



Newberg Public Schools 29J
Board Agenda
April 11, 2023
Regular Session

Board Meeting –Agenda			
I.	Call to Order	Dave Brown	7:00 pm
II.	Flag Salute	Trevor Dehart	
III.	Recess to Executive Session as per: ORS 192.660 (2)(h): To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed		
IV.	Review Agenda: <ul style="list-style-type: none"> Additions and/or Deletions 	Dave Brown	
V.	Approval of Minutes: Approve 3.14.23 Board Minutes	Dave Brown	
VI.	Public Forum: Individuals who are onsite: During this portion of the Board Meeting, members of the public are specifically invited to present items of commendation and/or concerns. Personnel matters may not be discussed in public at a School Board meeting. Members of the public who have personnel concerns or commendations should share them directly with the district superintendent.		7:40 pm
VII.	Student Representatives, Board & Superintendent Comments		
VIII.	Consent Agenda: <ul style="list-style-type: none"> New hires & resignations Donation to NHS Resource Room– AFF Donation to District – ADEC 	Dave Brown	8:10 pm
IX.	Board Action Items: <ul style="list-style-type: none"> 2023/2024 Board Calendar 2023/2024 Academic Calendar 	Steve Phillips Steve Phillips	
X.	Reports, Presentations and Discussion Items: <ul style="list-style-type: none"> New Website Rollout World Language Adoption Parent Bill of Rights Update Budget Review Superintendent Review 	Scott Marlin/Rose Etherington Holly Miele/Brittany Morales Steve Phillips Heather Bixby Dave Brown	
XI.	Future Agenda Items: <ul style="list-style-type: none"> Principal Presentations 4.25 (NHS- Tami Erion, Dundee- Tim Wright) 		
XII.	Future Board Meeting: Policy Committee: April 19 th , 2023 @ 6:00 pm Executive Session: April 25 th , 2023 @ 6:00 pm (Superintendent Eval) Work Session: April 25 th , 2023 @ 7:00 pm Budget Committee: May 2 nd , 2023 @ 6:00 pm Regular Session: May 9 th , 2023 @ 7:00 pm		
	Adjourn Meeting		

NO PUBLIC COMMENTS DURING BOARD WORK SESSIONS- Thirty (30) minutes has been allotted for public comments, with a two (2) minute limit per person. Public comments will be processed in the order received. Comments may be submitted via email until 4 pm the Monday before regular session board meetings to: publiccomment@newberg.k12.or.us (If you do NOT receive a response of receipt of your public comment, please reach out to

Tabitha at 503.554.5041). Those submitted via email will be read by a board member or Superintendent unless otherwise noted. We will also accept comment cards, in person, from those wishing to speak on the evening of regular session meetings. Executive Session is closed to the public.

[Link to April 11, 2023 Board Meeting](#) To listen to the meeting, call one of these numbers and follow the prompts:

1-253-215-8782 or 1-301-715-8592 or login via Zoom, using **Meeting ID: 864 5247 3713; Passcode: 623375**

NEWBERG SCHOOL DISTRICT 29J
Board Regular Session Meeting, March 14, 2023
In Person / Virtual via Zoom Session

DRAFT MINUTES

BOARD MEMBERS PRESENT

Renee Powell
Brian Shannon
Dave Brown
Ron Rilee
Shelley Kolb
Trevor DeHart

BOARD MEMBERS ABSENT

Raquel Peregrino de Brito

STAFF PRESENT

Dr. Stephen W. Phillips, Superintendent
Tabitha Renne, Board Secretary
Scott Marlin, Technology Supervisor
Scott Linenberger, Director of HR
Heather Bixby, Director of Finance

OTHERS PRESENT

Rose Etherington - Communications

- I. **REGULAR SESSION CALL TO ORDER (Begins at approx. 12:15 on the YouTube Video Link)**
A duly called and noticed Regular Meeting of the Board of Directors of Newberg School District 29J was called to order by chair Dave Brown at 7:00 pm on Tuesday, March 14th 2023. Board members and staff were present, public attended in person and via Zoom Session.
This video session was recorded and posted on the Newberg School District website. [Board Meeting 3.14.23- YouTube](#)
- II. **FLAG SALUTE**
Trevor DeHart led the Board in the Pledge of Allegiance.
- III. **REVIEW AGENDA (Begins at approx. 12:55 on the YouTube Video link)**
Board chair, Brown, reviewed the agenda.
Scott Linenberger asked to have an adjustment made to the Consent Agenda removing second reading of policy JFCF.
- IV. **APPROVAL OF MINUTES (Begins at approx. 13:50 on the YouTube Video link)**
Motion: Move to approve the Board Minutes, as presented.
Motion: Director Kolb
2nd: Director Powell **Motion Passed: 6 Yes - 0 No**
- V. **PUBLIC COMMENTS (Begins at approx. 15:30 on the YouTube Video link)**
There was one (1) public comments that were submitted via email and read by Superintendent Phillips and four (4) public speakers (one speaker given two times) that addressed the Board, staff and community.
- VI. **CONSENT AGENDA: Chair Brown (Begins at approx. 27:50 on the YouTube Video link)**
Motion: Move to approve the Consent Agenda, as amended.
Motion: Director DeHart
2nd: Director Shannon **Motion Passed: 6 Yes - 0 No**

VII. BOARD ACTION ITEMS: (Begins at approx. 30:30 on the YouTube Video link)

BOARD GOALS

Motion: Move to approve the Board Goals, as presented.

Motion: Director DeHart

2nd: Director Shannon

Motion Passed: 6 Yes - 0 No

MATH ADOPTION POSTPONEMENT (Begins at approx. 41:15 on the YouTube Video link)

Motion: Move to approve the 1 year postponement of the adoption of Math Curriculum, as presented.

Motion: Director Shannon

2nd: Director Dehart

Motion Passed: 6 Yes - 0 No

SAIL BUILDING CONTRACT AWARD – Five Star Builders (Begins at approx. 44:00 on the YouTube Video link)

Motion: Move to approve the Small Construction Project contract for the Sail Building Addition with Five Star Builders, as presented.

Motion: Director Kolb

2nd: Director Dehart

Motion Passed: 6 Yes - 0 No

VIII. REPORTS, PRESENTATIONS AND DISCUSSION (Begins at approx. 1:08:35 on the YouTube Video link)

- **Integrated Plan** – Director Felizarta and her Teaching and Learning team, Holly Miele and Brittany Morales, presented to the board and public. After the presentation was completed, they opened the floor to public comment. The Integrated Plan was then presented to board as an action item:

Motion: Move to approve the Integrated Plan, as presented.

Motion: Director Shannon

2nd: Director Kolb

Motion Passed: 6 Yes - 0 No

BREAK

- **World Language Adoption (Begins at approx. 1:48:00 on the YouTube Video link)**
- **WESD Membership (Begins at approx. 1:49:45 on the YouTube Video link)**

Motion: Move to approve Opting in to WESD Membership, as presented.

Motion: Director Shannon

2nd: Director Kolb

Motion Passed: 6 Yes - 0 No

- **2023/2024 Academic & Board Calendars (Begins at approx. 1:52:35 on the YouTube Video link)**
- **Budget Review (Begins at approx. 1:54:55 on the YouTube Video link)**

IX. BOARD AND SUPERINTENDENT COMMENTS (Begins at approx. 2:00:05 on the YouTube Video link)

X. FUTURE AGENDA ITEMS

- 2023/2024 Academic Calendar Approval 4.11.23
- 2023/2024 Board Calendar Approval 4.11.23
- World Language Adoption Public Comment 4.11.23

XIII. FUTURE BOARD MEETING:

- NO Work Session for March – Spring Break
- Budget Committee Work Session/Training Session 4.11.23 @ 6:00pm
- Regular Session 4.11.23 @ 6:00pm
- Work Session 4.25.23 @ 6:00pm

Adjourn Meeting

Meeting adjourned at 9:05 pm

Recorded by: Tabitha Renne, Board Secretary

Approved by Board of Directors on _____

Chair Dave Brown



Newberg Public Schools 29J Board Meeting Date: April 11th, 2023

ITEM: Consent Agenda
PRESENTER: Director Dave Brown

ACTION

Accept Temporary Teacher Contract: Effective March 6, 2023

Cheryl Doe — Teacher, Catalyst High School

Accept Probationary Teacher Contract: Effective July 1, 2023

Jessica Abbott — Teacher, Newberg High School

Andrew Dunn — Teacher, Newberg High School

Laura Gill — Teacher, Mabel Rush Elementary School

Nova McCool — Autism Spectrum Disorder Specialist, District Office

Elizabeth Mickelson — Teacher, Antonia Crater Elementary School

Accept Licensed Teacher Resignation: Effective June 16, 2023

Jessica Davies — Teacher, Ewing Young Elementary School

Karla Hernandez-Ortiz — Teacher, Edwards Elementary School

BACKGROUND:

Pursuant to ORS 342.513: Each district school board shall give written notice of the renewal or nonrenewal of the contract for the following school year by March 15 of each year to all teachers and administrators in its employ who are not contract teachers as defined in ORS 342.815. Pursuant to ORS 342.845, the district school board shall provide notice of contract extension or non-extension to administrators employed by the District.

First-year probationary administrators recommended for second-year probationary contract for the 2023-24 school year.

Amy Stephens

Chris Stevens

Donation(s):

- Accept the Jade Air Purifiers and misc filters donated from A-dec to be used throughout the Newberg School district buildings.
- Accept the donation/grant from AFF (Austin Family Foundation) for the NHS Resource Room in the amount of \$10,000.00

RECOMMENDATION:

Move that the Newberg School District Board of Directors approve the consent agenda as presented.

Newberg High School Resource Room

AFF Small Grants Program

Newberg Public Schools

Mr Stephen Walter Phillips
714 E. 6th St.
Newberg, OR 97132

phillipss@newberg.k12.or.us
O: 503-554-5042
M: 541-212-3579

Ms Jan Robin Hart

2400 Douglas Ave
Newberg, OR 97132

janrhart@gmail.com
O: 503-550-1967

FollowUp Form

Award Letter

Grant Award

We are pleased to inform you that your organization was chosen to receive an Austin Family Foundation grant. The grant purpose and award terms indicated in this form. Your organization's endorsement of the grant check, as well as the electronic signature below will constitute agreement to use the funds for the grant purpose and in accordance with the terms of this letter.

Terms & Conditions

Project Name

Name of Project.

Newberg High School Resource Room

Amount Awarded

\$10,000.00

Decision Comments

[Unanswered]

GRANT TERMS

- **Tax Exempt Status:** Your organization must be in good standing with the IRS, retain tax exempt status, and be further classified as a public charity and not a private foundation.
- **Changes in Operations or Tax Status:** You must notify the Austin Family Foundation (the "Foundation") of any development that significantly affects the operation of the organization. You must notify the Foundation immediately if there are any changes in your organization's status or tax classification. In the event of loss of tax-exempt status, any unspent funds shall be returned to the Foundation immediately.
- **Changes in Grant Purpose:** Prior approval from the Foundation must be obtained for any modifications to project objectives, site, personnel, timeline or budget.
- **Grant Records:** Full records of revenues and expenditures related to this grant must be made available upon the Foundation's request.
- **No personal benefit:** The foundation's donors and staff are to receive no personal benefits or services for this grant that are not otherwise extended to the general public without cost.

ACCEPTANCE OF TERMS & CONDITIONS*

This grant is conditional upon Grantee's acceptance of the terms and conditions set forth herein. By selecting the "I Accept Grant Terms and Conditions" below, Grantee agrees to accept and comply with the stated terms and conditions of this grant.

I Accept Grant Terms and Conditions

AUTHORIZED SIGNATURE

By typing in your Name, Title, and Date in the spaces below, you confirm that you are authorized to make legal contracts for the Grantee and that you agree to enter into this agreement by electronic means.

Name*

Stephen W. Phillips

Title*

Superintendent

Date*

03/15/2023

File Attachment Summary

Applicant File Uploads

No files were uploaded



Newberg School District BOARD Calendar (190) 2023-24

DRAFT OPT 2b Tri

S- Student Days/T- Teacher Days

N Non Contract Day for Teachers
(No School for Students)

SI In-Service Day for Teachers
(No School for Students)

H Holiday

X Student Half Day

L Last Day of School for All Students

P Grading and Prep Days (No School for Students)

D Professional Learning Days (No School for Students)

C Conferences (No School for Students)

Calendar Information

First Day of School: September 5 (K-5, 6th, 9th grades, Catalyst)

September 6 (7th/8th, 10th-12th grades)

Last Day of School: June 14

Trimester 1 Ends—December 1

Trimester 2 Ends—March 14

Trimester 3 Ends - June 14

October 11
October 11 – 12
November 10

Half Day
Conferences
Veterans Day
Obsv.

November 20
November 21 – 24

In-Service Day
Thanksgiving
Holiday

December 4
December 18 – Jan 1

Staff Prep
Winter Break

January 2

Staff PD/Prep
MLK Jr Day

January 15

Half Day

February 1

Conferences

February 1-2

President's Day

February 19

Staff Prep

March 15

Spring Break

March 25 – 29

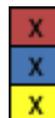
Memorial Day

May 27

Last Day of
School

June 14

Potential snow make up days
First/Last day of school
Staff Development/Prep day



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Trimester Support for T & L Objectives & Board Goals

Specific support to NPS Board Goals:

1. Increase Academic Achievement
 - More class time for core subjects without sacrificing well rounded course offerings in the school year
 - More time for enrichment and interventions
 - On-track improvement: failed classes can be retaken immediately
 - Increased opportunities for growing our CTE program with dual credit

Specific support to Board Priorities:

- A. Provide a safe OPTIMAL learning environment:
 - Increased class time is more optimal for CTE programs (welding, construction, cooking, etc.), science labs, music classes, and other disciplines that do not have enough time in a class period on a standard 7 period schedule
- F. Support extra curricular activities:
 - Smaller percentage of class time is missed for students balancing early departures for sports/music performances/extracurricular activities (dismissals vary, but a common 3pm dismissal for sports translates to missing 12 class periods per season)
 - Seasons of activities are aligned with breaks of trimester
- H. Support Career Technical Education and Vocational Training
 - The trimester allows for more setup and work time during a class period
 - More time creates a safer environment, less rushing with machinery/tools
 - Easier scheduling for internships, work experience opportunities (travel time between buildings, community locations for work)

Specific support to Integrated Plan Objectives:

1. Increase math performance scores to 90% for all students
 - Trimesters build in more time to class instruction and practice, and extra math sections available for students that need more instruction
2. Increase literacy performance scores to 90% for all students
 - Trimesters build in more time to class instruction and practice, and add an extra section of ELA for students that need more instruction
3. Improve attendance rates (above 90%) and graduation rates (above 95%)
 - Trimesters can provide more high interest courses, less overload
 - Supports can be absorbed into scheduling to maintain on-track to graduation
4. Ensure that all students can access CTE pathways
 - Trimesters will help to build our pathways with time to support that work, and class time that is appropriate for this programming

Further research on trimester scheduling advantages/disadvantages.



Newberg School District Academic Calendar (190) 2023-24

DRAFT OPT 2b Tri

S- Student Days/T- Teacher Days

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(No School for Students)

SI In-Service Day for Teachers
(No School for Students)

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October 11 Half Day
October 11 – 12 Conferences
November 10 Veterans Day Obsv.

November 20 In-Service Day
November 21 – 24 Thanksgiving Holiday

December 4 Staff Prep
December 18 – Jan 1 Winter Break

January 2 Staff PD/Prep
January 15 MLK Jr Day

February 1 Half Day
February 1-2 Conferences

February 19 President's Day
March 15 Staff Prep

March 25 – 29 Spring Break
May 27 Memorial Day

June 14 Last Day of School

Potential snow make up days
First/Last day of school
Staff Development/Prep day



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Newberg Public Schools

General Ledger - Element Summary Report

Fiscal Year: 2022-2023 From Date: 3/1/2023 To Date: 3/31/2023

Account Mask: ????????????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / FUNCTION	Adjusted Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Remains
100 - GENERAL FUND						
1000 - INSTRUCTION	\$34,090,120.00	\$2,830,666.08	\$19,156,510.40	\$12,743,829.90	\$2,189,779.70	6.42%
2000 - SUPPORT SERVICES	\$22,258,105.00	\$2,124,080.82	\$14,298,903.03	\$5,099,898.35	\$2,859,303.62	12.85%
3000 - ENTERPRISE/COMMUNITY SRVS	\$2,500.00	\$0.00	\$0.00	\$0.00	\$2,500.00	100.00%
5000 - OTHER USES	\$13,500.00	\$0.00	\$0.00	\$0.00	\$13,500.00	100.00%
6000 - CONTINGENCIES	\$1,050,000.00	\$0.00	\$0.00	\$0.00	\$1,050,000.00	100.00%
7000 - UNAPPROPRIATED ENDING BAL	\$2,630,000.00	\$0.00	\$0.00	\$0.00	\$2,630,000.00	100.00%
100 - GENERAL FUND Total:	\$60,044,225.00	\$4,954,746.90	\$33,455,413.43	\$17,843,728.25	\$8,745,083.32	14.56%
201 - FEDERAL GRANTS						
1000 - INSTRUCTION	\$2,948,348.00	\$194,231.95	\$2,227,572.38	\$404,311.54	\$316,464.08	10.73%
2000 - SUPPORT SERVICES	\$6,929,532.00	\$94,663.75	\$1,570,840.41	\$361,963.41	\$4,996,728.18	72.11%
3000 - ENTERPRISE/COMMUNITY SRVS	\$17,008.00	\$0.00	\$0.00	\$0.00	\$17,008.00	100.00%
201 - FEDERAL GRANTS Total:	\$9,894,888.00	\$288,895.70	\$3,798,412.79	\$766,274.95	\$5,330,200.26	53.87%
202 - SPECIAL REVENUE						
1000 - INSTRUCTION	\$45,000.00	\$0.00	\$0.00	\$0.00	\$45,000.00	100.00%
2000 - SUPPORT SERVICES	\$242,000.00	\$147.00	\$8,434.64	\$0.00	\$233,565.36	96.51%
202 - SPECIAL REVENUE Total:	\$287,000.00	\$147.00	\$8,434.64	\$0.00	\$278,565.36	97.06%
203 - PERS RESERVE FUND						
7000 - UNAPPROPRIATED ENDING BAL	\$800,000.00	\$0.00	\$0.00	\$0.00	\$800,000.00	100.00%
203 - PERS RESERVE FUND Total:	\$800,000.00	\$0.00	\$0.00	\$0.00	\$800,000.00	100.00%
204 - STUDENT BODY FUNDS						
1000 - INSTRUCTION	\$1,826,000.00	\$4,965.37	\$75,587.46	\$31,319.63	\$1,719,092.91	94.15%
7000 - UNAPPROPRIATED ENDING BAL	\$219,000.00	\$0.00	\$0.00	\$0.00	\$219,000.00	100.00%
204 - STUDENT BODY FUNDS Total:	\$2,045,000.00	\$4,965.37	\$75,587.46	\$31,319.63	\$1,938,092.91	94.77%
206 - SCHOLARSHIPS						
1000 - INSTRUCTION	\$2,000.00	\$0.00	\$0.00	\$0.00	\$2,000.00	100.00%
3000 - ENTERPRISE/COMMUNITY SRVS	\$8,000.00	\$0.00	\$0.00	\$0.00	\$8,000.00	100.00%
7000 - UNAPPROPRIATED ENDING BAL	\$151,500.00	\$0.00	\$0.00	\$0.00	\$151,500.00	100.00%
206 - SCHOLARSHIPS Total:	\$161,500.00	\$0.00	\$0.00	\$0.00	\$161,500.00	100.00%
251 - SIA						
1000 - INSTRUCTION	\$2,094,409.00	\$164,731.49	\$1,055,399.98	\$781,637.11	\$257,371.91	12.29%
2000 - SUPPORT SERVICES	\$1,614,000.00	\$333,339.35	\$1,059,351.43	\$488,796.82	\$65,851.75	4.08%
251 - SIA Total:	\$3,708,409.00	\$498,070.84	\$2,114,751.41	\$1,270,433.93	\$323,223.66	8.72%
252 - HIGH SCHOOL SUCCESS						

Newberg Public Schools

General Ledger - Element Summary Report

Fiscal Year: 2022-2023 From Date: 3/1/2023 To Date: 3/31/2023

Account Mask: ????????????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / FUNCTION	Adjusted Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Remains
1000 - INSTRUCTION	\$949,808.00	\$91,608.61	\$699,516.46	\$436,099.74	(\$185,808.20)	-19.56%
2000 - SUPPORT SERVICES	\$361,000.00	\$5,692.87	\$42,072.72	\$28,464.73	\$290,462.55	80.46%
252 - HIGH SCHOOL SUCCESS Total:	\$1,310,808.00	\$97,301.48	\$741,589.18	\$464,564.47	\$104,654.35	7.98%
260 - STATE & LOCAL GRANTS						
1000 - INSTRUCTION	\$898,285.00	\$11,663.04	\$567,527.66	\$8,181.08	\$322,576.26	35.91%
2000 - SUPPORT SERVICES	\$415,500.00	\$0.00	\$342,421.61	\$750.00	\$72,328.39	17.41%
3000 - ENTERPRISE/COMMUNITY SRVS	\$0.00	\$0.00	\$43,200.00	\$0.00	(\$43,200.00)	100.00%
260 - STATE & LOCAL GRANTS Total:	\$1,313,785.00	\$11,663.04	\$953,149.27	\$8,931.08	\$351,704.65	26.77%
270 - PRIVATE DONATIONS						
1000 - INSTRUCTION	\$688,000.00	\$43,075.87	\$232,981.05	\$32,951.80	\$422,067.15	61.35%
2000 - SUPPORT SERVICES	\$112,000.00	\$243.20	\$5,507.17	\$1,172.54	\$105,320.29	94.04%
7000 - UNAPPROPRIATED ENDING BAL	\$300,000.00	\$0.00	\$0.00	\$0.00	\$300,000.00	100.00%
270 - PRIVATE DONATIONS Total:	\$1,100,000.00	\$43,319.07	\$238,488.22	\$34,124.34	\$827,387.44	75.22%
299 - NUTRITION SERVICES						
3000 - ENTERPRISE/COMMUNITY SRVS	\$2,409,796.00	\$170,682.75	\$1,277,086.36	\$424,828.04	\$707,881.60	29.38%
299 - NUTRITION SERVICES Total:	\$2,409,796.00	\$170,682.75	\$1,277,086.36	\$424,828.04	\$707,881.60	29.38%
300 - DEBT SERVICE						
7000 - UNAPPROPRIATED ENDING BAL	\$581,975.00	\$0.00	\$0.00	\$0.00	\$581,975.00	100.00%
300 - DEBT SERVICE Total:	\$581,975.00	\$0.00	\$0.00	\$0.00	\$581,975.00	100.00%
301 - PERS BOND 2003						
5000 - OTHER USES	\$4,257,570.00	\$0.00	\$523,783.25	\$0.00	\$3,733,786.75	87.70%
301 - PERS BOND 2003 Total:	\$4,257,570.00	\$0.00	\$523,783.25	\$0.00	\$3,733,786.75	87.70%
302 - DEBT SERVICE LONG TERM						
5000 - OTHER USES	\$85,000.00	\$21,081.00	\$70,270.00	\$17,078.91	(\$2,348.91)	-2.76%
302 - DEBT SERVICE LONG TERM Total:	\$85,000.00	\$21,081.00	\$70,270.00	\$17,078.91	(\$2,348.91)	-2.76%
303 - DEBT SERVICES						
5000 - OTHER USES	\$6,155,000.00	\$0.00	\$0.00	\$0.00	\$6,155,000.00	100.00%
303 - DEBT SERVICES Total:	\$6,155,000.00	\$0.00	\$0.00	\$0.00	\$6,155,000.00	100.00%
304 - DEBT SERVICES						
5000 - OTHER USES	\$50,025.00	\$0.00	\$25,012.50	\$0.00	\$25,012.50	50.00%
304 - DEBT SERVICES Total:	\$50,025.00	\$0.00	\$25,012.50	\$0.00	\$25,012.50	50.00%
410 - CAPITAL PROJECTS						
2000 - SUPPORT SERVICES	\$168,551.00	\$11,892.56	\$85,570.29	\$35,677.83	\$47,302.88	28.06%
4000 - FACILITIES ACQ & CONSTRCT	\$165,457,489.00	\$6,556,491.98	\$44,100,547.08	\$87,305,567.01	\$34,051,374.91	20.58%
410 - CAPITAL PROJECTS Total:	\$165,626,040.00	\$6,568,384.54	\$44,186,117.37	\$87,341,244.84	\$34,098,677.79	20.59%

Newberg Public Schools

General Ledger - Element Summary Report

Fiscal Year: 2022-2023 From Date: 3/1/2023 To Date: 3/31/2023

Account Mask: ??????????????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / FUNCTION	Adjusted Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Remains
415 - CONSTRUCTION EXCISE TAX						
2000 - SUPPORT SERVICES	\$1,000,000.00	\$0.00	\$0.00	\$0.00	\$1,000,000.00	100.00%
4000 - FACILITIES ACQ & CONSTRCT	\$910,000.00	\$0.00	\$546,893.98	\$0.00	\$363,106.02	39.90%
415 - CONSTRUCTION EXCISE TAX Total:	\$1,910,000.00	\$0.00	\$546,893.98	\$0.00	\$1,363,106.02	71.37%
Grand Total:	\$261,741,021.00	\$12,659,257.69	\$88,014,989.86	\$108,202,528.44	\$65,523,502.70	25.03%

End of Report

Newberg Public Schools

General Ledger - Element Summary Report

Fiscal Year: 2022-2023 From Date:3/1/2023 To Date:3/31/2023

Account Mask: ????????????????????

Account Type: REVENUE

Print accounts with zero balance Include Inactive Accounts Include PreEncumbrance

FUND / OBJECT	Adjusted Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Remains
100 - GENERAL FUND						
1110 - AD VALOREM TAX BY DISTRCT	(\$18,200,000.00)	(\$329,707.40)	(\$18,777,055.42)	\$0.00	\$577,055.42	-3.17%
1510 - INTEREST ON INVESTMENTS	(\$160,000.00)	(\$2,233.91)	(\$142,855.70)	\$0.00	(\$17,144.30)	10.72%
1740 - HS ATHLETIC PARTICPTN FEE	(\$100,000.00)	(\$11,850.00)	(\$29,579.00)	\$0.00	(\$70,421.00)	70.42%
1810 - COMMUNITY SVCS ACTIVITIES	(\$11,000.00)	\$0.00	\$0.00	\$0.00	(\$11,000.00)	100.00%
1910 - RENTALS	(\$40,000.00)	\$0.00	(\$4,566.83)	\$0.00	(\$35,433.17)	88.58%
1960 - RECOV PRIOR YRS EXP	(\$200,000.00)	\$0.00	(\$2,122.81)	\$0.00	(\$197,877.19)	98.94%
1980 - FEES CHARGED TO GRANTS	(\$175,000.00)	\$0.00	\$0.00	\$0.00	(\$175,000.00)	100.00%
1990 - MISCELLANEOUS	(\$110,000.00)	(\$95.00)	(\$12,855.02)	\$0.00	(\$97,144.98)	88.31%
2100 - UNRESTRICTED REVENUE	(\$1,410,000.00)	(\$577,197.88)	(\$933,911.57)	\$0.00	(\$476,088.43)	33.77%
3100 - UNRESTRICTED STATE GRANTS	(\$32,263,225.00)	\$0.00	(\$21,259,042.64)	\$0.00	(\$11,004,182.36)	34.11%
3290 - Undesignated	(\$175,000.00)	\$0.00	\$0.00	\$0.00	(\$175,000.00)	100.00%
5300 - SALE COMP LOSS FXD ASSETS	\$0.00	(\$17,870.00)	(\$17,870.00)	\$0.00	\$17,870.00	100.00%
5400 - RESOURCES BEG FUND BAL	(\$7,200,000.00)	\$0.00	(\$7,475,006.51)	\$0.00	\$275,006.51	-3.82%
100 - GENERAL FUND Total:	(\$60,044,225.00)	(\$938,954.19)	(\$48,654,865.50)	\$0.00	(\$11,389,359.50)	18.97%
201 - FEDERAL GRANTS						
2200 - RESTRICTED REVENUE	\$0.00	\$0.00	(\$15,032.65)	\$0.00	\$15,032.65	100.00%
3290 - Undesignated	(\$6,567,002.00)	\$0.00	\$0.00	\$0.00	(\$6,567,002.00)	100.00%
4500 - RESTR REV FED GOV TO STAT	(\$19,893,956.00)	\$0.00	(\$349,304.26)	\$0.00	(\$19,544,651.74)	98.24%
201 - FEDERAL GRANTS Total:	(\$26,460,958.00)	\$0.00	(\$364,336.91)	\$0.00	(\$26,096,621.09)	98.62%
202 - SPECIAL REVENUE						
1910 - RENTALS	(\$47,000.00)	(\$3,585.80)	(\$35,113.27)	\$0.00	(\$11,886.73)	25.29%
5400 - RESOURCES BEG FUND BAL	(\$240,000.00)	\$0.00	(\$257,532.86)	\$0.00	\$17,532.86	-7.31%
202 - SPECIAL REVENUE Total:	(\$287,000.00)	(\$3,585.80)	(\$292,646.13)	\$0.00	\$5,646.13	-1.97%
203 - PERS RESERVE FUND						
5400 - RESOURCES BEG FUND BAL	(\$800,000.00)	\$0.00	(\$700,000.00)	\$0.00	(\$100,000.00)	12.50%
203 - PERS RESERVE FUND Total:	(\$800,000.00)	\$0.00	(\$700,000.00)	\$0.00	(\$100,000.00)	12.50%
204 - STUDENT BODY FUNDS						
1720 - BOOKSTORE SALES	(\$40,000.00)	\$0.00	\$0.00	\$0.00	(\$40,000.00)	100.00%
1730 - STDNT ORG MEMB DUES/FEES	(\$15,000.00)	\$0.00	\$0.00	\$0.00	(\$15,000.00)	100.00%
1740 - HS ATHLETIC PARTICPTN FEE	(\$400,000.00)	\$0.00	\$0.00	\$0.00	(\$400,000.00)	100.00%
1750 - CONCESSIONS	(\$25,000.00)	\$0.00	\$0.00	\$0.00	(\$25,000.00)	100.00%
1760 - CLUB FUND RAISING	(\$800,000.00)	\$0.00	\$0.00	\$0.00	(\$800,000.00)	100.00%
1810 - COMMUNITY SVCS ACTIVITIES	(\$15,000.00)	\$0.00	\$0.00	\$0.00	(\$15,000.00)	100.00%

Newberg Public Schools

General Ledger - Element Summary Report

Fiscal Year: 2022-2023 From Date: 3/1/2023 To Date: 3/31/2023

Account Mask: ????????????????????

Account Type: REVENUE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / OBJECT	Adjusted Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Remains
1920 - CONTR/DON PRIVATE SOURCES	(\$100,000.00)	\$0.00	\$0.00	\$0.00	(\$100,000.00)	100.00%
1990 - MISCELLANEOUS	(\$150,000.00)	(\$6,998.85)	(\$36,290.02)	\$0.00	(\$113,709.98)	75.81%
5400 - RESOURCES BEG FUND BAL	(\$500,000.00)	\$0.00	(\$836,291.76)	\$0.00	\$336,291.76	-67.26%
204 - STUDENT BODY FUNDS Total:	(\$2,045,000.00)	(\$6,998.85)	(\$872,581.78)	\$0.00	(\$1,172,418.22)	57.33%
206 - SCHOLARSHIPS						
1510 - INTEREST ON INVESTMENTS	(\$1,500.00)	\$0.00	(\$2,604.93)	\$0.00	\$1,104.93	-73.66%
5400 - RESOURCES BEG FUND BAL	(\$160,000.00)	\$0.00	(\$161,539.45)	\$0.00	\$1,539.45	-0.96%
206 - SCHOLARSHIPS Total:	(\$161,500.00)	\$0.00	(\$164,144.38)	\$0.00	\$2,644.38	-1.64%
251 - SIA						
3290 - Undesignated	(\$3,708,409.00)	\$0.00	(\$1,781,620.00)	\$0.00	(\$1,926,789.00)	51.96%
5400 - RESOURCES BEG FUND BAL	\$0.00	\$0.00	(\$43,082.41)	\$0.00	\$43,082.41	100.00%
251 - SIA Total:	(\$3,708,409.00)	\$0.00	(\$1,824,702.41)	\$0.00	(\$1,883,706.59)	50.80%
252 - HIGH SCHOOL SUCCESS						
3290 - Undesignated	(\$1,310,808.00)	\$0.00	(\$257,612.25)	\$0.00	(\$1,053,195.75)	80.35%
5400 - RESOURCES BEG FUND BAL	\$0.00	\$0.00	\$15,946.79	\$0.00	(\$15,946.79)	100.00%
252 - HIGH SCHOOL SUCCESS Total:	(\$1,310,808.00)	\$0.00	(\$241,665.46)	\$0.00	(\$1,069,142.54)	81.56%
260 - STATE & LOCAL GRANTS						
2100 - UNRESTRICTED REVENUE	(\$27,000.00)	\$0.00	\$0.00	\$0.00	(\$27,000.00)	100.00%
2190 - Undesignated	(\$84,000.00)	(\$28,994.91)	(\$28,994.91)	\$0.00	(\$55,005.09)	65.48%
3290 - Undesignated	(\$857,785.00)	(\$3,300.00)	(\$1,300,931.14)	\$0.00	\$443,146.14	-51.66%
5400 - RESOURCES BEG FUND BAL	\$0.00	\$0.00	\$201,840.40	\$0.00	(\$201,840.40)	100.00%
260 - STATE & LOCAL GRANTS Total:	(\$968,785.00)	(\$32,294.91)	(\$1,128,085.65)	\$0.00	\$159,300.65	-16.44%
270 - PRIVATE DONATIONS						
1920 - CONTR/DON PRIVATE SOURCES	(\$800,000.00)	(\$10,004.25)	(\$499,129.37)	\$0.00	(\$300,870.63)	37.61%
5400 - RESOURCES BEG FUND BAL	(\$300,000.00)	\$0.00	(\$442,675.09)	\$0.00	\$142,675.09	-47.56%
270 - PRIVATE DONATIONS Total:	(\$1,100,000.00)	(\$10,004.25)	(\$941,804.46)	\$0.00	(\$158,195.54)	14.38%
299 - NUTRITION SERVICES						
1600 - FOOD SERVICE	(\$616,600.00)	\$0.00	\$595.70	\$0.00	(\$617,195.70)	100.10%
1630 - OTHER FOOD SALES	\$0.00	\$0.00	(\$6,702.73)	\$0.00	\$6,702.73	100.00%
1640 - Undesignated	\$0.00	(\$4,261.75)	(\$47,068.31)	\$0.00	\$47,068.31	100.00%
1990 - MISCELLANEOUS	(\$2,000.00)	\$0.00	(\$1,675.30)	\$0.00	(\$324.70)	16.24%
3100 - UNRESTRICTED STATE GRANTS	(\$19,000.00)	\$0.00	\$0.00	\$0.00	(\$19,000.00)	100.00%
3200 - OTHER ENTERPRISE SERVICES	(\$58,000.00)	\$0.00	\$0.00	\$0.00	(\$58,000.00)	100.00%
4500 - RESTR REV FED GOV TO STAT	(\$1,267,000.00)	\$0.00	\$0.00	\$0.00	(\$1,267,000.00)	100.00%
4550 - Undesignated	\$0.00	\$0.00	(\$53,355.82)	\$0.00	\$53,355.82	100.00%

Newberg Public Schools

General Ledger - Element Summary Report

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Account Mask: ????????????????????

Account Type: REVENUE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / OBJECT	Adjusted Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Remains
4590 - Undesignated	\$0.00	\$0.00	(\$82,578.25)	\$0.00	\$82,578.25	100.00%
4900 - REVENUE ON BEHALF OF DIST	(\$147,196.00)	\$0.00	\$0.00	\$0.00	(\$147,196.00)	100.00%
5400 - RESOURCES BEG FUND BAL	(\$300,000.00)	\$0.00	\$344,549.78	\$0.00	(\$644,549.78)	214.85%
299 - NUTRITION SERVICES Total:	(\$2,409,796.00)	(\$4,261.75)	\$153,765.07	\$0.00	(\$2,563,561.07)	106.38%
300 - DEBT SERVICE						
5400 - RESOURCES BEG FUND BAL	\$0.00	\$0.00	(\$3,147.02)	\$0.00	\$3,147.02	100.00%
300 - DEBT SERVICE Total:	\$0.00	\$0.00	(\$3,147.02)	\$0.00	\$3,147.02	0.00%
301 - PERS BOND 2003						
1510 - INTEREST ON INVESTMENTS	(\$7,570.00)	\$0.00	(\$30,197.95)	\$0.00	\$22,627.95	-298.92%
1970 - SVCS OTHER FUNDS	(\$3,950,000.00)	(\$346,689.61)	(\$2,625,179.08)	\$0.00	(\$1,324,820.92)	33.54%
5400 - RESOURCES BEG FUND BAL	(\$300,000.00)	\$0.00	(\$963,854.40)	\$0.00	\$663,854.40	-221.28%
301 - PERS BOND 2003 Total:	(\$4,257,570.00)	(\$346,689.61)	(\$3,619,231.43)	\$0.00	(\$638,338.57)	14.99%
302 - DEBT SERVICE LONG TERM						
1990 - MISCELLANEOUS	(\$100,000.00)	(\$12,163.75)	(\$82,599.04)	\$0.00	(\$17,400.96)	17.40%
5400 - RESOURCES BEG FUND BAL	(\$210,000.00)	\$0.00	(\$219,815.40)	\$0.00	\$9,815.40	-4.67%
302 - DEBT SERVICE LONG TERM Total:	(\$310,000.00)	(\$12,163.75)	(\$302,414.44)	\$0.00	(\$7,585.56)	2.45%
303 - DEBT SERVICES						
1110 - AD VALOREM TAX BY DISTRCT	(\$6,150,000.00)	(\$105,894.02)	(\$6,143,840.68)	\$0.00	(\$6,159.32)	0.10%
1510 - INTEREST ON INVESTMENTS	(\$20,000.00)	(\$717.63)	(\$136,290.15)	\$0.00	\$116,290.15	-581.45%
5400 - RESOURCES BEG FUND BAL	(\$300,000.00)	\$0.00	(\$460,732.85)	\$0.00	\$160,732.85	-53.58%
303 - DEBT SERVICES Total:	(\$6,470,000.00)	(\$106,611.65)	(\$6,740,863.68)	\$0.00	\$270,863.68	-4.19%
304 - DEBT SERVICES						
5400 - RESOURCES BEG FUND BAL	(\$92,000.00)	\$0.00	(\$69,776.18)	\$0.00	(\$22,223.82)	24.16%
304 - DEBT SERVICES Total:	(\$92,000.00)	\$0.00	(\$69,776.18)	\$0.00	(\$22,223.82)	24.16%
410 - CAPITAL PROJECTS						
1130 - CONSTRUCTION EXCISE TAX	\$0.00	\$0.00	(\$16,273.44)	\$0.00	\$16,273.44	100.00%
1510 - INTEREST ON INVESTMENTS	(\$600,000.00)	(\$31,937.50)	(\$818,873.49)	\$0.00	\$218,873.49	-36.48%
3290 - Undesignated	(\$5,026,040.00)	\$0.00	(\$750,000.00)	\$0.00	(\$4,276,040.00)	85.08%
5400 - RESOURCES BEG FUND BAL	(\$160,000,000.00)	\$0.00	(\$149,438,376.27)	\$0.00	(\$10,561,623.73)	6.60%
410 - CAPITAL PROJECTS Total:	(\$165,626,040.00)	(\$31,937.50)	(\$151,023,523.20)	\$0.00	(\$14,602,516.80)	8.82%
415 - CONSTRUCTION EXCISE TAX						
1130 - CONSTRUCTION EXCISE TAX	(\$500,000.00)	(\$18,971.84)	(\$265,405.04)	\$0.00	(\$234,594.96)	46.92%
1510 - INTEREST ON INVESTMENTS	(\$10,000.00)	\$0.00	(\$55,784.83)	\$0.00	\$45,784.83	-457.85%
5400 - RESOURCES BEG FUND BAL	(\$1,400,000.00)	\$0.00	(\$1,904,717.03)	\$0.00	\$504,717.03	-36.05%
415 - CONSTRUCTION EXCISE TAX Total:	(\$1,910,000.00)	(\$18,971.84)	(\$2,225,906.90)	\$0.00	\$315,906.90	-16.54%

Newberg Public Schools

General Ledger - Element Summary Report

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Account Mask: ????????????????????

Account Type: REVENUE

- Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / OBJECT	Adjusted Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Remains
Grand Total:	(\$277,962,091.00)	(\$1,512,474.10)	(\$219,015,930.46)	\$0.00	(\$58,946,160.54)	21.21%

End of Report



EVALUATION OF SUPERINTENDENT

Evaluation of the Superintendent

The superintendent's job performance will be evaluated formally at least annually. The evaluation will be based on the administrative job description, any applicable standards of performance, Board policy and progress in attaining any goals for the year established by the superintendent and/or the Board.

Additional criteria for the evaluation, if any, will be developed at public Board meeting prior to conducting the evaluation. The superintendent will be notified of the additional criteria prior to the evaluation.

The Board's discussion and conferences with and about the superintendent and his/her performance will be in executive session, unless the superintendent requests an open session.

Contract between the Newberg Public Schools Board of Directors and the Superintendent

Utilizing an evaluation form to be mutually agreed upon by the Board and the Superintendent by September 1 of each year, the Board and Superintendent shall meet no later than April 30th for the purpose of evaluating the Superintendent's performance, including Board/Superintendent relationships. The Board and Superintendent shall articulate recommendations and observations of how the Superintendent's performance may be continually improved. The evaluation of the Superintendent by the Board shall be in writing and will become a permanent attachment to the Superintendent's personnel file.

Standards from the Council of Chief Executive Officers

Standards for School Leaders established by the Interstate School Leaders Licensure Consortium (ISLLC) and augmented by standards jointly developed by the American Association of School Administrators and the National School Boards Association.

Part 1

Superintendent Evaluation Forms Performance Standards

Instructions

Attached are the forms to be completed by each board member rating each of the nine performance standards. A separate page is provided for each performance standard. Each board member should rate all nine of the performance standards.

Each performance standard has performance indicators listed below it. These performance indicators suggest objective measures to consider; do not rate each performance indicator separately. Only rate the overall performance standard.

Your comments in support of your rating will be helpful during the board discussion for preparation of a summary evaluation form.

Each board member's forms should be returned to the board chair or designated board member for compilation.

The designated board member or chair will compile the results on a preliminary summary evaluation form. The board will meet to discuss the results and prepare a final summary evaluation form representing the consensus of the board.

The superintendent will be presented with the final summary report from the full board, not the individual board members evaluation forms. It is important that the board speak with one voice in evaluating the superintendent.

Standard 1: LEADERSHIP AND DISTRICT CULTURE

This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and climate, and understanding multicultural and ethnic differences.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 1.1 Facilitates a community process to develop and implement a shared vision that focuses on improving student achievement.
- 1.2 Promotes academic rigor that focuses on learning and excellence for schools
- 1.3 Creates and supports a community of learners that empowers others to reach high levels of performance to achieve the school's vision
- 1.4 Models learning for staff and students
- 1.5 Promotes understanding and celebrating school/community cultures
- 1.6 Promotes and expects a school-based climate of tolerance, acceptance and civility
- 1.7 Develops, implements, promotes and monitors continuous improvement processes

The superintendent's performance for this standard:

- 0 UNACCEPTABLE**
- 1 NEEDS IMPROVEMENT**
- 2 GOOD**
- 3 EXCELLENT**
- 4 OUTSTANDING**

Comments:

Standard 2: POLICY AND GOVERNANCE

Working with the board to formulate internal and external district policy, defining mutual expectations of performance with the board and demonstrating good school governance to staff, students and the community at large

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 2.1 Understands and articulates the system of public school governance and differentiates between policy-making and administrative roles
- 2.2 Establishes procedures for superintendent/board interpersonal and working relationships
- 2.3 Understands and interprets the role of federal, state and regional governments, policies, and politics and their relationships to local districts and schools
- 2.4 Uses legal counsel in governance and procedures to avoid civil and criminal liabilities

The superintendent's performance for this standard:

- 0 UNACCEPTABLE**
- 1 NEEDS IMPROVEMENT**
- 2 GOOD**
- 3 EXCELLENT**
- 4 OUTSTANDING**

Comments:

Standard 3: COMMUNICATIONS AND COMMUNITY RELATIONS

This standard emphasizes the skills necessary to establish effective two-way communications not only with students, staff and parents, but also the community as a whole, including beneficial relationships with the media. It also stresses responding to community feedback and building community support for the district.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 3.1 Maintains formal and informal techniques to gain external perceptions of district
- 3.2 Demonstrates effective communication skills (written, verbal and non-verbal contexts, formal and informal settings, large and small group and one-on-one environments)
- 3.3 Promotes involvement of all stakeholders to fully participate in the process of schooling
- 3.4 Establishes effective school/community relations, school/business partnerships and public service
- 3.5 Understands the role of media in shaping and forming opinions as well as how to work with the media

The superintendent's performance for this standard:

- 0 UNACCEPTABLE**
- 1 NEEDS IMPROVEMENT**
- 2 GOOD**
- 3 EXCELLENT**
- 4 OUTSTANDING**

Comments:

Standard 4: ORGANIZATIONAL MANAGEMENT

This standard requires the superintendent to gather and analyze data for decision-making and for making recommendations to the board. It stresses the skills necessary to meet internal and external customer expectations and to effectively allocate resources.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 4.1 Demonstrates budget management including financial forecasting, planning, cash-flow management, account auditing and monitoring
- 4.2 Develops and monitors long-range plans for school and district technology and information systems, making informed decisions about computer hardware and software, and staff development and training needs
- 4.3 Demonstrates and maintains a positive district organizational culture by utilizing effective management techniques and a focus on customer service
- 4.4 Establishes procedures and practices for dealing with emergencies such as weather, threats to the school, student violence and trauma

The superintendent's performance for this standard:

- 0 UNACCEPTABLE**
- 1 NEEDS IMPROVEMENT**
- 2 GOOD**
- 3 EXCELLENT**
- 4 OUTSTANDING**

Comments:

Standard 5: CURRICULUM PLANNING DEVELOPMENT

This standard addresses the superintendent's skills in staying up-to-date in curriculum, teaching, learning and testing theories. It requires the superintendent to make sound recommendations for learning technologies.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you in thinking about the standard.)

- 5.1 Develops core curriculum design and delivery system based on content and assessment standards and best practices
- 5.2 Includes the use of computers, the Internet, networking, distance learning and other technologies in educational programming
- 5.3 Involves faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment

The superintendent's performance for this standard:

- 0 UNACCEPTABLE**
- 1 NEEDS IMPROVEMENT**
- 2 GOOD**
- 3 EXCELLENT**
- 4 OUTSTANDING**

Comments:

Standard 6: INSTRUCTIONAL LEADERSHIP

Standard #5 addresses what is to be taught; this standard emphasizes *how* it should be taught. It emphasizes the skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. This standard also requires applying research and best practices with respect to diversity sensitivities.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 6.1 Collaboratively develops, implements and monitors change process to improve student and adult learning
- 6.2 Implements appropriate safety and security practices in schools
- 6.3 Formulates plan to assess appropriate teaching methods, classroom management and strategies for all learners
- 6.4 Establishes instructional strategies that include differences in learning styles
- 6.5 Applies effective methods of providing, monitoring, evaluating and reporting student achievement and uses good research and assessments to improve the learning process

The superintendent's performance for this standard:

- 0 UNACCEPTABLE**
- 1 NEEDS IMPROVEMENT**
- 2 GOOD**
- 3 EXCELLENT**
- 4 OUTSTANDING**

Comments:

Standard 7: HUMAN RESOURCES MANAGEMENT

This performance standard requires skills in developing and implementing a staff performance-evaluation system. It also requires skills in applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 7.1 Demonstrates use of system and staff evaluation data for personnel policies, decision-making, promotion of career growth and professional development
- 7.2 Identifies and applies appropriate policies, criteria, and processes for the recruitment, selection, induction, compensation and separation of personnel

The superintendent's performance for this standard:

- 0 UNACCEPTABLE**
- 1 NEEDS IMPROVEMENT**
- 2 GOOD**
- 3 EXCELLENT**
- 4 OUTSTANDING**

Comments:

Standard 8: VALUES AND ETHICS OF LEADERSHIP

This standard requires the understanding and modeling of appropriate value systems, ethics and moral leadership. It also requires superintendents to exhibit multicultural and ethnic understanding and to coordinate with social agencies and human services to help students grow and develop as caring, informed citizens.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 8.1 Exhibits multicultural and ethnic understanding and sensitivity
- 8.2 Describes role of schooling in a democratic society
- 8.3 Manifests a professional code of ethics and demonstrate personal integrity
- 8.4 Models accepted moral and ethical standards in all interactions
- 8.5 Explores and develops ways to find common ground in dealing with difficult and divisive issues
- 8.6 Promotes the establishment of moral and ethical practices in every classroom, every school, and throughout the district

The superintendent's performance for this standard:

- 0 UNACCEPTABLE**
- 1 NEEDS IMPROVEMENT**
- 2 GOOD**
- 3 EXCELLENT**
- 4 OUTSTANDING**

Comments:

Standard 9: LABOR RELATIONS

This performance standard requires the superintendent to provide technical advice to the board during labor negotiations, to keep the board apprised of negotiation status, to understand and effectively administer negotiated labor contracts, and to keep abreast of legislative changes affecting the collective-bargaining process.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 9.1 Develops bargaining strategies based upon collective-bargaining laws and processes
- 9.2 Identifies contract language issues and propose modifications
- 9.3 Participates in the collective-bargaining processes as determined by the board
- 9.4 Establishes productive relationships with bargaining groups while managing contracts effectively

The superintendent's performance for this standard:

- 0 UNACCEPTABLE**
- 1 NEEDS IMPROVEMENT**
- 2 GOOD**
- 3 EXCELLENT**
- 4 OUTSTANDING**

Comments: