

**MINUTES OF THE WORK SESSION OF GLADSTONE SCHOOL BOARD  
SCHOOL DISTRICT #115, CLACKAMAS COUNTY  
GLADSTONE, OREGON**

**October 26, 2022 – Minutes**

BOARD ATTENDANCE:

Stacie Moncrief, Chair  
Tracey Grant, Vice Chair  
Charlie Chu, Member  
Jeremy Shaw, Member  
Ginger Zimtbaum, Member

BOARD ABSENT:

Donna Diggs, Member  
Erik Richter, Member

Bob Stewart, Superintendent  
Jeremiah Patterson, Assistant Superintendent  
Natalie Weninger, Board Secretary

The Work Session meeting of the Gladstone School Board of Directors was held in person at the Administration Building on Wednesday, October 26, 2022.

**1. CALL WORK SESSION TO ORDER**

Board Chair Stacie Moncrief called the work session to order at 6:07 PM.

**2. BOARD TEAM BUILDING**

Board Chair Stacie Moncrief led the Board in a team building exercise used by teachers known as the “Get to know you Circle.”

**3. BOARD PRIORITY AND GOAL SETTING**

The Board began by using a classroom activity known as Graffiti Wall. They listed ideas on the whiteboard under Board Goals and under Board Priorities. Then the items were grouped into like categories: Equity Board training, revise Equity stance and create Equity Committee, attendance and chronic absenteeism, family engagement and involvement, student academic achievement with measurement opportunities, Board facilities review, Superintendent search, Boardmanship training with OSBA focusing on Board self-evaluation and operating agreements, enriching after school programs, increasing enrollment, student and staff well-being, budget monitoring, staff retention, aligning Board and district goals, increase communication between schools, Board website page. They then discussed in depth the items and picked their top five. It was the consensus of the Board that a couple of items were a given such as at some point a process to hire a new superintendent and a facilities review which would lead to a bond committee. They were in consensus that it was clear that many of the items belonged under both Board Goals and Board Priorities.

#### 4. DISCUSSION AND PLANNING

##### a. Board Work Sessions

There was discussion regarding the district focus groups presently under way and the upcoming requirements by the Oregon Department of Education (ODE) Aligning for Student Success: Integrated Guidance for Six ODE initiatives, outcomes leading the District towards goals which the Board could align with. They placed their top five ideas and selected topics for the upcoming work session's calendars for the current school year. The top five selected for Board focus were: Equity Board Training, Attendance/Chronic Absenteeism, Enriching After School Programs, Student Academic Achievement (which will include measurement and opportunities), and Increase Enrollment. There was a brief discussion regarding the Board plans to go for a bond measure. Bob Stewart advised the Board that a facilities needs assessment would need to start now if the target date was going to be the November 2024 ballot. The consensus of the Board was to have an attendance committee update monthly and share a deeper data report each month. There was discussion regarding the type of Equity training the Board should consider such as trainers with multiple perspectives. They discussed expanding the current district stance to other disproportionate groups. It was the consensus of the Board to have two work sessions a year dedicated to Board Equity Training. A motion for the Equity Training will be brought to the Board in regular session for action. They briefly discussed the anticipated budget cliff coming at the end of the 2023 calendar year. The State is predicting a recession. The Board had conversations regarding retaining students and increasing enrollment through after school engagement activities and family engagement opportunities and regarding meeting with the new City Council early in 2023 to discuss growth in Gladstone and affordable housing. Bob Stewart mentioned declining enrollment in Gladstone. Enrollment is approximately 262 students lower than pre-pandemic (2019-20 school year). In regards to bond measure work, Bob Stewart recommended the Board look at hiring an expert through the Oregon School Board Association (OSBA). He said the District will be summarizing all of the engagement activities as part of ODE's comprehensive plan due to the State in March. It could serve as a basis for the Board to align goals and priorities. The Board discussed enriching after school programs including the extended before and after school program. They would also like to see a new website for the district. The last time the website was professionally updated was in 2013. They discussed the upcoming work sessions and what they may focus on at those sessions for the remainder of the school year. Stacie Moncrief, Board Chair will provide the Superintendent with prompts for building administrators to provide written reports to the Board. The Board would like the district to schedule regular updates on student achievement. The district will develop a framework of the measurements used and sent to the Board prior to the report. There was a light conversation about the student liaison becoming a more active member of the Board.

5. ADJOURNMENT

The next regular School Board Meeting is scheduled at **6:00 PM on Wednesday, November 9, 2022**. Virtual meeting links will be posted for all meetings.

Board Chair Stacie Moncrief adjourned the work session at 8:49 pm.

ATTEST: DocuSigned by:  
*Stacie Moncrief*  
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Stacie Moncrief, Board Chair

11/17/2022  
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Date

DocuSigned by:  
*Bob Stewart*  
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Bob Stewart, Superintendent

11/17/2022  
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Date