

SPRINGWATER ENVIRONMENTAL SCIENCES SCHOOL

BOARD OF DIRECTORS

MEETING MINUTES

June 8, 2022

6:00pm Zoom

Register in advance for this meeting:

https://us02web.zoom.us/meeting/register/tZUkd-qogTijHNy8OBEmNx_26ggFb6Nvs8Po

After registering, you will receive a confirmation email containing information about joining the meeting.

The meeting will be conducted virtually in compliance with the State social distancing and indoor gathering regulations.

Greg Mylet (greg@springwaterschool.com) or Holly Johnston (hollyj@springwaterschool.com) can accept public comment related to posted agenda items prior to the meeting and they will be read aloud during the public comment time.

Executive Session (ORS 192.660(2)(i)) following the regular session.

“To review and evaluate the performance of the superintendent or any other public officer, employee or staff member, unless that person requests and open hearing.”

Call to Order: 6:07pm

Members Present: Nathalie Doherty, Devon Sommer, Cinda Scott, Mali Geister, Holly Johnston, Lissa Hettervig, Tina Marquez, Tory Blackwell (joins 7:20pm)

Members Absent: Chelsea Hamilton

Non-Voting member present: Greg Mylet

Staff Present: April Newlon, Kelsea Wagner, Amanda Schwanz joins at 7:02pm, Mark Lapides joins at 9:00pm

Community Present: Scott Newlon, Cheri Masshardt, Jessica Henrickson, Armondo Borboa, Becky Sharpe, Addie Hahn, Anna Murray, Jessica Palmer, Courtney Selby, Monica Burch, Debi Bereth, Megan Edmundson, Sara Head, Andrew Edmondson, Liz Mogil

**Motion to approve May 11, 2022, meeting minutes and executive session minutes. –
Approved by ALL**

Note for the record- Cinda leaves meeting for a few and rejoins.

Welcome potential board applicants! Jessica Henrickson and Sarah Head (joins at 6:39pm)

Jessica- Is a Kindergarten parent, she has helped with dine outs, parent council, volunteered, worked on Auction procurement and teacher appreciation. She is also a Girl scout leader and financial advisor. Jessica loves the Springwater community and with a Kinder and nearly 2-year-old she will be here for a while and considers Springwater her home. Her favorite part of being a Girl Scout leader is growing girls' confidence she also helps manage her husband's soccer team. In her financial advisor roll she works with ultra-high network companies and families G2 and G3 encouraging well stewardship, selects stock investments for trade and ad hawk. Personally, they are an outdoorsy family she enjoys gardening, clamming, and fishing.

Principal's Report:

We have almost made it to the end of the year. Greg shares screen- slides of photos. It has been exciting to come back to school in person and there have been some challenges, the joy overshadows the challenges. ODS was a success, Art and Friday field studies have been going well.

2022-2023 Calendar-

Changes were made since we last met. February conference around the long weekend, the Professional Development days align with OCSD. The first day of school will be September 6th.

Motion to Approve the 2022-2023 School year Calendar- Approved by All

Safety and Security-

Covid update, current cases have risen with in our school. We did have to move one FFS to virtual.

The recent Texas event makes up question our protocols, we are revisiting our safety assessments.

Holly- Reminder in a public meeting we don't want to share our vulnerability with the public we will discuss it further in executive session or have a separate private meeting.

Greg- We use the Standard Response Protocol, We love you guys. Teachers communicate with a Walkie-Talkie. Springwater did have a Threat Assessment May 2018 we had a safety consultation with some board members, the principal, and families. Changes have been made based upon the report, we do need to take another look and make more changes.

When we do drills, we describe to children what is happening and why based upon age and grade level.

Public Comment:

Cheri Massardt- Vulnerability, if we can't fully speak at this meeting then I would like to form a committee so parents can work together. A lot has changed in our country in the last 4 years, and I think a group of people vs individuals going to Greg can be more productive. I am asking to form a committee to work on this.

Tina- Reminds people, legally Greg cannot form a committee however we can as a board and invite Greg and other members of the community to join the committee.

Armondo Borboa- Some other schools have asked retired police paid or volunteer security from retired police or military. If they are part of the Springwater Community, then they would have a anecdotal vested interest in what happens on campus and are more likely to become involved more quickly then regular law enforcement officers.

Board Discussion-

Holly-Sounds like we need to develop a Board Safety Committee to handle matters; would anyone like to volunteer or what are your thoughts.

Mali- I think it is a great idea.

Nathalie- I agree

Cinda- What would the commitment level be? How many hours?

Tina- When I was part of the Safety Committee before it was probably 2-3 hours a month. Depending on the task. We had monthly meetings, took notes, reported to the board what we were working on and if there were physical things to tackle for example red emergency bags, updating phone numbers in each classroom, signs, developing care kits, first aid kits etc.

Holly- Whom might be interested? Nathalie, Cinda, Tina (advisory)

Motion to form a Safety Committee- Approved by ALL

Holly- And as for safety would the board consider hiring an armed safety officer at the school.

Mali- I am not interested.

Devon- This is nothing we've considered in the past and don't feel it is necessary. I am wondering how would OCSD feel about it? It could cause more harm than good.

Cinda- I think the Safety Committee can tackle the pros and cons

Devon- The money could be spent elsewhere to build up security like cameras etc.

Greg- As far as Administration, I would not be comfortable with a armed safety officer.

Nathalie- Let's let the safety committee tackle it.

Lissa- Agreed let the safety committee take it on.

Principal Report continues:

We are having the Evening of Excellence, 8th Grade Promotion, Community Salmon Bake, Field Day last day of school BBQ.

Introducing Sarah Head- Potential Board candidate-

Sarah- I want to join the board for several reasons and have wanted to for many years however work did not permit it. However, that is changing, I am a former Educator at Alliance Charter Academy, I have had multiple rolls in education. The skill set I bring to the board is an equity lens. I have delivered trainings in conflict resolution, problem solving in middle school, and I

know the burden of teachers as in how to support them. I run a farm, we have animals, flowers, CSA. I bring an environmental lens, I worked with Katie Raouli designing the flower arrangements for the Farm to Table dinner a few years ago. I would like the opportunity to get more flowers in people's hands. I have 2 kids at Springwater 1st and 3rd we applied every year to get our 3rd grader in. I have the drive and passion and want to offer all students the opportunity to be a part of Springwater. And is FREE!

Principle Report Continue-

Literacy Curriculum- The American Reading Curriculum K-5. Based on providing many levels of readers and based upon topics (ecosystems, weather etc.) It is a good fit for Project based learning, curriculum cost around \$45,000. Professional development \$15,000.

Fish Tank Learning- Is the 8th grade based on novel studies and nonfiction support materials.

Greg- I propose we adopt this curriculum.

Devon-Is this replacing a current curriculum?

Greg- Yes, we have had a patch work and each grade did something different.

Amanda- Yes, for as long as I've been here, we have just made it up as we went along.

Greg- This can be difficult for new people who have never designed their own curriculum before.

Cinda- Are these physical books?

Greg- Yes

Cinda- Would these stay at school, or would everyone have a copy to take home? And have other schools used this program before?

Greg- No other school that I am aware of has used this curriculum, however we have spent a lot of researching several.

Tory joins meeting at 7:20pm

Cinda- Have all the teachers been involved in the process along the way?

Greg- Yes

Amanda- Yes and I used this assessment tool before and can see the positive use of it in the future.

Motion to Adopt the Literacy Curriculum American Reading Company K-5 and Fish Tank Learning for 6th-8th grades. – Approved by All (Tory abstained due to late arrival)

Proposal for Blended Grades 2/3 & 4/5:

Amanda- The reason behind wanting the blended grades is you get to know the families so much better and the kids well over 2 years. They can blend and be reading partners and it helps equal out the opportunities to blend with other peers.

Tory- This blend will help the culture of the school.

Devon- Is the Triad blend still working that we did in 6/7/18

Greg- Yes

Tory- K-1 will they blend or remain separate?

Greg- Kindergarten will remain separate, 1st also. We are creating a schedule so the two teachers can meet regularly.

Tory- As far as professional growth will teachers still be able to have a leadership role.

Greg- PLC maybe need larger GPS. We will change a little how we do our leadership roles.

Holly- I'm wondering, we had this model before, and we spent a lot of time developing the Triad model and we only had a few good years then covid set in. I'm wondering if we gave the triad model enough time to be effective.

Greg- You are right, we can always return to it.

Public Comments:

Monica Burch- Do we have feedback from families about Triads? For some of us who aren't as familiar with how it went.

Greg- 3 groups (K,1,2) (3,4,5,) (6,7,8) Electives, Science Groups.

Amanda- Explains how skills blocks work and are blended.

Monica Burch- I've witnessed a nice blend of peers at FFS, I don't think we've given Triads its full potential. Thank you for explaining what it was. I would love to see the survey results and have additional clarification.

Liz Mogil- Survey Blends, I would like more information from families who have experienced it before.

Greg- Yes, most families gave good feedback.

Andrew Edmundson- I have a 5th grader and 2nd grader, I think the experience was different for both. What works for one doesn't work for all that can be said of teaches as well.

Environmental Teacher next year experience? Lesson the number of experiences? How do we keep the attention of a student who gets it and have extensions for those ready to move ahead?

Greg- This change could have less transitions.

Cinda- The selling point of Triads in the beginning was the blending of 3 grades.

Amanda- We haven't fully experienced that.

Greg- There wasn't enough time in the day and not enough time to develop it only pulling out a small part of the time.

Amanda- There will still be cross grade level interactions.

April Newlon- Will the younger grades blend? Is there concern for the older grades with Triads?

Andrew Edmundson- Teacher retention, we struggle with this. How can we turn the teacher retention around? Will having blended help with retention?

*Tina's internet cuts out 8:00pm-8:02pm

Greg- Explaining it to the new hires, having a co-teacher to bounce ideas off is essential. Teacher retention is an issue across the board now nationwide.

Holly- Regarding teacher retention last year exit and stay interviews, last year exit and stay interviews were conducted by a 3rd party consultant. Very likely we will be reviewing those reports to serve as a way for us to grow.

Greg- Narrowing the gap ages and longer time.

Nathalie- How much blending happens now?

Amanda- 3-5 minimum of 45 minutes 2xs a week, 30 minutes.

Nathalie- Leadership, how do the students have opportunities to show leadership?

Amanda-Natural leadership happens because you already have had some time with this teacher and the same class the prior year.

Mali- Waiting until the next meeting to vote is too long, I feel we should honor teachers asks.

Tory- I feel like we should appreciate this as an Environmental Science school as an experiment, we had a hypothesis and a conclusion and based upon our evidence we can now change our experiment.

Holly- What was good about the Triad model we would like to keep and preserve.

Amanda- Dreams that didn't get to happen, teams of teachers, lack of TOSA's

Holly- Was that pandemic related or budget related?

Amanda- Yes and yes.

Greg- Dreams vs what had developed.

Cinda- Top 3 things worth keeping? Try to make blends better.

Greg- Teacher leadership has been very positive.

Amanda- Teacher leadership and skills blocks.

Tory- Biomes and cross leadership.

Motion to approve blends 2/3 and 4/5- Approved by ALL

Stand at Ease: 8:40pm-8:47pm

Evaluations: The state said only formal evaluations on probationary teachers 3 years or less.

Motion to make a temporary change in school administrator conducting a formal evaluation on probationary teachers only 2021-2022 school year per ODE exemption. – Approved by ALL
Only 6 (4 wouldn't)

Public Comment:

Andrew Edmundson- I don't like the idea of having a gap in the record incase something comes back to bite us.

Greg- We will do a more formal evaluation of it next year.

Cheri Masshardt- How are students voices heard in this format?

Greg- Student/Parent feedback was anonymous. That is a good idea to collect feedback again later.

Tory- We have also experienced this in higher education this year.

Cheri- I would like in the future to have student feedback.

Budget Approval:

With great teachers, comes great experience, which puts them in a different part of the salary skills PERS 25% now.

We are 112K over budget.

Site construction, Web Site, Architect consultant, Curriculum adoption= 110K

2,000. Currently needs to come out of reserves. Cost savings would be prudent to get facilities plan deferment in place.

Oregon City Library just did this there are photos and a timeline in which to get projects done.

Motion to approve the Budget- Approved by ALL

Board Terms:

We need to decide if we are keeping a 9-person board or moving down to a 7 person. Several board members terms are expiring. We have 2 potential candidates. Holly proposes we move down to a 7-member board, to help stagger terms. Members expiring Chelsea, Mali, Tina, Tory. Stepping down Devon and Holly. Remaining Nathalie, Cinda, Lissa. Tina and Tory as officers have agreed to stay on for one more year to train replacements and allow for smoother transition. Nathalie has agreed to be the new Board Chair.

Motion to Re-Elect Tory Blackwell extension of board term for July 2022-2023 school year. - Approved by ALL (Tory abstains)

Motion to Re-Elect Tina Marquez extension of board term for July 2022-2023 school year. - Approved by ALL (Tina abstains)

Public Comment:

Andrew Edmundson- I was not aware we were short members. What will we do next year when those 2 members leave?

Mali- Historically we have been begging people to stay one more year based on no applicants.

Devon- My term was actually up last year.

Holly- We have posted needing applicants in all the weeklies for several months. We did get 2 applicants. Hopefully we will continue to get more moving forward for next year.

Motion to move down to a 7-member board- Approved by ALL

Motion to elect new board member Jessica Henrickson- Approved by ALL

Motion to elect new board member Sarah Head- Approved by ALL

Motion to elect Nathalie Doherty to Board Chair beginning July 1, 2022, fiscal year. - Approved by ALL (Nathalie abstains from the vote)

All board terms begin July 1. New Vice Chair will be? TBA Officers will be voted in at the next board meeting on July 13.

Greg- I want to thank Holly and all of the board members for their service during a difficult few years. We didn't have some of the difficulties that other schools had during this time due to your leadership. So, I want to thank you on behalf of all the students, staff, and school for all the work you have done over your time.

Public Comment:

Cheri Masshardt- With the middle school losing Cassandra it has really been felt. Now losing Dani, I am worried about the middle school! Finding a replacement that is passionate about middle school and literacy is vital. Can we ask for anonymous student feedback on a particular potential candidate? Also, to those who are leaving the board I want to thank you so much for your service, Devon, Mali, Holly, and Chelsea.

Greg- Hiring. We started early and got a lot of applicants, all middle school teachers and Kristen were able to weigh in and give feedback. We invited the candidates to teach a lesson one informal and one with curriculum content.

Cheri Masshardt- I have concerns about our middle schoolers being successful as they move on to High School. I am glad Troy is still staying but I'm still concerned.

Greg- I am happy to go into more specific details with you.

Anna Murry- Have we hired a middle school Language Arts teacher yet?

Greg- No

Anna- Then let's stop saying we have.

Greg- We will be hiring for that position at the next board meeting.

Tory- I do have one public comment from Chris Lobeck she sent an appreciation card to the board. (Tory reads) Thank you to all the board members for the gift card and for making me feel appreciated.

Budget Statement:

Checking account balance= \$492,353.49

Money Market account balance= \$861,977.18

Table Executive Session move to Special Session Tuesday June 14, 2022, 6pm via Zoom

Adjourn: 9:45pm

