

Oregon School for the Deaf Director Advisory Committee

Working Agreements

Purpose of the Committee

The purpose of the OSD Director Advisory Committee is to provide recommendations to the Oregon Department of Education on the selection criteria, recruitment strategy and hiring process of a Director for the Oregon School for the Deaf. The group itself is advisory and does not have the authority under state law to make final decisions on the process or the hiring of the new Director, targeted for August 1, 2007.

Group Composition

The group is comprised of individuals who will be representing organizations/groups who have an on-going investment in and relationship with OSD. Jay Gense will staff this committee for Oregon Department of Education. His role is to be as a resource for the committee, providing information and clarification as needed.

Given the time limited nature of this committee, group members have committed to attend all three identified meetings, and in case of an unavoidable emergency will identify a representative to take their place. Group members have agreed to keep their constituents informed after each meeting and to make them aware of the publicly accessible website.

Committee Members:

OSD Parents:	Eric Sundquist Dale Campbell Marsha Liebe
OSD Students	Cruz Saucedo
OSD Staff	
SEIU represented	Karen Trowbridge
STEA represented	Bill Cruscial
Management Services	Judith Holtzinger
School District representatives	
Salem Keizer School District	Linda Felber
Tillmook School District	Sandra Gruhn

Regional Programs	
Columbia Regional Program	Robbie Weber
Willamette ESD	Eleni Boston
SACSE (State Advisory Council for Special Education)	Roberta Dunn
Community Groups/Other	
Oregon Association of the Deaf	Margi Morgan
Oregon Deaf & Hard of Hearing	Bentley Fink
OSD Alumni Association	Daniel Sloan
ODE Staff to the Committee	
Interim Director of Special Schools	Jay Gense

Committee Meeting Dates and Location

Friday, February 16th
9 am to 12 pm

Thursday, February 22nd
9 am to 12 noon

Thursday, March 1st
9 am to 12 noon

All meetings will be held at:
Clerc Conference Room
Oregon School for the Deaf
999 Locust Street NE
Salem, OR 97301-0954

Group Process

All committee meetings will be facilitated by Laurel Singer, who is on staff with the Oregon Consensus Program. The group is not seeking a consensus on recommendations but will work to collect and summarize all perspectives. If strong group consensus or a 2/3 majority exists, this will be noted in the recommendations. However, minority opinions will also be forwarded and noted as such.

Voting will be used only in the form of “straw polling” to register the overall preferences and opinions of the group on a particular issue. Prior to any polling, the facilitator will check to see if the group would prefer a private or public polling.

Polling will be either using finger or color cards with preferences indicated as follows:

1 finger (green card) – “I love it”

2 fingers (blue card) – “I am satisfied with it”

3 fingers (yellow card) – “I can live with it”

4 fingers (purple card) – “I have some concerns about it”

5 fingers (red card) – “I have major concerns and would not like to do this”

All meetings are open to the public although participation at committee meetings will be limited to identified committee members and ODE staff. The agenda for each meeting will be posted on the website prior to that meeting so group members can consult with outside resources as needed. During committee meetings, breaks will be available for committee members to consult with members of the public who may be in attendance at the meeting.

Work Product:

A summary of each meeting will be compiled by the facilitator and posted on the website: www.orconsensus.pdx.edu/OSDDirectorAdvisoryCommittee.php

A final summary of the committee recommendations will be compiled and forwarded to the Oregon Department of Education. The process used to forward those recommendations will be determined by this committee.

Working Ground Rules

All group members value and commit to a process that allows for constructive dialogue, fosters open communication of all ideas, allows for full participation of all group members, and enables the group to stay focused on the completion of its identified outcomes. As a result, all committee members have agreed to operate by the following ground rules.

1. Listen respectfully to all opinions without debate
2. Share the air time both in the amount and length you speak
3. Be mindful of each other’s vulnerabilities and treat each other respectfully
4. Disagree without being disagreeable
5. Avoid personal story telling

Communicating with Others Outside the Meetings

Group members acknowledge that trust and relationships are built not only by how committee members treat each other during meetings but also by how they communicate about the committee's work outside the meetings as well.

With this in mind, committee members agree to be thoughtful and professional in talking to others. Committee member will aspire toward what they view as the best practice of not assigning names when sharing others points of views or disagreements to others.