



Work Session of the Board of Education

Thursday, September 3, 2026 5:45 PM
Oakdale Middle School, Room 230
815 S. Oakdale Ave.
Medford, OR 97501

The meeting was video recorded and can be found on the district website at [this link](#). The slide presentation can be viewed by clicking on Extras listed next to the meeting *at* [this link](#). Recording timestamps are provided throughout these minutes to assist in locating presentations and discussions.

1. Call to Order / Pledge of Allegiance / Roll Call

Board Chair Kendell Ferguson called the meeting to order at 5:45 p.m., led the Pledge of Allegiance, confirmed a quorum through roll call, and welcomed attendees.

Board Members Present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

2. Agenda Adjustments and Approval

The agenda was approved by unanimous consent.

3. Introduction of New MSD Leaders

Presentation — Recording timestamp: 16:50

The Board welcomed new district leaders, including the Chief Academic Officer Doris Ellision, Federal Programs Director Kelly Soter, Roosevelt Elementary Principal Kelly Smith and Washington Elementary Principal Itzel Galindo.

4. Consent Agenda

- 4.a. Staff Assignment Report
- 4.b. Minutes from previous Board meeting
- 4.c. Appointment of Temporary Deputy Clerk Responsibilities

Action: The Board approved the Consent Agenda by unanimous consent.

5. Work Session Items

5.a. Board/Superintendent Goals and Actions for 2026-27 Review

Presentation and Discussion — Recording timestamp: 22:37

The Board and Superintendent reviewed the proposed Board/Superintendent goals and related action steps and measures for 2026-27. Discussion focused on establishing clear indicators of success, developing baseline data, and monitoring progress toward goals.

5.b. Superintendent Evaluation Process

Presentation and Discussion — Recording timestamp: 39:00

The Board reviewed the proposed Superintendent evaluation process and evaluation tool. Discussion included professional performance standards, shared Board/Superintendent goals, evidence of performance, evaluation timelines, scoring criteria, and methods for providing ongoing feedback.

The consultant will work with Board and District leadership to prepare a revised evaluation tool reflecting the Board's discussion. The revised evaluation tool will be reviewed by the Board at the next meeting.

The meeting was recessed at timestamp 1:52 and the discussion resumed at timestamp 1:57:40.

5.c. School Board Policies – First Reading

Discussion — Recording timestamp: 2:13:41

The Board reviewed proposed revisions to Board policies and administrative regulations and concluded the policies will move forward for a second reading. The administrative regulations do not require official Board approval.

5.d. Scheduling a Special Meeting — Recording timestamp: 2:27:46

Action: The Board approved scheduling a Special Board Meeting for September 17, 2026, at 5:15 p.m.

Motion: Made by Kendell Ferguson; seconded by Michael Williams.

Vote: 7-0

6. Announcements

6.a. September 17 Board Meeting

The next Board meeting(s) will be held September 17 at Oakdale Middle School.

7. Adjournment

The meeting was adjourned at 8:02 p.m.