

**BOARD OF DIRECTORS  
VIRTUAL MEETING AGENDA**

Monday, March 8, 2021

5:30 p.m. Regular Meeting

**Eastmont Administration Office**

*Due to current restrictions on public gatherings and in support of public safety, Eastmont's Board of Directors' Meeting on Monday, March 8, 2021 will have in-person public attendance limited to 6 people. These seats are available on a first come first serve basis with board room doors open at 5:15 pm. However, this meeting will be broadcast online with participation available via: <https://zoom.us/j/94404697905>*

- *If requested, the password is Eastmont.*
- *If this link does not connect, please check the website for an updated Zoom link.*

The Eastmont School District is governed by a board of five directors. The Eastmont Board of Directors sets the direction of the District by establishing goals, objectives, and policies to guide the superintendent who supervises all programs and staff. The Board of Directors is responsible for ensuring that the Eastmont School District is adequately financed to meet those goals, objectives, and policies; for monitoring the progress of the District; and for evaluating the performance of the superintendent. Each board member is a fiduciary for the District and, as such is responsible for using his or her best judgment in conducting the affairs of the District.

The Board generally meets at 5:30 p.m. on the second and fourth Monday of each month at either a school site or the Administration Office Board Room at 800 Eastmont Avenue, East Wenatchee. On holidays, or when a conflict occurs, a meeting may be held at an alternate time and/or date with proper notification given to the media.

The complete 2020-21 Board Meeting Schedule is available at [www.eastmont206.org](http://www.eastmont206.org) under the School Board tab.

NOTICE is hereby given that the Eastmont School District No. 206 Board of Directors, Douglas County, Washington will hold a virtual regular meeting on Monday, March 8, 2021 beginning at 5:30 p.m. for the purpose of considering and acting upon the following agenda items:

I. CALL TO ORDER & PLEDGE OF ALLEGIANCE

II. APPROVE AGENDA/MODIFICATIONS

III. PUBLIC COMMENT

Comments critical of personnel, students, or volunteers will not be read given privacy concerns. Instead, they will be referred to the Superintendent for further inquiry and possible action.

Public comments will also be accepted starting at about 5:32 by calling (509) 888-4698. Written comments may also be sent by regular mail to Eastmont School District or emailed to [schoolboard@eastmont206.org](mailto:schoolboard@eastmont206.org). Chat comments will not be enabled during the meeting.

IV. BUILDING AND PROGRAM REPORTS

- A. Eastmont High School Staff Recognition — Whitney Smith, Board Vice President
- B. Eastmont High School Building Report — Lance Noell, Principal
- C. Eastmont Opportunities Alternative Program — Alyson Washington, ALE Teacher
- D. Eastmont Athletics 7th-12th Report — Russ Waterman, District Athletic Director
- E. Eastmont CTE Program Report — Jim Schmutzler, Asst. Princ/CTE Director

V. INFORMATION

- A. Board News
- B. Superintendent News

VI. CONSENT AGENDA

*(All items on the Consent Agenda have been distributed to all board members for study and are considered routine. ALL items appearing in this section are adopted by one single motion, unless a member of the board or the superintendent requests that an item be removed and voted on separately.)*

- A. Approval of the minutes from the virtual regular meeting held on February 22, 2021.
- B. Approval of the payment of the bills and/or payroll dated March 8, 2021.
- C. Approval of the Personnel Action Items dated March 8, 2021.
- D. Approval of the School Improvement Plan for Eastmont High School.
- E. Approval of the Transitional Administrator's Contract.
- F. Approval of the Resolution No. 2021-01 Program Modifications Resolution.
- G. Review of the Monthly Student Enrollment Update.

VII. REPORTS

- A. District Counseling Services Report — Matt Charlton, Asst. Superintendent Secondary Education
- B. Procedure 1810-P District 5 year Strategic Plan — Garn Christensen, Superintendent
- C. 2022-23 Superintendent Selection Timeline and Activities — Garn Christensen, Superintendent

VIII. FUTURE AGENDA ITEMS

IX. ADJOURNMENT

**FUTURE TOPICS – Identified by the Board for further review.**

- 1) Superintendent Selection Process
- 2) Selection of sexual health curriculum
- 3) Criteria and guidelines for student music and theater performances
- 4) Instructional screen time

**UPCOMING MEETINGS – Until further notice, all future Eastmont Board of Directors Meetings will be hybrid meetings with limited in-person capacity.**

- |                 |   |
|-----------------|---|
| <b>March 22</b> | Regular Meeting at Eastmont Administration Office at 5:30 p.m.                      |
| <b>April 12</b> | Regular Meeting with Sterling School at Eastmont Administration Office at 5:30 p.m. |

## Eastmont High School - School Board Recognition 2020-21

1.	EHS posted graduation rates for the class of 2020 at 91.5%. Hispanic graduation rates were the highest of any other category at 94.3% in contrast to historical trends. These amazing rates are due in large part to the never give up attitude of EHS staff and hundreds of home visits by the intervention program staff.
2.	EHS successfully completed another schedule change by moving from a 5 X 3 trimester to a 6 X 3 trimester to give students more time to make-up content lost in 2019-2020.
3.	EHS has launched a robust intervention program, including the hiring of a new Hispanic Parent Liaison and two new Student Advocates, who specialize in home visits to families with students who are not engaging. These new positions are in addition to their three grade level Interventionists, Intervention Coordinator, Migrant Student Advocate, Bilingual Student Advocate, School Social Worker, and three GearUp staff. The goal is to have no students slip through the cracks.



# Eastmont High School Report for 2020-21

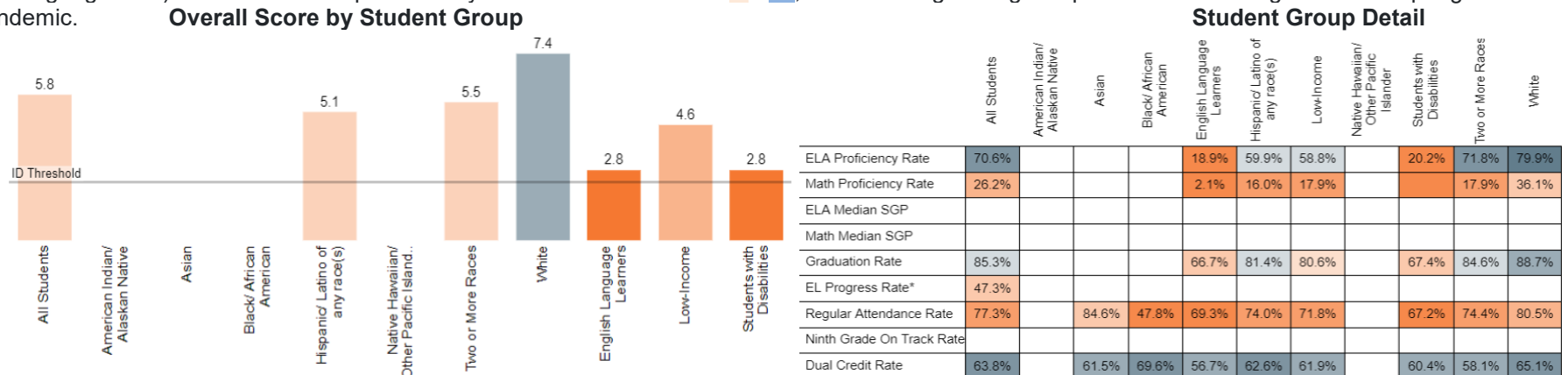
FTE=Full-time Equivalent; F & R=Free & Reduced; H=Hispanic; ELL=English Language Learners; M=Migrant; Sp Ed=Special Education; A=Students with <2 Absences Per Month; MB=Mobility, HL=Homeless, D=Discipline Rate, E1=Exclusion of <=1 day; E2=2-3 days; E4=4-5 days; E6=6-10 days; E10=>10 days

Student Demographics and Information (School % / District or State*)																	Staff Information					
Year	FTE	Grad	F & R	H	ELL	M	SpEd	A	MB	HL	D	E1	E2	E4	E6	E10	FTE	Cert	Para	Office	Maint	Adm
2015-16	1,489	86/79	45/56	43/46	NA/19	11/11	13/12	76/85	NA	NA	4/3*	16/25*	23/32*	12/15*	23/15*	27/13*	142	85	37	10	5	5
2016-17	1,508	89/79	49/56	42/46	NA/19	10/17	9/12	77/85	NA	NA	4/3*	10/25*	16/33*	23/27*	27/15*	24/12*	148	89	38	10	6	5
2017-18	1,443	83/81	54/55	43/47	NA/18	11/10	9/12	77/85	NA	NA	4/4*	9/26*	23/33*	27/16*	14/14*	27/12*	151	88	40	12	6	5
2018-19	1,487	84/81	55/56	48/44	12/17	11/11	11/13	79/86	4/3	2/4	4/4*	7/28*	25/32*	14/15*	23/14*	32/12*	149	87	39	12	6	5
2019-20	1,411	92/83*	54/45*	49/25*	14/12*	12/2*	11/14*	87/89*	3/2*	1/2*	3/2*	7/27*	26/34*	13/15*	17/13*	37/11*	150	85	41	12	7	5

**Budget using prior year numbers:** \$256,998 + prior year end balance of \$40,350 expenditures of \$287,569 = year-end balance of \$9,780.

District/Building Goal or Strategy	Activities, Progress, Data
Keep staff engaged and morale high as we work through the challenges of 2020.	<ul style="list-style-type: none"> <li>Offer consistent challenges encouraging physical activity, track time spent sitting vs. standing; do fun things for staff -- Thing 1 and Thing 2; take evening / weekends off; have people share positive things that are going on during staff meetings.</li> </ul>
Reduce total F's by 5% from Trimester 1 to Trimester 2. From Trimester 2 to Trimester 3, reduce by another 5% (total of 10% fewer F's).	<ul style="list-style-type: none"> <li>Assign specific intervention for struggling students and make program changes when needed; consistent communication with families of struggling students including home visits and phone calls; review how remote learning is going, look for ways to use projects/portfolios.</li> </ul>
Support students socially and emotionally throughout the 2020-2021 school year through increased communication about community resources available to support students and families in need.	<ul style="list-style-type: none"> <li>Ensure school counseling webpage has accurate resource information; have appropriate staff add the local Crisis Line phone number to their email signature; do a weekly spotlight featuring a different community resource each week that provides support in the following areas: housing, food, transportation, substance abuse, mental health, legal support, etc.; have students participate in morning announcements.</li> </ul>

The school improvement framework below combines as many as nine indicators (such as graduation rates, attendance, and proficiency on state tests in math and English language arts.) Data is from the prior three years and is scored from 1 – 10, with 10 being the highest possible. No testing was done Spring 2020 due to the pandemic.





# Eastmont High School Opportunities Alternative Program Report for 2020-21

*FTE=Full-time Equivalent; HD = Headcount, F & R=Free & Reduced; MA = Male, FE = Female, H=Hispanic; ELL=English Language Learners; M=Migrant; Sp Ed=Special Education; HL=Homeless, P = Parent,*

Year	Student Totals (% School / District or State*)											Grade Level						Staff Information				
	FTE	HD	F & R	MA	FE	H	ELL	M	Sped	HL	P	7	8	9	10	11	12	12+	Cert	Para	Office	Adm
2015-16	80	104	53/56	46%	54%	43/46	10/19	5/11	8/12		N/A		2	7	20	41	56		3	0.4	0.2	0.25
2016-17	80	103	49/56	47%	53%	46/46	9/19	9/17	5/12		23		1	16	23	53	33		3	0.6	0.2	0.25
2017-18	95	120	59/55	52%	48%	44/47	10/18	8/10	2/12		25			6	18	45	64		3.4	0	1	0.25
2018-19	115.78	159	/56	45%	55%	/44	/17	/11	/13	/4	9			1	34	47	77		4	0	1	0.25
2019-20	125.67	156	0/45*	55%	45%	/25*	/12*	/2*	/14*	/2*	6				24	56	76		4.4	0	1	0.25

- Revenues and expenditures are included in the yearly Eastmont High School Report finance information.
- Assessment/Test results are included in Eastmont High School Report on scores and graduation rates.

District/Building Goal	Program Activities, Progress, and Supporting Data
Increase Graduation Rates	Since EVA/ALE/APEX is a program of the high school, our goals are the same. We do focus on our Seniors to keep them on track for graduation and work with them to help pace their time to achieve their goal.
School Climate and Culture	Not having students on campus has been a little more difficult, but teachers in the program have worked hard to keep contact and encouragement a prime focus.
Attendance	Teachers made great effort to call, video chat, and email students regularly each week. Often contact is done daily. As restrictions have lessened, we have encouraged students who are struggling to come into the portables for support.



# Eastmont School District #206 Relationships, Relevance, Rigor, and Results

## Eastmont Athletics Report for 2020-21

### Students Served (Grades 7-12)

Grade level	2016-2017	2017-2018*	2018-19*	2019-20*	2020-21**	3 Year Average
9-12 Athletics	561	790	782	861	285***	811
8 <sup>th</sup> Athletics		287	343	313**	72***	314
7 <sup>th</sup> Athletics		474	586	367**	82***	476
<b>TOTAL</b>	<b>1,305</b>	<b>1,551</b>	<b>1,711</b>	<b>1,541</b>	<b>439***</b>	<b>1,601</b>

\* = 9<sup>th</sup>-12<sup>th</sup> counted as they all play a High School Schedule where prior years (15-16 and 16-17) 10<sup>th</sup>-12<sup>th</sup> was the data.

\*\* = No Spring sports participation data due to COVID-19.

\*\*\* = Fall season data only due to COVID-19 late start to sports and Limited Middle Level programs.

### Contracted Staff\*\*: 2020-21 School Year (Grades 7-12)

Grade level	AD	Secretary	Male Coaches	Female Coaches	Total Coaches	Player:coach
9-12 Athletics	1	1	41	19	60	NA
8 <sup>th</sup> Athletics	1*	3	22	11	33	NA
7 <sup>th</sup> Athletics						NA
<b>TOTAL</b>	<b>2</b>	<b>4</b>	<b>63</b>	<b>30</b>	<b>93</b>	<b>NA</b>

\* = Building Administration not paid a stipend.

\*\* = Some have contracts in multiple seasons.

\*\*\* = Middle Level Coaches data is in flux due to limited offerings.

### Sports Offered

	Fall Sports (Aug-Nov)	Winter Sports (Nov-Feb)	Spring Sports (March-May)
Grades 9-12	Volleyball, Football, Boys and Girls Cross Country, Girls Soccer, Girls Swim/Dive	Girls and Boys Basketball, Bowling, Boys Swim/Dive, Boys and Girls Wrestling	Girls and Boys Golf, Fastpitch, Baseball, Boys Soccer, Boys and Girls Tennis, Boys and Girls Track & Field
Grades 7-8	Boys and Girls Cross Country, Boys & Girls Soccer	Flag Football, Volleyball, and Swim	Boys and Girls Basketball, Boys and Girls Track & Field, and Girls Softball

### Delivery of Services

Requirements to participate in a sport: All fees waived for 20-21, Current Physical, registration on Family ID, and passing 5 of 6 classes at each semester/trimester end.

District Goal/Strategy/Activity	Progress to Date/Available Data
(2000D 5) Remove, or minimize fiscal, transportation, and other barriers for participation in electives, athletics, music, art, drama, and other club and co-curricular activities.	Eliminated all fees for 20-21; Working to implement HB 1660, and utilization of Invest Ed funds for students with financial difficulties.

### Goals/Actions Attained

- Continued to share EHS Athletics message and high points on Social Media and traditional media.
- Continued Coaches Council each month with EHS Head Coaches virtually with discussions on culture and impact.
- Implementation of streaming games on NFHS Network, NCWLife. and Mascot Media.
- Launch of new Athletic Website on Eastmontathletics.com.
- Review, audit, and plan annual district athletic budget and individual sport team budgets annually.
- Identify, report and correct all safety issues on facilities. Improvement on facilities as budget allowed.
- Continued growth in 3-Dimensional coaching and training in year 3 to meet WIAA standards.

### Priority Areas for Improvement

- Continue to address facility issues and improvement of practice and playing facilities as budget allows. Compile priority list of facility needs for upcoming bond. Develop a plan for public input on facility improvement.
- Continue to develop and implement recovery plan for 7-12 athletics coming out of our COVID-19 shut-down.
- Reconfigure Middle Athletics model to fit new reconfiguration in 21-22.



# Eastmont School District #206 Relationships, Relevance, Rigor, and Results Career and Technical Education (CTE) Report for 2020-21

## Students & Staff

Year	Middle School Grade 8 CTE FTE	Grade 9-12 CTE FTE	Total CTE FTE	Total Staff FTE	Certificated	Paras/Misc Classified	Office	Admin
2016-17	80.57	432.69	513.26	24	21.5	2 @ 2 hrs/day	1	1.5
2017-18	84.74	399.28	484.02	24	21.5	2 @ 2 hrs/day	1	1.5
2018-19	64.00	353.84	417.84	24.2	21.7	2 @ 2 hrs/day	1	1.5
2019-20	76.49	353.82	430.31	24.2	21.7	2 @ 2 hrs/day 1 @ 3 hrs/day	1	1.5
2020-21	60.15	318.33	378.48	23.7	21.7	2 @ 2 hrs/day	1	1.0

## Class Enrollment (M = male students / F= female students)

Year	Ag Science	Business Ed.	FACSE	Sports Medicine	Skilled & Technical	Work Base Learning	Middle School Grade 8	Totals
2016-17	515 M 249/F 266	622 M 339/F 283	607 M 230/F 377	90 M 30/F 60	318 M 274/F 44	5 M 0/F 5	453 M 252/F 201	2,610
2017-18	470 M 223/F 247	512 M 273/F 239	571 M 210/F 361	78 M 36/F 43	250 M 219/F 32	6 M 1/F 5	387 M 215/F 173	2,274
2018-19	485 M 239/F 246	583 M 340/F 243	542 M 202/F 340	77 M 19/F 59	234 M 212/F 23	4 M 0/F 4	342 M 189/F 153	2,267
2019-20	422 M 223/F 199	511 M 288/F 223	457 M 173/F 284	67 M 19/F 48	243 M 210/F 33	5 M 0/F 5	405 M 228/F 177	2,110
2020-21	510 M 279/F 232	559 M 296/F 263	495 M 195/F 301	77 M 13/F 65	261 M 227/F 34	6 M 2/F 5	376 M 199/F 177	2,284

## CTE Allocated Revenues & Expenditures

Budget: \$3,622,177 + Carry Forward: \$617,544 – Expenditures: \$3,579,425 = Balance: \$660,295 Aug 31, 2020

## CTE Course Approval/Re-Approval Process 2020-2024

CTE Programs Across the State	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Group 1	Family & Consumer Sciences	Business and Marketing	Agriculture	Skilled & Technical Sciences	STEM Health Sciences
Group 2	STEM Health Sciences	Family & Consumer Sciences	Business and Marketing	Agriculture	Skilled & Technical Sciences
Group 3	Skilled & Technical Sciences	STEM Health Sciences	Family & Consumer Sciences	Business and Marketing	Agriculture
Group 4 Eastmont	Agriculture	Skilled & Technical Sciences	STEM Health Sciences	Family & Consumer Sciences	Business and Marketing
Group 5	Business and Marketing	Agriculture	Skilled & Technical Sciences	STEM Health Sciences	Family & Consumer Sciences

Goal/Strategy/Activity	Progress/Data
Continue alignment of CTE course work from Grade 7 to Postsecondary.	Updating/Renewal of College Dual Credit Articulations – with shift to Trimester Frameworks. Currently 14 college articulation agreements.
Continue updating and submitting Program Frameworks to OSPI on a five year rotation.	2020/21 Agriculture Education Frameworks. All Junior High Frameworks submitted for Trimester schedule.
Initiative: Implement and expand participation in competitive K–12 STEAM, CTE, MAKER, Arts, and Robotic events.	Transition to online competitions: Career and Technical Student Organizations (CTSO's). Two FFA teams placed Nationally in Minecraft Simulation.
Initiative: Identify, advocate, and prepare students for Gold Collar Career Pathways for secondary students.	20/21 Established Computer Science Sequence for grades 7-12. All CTE Program Areas researching Industry Recognized Credentials opportunities.





# EASTMONT SCHOOL DISTRICT

*Relationships, Relevance, Rigor, Results*

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## BOARD OF DIRECTORS VIRTUAL REGULAR MEETING MINUTES

February 22, 2021

### CALL TO ORDER & PLEDGE OF ALLEGIANCE

The virtual regular meeting of the Eastmont School District Board of Directors was called to order by Board Vice President Whitney Smith at 5:30 p.m. in the Eastmont Administration Office Board Room at 800 Eastmont Avenue, East Wenatchee.

A Zoom link was provided on the District's website for public participation at:  
<https://zoom.us/j/97604899989>

### ATTENDANCE

Present in the Board Room:

Whitney Smith, Board Vice President  
Dave Piepel, Board Director  
Meaghan Vibbert, Board Director  
Cindy Wright, Board Director  
Brandy Fields, Superintendent's Secretary  
Garn Christensen, Board Secretary/Superintendent

Excused absence:

Annette Eggers, Board President

Participating remotely:

District staff presenting, a community member, and media personnel

### APPROVE AGENDA/MODIFICATIONS

Superintendent Garn Christensen informed the Board restrictions were modified regarding the public being allowed to attend Board meetings in-person, so starting at the next meeting, the public will be able to attend on a first come first serve basis with all safety protocols in place. He also reported there were no modifications to tonight's Agenda.

MOVED by Director Piepel and SECONDED by Director Vibbert to approve the Agenda for February 22, 2021 as presented. The motion CARRIED unanimously.

### PUBLIC COMMENT

Instructions for public comment were provided on the Agenda. Public Comments could be made to the Board in three ways: 1) By calling (509) 888-4698; 2) By writing and sending regular mail to the Administration Office; and 3) By email to [schoolboard@eastmont206.org](mailto:schoolboard@eastmont206.org). There was no public comment.

- DRAFT -

**INFORMATION**

A. Board News.

Director Vibbert shared her enthusiasm for middle level sports starting and Vice President Smith shared that she recently visited our construction sites.

B. Superintendent News.

Superintendent Christensen asked Assistant Superintendent Matt Charlton to give the Board an update on Athletics and EHS Drama.

**CONSENT AGENDA**

A. Approval of minutes. The Board of Directors approved the minutes from the virtual regular meeting held on February 8, 2021.

B. Payment of bills and/or payroll. The Board of Directors approved the following checks, direct deposits, or wire transfers listed on check summaries dated February 22, 2021:

<u>Warrant Numbers</u>	<u>Total Dollar Amount</u>
7120996-7120999	\$1,685.94
7121000-7121000	\$2,123,678.98
7121107-7121139	\$5,849,556.71
7121140-7121161	\$1,067,865.32
900121091-900121094	\$3,242.13
202000062-202000063	\$6,462.10

C. Approval of personnel action. The Board of Directors approved the Personnel Action Items dated February 22, 2021.

D. Approval of repair. The Board of Directors authorized the superintendent to enter into a contract for repair of the Eastmont Junior High School fire doors.

E. Approval of purchase. The Board of Directors approved the purchase of a Ford Transit T150 van for the motor vehicle pool.

F. Review of budget status update. The Board of Directors received the Monthly Budget Status Update.

MOVED by Director Vibbert and SECONDED by Director Wright to approve Consent Agenda Items #A-F. The motion CARRIED unanimously.

**REPORTS**

A. District Construction Related Projects Report.

Director of Maintenance Services Seann Tanner presented the District Construction Related Projects Report and answered questions from the Board.

B. Special Education Services Report.

Assistant Superintendent Matt Charlton introduced Assistant Special Education Director Sarah Lewman. Both of them presented the Special Education Report and answered questions from the Board.



TO: Board of Directors

FROM: Vicki Trainor, Executive Director of Human Resources

SUBJECT: Personnel Action Items

DATE: March 8, 2021

**CATEGORY**

Informational       Discussion Only       Discussion & Action       Action

**BACKGROUND INFORMATION AND ADMINISTRATIVE CONSIDERATION**

Resignation

The following person has notified us of their plans to resign:

Last Name	First Name	School	Position/Years
Morgan	Tori	Kenroy	Para-Educator/1.5 years

Retirements

The following people have notified us of their plans to retire at the end of 20-21:

Last Name	First Name	School	Position/Years
Armes	Janet	Grant	Teacher/27.76 years
Fries	Phyllis	District	School Nurse/11 years
Mitchell	Carol	Sterling	Secretary/20 years
Nielsen	Janet	Lee	Teacher/33.56 years
Osborne	Helen	Grant	Teacher/32.29 years
VanLith	Pamela	Clovis	Para/8 + 9 years

Leave of Absence

The following person has notified us of their intent to take a Leave of Absence:

Last Name	First Name	School	Position/Years
Mueller	Sandra	District	HR/Payroll Officer/9 years

New Hires

The following people have been offered tentative employment for the 20-21 school year:

Last Name	First Name	School	Position
Goetz	Bryant	EHS	LAP-Teacher Non-Continuing
Herrera	Isaiah	EJHS	LAP-Non Rep Non-Continuing

New Hires (continued)

The following people have been offered tentative employment for the 20-21 school year:

Last Name	First Name	School	Position
Hoff	Nolan	EHS	LAP-Teacher Non-Continuing
Pickens	Victoria		Para-Ed Temporary COVID
Rice	Jillian	Grant	Office Manager
Saxby	Craig	EHS	LT-Substitute COVID
Torres	Maria "Lupita"	EHS	Para-Sub Coordinator

**ATTACHMENTS**

None

**FISCAL IMPACT**

Personnel Expenditure

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**RECOMMENDATION**

The administration recommends approval of the Personnel Action Items listed above.



## EASTMONT SCHOOL DISTRICT

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TO: Board of Directors  
FROM: Garn Christensen, Superintendent  
SUBJECT: School Improvement Plan for Eastmont High School  
DATE: March 8, 2021

### CATEGORY

Informational       Discussion Only       Discussion & Action       Action

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### BACKGROUND INFORMATION AND ADMINISTRATIVE CONSIDERATION

Attached is the School Improvement Plan for Eastmont High School for your review.

### ATTACHMENTS

School Improvement Plan

### FISCAL IMPACT

None

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### RECOMMENDATION

The administration recommends approval of the School Improvement Plan for Eastmont High School.

# 2020-2021 EHS SIP Plan (Pandemic Version)

## GOAL 1

### Increase Staff Morale.

#### Action Steps:

Keep staff engaged and morale high as we work through the challenges of 2020.  
“You can’t fill someone else's cup if yours is empty” Bob Gallaher 2020

#### Action Items:

1. Offer consistent challenges encouraging physical activity
  - a. Daily walks
  - b. Fresh air
  - c. Listen to positive podcast together
  - d. Biggest loser challenge version 2
2. Get up...track how much time you spend sitting vs. standing
  - a. Strive to be more inefficient. Make yourself get up
3. Fun things for staff -- Thing 1 and Thing 2
  - a. Dress up days
  - b. Christmas week of activities
  - c. Donuts for students
4. Evening / Weekend OFF Mandates!
5. Have people share positive things that are going on during staff meetings.
6. Get workstations set up to be ergonomically correct.

## Goal 2

**Improve Student Academic Success Assessed By Reducing The Number Of F's. Reduce total F's by 5% from trimester one to trimester two. From trimester two to trimester three, reduce by another 5% (total of 10% fewer F's).**

#### Action Steps:

1. Assign specific intervention for struggling students
  - a. Program changes to EVA when needed
  - b. Home visits
2. Consistent communication with families of struggling students
  - a. Specific Spanish speaking callers
    - i. Allocate people to assist with Spanish speaking calls
3. Review how we are grading during remote learning
  - a. Look for ways to use projects/portfolios

Trimester one numbers show the following:

250 Total F's for seniors

349 Total F's for juniors

480 Total F's for sophomores

1,084 Total F's (All students)

### **Goal 3**

**Support students socially and emotionally throughout the 2020-2021 school year through increased communication about community resources available to support students and families in need. As well as providing information on how to access those resources through school and community avenues.**

#### Action Steps:

1. Continually update the school counseling web page with accurate resource information.
2. Have administrators, school counselors and other appropriate staff add the local Crisis Line phone number to their email signature.
3. School Social Worker will do a weekly spotlight featuring a different community resource each week that provides support in the following areas: housing, food, transportation, substance abuse, mental health, legal support, etc. Spotlight can be featured on ParentSquare, email, social media or school webpage. Spotlight will include detail on what each resource is providing, as well as information on how to access resources.
4. Students participating in morning announcements.





## EASTMONT SCHOOL DISTRICT

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TO: Board of Directors  
FROM: Garn Christensen, Superintendent  
SUBJECT: Transitional Administrator's Contract  
DATE: March 8, 2021

### CATEGORY

Informational       Discussion Only       Discussion & Action       Action

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### BACKGROUND INFORMATION AND ADMINISTRATIVE CONSIDERATION

This is a one-month extension of Dr. Garn Christensen's contract as an Eastmont Administrator through July 2022 to provide transition services in support of a new Superintendent who will assume these duties effective July 1, 2022.

### ATTACHMENTS

Draft Contract

### FISCAL IMPACT

District Operations

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### RECOMMENDATION

The administration recommends approval of the draft Transitional Administrator's Contract as presented.

**Eastmont School District  
Administrator's Contract**

IT IS HEREBY AGREED by and between the Board of Directors of the Eastmont School District No. 206 (the "District") of Douglas County, State of Washington (the "Board"), and Dr. Garn Christensen, sometimes collectively referred to as the "Parties" or individually as a "Party," that the Board, in accordance with its action at a meeting held on March 8, 2021, does hereby agree to hire Dr. Garn Christensen as an Administrator for the District for one month commencing on July 1, 2022 through the end of July 2022.

Given a new superintendent will be starting July 1, 2022, Dr. Christensen will work remotely on projects as assigned by the new Superintendent and consult on issues as requested to assist with the transition. Compensation for days worked in July 2022 will be at the 2021-22 per-diem rate used in Dr. Christensen's Superintendent Contract expiring June 30, 2022. Dr. Christensen continues to be eligible to use any accumulated vacation, personnel, or other applicable leave during this month.

**I. BINDING EFFECT**

This Contract shall be binding upon and inure to the benefit of the respective Parties and their respective heirs, legal representatives, successors and assigns. The rights and obligations of the Superintendent under this Contract are non-assignable and personal by nature. This Contract shall not be effective or binding on any party until fully executed by the Superintendent and the Board.

IN WITNESS WHEREOF the Parties have executed this Administrator's Contract by subscribing their names hereto, effective this 8th day of March 2021.

**SUPERINTENDENT:**

\_\_\_\_\_  
By: Dr. Garn Christensen, Superintendent

**BOARD OF DIRECTORS OF EASTMONT SCHOOL DISTRICT #206, Douglas County, Washington:**

\_\_\_\_\_  
By: Annette Eggers, Board President

\_\_\_\_\_  
By: Whitney Smith, Board Vice President

\_\_\_\_\_  
By: Cindy Wright, Board Member

\_\_\_\_\_  
By: Dave Piepel, Board Member

\_\_\_\_\_  
By: Meaghan Vibbert, Board Member

- DRAFT -



# EASTMONT SCHOOL DISTRICT

*Relationships, Relevance, Rigor, Results*

509.884.7169 • FAX: 509.884.4210 • WWW.EASTMONT206.ORG

800 EASTMONT AVE. • EAST WENATCHEE, WA 98802

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TO: Board of Directors

FROM: Garn Christensen, Superintendent

SUBJECT: Resolution No. 2021-01 Program Modifications Resolution

DATE: March 8, 2021

## CATEGORY

Informational       Discussion Only       Discussion & Action       Action

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## BACKGROUND INFORMATION AND ADMINISTRATIVE CONSIDERATION

Enclosed is a draft Resolution No. 2021-01 Program Modifications Resolution that allows District leadership to modify programs in anticipation of a reduction in revenue and enrollment in 2020-21.

## ATTACHMENTS

Draft Resolution

## FISCAL IMPACT

District Operations

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## RECOMMENDATION

The administration recommends approval of Resolution No. 2021-01 Program Modifications Resolution as presented.



**EASTMONT SCHOOL DISTRICT**

*Relationships, Relevance, Rigor, Results*

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**RESOLUTION NO. 2021-01**

**PROGRAM MODIFICATIONS RESOLUTION**

**WHEREAS**, anticipated declining revenues and enrollment may impact Eastmont School District's ongoing financial position; and

**WHEREAS**, the Eastmont School District may not have sufficient revenue sources in federal and state programs to adequately support funding needs for the District during the next school year unless program/staffing modifications are implemented; and

**WHEREAS**, the superintendent is recommending that reductions in program and/or staffing be made for 2021-22 school year.

**NOW, THEREFORE, BE IT RESOLVED THAT:**

1. The Superintendent is authorized to modify programs for 2021-22 and make other program reductions within contract requirements to maintain fiscal health, ensure compliance with state requirements are met, and maintain the District minimum unrestricted fund balance of 8%.

**ADOPTED** by the Board of Directors of Eastmont School District No. 206, Douglas County, Washington, at a regular open public meeting, held on March 8, 2021, with the following Directors being present and voting thereon.

- DRAFT -

**ATTEST:**

**BOARD OF DIRECTORS**

\_\_\_\_\_  
Garn Christensen, Secretary to the Board

\_\_\_\_\_  
Annette Eggers, Board President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Whitney Smith, Board Vice President

\_\_\_\_\_  
Dave Piepel, Board Member

\_\_\_\_\_  
Meaghan Vibbert, Board Member

\_\_\_\_\_  
Cindy Wright, Board Member

**To:** Board of Directors  
**From:** Cindy Ulrich, Executive Director of Financial Services  
**Date:** March 3, 2021  
**Subject:** Monthly Student Enrollment Report

Student full time equivalent (FTE) enrollment data is used in a variety of funding formulas that allocate resources to school districts. Districts are therefore required to report their enrollment data to OSPI as of the fourth school day of September and the first school day of October through June (WAC 392-121-119). OSPI requires Form P223 be used for this purpose.

**March Headcount and Actual FTE Reported in P223H & P223:**

Total student headcount reported, including Alternative Learning Enrollment enrolled in Eastmont Virtual Academy (ALE) program, 5,825, which is 18 more than last month. This is a decrease of 199 students (-3.3%) from the total reported in March 2020 (6,024).

Total student FTE reported, including ALE, is 5,748.88. This is a decrease of 175.03 FTE (-3.0%) from the total FTE reported in March 2020 (5,923.91) and a decrease of 185.16 FTE (-3.1%) from the actual average FTE (AAFTE) for the 2019-2020 school year. This was the last month that actual student enrollment was reported for FY 2020-21.

Other program enrollment information:

Program Name	Current Year Average	Prior Year Actual Average (as reported thru 03/20)	Increase / (Decrease)
Running Start (Head Count)	176	158	17
Special Education (Age K-21 Head Count)	665	688	(23)
Transitional Bilingual (Head Count)	1,029	1,050	(21)
Exited Transitional Bilingual (Head Count)	276	338	(62)
Career/Technical Education-Gr 7-8 (FTE)	61.62	78.40	(16.78)
Career/Technical Education-Gr 9-12 (FTE)	317.30	356.90	(39.60)

**Budget to Actual FTE Analysis:**

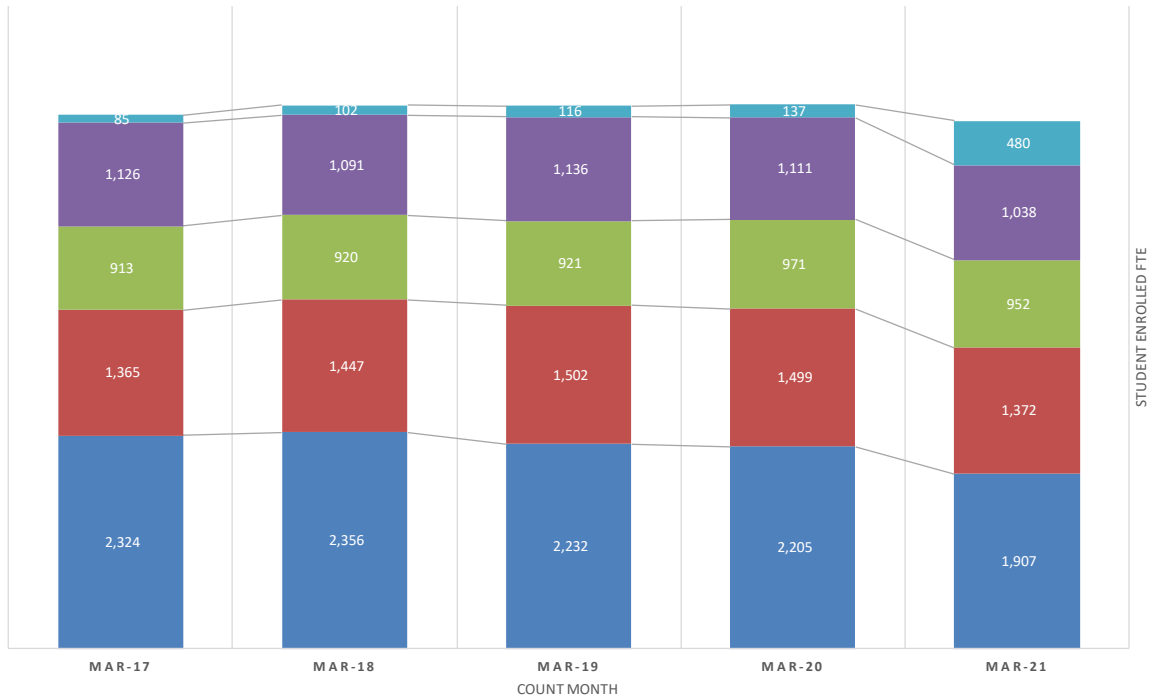
Budgeted K-12 FTE, including ALE program, is 5,906. AAFTE is 5,747.47, which is 158.5 FTE less than the estimated used for budget development. K-12 student enrollment is 5,263 FTE, which is **517 FTE less** than expected. ALE program enrollment is 484 FTE and **358.5 FTE more** than expected.

The following additional information is presented for your review:

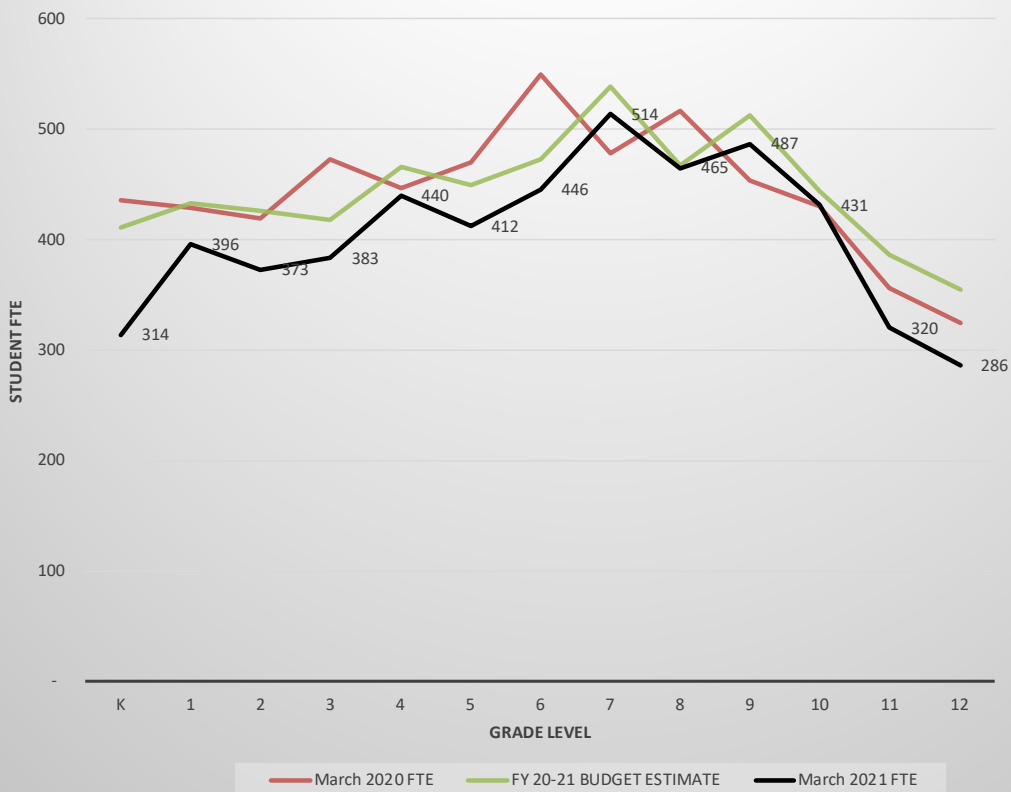
- A graph that compares the five prior March count dates to March 2021.
- A graph that compares March 2021 and March 2020 FTE to budget by grade level
- A report that provides detail of enrollment, by building and grade level for all months

### K-12 STUDENT FTE 5 YEAR TREND BY GRADE SPAN

■ Grade K-4 ■ Grade 5-7 ■ Grade 8-9 ■ Grade 10-12 ■ ALE



### K-12 Student FTE Comparison-Excludes ALE enrollment







FY2020-2021 Monthly Enrollment FTE by Building

Building/Grade	FY 2020-2021 BUDGET AAFTE	Month											Monthly Change	AAFTE Budget to Actual Variance	AAFTE % Variance from Budget	Prior Year AAFTE	AAFTE Variance from Prior Year		
		Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Annual Average							
<b>Cascade</b>																			
K (Funded Full Day)	93	78.0	78.0	79.0	80.0	79.0	80.0	79.0						79.0	(1.0)	(14.0)		103.6	(24.6)
1	103	95.0	94.15	94.3	96.3	95.3	94.3	94.3						94.8	-	(8.2)		102.6	(7.8)
2	102	87.0	87.0	86.0	84.0	83.0	83.0	84.0						84.9	1.0	(17.3)		97.0	(12.1)
3	99	85.00	84.00	84.15	87.2	87.2	89.2	89.2						86.5	-	(12.8)		115.0	(28.4)
4	113	114.00	114.00	113.00	112.0	110.0	112.0	112.0						112.4	-	(0.6)		100.1	12.3
5	-	-	-	-	-	-	-	-						-	-	-		-	-
<b>Total</b>	<b>510</b>	<b>459.00</b>	<b>457.15</b>	<b>456.45</b>	<b>459.45</b>	<b>454.45</b>	<b>458.45</b>	<b>458.45</b>	-	-	-	-	-	457.6	-	(52.8)	-10.34%	518.2	(60.6)
<b>Grant</b>																			
K (Funded Full Day)	93	81.00	83.00	82.00	76.0	74.0	76.0	78.0						78.6	2.0	(14.4)		93.2	(14.7)
1	92	80.00	80.00	82.00	81.0	81.0	84.0	87.0						82.1	3.0	(10.2)		88.3	(6.2)
2	88	85.00	86.00	86.00	85.2	84.2	84.2	85.2						85.1	1.0	(2.6)		91.7	(6.6)
3	91	83.00	83.00	83.00	81.0	82.0	81.0	82.0						82.1	1.0	(8.8)		109.8	(27.6)
4	110	108.00	107.00	107.00	105.0	103.0	101.0	105.0						105.1	4.0	(4.8)		107.7	(2.5)
<b>Total</b>	<b>474</b>	<b>437.00</b>	<b>439.00</b>	<b>440.00</b>	<b>428.15</b>	<b>424.15</b>	<b>426.15</b>	<b>437.15</b>	-	-	-	-	-	433.1	11.0	(40.8)	-8.61%	490.7	(57.6)
<b>Kenroy</b>																			
K (Funded Full Day)	93	77.00	79.00	77.00	77.0	79.0	78.00	75.0						77.4	(3.0)	(15.6)		101.3	(23.9)
1	100	85.00	84.00	82.00	80.0	80.0	81.00	85.0						82.4	4.0	(17.9)		95.2	(12.8)
2	94	81.00	82.00	82.00	82.0	83.0	85.00	85.0						82.9	-	(11.5)		79.4	3.4
3	92	86.00	86.00	84.00	84.0	84.0	86.00	88.00						85.4	2.0	(7.1)		87.6	(2.2)
4	111	102.00	101.00	97.00	95.0	94.0	95.0	95.0						97.0	-	(14.5)		111.9	(14.9)
5	-	-	-	-	-	-	-	-						-	-	-		-	-
<b>Total</b>	<b>492</b>	<b>431.00</b>	<b>432.00</b>	<b>422.00</b>	<b>418.00</b>	<b>420.00</b>	<b>425.00</b>	<b>428.00</b>	-	-	-	-	-	425.1	3.0	(66.5)	-13.53%	475.5	(50.3)
<b>Lee</b>																			
K (Funded Full Day)	93	50.00	50.00	49.00	48.0	48.0	50.0	51.0						49.4	1.0	(43.6)		91.4	(42.0)
1	91	82.00	81.00	81.00	83.0	83.0	81.0	82.0						81.9	1.0	(8.7)		101.5	(19.7)
2	100	87.00	87.00	86.00	86.0	84.0	82.0	83.0						85.0	1.0	(14.8)		92.3	(7.3)
3	93	87.00	86.00	85.00	84.0	84.0	89.0	90.0						86.4	1.0	(6.8)		79.7	6.8
4	94	90.00	90.00	90.00	88.0	84.0	84.0	87.0						87.6	3.0	(6.8)		88.8	(1.2)
<b>Total</b>	<b>471</b>	<b>396.00</b>	<b>394.00</b>	<b>391.00</b>	<b>389.00</b>	<b>383.00</b>	<b>386.00</b>	<b>393.00</b>	-	-	-	-	-	390.3	7.0	(60.6)	-17.12%	453.7	(63.5)
<b>Rock Island</b>																			
K (Funded Full Day)	39	28.00	29.00	28.00	29.0	30.0	31.0	31.0						29.4	-	(9.6)		48.2	(18.8)
1	47	44.00	46.00	46.00	45.0	45.0	45.0	48.0						45.6	3.0	(1.5)		41.9	3.7
2	42	39.00	40.00	36.00	36.0	36.0	36.0	36.0						37.0	-	(5.1)		41.8	(4.8)
3	42	35.00	35.00	34.00	32.0	32.0	33.0	34.0						33.6	1.0	(8.8)		37.3	(3.8)
4	37	39.00	40.00	39.00	37.0	37.0	39.0	40.0						38.7	1.0	1.4		40.4	(1.7)
<b>Total</b>	<b>208</b>	<b>185.00</b>	<b>190.00</b>	<b>183.00</b>	<b>179.00</b>	<b>180.00</b>	<b>184.00</b>	<b>189.00</b>	-	-	-	-	-	184.3	5.0	(23.5)	-11.32%	209.7	(25.4)



Eastmont School District

FY2020-2021 Monthly Enrollment FTE by Building

Building/Grade	FY 2020-2021 BUDGET AAFTE	Month											Annual Average	Monthly Change	AAFTE Budget to Actual Variance	AAFTE % Variance from Budget	Prior Year AAFTE	AAFTE Variance from Prior Year
		Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July						
<b>Sterling</b>																		
K (Funded Full Day)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19.9	(19.9)
3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	42.1	(42.1)
4	-	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.0	-	1.0	0.0	1.0
5	225	196.00	196.00	193.77	191.0	192.00	198.00	198.00	195.0	224.7	(1.0)	(18.8)	244.0	(49.1)	244.0	244.0	244.0	(49.1)
6	243	221.00	221.00	222.03	223.0	223.03	231.78	230.8	224.7	(1.0)	(18.8)	287.9	(63.3)	287.9	287.9	287.9	(63.3)	
7	284	259.00	259.00	260.00	259.0	255.00	265.00	267.0	260.6	2.0	(23.0)	261.2	(0.6)	261.2	261.2	261.2	(0.6)	
8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>752</b>	<b>677.00</b>	<b>677.00</b>	<b>676.80</b>	<b>674.03</b>	<b>671.03</b>	<b>695.78</b>	<b>696.78</b>	-	-	-	681.2	1.0	(70.8)	-9.42%	855.2	(174.0)	
<b>Clovio Point</b>																		
5	225	215.00	214.00	213.00	213.0	214.0	214.00	214.0	213.9	-	(11.1)	230.6	(16.7)	230.6	230.6	230.6	(16.7)	
6	230	213.00	213.00	214.00	215.0	215.0	213.00	215.0	214.0	2.0	(15.5)	257.6	(43.6)	257.6	257.6	257.6	(43.6)	
7	255	243.00	241.00	239.00	237.0	239.0	244.00	247.0	241.4	3.0	(13.4)	213.6	27.8	213.6	213.6	213.6	27.8	
<b>Total</b>	<b>709</b>	<b>671.00</b>	<b>668.00</b>	<b>666.00</b>	<b>665.00</b>	<b>668.00</b>	<b>671.00</b>	<b>676.00</b>	-	-	-	669.3	5.0	(40.1)	-5.65%	701.7	(32.4)	
<b>EJHS</b>																		
5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	(1.0)
6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	-	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.0	(1.0)	1.0	-	1.0	-	1.0	-	1.0	-
8	468	466.24	465.24	466.49	463.49	464.49	464.34	465.34	465.1	1.0	(2.8)	518.1	(53.0)	518.1	518.1	518.1	(53.0)	
9	513	500.00	500.00	495.50	494.73	494.73	486.01	486.01	493.9	-	(19.1)	456.9	36.9	456.9	456.9	456.9	36.9	
10	-	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.0	-	1.0	4.1	(3.1)	4.1	4.1	4.1	(3.1)	
11	-	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.0	-	4.0	-	4.0	-	4.0	-	4.0	
12	-	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.0	-	1.0	1.0	-	1.0	-	1.0	-	
<b>Total</b>	<b>981</b>	<b>973.24</b>	<b>972.24</b>	<b>968.99</b>	<b>965.22</b>	<b>966.22</b>	<b>957.35</b>	<b>957.35</b>	-	-	-	965.8	-	(15.0)	-1.53%	981.13	(15.18)	
<b>EHS</b>																		
8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.8	(0.8)
9	-	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.0	-	1.0	-	1.0	-	1.0	-	1.0	-
10	444	433.79	435.00	431.51	434.51	429.24	429.66	430.31	432.0	0.6	(11.6)	433.5	(1.5)	433.5	433.5	433.5	(1.5)	
11	386	335.78	328.76	323.60	322.99	323.61	314.54	316.21	323.6	1.7	(62.3)	362.8	(39.2)	362.8	362.8	362.8	(39.2)	
12	355	314.73	307.54	308.58	305.45	298.41	284.04	285.46	300.6	1.4	(54.0)	335.3	(34.7)	335.3	335.3	335.3	(34.7)	
<b>Total</b>	<b>1,184</b>	<b>1,085.30</b>	<b>1,072.30</b>	<b>1,064.69</b>	<b>1,063.95</b>	<b>1,052.26</b>	<b>1,029.24</b>	<b>1,032.98</b>	-	-	-	1,061.3	3.7	(126.8)	-10.71%	1,132.4	(75.2)	
<b>K-12 Variance</b>																		
<b>ALE-EASTMONT VIRTUAL ACADEMY PROGRAM</b>																		
K	-	28.00	30.0	36.0	39.0	43.0	40.0	38.0	36.3	(2.0)	36.3	-	36.3	-	36.3	-	36.3	-
1	-	37.00	41.0	43.0	45.0	46.0	43.0	41.0	42.3	(2.0)	42.3	-	42.3	-	42.3	-	42.3	-
2	-	33.00	33.0	44.0	45.0	47.0	46.0	42.0	41.4	(4.0)	41.4	-	41.4	-	41.4	-	41.4	-
3	-	33.00	34.0	36.0	35.0	36.0	29.0	29.0	33.1	-	33.1	-	33.1	-	33.1	-	33.1	-
4	-	28.00	28.0	35.0	38.0	41.00	41.00	36.0	35.3	(5.0)	35.3	0.1	35.2	0.1	35.2	0.1	35.2	0.1
5	-	33.79	33.79	34.79	33.79	31.79	25.79	25.79	31.4	-	31.4	2.3	29.1	2.3	29.1	2.3	29.1	2.3
6	-	35.00	36.00	37.00	36.00	36.00	29.25	28.25	33.9	(1.0)	33.9	-	33.9	-	33.9	-	33.9	-
7	-	36.79	38.79	39.79	39.79	40.79	30.79	30.79	36.8	-	36.8	1.4	35.3	1.4	35.3	1.4	35.3	1.4
8	-	20.27	20.00	18.00	18.00	17.00	19.00	19.00	18.8	-	18.8	1.7	17.1	1.7	17.1	1.7	17.1	1.7
9	5	23.00	24.50	27.50	28.27	29.27	33.99	33.99	28.6	-	28.6	2.6	26.0	2.6	26.0	2.6	26.0	2.6
10	15	22.48	22.48	24.21	23.48	26.24	28.81	30.15	25.4	1.3	25.4	15.2	6.7	15.2	15.2	15.2	6.7	
11	30	36.26	38.97	42.93	41.46	43.46	54.27	55.27	44.7	1.0	14.7	38.0	6.7	38.0	38.0	38.0	6.7	
12	75	77.60	76.70	79.77	71.02	75.48	77.25	70.93	75.5	(6.3)	0.5	62.6	12.9	62.6	62.6	62.6	12.9	
<b>Total</b>	<b>125</b>	<b>444.19</b>	<b>457.23</b>	<b>497.99</b>	<b>493.81</b>	<b>513.03</b>	<b>498.15</b>	<b>480.17</b>	-	-	-	483.5	(18.0)	358.5	286.81%	124.0	349.3	
<b>Total Monthly Variance</b>													<b>17.76</b>	<b>#DIV/0!</b>	<b>5,942.17</b>			
<b>K-4 Total</b>		<b>2,155</b>	<b>2,068.00</b>	<b>1,913.15</b>	<b>1,893.45</b>	<b>1,874.60</b>	<b>1,862.60</b>	<b>1,880.60</b>	<b>1,906.60</b>	-	-	-	<b>1,914.14</b>					
<b>K-12 Total</b>		<b>5,906</b>	<b>5,758.73</b>	<b>5,758.92</b>	<b>5,766.92</b>	<b>5,735.61</b>	<b>5,732.14</b>	<b>5,731.12</b>	<b>5,748.88</b>	-	-	-	<b>5,747.47</b>					

# **E** Eastmont School District #206 Relationships, Relevance, Rigor, and Results **District Counseling Services Report for 2020-21**

## District Counseling Staff FTE

Years	Cascade	Grant	Kenroy	Lee	R.I.	Clovis	Sterling K-4	Sterling 5-7	EJHS	EHS	K-12 Drug/Alcohol	Totals
16-17	.5	.5	.5	.5	.6	1.0	.2	1.0	2.0	3.0	0	9.8
17-18	.5	.5	.5	.5	.6	1.0	.2	1.0	2.0	3.0	2.0	11.8
18-19	.5	.5	.5	.5	.6	1.0	.2	1.0	2.0	4.0	2.0	12.8
19-20	.5	.5	.5	.5	.6	1.0	.2	1.0	2.0	4.0	2.0	12.8
20-21	.5	.5	.5	.5	.6	1.0	0	1.0	2.0	4.0	2.0	12.6

## Staffing Considerations

- The American School Counselor Association recommends a school counselor to student ratio of 1:250. Eastmont's ratio of school counselor to student was 1:571 and is now currently 1:377.
- Rock Island Elementary does not have an Assistant Principal.

## Counseling Services

School counselors serve a vital role in maximizing student success in the Eastmont School District. Through leadership, advocacy, and collaboration, school counselors promote equity and access to rigorous educational experiences for all students. School counselors support a safe learning environment and work to safeguard the human rights of all members of the school community and address the needs of all students through culturally relevant prevention and intervention programs that are a part of a quality comprehensive school.

## The Role of our School Counselors

School Counselors have two primary areas of responsibility:

1. Direct Services with students are in-person interactions between the student and counselor.
  - School counseling and academic success. The goal is to assist all students with the knowledge, attitudes, and skills appropriate for their developmental level.
  - Individual Student Planning. Counselors coordinate ongoing activities designed to assist students in establishing their individual High School and Beyond Plan (HSBP).
  - Responsive Services. These are activities designed to meet students' immediate needs and concerns. Responsive services may include counseling in individual or small-group settings or crisis response.
2. Indirect Services are provided on behalf of students as a result of the school counselor's interactions with others including referrals for additional assistance, consultation, and collaboration with parents, teachers, other educators, and community organizations.

## Success Indicators

1. Graduation rates annually exceed the state average.
2. Students exit Eastmont with a transition plan (HSBP) as a bridge to their future.
3. Suspension rates are decreasing as attendance rates are increasing.

## Summary

Counselors are vital members of the education team. They help all students in the areas of academic achievement and personal, social, and career development.

# Eastmont 5-Year District Improvement Plan

**Motto:** A foundation of Relationships, Relevance, Rigor, Results, and Resilience.

**Mission:** The primary mission of the Eastmont School District is to graduate all students.

**Belief Statements:**

1. The school district must adapt and adjust as students, parents, and employees' needs change.
2. The physical, academic, and social-emotional development of students shall always be considered.
3. All students learn in different ways and at different rates.
4. Test scores are helpful in planning instruction, but are not the only indicator of student success.
5. Students must be capable with in both the hard skills as well as soft skills needed in the workplace.
6. Trust is built on the demonstration of fair, equal, and transparent decisions and operations.
7. Fiscal management, communication, planning, & transparency are essential to District operations.
8. Culture and improvement are the result of what is promoted, permitted, and measured.
9. Mistakes are as valuable as successes in the process of work and learning.

Current Initiatives	Responsible	Timeline
1. Increase the relevance of math, science, and CTE skills through participation in competitive K–12 STEAM, CTE, MAKER, Arts, Coding, Robotic, aerial and aquatic Drone events, and other project-based learning.	Spencer, Matt, Principals, Jim S.	2020-25
2. Expand K-12 “choice/ALE” opportunities to serve up to 5% of prior year’s total student headcount.	Garn, Spencer, Matt, Katie, and Principals	Ongoing
3. Increase the percent of bilingual staff and students. Priority languages are in-person Spanish and on-line pacific rim languages.	Vicki & Supervisors	+.5% from prior year
4. Eliminate gender, income, and racial disproportionality in academic performance discipline, gifted/talented/AP/honors/CTE programs, and extra-curricular participation.	Matt & Equity Team	

## Goal 1 BOARD OF DIRECTORS – Recruit, train, and retain effective and contributing Board of Directors

*Rational: Effective board and district governance contributes to student and district success*

*Primary Indicators: OSPI and State data, District approved data sets, examples of completed work products (syllabus, competency exams, etc.) and annual parent, student, and employee surveys.*

**Responsible: Board & Superintendent**

Indicators	2016-17	2017-18	2018-19	2019-20	2020-21
1) Average years on Eastmont Board	10.4	9.0	10.0	4.4	4.7
2) Board members serving more than one term	5/5	5/5	4/5	2/5	2/5
3) Rating on annual Board self-evaluation	4.77/5	4.43/5	4.76/5	4.73/5	
4) Directors attending annual state/national conference	5/5	3/5	2/5	5/5	NA
5) Directors attending annual roles/responsibility/liability training	5/5	5/5	5/5	5/5	
6) Litigation against District/Board of Directors	1	1	1	1	
7) Moody Bond Rating	Aa3	Aa2	Aa2	Aa2	Aa2
8) Audit findings	2	0	0	0	
9) Grievances to Board after administrative process	1	4	0	0	
10) Current 5-year Strategic Improvement Plan	2016-21	2017-22	2018-23	2019-24	2019-24
11) Superintendent tenure at Eastmont	10	11	12	13	14

## Goal 2 INSTRUCTION – 100% of Students Graduate

**Rational:** Eastmont only exists to graduate all students and to maximize academic learning for each student regardless if they attend for a week or 13+ years.

**Results:** Grades P-12 students achieve at or above average at each grade level when compared with districts of +/- 10% similar demographics.

**Primary Indicators:** OSPI data, District approved data sets, examples of completed work products (syllabus, competency exams, etc.) and annual parent, student, and employee surveys.

**Responsible:** Building/District Administrators, employees, students, and family members.

	2015	2016	2017	2018	2019	2020
<b>Eastmont School District "All" Graduation Rate (4 year)</b>	<b>82/78</b>	<b>85/79</b>	<b>88/79</b>	<b>82/81</b>	<b>83/81</b>	<b>91/83</b>
<b>School Improvement Framework All Scores (WSIF 2-year trend*)</b>			<b>2015-17</b>	<b>2016-18</b>	<b>2017-19</b>	<b>2018-20</b>
Cascade Elementary*	NA	NA	8.6	8.7	8.0	NA
Clovis Intermediate*	NA	NA	4.7	4.1	4.0	NA
Eastmont High School*	NA	NA	4.5	5.8	5.8	NA
Eastmont Junior High School*	NA	NA	2.6	2.5	2.7	NA
Eastmont Virtual Academy*	NA	NA	NA	NA	NA	NA
Grant Elementary*	NA	NA	6.3	5.8	5.8	NA
Kenroy Elementary*	NA	NA	6.1	6.3	6.5	NA
Lee Elementary*	NA	NA	7.8	7.8	6.1	NA
Rock Island Elementary*	NA	NA	5.1	5.7	4.0	NA
Sterling Junior High*	NA	NA	8.0	7.5	6.3	NA

### Essential Strategies

- 1) Build caring and supportive relationships with all students as indicated by knowing individual information on every student.
- 2) Ensure students exhibit 90% attendance.
- 3) Ensure students know the learning targets and success criteria for all courses and assignments.
- 4) Identify and support students who exhibit high risk attendance, behavioral, social, emotional, or academic needs with Multiple Tiers of Student Support (MTSS) including common data tracking system.
- 5) Ensure the structured Professional Learning Community (PLC) process is used to improve student learning.
- 6) Ensure K-12 students are at grade level in math, reading, and writing.

### Supporting Strategies

- 7) Ensure common course/grade level syllabus and assessments are used by same grade/course teachers.
- 8) Use Guided Language Acquisition Development (GLAD) Strategies in daily instruction
- 9) Ensure grade 7 - 12 students participate annually in at least one club, performing arts, athletic, or co-curricular group.
- 10) Ensure educators and schools engage in frequent two-way communication with students and parents throughout the school year on positive, productive, and safe behaviors as well as concerns.
- 11) Teach citizenship/civic responsibility utilizing common expectations and Positive Behavior Interventions/Support (PBIS).
- 12) Ensure horizontal and vertical curriculum alignment to avoid redundant activities and gaps in learning continuums.
- 13) Ensure secondary students explore both civic and career opportunities.
- 14) Ensure students and families know grade level and graduation requirements K -12
- 15) Welcome and orient students to expectations and supports as they transition to a new school or enroll as a new student.
- 16) Provide grade and subject instructional websites with required and elective resources for educators.
- 17) Annually refine school improvement plans using disproportionality behavior, academic, and opportunity gaps data.

**To:** Eastmont School District Board of Directors  
**From:** Garn Christensen, Superintendent  
**Date:** March 8, 2021

**Regarding: Search Issues and Process for 2022-23 Superintendent**

As you are aware, my current contract as Eastmont Superintendent concludes June 30, 2022. As you prepare and plan for replacement of this position, you will be asked to consider most, if not all of the following issues:

- 1) + 10%
- 2) District conducted recruitment and hiring process or have a recruiting consultant managed process?
- 3) How open will this process be to the public? Will you share names of all applicants, the finalists, or only those interviewed?
- 4) Requirements & Preferences
  - a. Superintendent or other CEO experience
  - b. Rural or urban experience
  - c. Similar demographics
- 5) Interview process
  - a. Board, executive team, administrative team, teacher leaders, support leaders, parents, students, community leaders.
  - b. Virtual option or ?
  - c. Questions for candidates?
  - d. Integrate with Board regular meetings or have designated meetings?
- 6) Background check – before, after, or both?
- 7) Site visits – drive/fly?
- 8) Compensation – where is the market right now for similar size districts?
  - a. Differential between other administrators and professionals.
- 9) Transition before and after start date
  - a. Prior to July paid days and travel to participate?
  - b. Post hire services to coach and mentor?