worksession: Discussion Only

Regular Session: Approve as a part of the consent agenda.

PROPOSED MOTION:

I move to approve the 2020-21 Board Goals as presented/amended.

Board Goals	2019-20	2020-21
Goal One	Attend board meetings consistently and arrive prepared to discuss presented materials.	
Goal Two	Participate in regular equity professional learning with the Superintendent.	
Goal Three	Increase exposure to ESD programs and sites throughout the region.	



Northwest Regional Education Service District

August 12, 2020

TO: Board of Directors

FR: Dan Goldman, Superintendent

RE: 2020-21 Organizational Chart

EXPLANATION: Please find attached the 2020-21 Organizational Chart.

PRESENTER(S): Dan Goldman, Superintendent

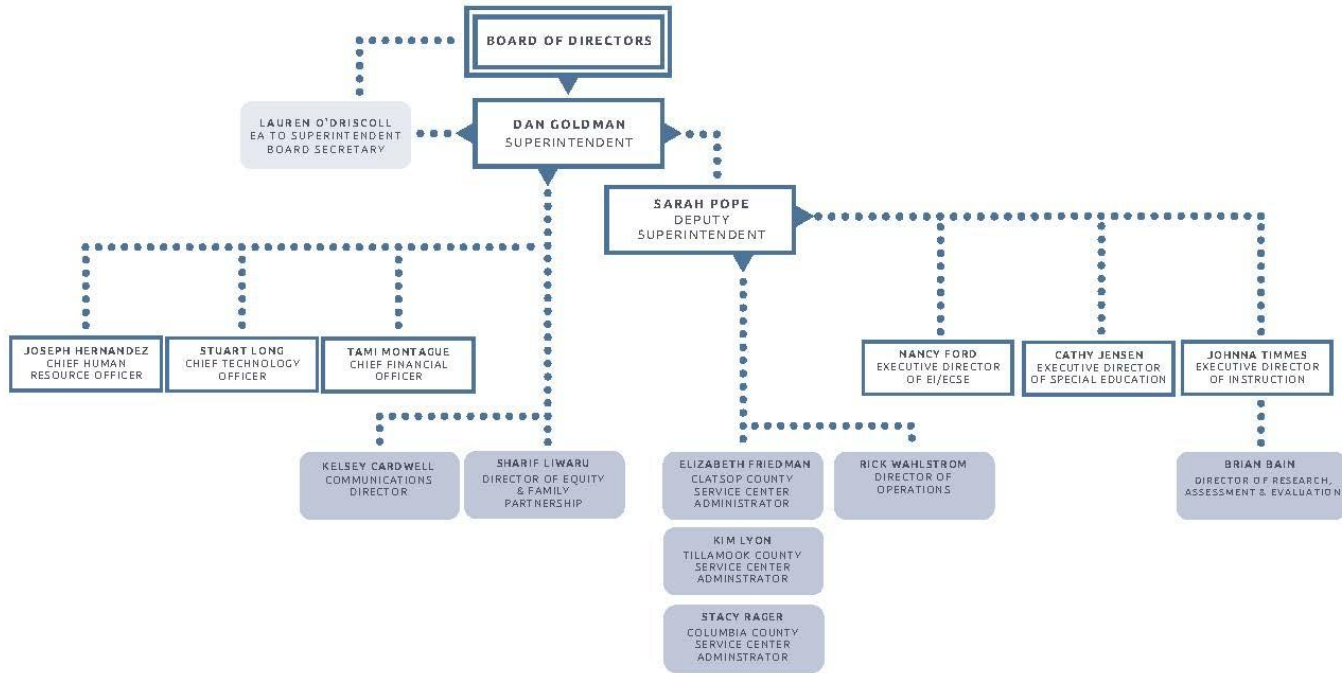
SUPPLEMENTARY MATERIALS: 2020-21 Organizational Chart

RECOMMENDATION: Discussion Only

PROPOSED MOTION: N/A



Northwest Regional Education Service District





Northwest Regional Education Service District

August 12, 2020

TO: Board of Directors

FR: Dan Goldman, Superintendent

RE: 2020-21 Board Committees

EXPLANATION: Please find attached the 2020-21 Board Committees tracking sheet. Assignments for 2020-21 will be discussed during the work session and approved during the regular session.

PRESENTER(S): Dan Goldman, Superintendent

SUPPLEMENTARY MATERIALS: 2020-21 Board Committees tracking sheet

RECOMMENDATION:

Worksession: Discussion Only

Regular Session: Approve as a part of the consent agenda.

PROPOSED MOTION:

I move to approve the 2020-21 Board Committees as presented/amended.

Board Committees	2019-20	2020-21
Audit & RFP	Members	Members
<i>Lead Staff: Tami Montague, CFO</i>	Lisa Poehlitz	
	DaWayne Judd	
	Ross Tomlin	
Equity Policy Advisory Committee (Formerly Policy Committee)	Members	Members
<i>Lead Staff: Sharif Liwaru, Director of EFP Joseph Hernandez, CHRO</i>	Karen Cunningham	
	DaWayne Judd	
	Tony Erickson	
Negotiations	Members	Members
<i>Lead Staff: Joseph Hernandez, CHRO</i>	Tony Erickson	
	Dave Hollandsworth	
	Chris Riley	
	Alternate:	Alternate:
Superintendent Evaluation (Membership Includes Board Chair and Vice Chair)	Members	Members
<i>Lead Staff: Lauren Slyh O'Driscoll, Board Secretary</i>	Chair: Karen Cunningham	Chair: TBD
	Vice: Lisa Poehlitz	Vice: TBD
	Marilyn McGlasson	
	Chris Riley	
NWRESD Board Representatives	Members	Members
<i>NWRESD Foundation</i>	Chris Riley	
<i>OAESD</i>	Dave Hollandsworth	



Northwest Regional
Education Service District

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