

RIVERVIEW SCHOOL DISTRICT NO. 407
Minutes of Board of Directors' Meeting
November 22, 2016
Duvall, WA 98019
Educational Service Center – Board Room

CALL TO ORDER

Ms. Carol Van Noy, Board President, called the meeting to order at 7:00 PM, followed by the Pledge of Allegiance.

MEMBERS PRESENT

Ms. Van Noy, Mr. Edwards, Ms. Fletcher, Ms. Oviatt, and Mrs. Parnell
Student Representatives: Pascal Nagata and Sophie Paradis

RIVERVIEW LEARNING CENTER STUDENT PRESENTATION

John Bomar, Principal of the Riverview Learning Center (RLC), came forward to introduce Christina Malm, CLIP (Contracted Learning for Individual Pacing) Teacher. Ms. Malm then had the following CLIP students introduce themselves: Robbie Nurse, Clair Walker, Nathan Powers, Jeremiah Mayfield, Samantha Smith, Katelyn Richardson, Mathew Taddeo, Keely Ingram, and Taylor Carrigan. This year CLIP has 27 students in CLIP and 5 students in CLEAR (Cyber Learning Education Alternative at Riverview). There are 20 females and 7 males in CLIP and some are doing double math classes, double history classes, and double English classes. Almost all the students are enrolled in two English classes; many are enrolled in double math classes and double history classes; and one student is attempting three credits of math alone this year plus her academics.

Taylor attended CLIP last year and prior to that was unenrolled in school. CLIP is very important to her because she tried going to other schools, but they wouldn't accept her because she hadn't been to school before. Ms. Malm told her if she tried her hardest, she would help her out. Now Taylor is graduating with her class of 2017! Robbie attended Cedarcrest prior to coming to CLIP. She has completed three years of math in one year and will now graduate on time, which is the best feeling in the world. Mathew attended ECOT (Electronics Classroom of Tomorrow) prior to CLIP. He came here from Ohio and was working in factories, living paycheck to paycheck, and living on his own. A family member asked him if he would like to get his high school diploma, and would support him as long as he actively pursued this. He had no idea what he was doing and where he was going. In CLIP he was surprised at how comfortable he was and now he can get the life he was supposed to.

Samantha was in Cedarcrest and then RLC Choice (Choosing Heightened Options for Individually Centered Education) prior to CLIP. She came from a small town with 6 people in her class and then went to Cedarcrest with so many students. She struggled in social situations and would have panic attacks. Coming to CLIP was the best decision she ever made and now she is graduating an entire year early!

Keely previously went to Leota Junior High and said it was very impersonal. She then attended PARADE (Parents and Riverview Actively Delivering Education), which is more fast-based and has lots of homework with only three days of instruction per week. On the other hand, CLIP is five days of instruction per week and is more personal and one-on-one than the other schools.

RIVERVIEW LEARNING CENTER STUDENT PRESENTATION (Continued)

Jeremiah was home schooled at home (not PARADE) prior to coming to CLIP. He said one important thing he's learned at CLIP is how to work with others – teamwork. You learn as a group and can share other ideas and viewpoints. Another thing he learned was using critical thinking. You are not looking for the easiest or simplest answer, but the best answer or most creative answer.

Nathan was in the RLC Choice Program prior to coming to CLIP and said the best part about CLIP is the teachers. They let you give it your all, as long as you are doing the work. The teachers let you do the work and there is a lot of help if you ever need it. The worst thing about CLIP is the bad reputation for being an “alternative school,” which is a negative buzz word. CLIP is an amazing program.

Caitlyn attended CHOICE before coming to CLIP. She will be graduating and she is writing a book that she started at age 13 and now might actually be able to finish. Clair was at Cedarcrest prior to coming to CLIP. She is interested in music and recently auditioned and applied to Cornish College of the Arts in Seattle. She wants to go to school for music engineering and production and wants to continue to make music electronically or possibly music for video games and use her own vocals. CLIP has taught her to take hold of what you want and that you need to work hard to finally do the things you want to do in your life.

Ms. Malm said the voice of the students shows that this program is the best kept secret in the Valley. So many amazing things happen all day long at the Riverview Learning Center. Clair Walker thanked Ms. Malm for making it comfortable for her at school and that she now really values education. The students all like coming to school. Ms. Malm said the students have phenomenal talents and are really great kids.

Ms. Van Noy commented that she has been on the Board for 20 years and has never seen a presentation by CLIP students. She told the students that they are amazing and they are going to rock the world!

Ms. Oviatt thanked the students for sharing their stories.

Mrs. Parnell echoed what other Board members have said. These are the most amazing, inspirational stories and if you keep working hard, there is absolutely nothing you can't do.

Ms. Van Noy thanked the students and said they are the greatest gift there is for the future.

COMMUNICATIONS, AGENDA ADJUSTMENT AND HEARING OF PUBLIC

Board Communications

Ms. Paradis said she enjoyed going to the WSSDA (Washington State School Directors' Association) Annual Conference in Spokane and learned many new things.

Mr. Nagata reported that he has been busy with basketball practice.

Ms. Bechtel congratulated the Board on receiving the 2016 WSSDA State Board of the Year in the enrollment category of 1,000-9,000 students. Our school board was one of only three boards selected for this honor. This was a well-deserved honor and well-deserved recognition for the work our Board does for this district.

Board Communications (Continued)

Ms. Van Noy announced that Board members have been invited to a dinner and discussion on the McCleary lawsuit and implications for the 2017 legislative session. This event will be held on December 5th from 5:30-8:00 PM at the Puget Sound Educational Service District. Board members can also attend a complimentary lunch program featuring Superintendent-elect Chris Reykdal. This event is Tuesday, December 6th from 10:30-1:30 in the Gene Colin Hall at South Seattle College. Ms. Van Noy also commented that she was approached by the Kent School District, who were interested in a presentation on the Student Representation Program at an upcoming Board meeting. Ms. Van Noy reported that Ms. Oviatt did an amazing presentation at her session at the WSSDA Annual Conference called “Always On: The Plight of the Connected Child.”

Agenda Adjustment

Motion 16-56: To amend Consent Agenda, Item C. Personnel Actions and Item D. Service Contracts, to reflect current changes; and delete Business Agenda, Item B. Valley 103.1 KAPY – Community Radio and move it to the December 13th School Board meeting. (Ms. Oviatt and Mr. Edwards). Motion passed unanimously.

Hearing of the Public

No one signed up to come forward to speak.

CONSENT AGENDA

A list of routine agenda items were considered in a single motion. Board members received and studied background information on all items.

Motion 16-57: To approve the November 22, 2016, Consent Agenda, as amended (Ms. Van Noy and Mrs. Parnell). Motion passed unanimously.

Approval of Regular School Board Meeting Minutes for November 8, 2016; and Board Work Study Minutes for November 8, 2016.

Approval of Warrants.

General Fund Warrant No. 201705 through 201785 in the amount of \$148,123.08; and direct deposits of \$53,340.21. Capital Projects Fund Warrant No. 201786 through 201788 in the amount of \$2,459.01 and direct deposits of \$865.00. ASB Fund Warrant No. 201789 through 201810 in the amount of \$17,729.57; and direct deposits of \$2,043.47. Transportation Fund Warrant No. 201814 in the amount of \$144,834.34. Total payroll for November 15, 2016, was \$44,049.69, which includes General Fund Warrant No. 201811 through 201813 (Employee Warrants) in the amount of \$2,698.30; and direct deposits of \$30,621.72.

Approval of Personnel Actions.

Approval of Service Contracts.

CONSENT AGENDA (Continued)

Approval of Donations.

Ms. Van Noy thanked the Duvall Police Department/Project Rampart donation to Cedarcrest High School for AEDs (Automatic Electric Defibrillators) for use in a medical/cardiac emergency.

Approval of Budget Status Report for October 2016.

BUSINESS

Riverview Education Foundation Grant Award Season I

Amy Jacobson, Sue Davenport, Bobbi Nixon, and Mike Ward, representatives from the Riverview Education Foundation (REF) came forward to present a check for \$31,199.01 which will fund 23 REF grants awarded for educational projects designed and submitted by Riverview staff members.

Motion 16-58: To approve the Riverview Education Foundation donation of \$31,199.01 for 23 Season One Grants. (Ms. Oviatt and Ms. Fletcher). Motion passed unanimously.

Ms. Van Noy commented that the Riverview Education Foundation is an amazing group and the Board really appreciates all that they do.

Strategic Plan Status

Goal 1: Increase the academic achievement of all students.

Objective 1A. Develop a collaborative process integrating department perspectives to focus on student outcomes.

Task 3: Align all professional learning to department initiatives. Dr. Smith explained that this task will be moved to January 15, 2016 along with Objective 1B, Task 1: Analyze Smarter Balanced assessment results. The Board will be meeting with Ms. Rumsey and Greg Lobdell from the Center for Educational Effectiveness (CEE) to go over the latest assessment results at a Board Work Study on December 13th.

Objective 1C. Improve student growth for at-risk students in all areas.

Task 1: Each school Student Improvement Team will review data using multiple measures for groups of students that may have opportunity gaps. Dr. Ken Heikkila, Director of Student Services, reported that to date the following has occurred:

- Principal training on September 21st occurred to further enhance Student Improvement Teams. Deb Walters, lead counselor, provided training and lead the discussion.
- The counseling team had a follow-up training by Deb Walters.
- Consolidated Program Review process has resulted in some “action plans” to address and develop a timeline to follow through with analysis of student groups that are specifically identified.
 - Student Intervention Teams are currently working to review data and identify needs for two specific groups – Homeless and Native American students.

Strategic Plan Status (Continued)

- Highlight: Trainings for administrators and counselors included a self-assessment tool that has led to dialogue to explore ideas for strengthening the Student Intervention Team process at each site.

Task 2: Sheltered Instruction Observation Protocol (SIOP) will be incorporated into content areas at the secondary level to support the language of English learners. Dr. Heikkila reported that to date the following has occurred:

- A total of 25 secondary staff are currently trained:
 - A special 3-day SIOP training was held in the district on June 21-23 with 19 Riverview staff attending. Tolt had 14 teachers attend, Cedarcrest had 4 teachers attend, and Ben Hambleton, one of the English Learner Specialists, also attended. The feedback on the training was overwhelmingly positive.
 - Prior to the June 2016 training, 4 Cedarcrest staff had been supported in a SIOP training held in the Bellevue School District. Another recently hired Cedarcrest staff member arrived with SIOP training. Also, one of the Professional Learning Leaders has been trained in a previous district.
 - Kaeleigh Wilson, the new English Learner Specialist at Carnation Elementary and Tolt Middle School, will be attending a SIOP training in December. At this time there are 26 secondary staff trained.
- Two highlights are:
 - Each of the two English Learner Specialists have one secondary school to assist with the implementation of SIOP. Ben Hambleton is supporting Cedarcrest, while Kaeleigh Wilson is supporting Tolt.
 - Planning is currently underway for academic vocabulary professional learning that will fit into the SIOP framework.

Task 3: Professional learning will continue for special education staff, primarily at the elementary level, to further develop structured teaching for students with disabilities, such as autism spectrum and intellectual disabilities. Dr. Heikkila noted that the Treatment and Education for Autistic and Related Communication Handicapped Children (TEACCH) was created in 1971 and has been supported by the University of North Carolina since 1972. To date, the following has occurred:

- In the 2015-2016 school year, an official TEACCH trainer, Dr. Shanna Alvarez, provided hands-on professional learning sessions for elementary special education staff. Foundational skills were established in these professional learning sessions that were then coached by the trainer in classroom settings at each of the three elementary sites.
- In the summer of 2016, one student with disabilities in an extended school year setting benefited from the trainer working with one teacher to further develop TEACCH skills.
- Ongoing work continues in the 2016-2017 school year by Dr. Alvarez both in professional learning sessions, as well as embedded professional learning in classrooms.
- Highlight: In the 2016-2017 school year, each of the three elementary sites has a physical environment established to support a structured teaching setting for students who would benefit.

Dr. Smith encouraged Dr. Heikkila to support this program as the district begins the budget process for the following year. This could also be incorporated into the Strategic Plan.

Ms. Van Noy thanked Dr. Heikkila for his report.

Strategic Plan Status (Continued)

Goal 3: Provide Human Resources and Communication practices to improve student learning.

Objective 3A. Continue to implement the 2013-2018 Human Resources (HR) Plan.

Task 1: Recruit, select, and retain highly qualified staff to increase student learning and report turnover/retention data. Janet Gavigan, Assistant Superintendent, Human Resources; Donna Reier, Human Resources Coordinator; and Stacy Cook, Human Resources Specialist, came forward to present on *Building Bridges News*.

First up was *Headline News*, where Ms. Reier reported that all open positions have been filled in the district - they have successfully filled all 112 open positions. The district hired 36 new certificated teachers, with 26 being brand new to Riverview. 16 teachers are brand new to teaching and 3 are brand new to the state of Washington. Of the 36 certificated staff hired this year, 2 just finished their student teaching in Riverview, 8 worked as substitutes in the district, and 2 worked as paraeducators in the district. The district is currently supporting 7 teachers in the district working to obtain their teaching certificate through Alternate Routes to Certification. This year we hired an additional 8.2 certificated FTE, 2.2 classified FTE, and 1.1 administrative FTE.

Next up was the *Business Section*, where Ms. Reier went over the turnover data. Classified turnover went up slightly over the previous year with 8.28% turnover this year versus 6.74% last year. Certificated turnover went down from 13.74% last year to only 12.70% this year. Classified exempt has been at a steady 0% turnover for the past three years. Certificated administrator turnover went up to 31.25% due to two retirements and three resignations, while classified administrator turnover rose to 18.87% with just one resignation.

Next came *Health and Wellness* where we learned that 11% of our staff have been here 20+ years; 23% have been here 15+ years; and 55% have been here 7+ years. As far as our *Weather Forecast*, the retirement tsunami watch is still in effect. With just 3 certificated staff members, 1 administrator, and 4 classified staff members retiring in 2015-2016, we are still bracing ourselves for a huge wave of staff possibly retiring at once. Our predictions from last year showed 13 staff members were eligible for retirement, but the end total was just 8. For 2016-2017 school year, we have 21 employees eligible to retire. In five years, 73 current staff members will be at retirement age, which is 18% of our total staff. In ten years, 139 current staff members could retire, which is 35% of our total staff.

Under *Lifestyle and Entertainment*, staff members are divided up into three generational categories. One is the Baby Boomers, who continued to reign in Riverview by a narrow margin of 45%; while Generation X is at 41% and Millennials are at 14%. Generation X has more certificated staff members than the other generations, while Millennials are slowly increasing their numbers in both certificated staff and classified staff.

Under *Classified Ads*, the HR team went over the ways they recruit, which include:

- RSD website
- Career/Job Fairs at Western Washington University, Pacific Lutheran University, Washington Educators Tacoma Career Fair, and Seattle Pacific University
- Social Media – RSD Facebook and Twitter

Strategic Plan Status (Continued)

- Other Media/Sites – District and school newsletters, reader board, personalized emails, professional organizations
- Nationwide – Indeed.com and Teachers-Teachers.com

Under the *Gossip Column*, Ms. Cook reported that again this year we see our community and our employees talk about Riverview School District being THE place to work. Total applicants were 865 for this year and 994 last year. Our biggest draw is what we generate ourselves through word-of-mouth with our employees, district website, Facebook, and our community. The majority of new staff learned about the district from other district employees. Also, we have such a great relationship with our volunteers that they decide being a substitute in our district is a great idea. This year we have a total of 185 substitutes. We have enhanced what we do for our substitutes with pay and training opportunities, as well as letting them know how much we appreciate them at our yearly substitute orientations. We currently have 1,454 total volunteers in Riverview schools. Last year at this time, we had 1,247 total volunteers.

Under the *Editorial Page*, Ms. Gavigan said her department continues to learn that:

- Our own community is our best marketing tool.
- Career/Job Fairs gives us statewide exposure and face-to-face.
- We need to continue with social media and local reader board.
- Personalize contact whenever possible.
- The economy is driving the market with many full-time employment choices for new and experienced staff.
- We had less applicants than the previous year and the teacher shortage continues.
- The trend of fewer applicants will continue.
- We have an increase in volunteers in our schools, so we need to continue to encourage volunteers to be substitutes or apply for open positions.

Finally, under *Breaking News*, the Human Resources Department will conduct their first ever Community Job Fair in the spring of 2017. This will be held in the Assembly Hall at the Riverview Educational Service Center and will involve multiple businesses in Duvall, Carnation, and the surrounding area. This will be advertised through our district website, Facebook, Constant Contact, and personal visits.

Ms. Van Noy thanked the HR Team for their great presentation. She commented that Jeff Utecht, a keynote speaker at the WSSDA (Washington State School Directors' Association) Annual Conference, said some districts are using an interactive video of a classroom for recruitment on their webpage. Ms. Gavigan and Mike Ward have been discussing this to add to our district website. Ms. Van Noy said we also need to encourage students to become teachers.

REPORTS

Washington State School Directors' Association (WSSDA) Annual Conference Report

Ms. Oviatt reported that the Board's presentation about the RSD Ambassador Program at the WSSDA Annual Conference went really well and lots of people asked questions about the program.

WSSDA Annual Conference Report (Continued)

Ms. Oviatt thanked Board members for supporting her during her WSSDA presentation at the Annual Conference. Ms. Oviatt attended a WSSDA Interscholastic Activities Committee (IAC) meeting on Wednesday and was re-elected to District 2 for this committee. Ms. Oviatt thanked Ms. Van Noy for her years served as a WSSDA Board Director. Ms. Oviatt hosted the student rep breakfast and networking event. This seems to be the Year of the Student Reps, because she has never been asked by so many other board members about how to start a student rep program in their own districts.

Mr. Nagata said this year was more involvement of the student reps than last year's conference. He said Jeff Utecht spoke last year and then again this year. Jeff really upped the ante just as much as he did last year and everything he is saying rings true about his predictions for school boards of the future. Many superintendents and board members approached Mr. Nagata throughout the conference to talk about student reps on their school board.

Ms. Paradis reported that she agreed with Mr. Nagata and thought Jeff Utecht was engaging and had some great ideas. She also enjoyed Sarah Kay's Spoken Word Poetry and liked the variety of student performances.

Ms. Fletcher reported that she enjoyed the dinners with the student reps and hearing more student voice. Our student reps have a good idea of how to bring student voice into Board meetings, more so than just the Board Roundtables once a year.

Mr. Edwards said there is a lot going on in the Legislature this year. We have a lot of people being replaced and new people coming in. There is a sense of urgency with upholding the McCleary decision. Our student reps ridiculously represented our district so well that other districts would ask how do we do that. The fact that we not only have student reps on our board, but the quality and caliber of our students and how they represent our district so well. He reemphasized what Ms. Oviatt said about Ms. Van Noy having served so admirably on the WSSDA Board and that she did an amazing job in that role. He will be on the Legislative Committee for two more years and he congratulated Ms. Oviatt, who was re-elected to the WIAA/IAC Representative for District 2 after competing against two other people. It was an amazing conference.

Mrs. Parnell said this was a great conference. This was her third conference as a Board director and this was the first conference where she could really dive in and participate. It was a great weekend for her and one of the highlights was having the Board meet her parents. She enjoyed the session on equity and access by Andrew Kelly, Superintendent and Principal for the Lyle School District, which has 250 students with 80% on free and reduced lunches and 30% homeless. They have failed two levies, are in the lowest 5% of Title I schools, and have had to consolidate buildings to reduce costs. Their mission statement is, "To be a national model for rural educational excellence supporting all children, ensuring an equality in outcomes." He also said, "Equity on the front side will ensure equality on the back side." Not every student gets absolutely the same thing in his district, because not every student needs exactly the same thing. But in the end, the goal is to have everyone educated to the same level. It was a really great session.

Dr. Smith said he talked today with Dr. Alan Spicciati, Auburn Superintendent, who is encouraging his school board to add Student Reps to their board. Both he and Ms. Van Noy answered his questions about the program.

WSSDA Annual Conference Report (Continued)

Dr. Smith commented that our district is a progressive district and this whole conference really highlighted that. Not based on what we think, but based on what others are seeing, evaluating, and what they are requesting from our district. Part of it is our Board, Student Reps, and Superintendent are so highly engaged in professional learning and staying on the cutting edge and bringing good ideas back. The conference was a wonderful experience and it was great to interact with our Student Reps, who are working on reframing things for what we want and need to do for our students. Dr. Smith couldn't have been prouder of our district.

Ms. Oviatt attended a session on legal protections for transgender students and the district's role, which was very informative. They have a variety of websites and materials on this subject. She highly recommends Board members and the Superintendent take a look at the different materials and resource guides that are available on the OSPI (Office of the Superintendent of Public Instruction) website. She will download the materials and send them to the Board and Superintendent.

Ms. Van Noy came a day early to the WSSDA Annual Conference to attend a legal conference. She learned quite a bit about conflict of interest, public disclosure, and using district emails. She will share this with the Board after she has a chance to review her notes. Ms. Van Noy started reading the book, "The Happiness Advantage" and highly recommends everyone start reading it. She went with Mr. Nagata and Ms. Paradis to attend a session on predictability data on school shooters, which she found incredibly interesting. She attended a session on Superintendent Entry Plans, which made her realize that Dr. Smith was one of the first superintendents to start this process. She really enjoyed having former Student Rep Sophie Hunter join them for lunch and appreciated Ms. Hunter showing Mr. Nagata and Ms. Paradis around the Gonzaga campus. It was a great conference and she enjoyed spending time with the Board and Superintendent.

Mr. Edwards commented that he always seems to get asked if our Board really gets along. He said even though we have different viewpoints, we still enjoy our time together.

Dismissal of Student Representatives

Dr. Smith congratulated the Student Reps for representing our district so well at the WSSDA Annual Conference. Having both our Student Reps leading the Mannequin Challenge at the conference showed other districts how their students can lead in their own districts. Ms. Van Noy then excused Student Reps Sophie Paradis and Pascal Nagata at 8:33 PM.

Superintendent Report

Dr. Smith reported on the following:

- Congratulations to our team on the successful presentation on the RSD Ambassador Program at the WSSDA Annual Conference; over 30 people were in attendance.
- He congratulated Lori Oviatt on a successful session on "Always On: The Plight of the Connected Child," which had over 60 people in attendance.
- Tolt Middle School's parking lot has been rerouted, which has caused some controversy. He complimented the school, Transportation Office, and Bill Adamo, as Mr. Lupo scheduled a meeting with Bill Adamo and Transportation to make some further adjustments to find a solution.

Superintendent Report (Continued)

- A number of parents in the past several weeks have called to compliment the excellent job the Tolt staff and administrators are doing toward educating their children.
- Right now we have about \$5,000 in expenses to study annexing the property by Cedarcrest, with mounting expenses on the horizon if we want to continue this process. The City of Duvall wants to give their input on how they can help us with this process. Bill Adamo will be scheduling this meeting and Dr. Smith will attend.
- He has visited and met with a number of candidates interested in the Director of Business and Operations position. Interviews will be held on December 6th. We have an excellent pool of candidates.
 - Ms. Van Noy asked if Mr. Edwards could be on the interview team and Dr. Smith replied that this would be great, if it works with Mr. Edwards' schedule. Mr. Edwards said he would like to be an observer during the interview process and add comments during the discussion phase.
- He met with Cedarcrest and Carnation staff in separate meetings to explain the magnetic door stops, which prevents teachers from having to go outside to lock their classroom doors during a Lock Down or other emergencies. At the meetings he also discussed pre-birth to post-secondary, personalizing student learning, and adequate start on a post-secondary certificate for all.
- On November 10th and 11th he worked with Duvall Rotary and the Boy Scouts on the Veterans Day Breakfast. They had 106 attendees. This was an awesome event.
- He worked with principals in the last couple of weeks on a number of things, including their evaluations and growth goals.
- The Cherry Valley/Stillwater Boundary Review Committee met on November 14th and had a great outcome from the first meeting. This will be reported on at the Board meeting in December.
- He visited Cedarcrest to view the new portable, which should be ready for occupancy by December 1st, which is two months ahead of schedule.
- He attended the Tolt Girls' Basketball game for 7th and 8th grade. Their 7th grade team is so big, the biggest in the school's history, that they have a varsity and two JV teams!

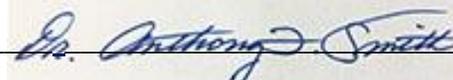
Ms. Van Noy thanked Dr. Smith for his report. She wished everyone a happy Thanksgiving and reminded Board members that December 1st is Session 2 of the RSD Ambassador Program and December 2nd is a Board Work Study Breakfast. Mr. Edwards commented that he can't attend either event, since he will be out of town on business.

ADJOURNMENT

There being no further business, Ms. Van Noy, Board President, adjourned the November 22, 2016, Board meeting at 8:46 PM.



Board President



Board Secretary

MINUTES PREPARED BY

Sandy Bechtel, Recording Secretary to the Board of Directors