

**LINCOLN COUNTY SCHOOL DISTRICT**  
**Board of Directors, Work Session**  
**Tuesday, April 26, 2016- 6:30 p.m.**  
**Newport High School- Boone Center**  
**Newport, Oregon**

**Minutes**

**PRESIDING:** Liz Martin, Chairman

**Present:** Liz Martin, Chairman; Amanda Remund, Vice Chairman; Ron Beck (arrived at approx. 7:20 p.m.), Kelley Ellis, Amanda Remund, Directors

**Also Present:** Steve Boynton, Superintendent; Michael Morgan, Director of Human Resources; Laurie Urquhart, Secretary

**Call to Order- Establishment of a Quorum**

Chairman Martin convened the meeting and called the session to order at 6:34 p.m. with a quorum of four board members present. Director Beck arrived later in the meeting due to a work conflict.

**Discussion on 2016/17 Superintendent Goals**

Chairman Martin noted that Director of Human Resources Michael Morgan researched different ways to evaluate the superintendent and the development of goals for him. He explained he was most familiar with Washington standards, his previous state of employment, and noted the board could use either performance based or outcome based standards. He distributed examples of different processes.

Director Ellis stated she would prefer to discuss goals for the superintendent, rather than an evaluation form. Director Bondley agreed. Superintendent Boynton noted he heard board members say in past conversations they would like to use outcome based goals, and said the evaluation instrument needs to be tied to the goals.

Mr. Boynton suggested the board develop a goal related to **fiscal outcomes**, and one related to **student achievement**. He asked the board to consider what other areas they would like to focus upon.

Discussion followed concerning how to measure whether all students are getting what they need as well as student satisfaction and bullying. Mr. Boynton noted that these are qualitative things based on feelings that change regularly. He suggested a goal of having **one state approved CTE pathway for each high school in the district**.

Mr. Boynton said he regularly uses an instrument to measure student growth using an X and Y axis. The top quadrant using this system is the “high growth, high achievement” quadrant. Mr. Boynton suggested a goal of **having all our schools in this top quadrant.**

Regarding the fiscal goal, Mr. Boynton noted the cash carryover has been intentionally built up to last over time. An appropriate level of cash carryover for the coming year, considering general fund dollars, would be 10% or approximately \$4 million. For the following year though, it would need to be adjusted down to 5% as cash will be spent to continue operations; a fiscal goal would need to be fluid, as conditions change year to year. The goals for the superintendent must reflect the plans developed by the district.

For the student achievement goal, the three “new” schools (grades 7 and 8) will mean those three will not have comparison data to the previous year. Discussion occurred regarding possibly have a goal for elementary, and a different goal for secondary schools. Several ideas were raised about which aspects to consider in this regard, including graduation rate, attendance, and student participation in co-curricular or extra-curricular activities. Mr. Morgan offered that the board would not have to look at the entire student population at once, but could look at some of the common assessments already in place, including STAR data.

Another suggestion was to consider data of like communities, and looking at students who have been in the district a certain length of time (three or five years, for instance). Unification of the district was also mentioned as something to look at, though this would need to be further defined.

Mr. Boynton stated he uses the “School Digger” website to explore school rankings. LCSD moved up to 104 of 148, from 111<sup>th</sup> place last year. “I would like us to be in the top 100,” said Boynton.

Director Beck said he would like goals that are “yes/no” goals (either it was met or it wasn’t). “I want objective data,” said Beck.

In summary, the board reached consensus to develop goals for the superintendent including a fiscal goal (likely related to the ending fund balance), one or two achievement goals (continuing to improve compared to the state average; having schools be in the high growth/high achievement quadrant), and a CTE goal (have one approved CTE pathway for each high school in the district).

Chairman Martin said she would like communication to increase, as she feels all of the good things going on in the district are not being communicated fully.

Superintendent Boynton and Director of Human Resources Michael Morgan will examine the different evaluation tools to identify one to match outcome based goals and will bring them back as a discussion item at an upcoming meeting.

The meeting was adjourned at 8:20 p.m.

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Chairman

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Superintendent