

WASHOUGAL SCHOOL DISTRICT NO. 112-06
Board of Directors' Meeting
Tuesday, May 8, 2012
6:30 p.m. at Washougal High School

PRESENT: Blaine Peterson, Board Director; Elaine Pfeifer, Board Director; Ron Dinius, Board Director; Terrie Hutchins, Board Director; Karen Rubino, Board Director; Dawn Tarzian, Superintendent and Secretary to the Board.

1. CALL TO ORDER – PLEDGE OF ALLEGIANCE

Blaine Peterson called the meeting to order at 6:30 p.m. and Ron Dinius led the pledge of allegiance.

2. AGENDA REVISIONS

Blaine Peterson noted the addition of personnel report updates provided since the original mailing of board materials. These additions are included under agenda item 6.D. in the consent agenda.

3. COMMENTS – BOARD OF DIRECTORS AND ADMINISTRATORS

Karen Rubino thanked the WHS staff for the tour of their building. Elaine Pfeifer spoke about the environmental education that is provided for district 6th graders by the Friends of the Columbia Gorge. Trips to Steigerwald Lake National Wildlife Refuge and Beacon Rock State Park are included in this education. Elaine would encourage anyone interested to volunteer to help with this program. The Counseling Advisory Committee (CAC) had its final meeting of the year, and the group has made plans for increased community involvement next year. Elaine will continue to bring information from the CAC meetings to the board. Ron Dinius attended the district's auditors' exit meeting last Thursday. The audit went very well – congratulations to the district's business office. Ron will pass along a link to anyone interested that provides updates regarding federal legislation related to educational issues. Ron will be unable to attend the Washougal High School (WHS) graduation ceremony this year on June 9 due to a conflict with a family member's graduation from college on that same day. Blaine Peterson noted that WHS students did really well in the cooking competition again this year, winning the event for the second year in a row. WHS track and soccer teams are competing in districts.

4. SUPERINTENDENT'S UPDATE

Dawn Tarzian began by expressing her deep appreciation for the teachers of the district in honor of Teacher Appreciation Week. She invited Washougal Association of Educators (WAE) co-presidents, Sheila Good and Frank Zahn, to stand, noting that other teachers and WAE representatives were present as well. Blaine Peterson thanked district teachers for being so good at what they do. Ron Dinius added that they do an amazing job. He knows from personal experience, with two daughters having graduated from Washougal schools, that teachers here do a phenomenal job. Karen Rubino offered her thanks to all teachers, with an understanding that they have tough jobs. The district is lucky to have the teachers we do. Elaine Pfeifer spoke about the huge impact that teachers have on students. With three graduates from the district, she has always appreciated the caring staff throughout the district. As a board member, she is very thankful to teachers, who continue with their own educations through professional development to constantly improve their instruction. Their passion for their career and their students is evident. Terrie Hutchins, from her experiences at WHS and Excelsior High School (EHS) knows that the teachers are always there

from the kids and that they are amazing. Dawn added her appreciation for the tremendous work done by the district's teachers. She has witnessed this first-hand during her classroom visits, and has seen how effective their work really is. She handed out the Columbia Credit Union sponsored Teacher Appreciation posters, noting that it is nice that she knows everyone on the poster this year – she is feeling much more at home.

Sheila Good thanked the board for the wonderful recognition, accepting it on behalf of all teachers in the district. She is very proud of all of the teachers here, and the many sacrifices they make to do their best in the classroom. It is disheartening, though, that along with this recognition, teachers received news of the reduction in force (RIF) resolution at the same meeting. The district has traditionally had very healthy reserves. Parents of the district expect these funds to be spent on their children's education. Sheila hopes that the district will take into account the plight of the students and the healthy reserves and not make any cuts in staff this year. Dawn Tarzian thanked Sheila for her comments. The district approaches the RIF issue with great seriousness and much caring for its staff. Decisions are not made at all lightly.

Dawn Tarzian handed out a new preschool brochure, created by Jodi Thomas, Lisa Young, and David Tudor, with the goal of making more parents aware of this great Washougal program to increase enrollment. Dawn outlined the outcomes of the OSPI Consolidated Review Process (CPR), including commendations and required refinements, which will be completed by June 4, 2012. She provided an update of the Washougal Schools Foundation (WSF) Stride participation numbers for each of the district's schools. Stride is a great fundraiser for WSF, and will take place on May 19 this year. A letter notifying parents of the board's recent snow route decision was mailed to impacted families on Monday of this week. The letter outlined the process for data collection so that the board can review the decision next spring, stating that the district would be working with teachers to make sure that reasonable time was built in for students to make up missed assignments if they were absent due to snow route days, and asked parents to contact their student's teacher and principal if they feel that their child's learning progress and success is impacted by snow route days next year. Dawn shared data regarding district students' participation at the Clark County Skills Center, highlighting the potential for greater enrollment. Dawn closed by announcing that the Camas-Washougal Rotary Club has been nominated for the Washington Association of School Administrators (WASA) Community Leadership Award for the Columbia River Region for its new Young Women in Action program that has been implemented at Hathaway this year. The Rotary Club and other nominees will be honored at a breakfast held at ESD 112 on Friday, May 18.

5. COMMENTS - CITIZENS

Rhea Bohlin said that it is wonderful to have the board in the building. She also wanted to add to the list of successful WHS teams: the equestrian team will compete at the state level this weekend. Advanced Placement (AP) exams begin this week, and next year, a new AP course will be added at WHS.

6. CONSENT AGENDA

Board members received and reviewed the following documents in advance of the meeting:

A. Meeting Minutes (April 24, 2012)

B. Accounts Payable (May 2012)

General Fund

Warrant numbers 185873 – 185956 in the amount of \$150,446.05 (Pay date: May 11, 2012)

ASB Fund

Warrant numbers 19188 – 19208 in the amount of \$9,857.20 (Pay date: May 11, 2012)

Capital Projects Fund

Warrant number 3805 in the amount of \$2,127.33 (Pay date: May 11, 2012)

ACH

ACH numbers 111200332 – 111200361 in the amount of \$15,946.68 (Pay date: May 11, 2012)

C. Payroll (April 2012)

Warrant numbers 185810 – 185872 in the amount of \$1,781,361.30 (Pay date: April 30, 2012)

D. Personnel Report

E. Contracts

F. Executive Responsibilities 10 – Asset Protection

G. Executive Responsibilities 17 - Technology

H. Travel

I. Field Trips

J. Donations

Elaine Pfeifer moved to approve the consent agenda as presented with the above-noted addition to the personnel report. Karen Rubino seconded and the motion carried unanimously.

7. PRESENTATIONS

A. Washougal High School Improvement Plan

Aaron Hanson, WHS principal, thanked the board for coming to the high school. He appreciates the opportunity to show off the school. WHS staff agreed on a mantra, put into place last year after the accreditation process was finished: “The race to excellence has no finish line.” The staff has geared their school improvement plan (SIP) more in the direction of an action plan this year. They are celebrating what they do well, but always striving to identify the things they could do better, and working to prepare for whatever challenges are next. Aaron shared the school’s goals and results for the high school proficiency exam (HSPE) and end of course (EOC) exams. He also shared the data for the school on the OSPI 9-characteristics survey, and highlighted the work being done to improve the school climate. Aaron presented assessment data broken down for low-income students and students receiving special education services. From this data, staff has come to realize that these demographic groups need more assistance to perform at standard. Aaron shared the school’s processes for identifying and working with at-risk students. He also spoke about the success of the students who completed a collection of evidence (COE) in order to meet state graduation requirements. He explained how the staff is using the assessment data to direct instruction, as well as how they are looking at Panther Time data to refine that system. The school is working toward understanding grading practices and ways to make them more consistent and understandable throughout the school. This exercise is one more example of the way that the staff is listening to each other’s valid concerns and reasoning to determine the best practices.

Carol Boyden, Associate Principal, spoke about the Challenge Day event held this year. Owen Sanford and Christina Mackey applied for and received a grant to bring this program to WHS. This was an extremely powerful event for the 104 students and staff who were able to participate. The program promotes a “Be the Change” message, working toward a positive school climate. The school is working toward another grant to continue the program next year, and would hope to be able to include even more students. Christina spoke about this and the related efforts at the school to create a socially and emotionally healthy environment, so that student learning can be maximized, and the ultimate goal for students to be successful in all areas of their lives can be reached.

Marsha Spencer spoke about two new courses added at WHS this year: Digital Photography and Financial Fitness. She shared some of the student work from the photography class, photos with

inspirational messages overlaid that are being posted in the school. Financial fitness was very popular with the students, and additional sections of the course will be added next year.

Ed Fitts, math coach, spoke about his role in observing courses and providing feedback and instructional suggestions to math teachers. He emphasizes differentiation of curriculum, so that all students, even though they may be working at varied levels, can be successful.

Student Trenton Baldwin gave examples of some of the things he has learned in the Financial Fitness course: the difference between compound and simple interest, the specific definitions of mean, median and mode, and how to understand outstanding checks and deposits in an account. Marsha is thrilled with the success of this class.

Aaron showed a video highlighting the various and many achievements at WHS.

The board asked for and received further details about the plans for Challenge Day and Panther Time for next year. They also expressed their appreciation for the staff's work toward grading practices consistency, as well as the kinds of real-life learning opportunities being provided for students, as evidenced by the Financial Fitness course.

• **Staff Feedback Forum**

Marsha Spencer feels incredibly supported by the school, the administration and the board. She has been dealing with a difficult family situation lately, and has felt nothing but support. She appreciates and loves Washougal High School.

Susan Lewallen shared some of the many wonderful things about working in a district with a single high school. Students here have the opportunity to observe first hand the democratic process at work. They learn how to respectfully honor differences, without attacking others, and experience diversity. A small school provides teachers with the unique opportunity to watch students grow. At the end of the year, they may leave your class, but they remain your students. Susan also feels that in recent years, it has been easier to speak with the board and there are fewer filters in place. She hopes that continues. There is more frequent exchange of ideas and feedback. She would encourage the board to come and visit her classroom any time, so that she can show off what the students do.

Aaron Hansen added that this fall, there was a situation in his personal life involving his son, and he would like to thank everyone for the support he received. The board, administration and WHS staff were all extremely supportive and caring, and understanding that the situation meant that he couldn't be at school events as much as he would have liked.

Rhea Bohlin believes that the school's success comes in part from the staff being able to develop relationships with each other and students. There is a trusting environment here, ideas can be shared even if they are not agreed upon. This affects the working environment in a positive way, and this attitude is also promoted with students. It makes a difference that staff here call students by name when they see them in the halls. Staff are accessible for conversation. They realize that they are not just pushing a product out the door, but are developing people.

Christina Mackey shared her story of starting her new career at WHS in the "scariest way possible". However, this is the most supportive staff ever – patient, sometimes prodding, but always, always appreciative. She appreciates the treatment by both students and staff, and calls WHS "truly the best place to be."

• **Volunteer Feedback Forum**

Gail Anderson has served as a parent advisory committee (PAC) president and has volunteered on behalf of student clubs and athletics and fundraising efforts. It is very rewarding that even though this is a small PAC, what they say does matter, since there is a nice link with staff through Aaron Hansen. She would like to see more parent support at WHS, and anything that can be done to encourage parent involvement would be appreciated. Communication at this school is fabulous, with many teachers initiating frequent communication with parents. She receives responses to any emails or phone calls. Maybe parents need to know that it is okay to initiate contact, even once their students reach the high school grades. Gail appreciates that teachers here care enough to reach out to their students beyond the regular day, and she cited a particular example involving Mrs. Lewallen.

Wende Cayton is a WHS parent, but also an educator in another district. She attended a PAC meeting this year when grading, PLC time and Panther Time were discussed, which prompted her to think about the school's practices. She would encourage school administration to look at what is actually taking place between teachers and students during Panther Time, to better understand the students' needs and maximize the benefits of the time spent. Are the students really engaged during this time? She asks that the school take time to collect and analyze data around this program.

Amanda Klackner volunteers as the current PAC president. She feels there are great opportunities for volunteers at the high school, though they are often not as visible as they are in the lower grade levels. Parents are volunteering for Grad Night, concessions, with the arts, etc. It would be great to see even more, and also good to have more participation in the PAC meetings. Amanda thanks the staff here. The work teachers do is incredible at all levels, but being able to witness it here at WHS is truly amazing. Teachers provide above and beyond, as evidenced by Mrs. Good's weekend AP study sessions. Amanda's own daughter appreciated the extra time that teachers put in and felt that this effort helped her to pass the AP test. With so many budget cuts over the past few years, Amanda is grateful that the staff continue to be so dedicated to their students. She would suggest that parents can be better supported by district support of teachers, in keeping class sizes low. She hopes that the RIF resolution is procedural, and that cuts won't actually be made. She asked the board and administration to please take a very close look at the staffing numbers and understand how important this is to families. She appreciates the board's time and their openness to public comment.

Stephanie Burk says that the staff in this district is amazing. She appreciates how involved with students the teachers are, noting that they take a very proactive approach. She is very grateful for Panther Time, which helped her son tremendously after he missed some school due to an injury. She hopes the board will consider this as a great resource to students, since teachers are able to help in areas that parents cannot.

The board thanked the staff and volunteers for all of their very valuable input.

B. Intervention Grant Report – community Involvement Coordination

Camille Saari and Julie Vanover spoke about the progress made toward prevention efforts through the Intervention Grant. Camille is the newly hired community coordinator, and Julie works as the Intervention Specialist at WHS and Jemtegaard Middle School (JMS). Washougal was chosen to receive the grant in part due to the community's readiness and willingness to participate. The planning and implementation will be at least a 4-year process. Julie shared some of the benefits of the prevention series curriculum-based program for students. She also spoke of the prevention clubs at the schools, student leadership, a program for parents and the value of individual and group counseling services. Camille announced that the first community meeting will take place on May 31, at 4:00 at the Family Resource Center in Washougal. Carol Boyden expressed her appreciation

for the work that Julie is doing in the schools. The board also thanked Julie and Camille for their efforts.

C. Energy Savings Performance Proposal

Spencer Morgenthau and Joe Fuetsch, with McKinstry Energy and Facilities Services, presented the board with possible options for performance contracting to improve energy efficiency in district buildings. Under the performance contracting model, the energy savings contracting company guarantees the price of the work and materials as well as the amount of savings to be realized following that work. The program objectives are to promote environmentally sound conservation of electricity, heating fuel, water and the reduction of waste. Goals also include modernization of equipment to improve the comfort and quality of learning environments. The program strives to implement such a program on a self-funding basis by reducing costs within the existing operating budget, and utilizing energy and operations savings, utility rebates and incentives and tax credits and grants to pay for the improvements. Washington's *Jobs Now* grants provide a good opportunity for the district to obtain possible funding. The board will consider this proposal and discuss further at an upcoming meeting.

8. INFORMATION ITEMS

A. Policy 6220 – Bid Requirements, first reading

The board reviewed the proposed revisions to Policy 6220 regarding Bid Requirements and will bring this policy back to the next regular meeting for approval.

9. PROPOSAL FOR ACTION

A. 2012-13 Board Meeting Calendar, second reading

The board reviewed a proposed board meeting calendar for the 2012-13 academic year in which the board would meet once at each school building, similar to this year's schedule. Elaine Pfeifer moved to approve this calendar. Ron Dinius seconded and the motion carried unanimously.

B. Resolution 2011-12-07 – WIAA Membership, 2012-13

Elaine Pfeifer moved to approve Resolution 2011-12-07 regarding WIAA membership for the upcoming year. Terrie Hutchins seconded and the motion carried unanimously.

C. Resolution 2011-12-08 – Reduction in Force

Dawn Tarzian commented that this resolution has weighed on her heavily. The testimony shared tonight is absolutely correct. However, the May 15 Washington state annual deadline for notification forces the district into the situation of putting staff into this position while still planning for next year. Information regarding next year's revenues, enrollment counts and staffing certification requirements are not all available in time to meet the notification deadline. Decisions to refine the district's program every year to meet student needs must be made, and while the reduction in force resolution is not one that she is happy to bring to the board, it is necessary to make sure that programs will be in place that will serve the district's students for the upcoming year. Elaine, knowing how carefully Dawn has made these considerations and knowing that the district does not take this resolution lightly, moved to approve Resolution 2011-12-08 as presented. Ron Dinius seconded, based on the May 15 notification requirements. The motion carried unanimously.

10. FUTURE AGENDA ITEMS

The board would like to discuss the McKinstry presentation information at the May 22 meeting, as well as volunteer appreciation.

11. BOARD EVALUATION

Blaine Peterson collected the board's self-evaluation form from each board member present. The results are attached.

12. RECESS TO EXECUTIVE SESSION

A. RCW 42.30.140(4)(b) – Negotiations

B. RCW 42.30.110(1)(g) – Superintendent Evaluation

At 9:25 p.m., Elaine Pfeifer moved to recess to executive session for approximately 30 minutes, returning with no action. Karen Rubino seconded and the motion carried unanimously.

RETURN TO REGULAR SESSION

ADJOURN

The board returned to regular session for adjournment only. Elaine Pfeifer moved to adjourn at 10:05 p.m. Ron Dinius seconded, and the motion carried unanimously.

Dated this 22nd day of May 2012

President

Secretary to the Board

Board Self Evaluation Results												
May 8, 2012						board member:	1	2	3	4	5	Average
1.	The board followed its agenda and did not allow itself to get sidetracked.					5	4	4	4	4	5	4.4
2.	The agenda was well planned to focus on the real work of the board.					5	5	4	4	4	5	4.6
3.	The meeting started on time and proceeded in a timely manner.					4	4	5	3	4	4	4.0
4.	The meeting proceeded without interruptions or distractions.					4	5	3	4	4	5	4.2
5.	The board's deliberations and decision-making processes were public.					5	5	5	5	5	5	5.0
6.	Participation was balanced; all participated; no one dominated.					5	5	5	5	5	5	5.0
7.	Members listened attentively, avoiding side conversations.					5	5	4	5	5	5	4.8
8.	Work was conducted in an atmosphere of trust and openness.					5	5	5	5	5	5	5.0
9.	Meeting participants treated each other with respect and courtesy.					5	5	5	5	5	5	5.0
Point scoring system:												
1	Failed											
2	Unacceptable											
3	Acceptable											
4	Commendable											
5	Met Best Expectations											