

HUMBOLDT COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES (Tuesday, March 13, 2018) - APPROVED

Generated by Judy Kritikos on Wednesday, March 14, 2018

A. Call to Order: The meeting was called to order at 4:30 pm at the Humboldt County School District office.

Board members present were: President Bruce Braginton, Vice-President Glenda Deputy, Clerk Boyd Betteridge, Chris Entwistle, John Hill and Dr. Carrie Stringham. Nicole Bengochea arrived at 5:10 pm Others present were: Superintendent Dr. Dave Jensen, Asst. Superintendent Dawn Hagness, John Doyle (Attorney), DeAnna Owens, Mike Formby, Andy Herrera, Noel Morton, Amy Nelson, Sara Braun (Dist Ofc), Robert Lindsay, JoEtta Barto, Tina Espinola, and Jaime Peterson (FFMS), Pilar Herrera (WGS), Shanna Cummings (Humboldt Sun), and Secretary Judy Kritikos.

Procedural: 1. Pledge of Allegiance: President Braginton opened the meeting with the Pledge of Allegiance.

Action, Minutes: 2. Approval of Minutes

Recommended Action: Recommend approval of prior meeting Minutes.

As no edits were noted, Mr. Entwistle moved to accept the 2/27/18 Board meeting minutes. Mr. Hill seconded, motion carried.

Information: 3. Correspondence: None

B. Public Comment: None

Procedural: 1. Public Comment Guidelines

C. Superintendent's Report

Information: 1. Activity Report

- On 3/12/18, the majority of state Superintendents met with Gov. Sandoval regarding school safety. Each district reported on steps taken in each district, and what they believe their needs are (in no particular order):
 - More SRO's, single point of entry, funding for items such as security cameras, strong need for more funding support for mental health.
 - Discussion on arming teachers. Only one district currently has a mechanism in place to allow certain staff carry. NRS allows teachers to carry on campus with principal approval. Dr. Jensen has asked principals to deny any requests at this time.
 - Gov. Sandoval will be convening a committee under Executive Order to address school safety. He has requested two Superintendents to sit on the committee - one from rural and one from urban, which will include mental health, parents, and teachers.
 - The Gov. stated he will be looking to build funding into the next legislative budget for the items mentioned above; specific areas and amounts to be determined.
- Dr. Jensen sent an e-mail to the Board regarding the upcoming community forum on facilities, to be held 3/19/18, 1:00-5:00 pm. Please let Judy Kritikos know if you will attend.
- The Cuningham group will be conducting walk-throughs of each of the facilities. They will be in McDermitt on 3/19/18, and the town schools on 3/20/18.
- The District has had issues with our third party administrator for Worker's Comp. As a result, we have engaged a company, CCMSI, and provided Nelson-Davidson Administrators with formal notification of the termination of the contract for breach of contract. Currently, Nye, Churchill, Lyon and Douglas County are using CCMSI.
- On 3/15/18, Dr. Jensen will be in Carson City to attend the State Board of Education meeting.
- Dr. Jensen will be in Colorado Springs for the Dist. Admin. Leadership Inst. (DALI) conference, from Wed-Sat, 3/21-3/24/18. This is a series of conferences, limited to 80 national

superintendents at a time. Dues are paid thru the RPDP, flights reimbursed up to \$400, and hotel/meal costs are provided. This is an intense learning opportunity to meet with superintendents from across the country, and Dr. Jensen will share key learning information at the next Board meeting.

- Each Board member was given a copy of a letter sent to the Administration at schools from FFMS up, regarding potential school walk outs. We don't anticipate walkouts to a great extent, but the guidelines are provided in the letter. We are not going to stop it, however, the students will be subject to the various absentee/truancy guidelines. We encourage the students to find alternative ways to honor the Parkland students, such as identifying 17 individuals and introducing themselves, tie ribbons on the fence, etc., to bring our students together, rather than them just leaving campus.
- Following up on a question posed by the Board regarding the electrical upgrade to be done at LHS. Dr. Jensen confirmed the upgrade will accommodate other future HVAC needs.
- On 3/14/18, the District will submit the first component of the Read By Grade 3 grant in the amount of \$421,000.
- Later in tonight's meeting, the status of the Strategic Plan will be discussed. Dr. Jensen shared the draft with Jim Huge and he stated this was the best strategic plan he's ever seen, and requested that he be able to share it with other districts once finalized, as a model for other districts to use in creating their Strategic Plan.

D. Celebrations: Andy Herrera.

Dr. Jensen acknowledged Andy Herrera, letting the Board know that most mornings Andy is the first person in the office. As Dr. Jensen visits various schools in the District, when Andy's name is mentioned, they always comment on his smile and his laugh. He's a hard worker, willing to do anything needed, and what a pleasure it is to work with Andy. We want to recognize Andy and make sure he knows how much he is appreciated for all that he does. Ms. Hagness said that during the five years she's been here, she sees him going to various sites for various jobs, and he always takes the time to smile and say hello, checks in with everyone to see how they're doing. At GVE, Vicki said there's nothing she loves more than when Andy shows up - he always checks in, let's them know what he's going to do, and asks if there's anything else he can do before he leaves. He doesn't just do the one thing he's there to do - but checks to see if there might be something else he can do since he's there. Andy exemplifies everything that HCSD Maintenance Dept states are their team values.

E. Consent Agenda

Action (Consent): 1. Approval of Warrants

President Braginton disclosed he has a conflict of interest with one of the warrants, as his spouse is a payee on one of the warrants.

Action (Consent): 2. Approval of Consent Agenda

Recommended Action: Recommend approval of consent agenda items as presented.

Ms. Deputy moved to approve the consent agenda, which consist of the warrants, as presented. Dr. Stringham seconded, motion carried with Mr. Braginton abstaining.

F. Discussion and Possible Action Items

Discussion: 1. Discussion Regarding Impacts of PBIS Implementation on District Buses

Sara Braun, Transportation Foreman, addressed the Board with information on PBIS on busses. PBIS has been implemented due to the negativity surrounding transportation, which was posted on social media, frustrating parents as well as bus drivers. PBIS training began this fall and the drivers created an expectations list: Be safe and responsible, Be respectful and understanding, Be friendly and kind. They also created a Voice Level Chart. When the noise level on the bus gets too loud, the driver can hold up a hand with their fingers indicating the number they need the kids to be at. Example - at a RR crossing, a fist with no fingers raised indicates zero, and the students need to be silent. There is a Bus Loyalty card, where the drivers can give a mark on the card for the students, who can earn rewards from Papa Murphy's and the bowling alley. We are seeing a positive shift in the transportation department. The Board was also given an example of the charts used in the referral system, called

the SWIS system. The referrals are entered into the system, which tracks when, why, where they're happening and what grade, and what difference PBIS can make in those cases. The Board asked how the drivers have accepted the new program. Sara stated some have already started, and seen a difference on their busses. Others are a little nervous about starting. Some feel kids shouldn't be rewarded for doing what's right. She's trying to show all the drivers what a difference this has already made on the buses who've implemented PBIS. Sarah's noticed she's not getting as many calls from parents, and not seeing as many negative posts on social media, and other students have noticed the positive impact. When she's subbed as a driver, she's noticed a huge night-and-day difference with the students on that bus. Implementation is moving slowly, but it is moving forward as other drivers hear about it and the good results that are being seen on buses where it is being used. An end-of-year update was requested to see how the program is doing after several months of implementation.

Discussion: 2. Update on Year 1 Implementation of PBIS at French Ford Middle School

Mr. Lindsay is on the PBIS Leadership team and wanted to provide an update the Board. Confirming what was stated earlier tonight, a 5:1 positive to negative feedback ratio is what it takes in order to see change in behavior. Positive rewards for positive behavior over time will reap good results. In the handout the Board received, Mr. Lindsay showed banners at FFMS with positive comments. FFMS was built on the premise of "whole child" - social-emotional learning leads to academic learning, not focused on self. Understanding we're all working together to help each other every day. The benefits to children are seen in reduction of problem behavior, increased student engagement, improved academic performance. The benefits to staff are seen in improved consistency across faculty, improved classroom management, reduced absenteeism, and increased ratings of faculty effectiveness. Prior to the Christmas break, kids were able to send CandyGrams to other students with positive messages. FFMS doesn't do a lot of assemblies, but he provided pictures of the awards assembly which was a huge event for the school. The kids wanted the teachers to be involved as well. The kids were recognized at the assembly and the bleachers were filled, standing room only, with parents. One parent, requesting anonymity, gave a \$2,000 donation along with a wonderful letter of appreciation for the work the teachers/administration does, and all that they contribute to the children in the community. The band performed and the kids presented the awards and were very involved - a very big deal for the kids at FFMS. The awards included mP3 players, Kindle fires, Amazon gift cards, etc., funded by Project AWARE, which has been very beneficial to the District. Jaime Peterson spoke to the Board about the matrix, regarding student behaviors - in areas such as cafeterias, hallways, restrooms, playgrounds and the bus. Rather than commenting on the negative behavior, focus on the positive with the key comments, i.e. in hallways, remind them "tight to the right", "eyes forward", etc. They looked at other schools, WGS, SHE, WJHS, GVE to find common language that would flow well from those schools. Tina Espinola then addressed the Board to discuss the Discipline Flow Chart and how violations are handled. All the teachers will receive this so consistency will be met across the board. In closing, Mr. Lindsay wrapped up with where they're going: the Database and SWIS training - in Tier 1, where it's being implemented in the school. Then discuss which students, teachers, administrators, etc., might need more help. At this point, the challenge isn't using the information, it's getting the information/referrals into the system. Working on communication within the school and to parents is another area they're focusing on. We want the message to be consistent, goes out properly, thought through, and have parent engagement. It is so important - it's the third main school goal.

Action (Consent), Discussion: 3. Selection of Board Representation for Building Naming Process

Recommended Action: That the Board of Trustees select two members of the Board to sit on the committee in accordance with board policy.

(NOTE: Due to those in attendance for Item 5, Strategic Plan, that item was moved up in the Agenda to be presented next.)

Dr. Jensen let the Board know that a request has been received to name the LHS gym floor after Pat Hart, former coach/teacher. This triggers the need to convene the committee. The policy states that two Board members are to be on the committee: one as a Chair, and one as a member at large. The committee will also include the Superintendent, a parent, the Principal from the location, and a classified and certified association member. Dr. Jensen will now reach out across the District and local media as others may want to nominate someone for this naming. Mr. Entwistle volunteered to Chair the committee, and Mr. Betteridge volunteered to be the member at large.

Dr. Stringham moved to appoint Mr. Entwistle as the Chairman, and Mr. Betteridge as the Member at Large for the Naming committee. Ms. Deputy seconded, motion carried.

Action (Consent), Discussion: 4. Discussion and Finalization of Retreat Topics for the Board Retreat Scheduled for April 24, 2018

Recommended Action: That the Board determine topics, to include School Safety, that they would like to discuss as part of the upcoming Board retreat on April 24, 2018.

Dr. Jensen reminded the Board that the subjects previously considered were: school safety, leadership development, succession planning, and district/school culture. The Board indicated they will wait to finalize the topics until after the NASB conference, as more information is provided on school safety.

Action (Consent), Discussion: 5. Review of Strategic Plan Development - Gallery Walk

Recommended Action: The Board of Trustees engage in conversation regarding the development of the Strategic Plan and provide feedback prior to the request to finalize the Plan.

Dr. Jensen reminded the Board that last July, they were given a draft of the basic premise of a Strategic Plan, which they approved. It was acknowledged the Plan would be fluid, work would continue to be done, so eventually a plan would be presented. Dr. Jensen expressed his appreciation to Noel Morton, Amy Nelson, DeAnna Owens and Dawn Hagness, who have worked very hard on this project, with the majority of the work being shouldered by Amy and Noel. Noel and Amy have put together a "gallery walk", where the history of the timeline of the Plan had been placed on the walls around the room. Noel acknowledged that the Board's initial work with Jim Huge gave them a great starting point. During this last year, they've taken time to be intentional, to get feedback from a lot of stakeholders, and are now ready to present where they are now, and get the Board's comments before moving forward to finalize the plan. Noel then walked the Board through each stage, month by month, the various changes, what they were thinking, who they were thinking of, working with ANET who helped them organize the Plan. Taking the input from the partners, stakeholders, District folks - they began to put the Plan into boxes with ways to monitor, gauge, and evaluate with long term goals in mind. Looking at FY17-18, they knew they needed school feedback as they looked even further into FY19-20. They then received feedback from PDP, who asked a lot of questions. These questions brought even more ideas forward, and they "blew the plan apart" and realized they hadn't clearly communicated what they wanted to for each of the stakeholders, and dug in even deeper with the goals and commitments. They want to name the three goals and two major commitments they want to make to the parents: A culture named as (1) Guiding beliefs an expectations to ensure equity, and a safe and respectful learning environment, and (2) Guaranteed learning. We must ensure that all students have access to guaranteed, viable curriculum. It doesn't matter which teacher or school - all students will be provided with high quality instruction in classrooms. There must also be reciprocal accountability: the District level must support the schools, and the schools must do their part, and each side needs to hold the other side accountable. They then looked at what was accomplished in FY17-18 so far, and began naming what they wanted as outcomes for FY19-20. The next step in April-June is to go back to the Leadership teams and show them how it's evolved, what their feedback helped to produce, and they will message it to their school sites, and use it to continue to build the DPP/SPP, State requirements, which will be much better documents because we have clarity and alignment on where we're going. They surveyed the schools and received names of parents, and will meet with those parents to get their feedback. Going from school to school, they received positive feedback, yet each school provided different feedback, as they looked through their own school's lense.

Amy Nelson then discussed Guaranteed Learning, and what we're doing this year. Last August, the Leadership teams throughout the District met, and each school committed to two or three things they would do that were research-based, and drive instruction. Several of them listed PBIS. The next item was late-start Thursdays. A lot of leadership teams met and focused on what those late-start Thursday mornings look like - what they expect should be done to guarantee learning. On culture - they looked at some exercises - what about our culture do we want to keep, eliminate or add, and how to make our Leadership team more effective. At the cabinet level, the agendas are changed to show the goals, and match each item to those goals. They've created a communication chart - which mode of communication worked best for each person: in person, phone, e-mail, text, etc. Each school will come up with a structure/system for tracking students, honoring students, having solid expectations that are clear.

Noel Morton then let the Board know that tonight's information is considered building capacity - providing information that they've collected thus far. The Board was invited to move to the collaborative phase, where they provide feedback on potential changes. Dr. Jensen thanked Amy and Noel for the tremendous work they've done, while DeAnna, Dawn and Dr. Jensen have been in supportive roles. They know that the outcome of this will be something everyone will be very proud of, and look forward to any input the Board may have.

G. Public Comment: None

Procedural: 1. Public Comment Guidelines

H. Board Reports

Information: 1. Board Reports

- Ms. Deputy reminded the Board that there is a NASB School Safety workshop on 4/20-4/21-18. It is limited to approximately 50-55 attendees. Ms. Deputy will attend and anyone else wanting to go, please let Judy know so she can register and reserve hotel rooms. In a phone conference last night, dues will be increased for NASB districts, and Dr. Jensen confirmed an invoice for \$10,177.61 has been received, a 2% increase from last year. She let the Board know she will be on vacation for about two weeks.
- Mr. Entwistle has been getting a lot of NASB e-mails. Dr. Jensen asked that he forward them to him and he'll handle.
- Mr. Hill let the Board know that as of today, no one has filed to run for his Board seat. The person who will fill the seat must live in the McDermitt - Orovada area.
- Ms. Hagness reminded everyone the LHS play will be held this week, Monday-Thursday evening, and the children's performances will be during the day. The LHS choir/guitar classes performance will be this Friday, 3/16/18 as a desert auction fundraiser raising money for their trips. She congratulated LHS academic team, as they took the Northern Academic Team Championship. Next Tuesday, 3/20/18, at 5:30 pm, the WJHS theater is having their first film festival, creating their own films, to be shown at our Winnemucca theater at no cost.
- Mr. Doyle expressed concern in regards to a hand out that was provided by a member of the board. He cautioned that the board members carefully consider what materials are shared to avoid any potential perception of political bias. Mr. Doyle's comments were duly noted by the board.
- Dr. Jensen wanted to discuss social media and the impact it has on schools. In Washoe county, after a post was put out, they had a 50% absences at school the next day in their middle school, and we have experienced this here. Several years ago, he brought to the Board, a discussion on social media monitoring. We decided there were too many concerns at the time; however, several Superintendents believe their hands are being forced due to the prevalence of social media posts. If caught early, we can help prevent suicides, potential violence, etc. We may need to change our philosophy to respond based on the need to ensure safety. As we go to the Board retreat to discuss school safety, we may need to consider what safety in the social media realm would consist of. Many issues that have taken place this year are driven and tied directly to social media. Our world has changed and this topic, as well as mental health in schools, must evolve, to include more funding. Another issue is "Safe To Tell", and we have requirements to meet with this program. Some districts have acknowledged 1,100 calls have been received where students are in pain, considering suicide, etc.
- Mr. Braginton echoed the congratulations to the Academic team and a thank you to the team who developed the Strategic Plan - Noel and Amy.

I. Adjournment

Action: 1. Meeting Adjourned: Mr. Braginton adjourned the meeting at 6:46 pm

J. Notice

Information: 1. Notice to Persons with Disabilities

K. Postings

Procedural: 1. Public Posting of Agenda

Submitted by Secretary, Judy Kritikos


Boyd Betteridge, Clerk