

0:00:09.592,0:00:11.720

Welcome, everybody, to The Ogden Way podcast.

0:00:11.720,0:00:17.976

I'm Ogden City Mayor Ben Nadolski, and today we're here to talk to Luke Rasmussen, superintendent of the Ogden School District.

0:00:18.518,0:00:20.186

And Luke on this podcast,

0:00:20.186,0:00:25.608

We talk about Ogden stories
by telling the stories of its people and of all people.

0:00:25.608,0:00:29.029

You're the one I want to tell the most stories about, right?

0:00:29.029,0:00:31.239

And I bet you feel the same way about me. Yes.

0:00:31.239,0:00:39.122

So for anybody listening and watching, I say that because Luke is not just a dear friend of mine, but also a former teammate.

0:00:39.539,0:00:42.459

So, you can't tell by looking at him.

0:00:42.459,0:00:45.128

Shocker. He played offensive line at Weber State.

0:00:45.128,0:00:48.214

At the same time that I played defensive line. So we're all teammates.

0:00:48.214,0:00:49.591

That's where we became friends.

0:00:49.591,0:00:54.554

And,

now I'm proud to say that we're to anchor leaders in our community.

0:00:54.554,0:00:55.680

Yeah. And I'm.

0:00:55.680,0:00:57.807

And I'm proud of you, you and what you've accomplished.

0:00:57.807,0:01:01.519

And so it's fun to see the work that you've done

and get to where you're at.

0:01:01.519,0:01:04.314

And I think we have similar story of where we came from.

0:01:04.314,0:01:08.818

And, something that, you know, I'm really proud of.

0:01:08.818,0:01:11.613

Yeah, I do. It was a it's been a grind, right? Yep.

0:01:13.782,0:01:15.533

I guess similar stories.

0:01:15.533,0:01:17.202

We're both junior college football players.

0:01:17.202,0:01:20.288

Yep. Both kind of late bloomers, right? 100%.

0:01:20.288,0:01:23.458

Which is why we went to JuCo.

0:01:23.458,0:01:28.213

And I feel like when I look back at you and I, I'm on the team together.

0:01:28.213,0:01:33.802

So just for context, offense and defensive line,
we clash all day, every day at practice, right?

0:01:33.802,0:01:39.182

We get pretty. Sick of each other during camp. Big time. Yep.

Lot of fist fights every day.

0:01:39.182,0:01:42.519

Mostly it was just.

It was pretty much over after practice, though. 100%?

0:01:42.519,0:01:44.020

Yeah. If you leave it there. Yeah.

0:01:44.020,0:01:48.066

Except for when we took it to the W. Remember the big W in the middle, the locker room? Yes. That was always.

0:01:48.066,0:01:50.610

And I was that that probably could happen anymore.

0:01:50.610,0:01:53.947

Probably not. Right. But back then it was like.

All right, that's when we're taking it to the W.

0:01:53.947,0:01:59.661

Yeah. And then we'd go to locker room change and and the team would watch you fight in the middle on the W. Right.

0:01:59.661,0:02:02.288

Oh my gosh. That's where you finished.

0:02:02.288,0:02:04.415

But yeah anyway I,

0:02:04.415,0:02:09.629

I never left the left there with having a bad feeling
about a teammate that's. For sure. I didn't either actually. Yeah.

0:02:11.381,0:02:13.299

I don't know that I ever was on the.

0:02:13.299,0:02:15.260

I think it always ended on the field for me.

0:02:15.260,0:02:19.472

I mean, always ended on the field as well. Right? Yep.

0:02:19.472,0:02:22.809

Well, Luke, what I know about you, actually,
we used to call you The Beast.

0:02:22.809,0:02:27.355

That was your nickname
in college was beast a beast? Oh, that's going to get out there now.

0:02:27.355,0:02:29.190

Oh, here it is. I'll still hear it every once in a while.

0:02:29.190,0:02:34.946

We'll yell it down after he'll turn. Oh, yeah. We still turn.

I'll still turn and answer. But that's good times.

0:02:34.946,0:02:36.531

Oh my gosh. Well.

0:02:36.531,0:02:39.325

Luke was a pretty big cat back then. Still big guy.

0:02:39.325,0:02:43.538

I'm a sadly, I'm approaching playing weight and like you, we need to.

0:02:43.538,0:02:47.041

We need to get on the cardio train. I need to follow in your footsteps.

0:02:47.041,0:02:50.670

I still like to lift,

but I need to get going on some more cardio for sure.

0:02:50.670,0:02:54.966

Diet. Right? Diet can't.

You can't exercise your diet, right? You like chicken wings?

0:02:54.966,0:02:57.093

Both of us. I do, we do. Yeah.

0:02:57.093,0:03:01.431

So we have regular meetings,
Luke and I, between city and school district.

0:03:01.431,0:03:04.517

To me, there's no bigger
anchor partner in our city than the school district.

0:03:04.517,0:03:08.563

I appreciate that, and the city's been a tremendous partner for us.

0:03:08.563,0:03:13.484

I mean, we talk we we we we share the same kids. Yep.
We share the community.

0:03:13.484,0:03:16.613

And I think it's it's really fun to work with with a team at the city.

0:03:16.613,0:03:20.408

You know, you, that that has a very similar vision.

0:03:20.408,0:03:25.788

And we want the best things for our people,
and we should work together. And we do have to.

0:03:25.788,0:03:27.123

So I have to.

0:03:27.123,0:03:30.001

I think that's a that's an awesome thing to have. And it's rare.

0:03:30.001,0:03:34.297

So we we are one city, one school district.

We have one police department.

0:03:34.297,0:03:35.465

We have one fire department.

0:03:35.465,0:03:40.470

We have one, you know, we
we work with recreation, trying to expand some of those things.

0:03:40.470,0:03:47.310

But I think that's a lucky thing for me as a superintendent, to have
that kind of relationship with the city where you can pick up the phone

0:03:47.310,0:03:53.566

and I know I can talk to you, you know, Cindy will text me,
you know, things, to, to get our kids opportunities.

0:03:54.150,0:03:55.151

And vice versa.

0:03:55.151,0:04:01.366

So. Yeah, I, it is rare for us to just have one city,
one school district, one police department. Yep.

0:04:02.116,0:04:04.869

Because other districts have multiple jurisdictions.

0:04:04.869,0:04:10.959

And so when new legislation comes in place, for example, for school
safety and security, they have to work with multiple jurisdictions

0:04:10.959,0:04:14.671

and municipalities.

And that would be hard. It simplifies things a ton. Yeah.

0:04:14.671,0:04:20.009

So it's nice. And it's also rare
that, the two heads of the two organizations are all teammates.

0:04:20.009,0:04:22.345

Absolutely. And so we already had a built in relationship.

0:04:22.345,0:04:26.099

We we immediately you can start talking real talk, straight talk.

0:04:26.099,0:04:27.517

We have had hard conversations.

0:04:27.517,0:04:28.518

100%. Yeah.

0:04:28.518,0:04:33.106

And sometimes you have to but but, we know
that we both care about the same things and we want the same things.

0:04:33.106,0:04:36.776

And and so sometimes, yeah, you have to have maybe a hard conversation.

0:04:36.776,0:04:40.405

Most of our conversations are pretty positive though. Mostly.
Yeah. You're right. Yeah.

0:04:40.405,0:04:43.199

But we also care about the same thing.
Meaning we care about chicken wings.

0:04:43.199,0:04:44.617

We do 100%.

0:04:44.617,0:04:45.868

Yeah. Yes.

0:04:45.868,0:04:51.207

So. And we always do for every meeting we're like, all right, let's go get chicken wings and let's talk about this, that and the other. Yeah.

0:04:51.207,0:04:55.795

You know, for the, for the for Ogden City.

0:04:56.879,0:04:59.340

We are trying to lift our people.

0:04:59.340,0:05:02.218

We look at upward mobility for the people that are here. Right?

0:05:02.218,0:05:03.553

When when you create opportunity.

0:05:03.553,0:05:08.683

We are trying to connect kids and families and people with those opportunities for upward mobility.

0:05:08.683,0:05:12.312

Certainly when you create opportunities,
other people from outside of Ogden come here to,

0:05:12.312,0:05:16.983

much like I did, actually had an opportunity to play football
and go to school, Weber State. And here I am. Right.

0:05:16.983,0:05:22.989

And but but the goal is to achieve upward mobility for as many people
we have here as possible.

0:05:22.989,0:05:28.995

And for me, I just don't see how we could ever do that
for our future generations without relying on our anchor institutions

0:05:28.995,0:05:36.627

and school and education, getting our kids that upward mobility
and opportunity and better performance and improvement in the classroom.

0:05:36.627,0:05:38.171

Right? 100%.

0:05:38.171,0:05:45.178

But you would also struggle for those kids to perform in school,
show up on time and everything, and to to prepare outside of school

0:05:45.178,0:05:46.804

and have healthy and active lifestyles without

0:05:47.764,0:05:52.852

good stable neighborhoods, homes, stable homes, access to recreation opportunities, etc..

0:05:52.852,0:05:53.227

Right.

0:05:53.227,0:05:56.230

Oh, hand in hand, which we. Were like you rely on the city for.

0:05:56.230,0:06:00.985

So that's why this is such an important partnership. Yeah.

We cannot do it alone.

0:06:00.985,0:06:07.200

I mean, we say similar to you, I mean, I, I went to, you know, played junior college football, had the opportunity to go to a few schools,

0:06:07.450,0:06:10.745

Weber State being one of those. And I was born here, you know, raised here.

0:06:10.745,0:06:13.956

You know, in, in around the Ogden area

0:06:13.956,0:06:19.921

when I first got married, you know, bought my first house in Ogden
and my kids had graduated from Ogden High School.

0:06:20.171,0:06:25.718

So being able to have that experience
that we were being able to come into this community,

0:06:25.718,0:06:32.016

was something that I, I treasure and look forward to and,
and yes, the partnership with the city is essential.

0:06:32.392,0:06:33.935

We can't do this alone.

0:06:33.935,0:06:35.770

We can't move things forward without,

0:06:35.770,0:06:40.316

you know, a great partnership and a great community
and the things that you're trying to do only help provide

0:06:40.316,0:06:45.988

or put our students in a better situation. Right? Well,
I couldn't be more proud of them to partner with the beast.

0:06:46.989,0:06:49.992

Superintendent beast.

0:06:49.992,0:06:54.330

But, you know, as we talk about

0:06:54.330,0:07:02.130

giving people access to better opportunities
and help them improve their lives, education is so fundamental and,

0:07:03.214,0:07:09.470

you know, we've talked about some when we have chicken wings
and, and elsewhere that a lot of people expect overnight results.

0:07:09.470,0:07:14.767

They expect, you know, to go from good to great overnight.

0:07:14.767,0:07:16.269

And it's always been a process.

0:07:16.269,0:07:20.690

We are in a grind to constantly, always improve. Right.

0:07:20.690,0:07:22.066

And so when we talk about the Ogden Way,

0:07:22.066,0:07:28.573

one of the things we always talk about is a constant mindset for growth and improvement and achievement toward your ultimate greatness.

0:07:28.656,0:07:29.740

Right.

0:07:29.740,0:07:31.534

And the school district is no exception.

0:07:31.534,0:07:37.457

You guys have been grinding on on certain things, measurable things, achievement related, right?

0:07:37.457,0:07:42.336

100%. And growth is an important thing for us. We we we serve a community.

0:07:42.336,0:07:44.297

Many of our students come to us

0:07:44.297,0:07:50.303

before school, before, you know, in kindergarten with some of the lowest

kindergarten to kindergarten readiness in the state.

0:07:50.344,0:07:51.345

That's not an excuse.

0:07:51.345,0:07:57.185

That's the community we serve. And we love we love those students.

So trying to put mechanisms in place and processes in place.

0:07:57.185,0:08:01.606

We have a real intentional focus on that early literacy space
in that early learning space.

0:08:01.606,0:08:06.986

And we've started to get some tremendous growth. But it takes time.

And the thing that we're really focused on right now is growth.

0:08:06.986,0:08:07.862

You know, that grew,

0:08:07.862,0:08:12.575

if we can get our students to grow and get them to move,
and we know that we can grow them more than a grade level,

0:08:12.575,0:08:18.748

or we can grow them more than the typical student in Utah,

which last year, for the first time in the district history, we did.

0:08:18.748,0:08:21.918

We had the highest growth scores in our district's history.

0:08:21.918,0:08:26.172

And the first time that we had met
state benchmarks on early literacy growth.

0:08:26.172,0:08:31.385

And so continuing to capitalize on that and help
our students grow through our system, we know is going to pay dividends.

0:08:31.385,0:08:35.306

So for us that that's where we're at,
we know that achievement will follow.

0:08:35.306,0:08:37.558

Growth is kind of that leading indicator.

0:08:37.558,0:08:42.813

We know we're moving in the right direction. It's a good measurement
for us to know that the things that we're doing are helping.

0:08:42.813,0:08:45.733

And we just got to keep doubling down on that,

and that's what we're doing.

0:08:45.733,0:08:53.491

So we have a really tight strategic plan that really focuses on,
that early learning space as well as what kids leave our system with.

0:08:53.491,0:08:57.912

As far as we we've done a lot of work with graduation rates,
and we're in a really good spot there.

0:08:57.912,0:09:00.122

Really, really good spot.

0:09:00.122,0:09:05.920

But we want to make sure that we're measuring
what kids are leaving with, what credentials, what what is what is it?

0:09:05.920,0:09:11.342

Ogden graduate look like? What do they leave the system with?

And we also want that to compliment the community.

0:09:11.342,0:09:16.681

So we want those opportunities that they have to be in high demand,
high paying jobs within our community.

0:09:16.681,0:09:19.475

We want to meet the needs of the community as well.

0:09:19.475,0:09:24.188

And so we have a lot of great partnerships
with businesses are a growing internship program.

0:09:24.188,0:09:29.860

You've connected us with aerospace. We had a great meeting
with some aerospace individuals just two weeks ago.

0:09:29.860,0:09:34.782

We are getting them in the classroom. They're building fliers.
They're advertising opportunities for our students.

0:09:34.782,0:09:41.914

We're literally testing their aptitude and interest in aerospace,
just to identify some kids who can have that opportunity.

0:09:41.914,0:09:44.458

And so that that's one area that we're doing that in.

0:09:44.458,0:09:51.757

But, that's that's kind of, I think evident for a, of a partnership
that's important because the end result is opportunity for kids,

0:09:52.091,0:09:55.261

opportunity for our community, and the whole system grows.

0:09:55.261,0:10:00.057

Yeah.

So, so growth as you guys define it is an early indicator.

0:10:00.057,0:10:02.476

Achievement is a lagging indicator right? Yep.

0:10:02.476,0:10:08.024

And one of the most important pieces of the Ogden Way
that we always talk about is connection.

0:10:08.024,0:10:15.573

And just using that example you just mentioned, in fact,
Brian generally was the guy in, in the aerospace industry

0:10:15.573,0:10:21.704

that came to me and said, mayor, we would love to work with Ogden City
and the ordinance Ogden School District on

0:10:22.204,0:10:29.587

testing aptitude and creating more of a pipeline for kids
post-graduation into the industry. Yes.

0:10:29.587,0:10:35.176

And then from there, a pathway into certifications and education and an opportunity.

0:10:35.176,0:10:36.302

Right.

0:10:36.302,0:10:40.890

Just so happens I think Brian is in the building right now working on some airport related issues right now.

0:10:40.890,0:10:44.894

It's awesome. That's how small the city can be at times.

0:10:44.894,0:10:50.900

But it was fun when he asked me that, I'm like, let me call my former teammate and close friend Luke Rasmussen, right?

0:10:50.900,0:10:52.109

We call him based. I'm talking. To.

0:10:54.445,0:10:57.698

But those those bridges between the partnerships are critical.

0:10:57.698,0:10:59.283

And since then, you guys are.

0:10:59.283,0:11:04.288

Because with industry coming to me, me coming to you bringing
we set the table and we had a great meeting.

0:11:04.288,0:11:09.210

And you've had a follow up meeting since.
I think we're on our way toward test, testing aptitude and interest.

0:11:09.210,0:11:14.131

So the kids are heading in the right direction
for workforce development and career opportunity, right?

0:11:14.131,0:11:17.051

Yeah. And I actually Brian brought up some good points
when we met with him.

0:11:17.051,0:11:22.932

And it something that I believe in to some kids may have an interest,
but they don't have the aptitude.

0:11:22.932,0:11:29.605

And so how do we capitalize on growing that ability for those kids
that are really interested in something and vice versa?

0:11:29.939,0:11:35.361

A kid may have a really high aptitude, but doesn't really know

that they're interested in in maybe going into aerospace.

0:11:35.361,0:11:38.906

But when we present it to him
the right way and say, or whatever that field is,

0:11:38.906,0:11:44.912

but when we present it to him the right way and say, hey,
you are showing that you have a lot of talent in this, in this arena.

0:11:44.954,0:11:46.414

Have you ever thought about that? Right.

0:11:46.414,0:11:51.836

It's it's an opportunity to really flip the flip
the switch on for kids and get them into something productive.

0:11:51.836,0:11:55.089

It was interesting paradigm because I didn't think about how aptitude,

0:11:55.089,0:11:58.134
which kind of gets to like how you're wired,
what are you good at and what are your strengths?

0:11:58.134,0:12:04.390

What are your weaknesses and aligning your strengths and and aptitude

with your interests really accelerates.

0:12:04.765,0:12:09.270

Yes. Achievement again. Right? Yep.

But before all of that, that's workforce.

0:12:09.270,0:12:15.234

That's what I love the most about the district is how focused
you are on workforce preparation and workforce development.

0:12:15.234,0:12:17.820

And and I want to talk about those pathways.

0:12:17.820,0:12:22.324

But before all of that, getting back to the pre-K.

0:12:22.324,0:12:24.326

Right. Let's start young and go all the way through.

0:12:25.745,0:12:27.788

If we if you guys you said it.

0:12:27.788,0:12:30.291

It's not an excuse. It's just the reality. Yep.

0:12:30.291,0:12:35.588

You bring a lot of kids in pre-K
or even k, that don't have any pre-K, right? Yeah.

0:12:35.588,0:12:41.969

You guys have started some some pre-K programing here,
and I did, let's talk more about that entry point for kids.

0:12:41.969,0:12:45.139

Yeah.

So we, we, one of the alarming things to me

0:12:45.139,0:12:49.935

when I, when I first came into the superintendency,
I spent my whole career in secondary education just being honest.

0:12:49.935,0:12:54.732

So that elementary space has been something
that I've really had to dive into and learn, and it's been fun.

0:12:54.732,0:13:00.279

But one of the alarming things to me
was that when I, when I discovered that our kids were coming to us

0:13:00.279,0:13:04.742

with the lowest kindergarten ready scores
the first week of kindergarten, you know, in the state of Utah.

0:13:04.742,0:13:07.745

So we've really doubled down on a lot of our pre-K efforts.

0:13:07.745,0:13:13.876

But then we really, focused on that, accelerating
that learning in kindergarten through third grade

0:13:14.502,0:13:18.297

and that that's essential to have to help them
have that success to our system.

0:13:18.297,0:13:21.300

So that that's just a big part of our strategic plan.

0:13:21.300,0:13:22.927

What we're going to continue to,

0:13:22.927,0:13:29.558

to focus on, if we have resources and efforts, you know,
you'll you'll see that that's where a lot of that is going right now.

0:13:29.975,0:13:34.021

And, we rely on community partners. We have, you know, the YMCA,
the Boys and Girls Club.

0:13:34.021,0:13:38.400

We have other community partners that help us and are involved in that.

We don't get funding for pre-K.

0:13:38.400,0:13:40.236

So that's that's a challenge.

0:13:40.236,0:13:45.157

So anything that we do in the pre-K space,
we don't generate any, you know, funding for that.

0:13:45.157,0:13:51.163

So it is a reliance on the community, reliance on community partners
to help us come in and to establish some of those strong programs.

0:13:51.163,0:13:56.919

So we've been able to triple our,
you know, our pre-K offerings. We've been able to to enhance that.

0:13:56.919,0:14:02.675

But then also when we do have our kit,
we know we we're going to get all of our kids, in kindergarten.

0:14:02.675,0:14:05.803

And we need to we need to be prepared to move them quickly. Gotcha.

0:14:05.803,0:14:10.307

So so you're seeing with the tripling of pre-K opportunity and offerings,

0:14:10.307,0:14:15.604

are you seeing a difference when you guys get to that early intervention at the kindergarten entry point?

0:14:15.604,0:14:19.066

Yeah. So we've we've been able to see those kids that we can't get into.

0:14:19.066,0:14:21.527

Those pre-K programs come more prepared. Yeah.

0:14:21.527,0:14:26.740

And so that's you know we know it. Works and does is it is it bear it out in numbers.

0:14:26.740,0:14:28.325

Are you able to quantify that?

0:14:28.325,0:14:29.702

You guys are very data driven.

0:14:29.702,0:14:34.331

You have. For sure. And the biggest metric we have,

the pre-K is relatively new.

0:14:34.331,0:14:40.546

As far as kind of measuring that, that,
that there's they call it a peep test and they keep test and even.

0:14:40.546,0:14:41.672

Keep. Peep and keep.

0:14:41.672,0:14:47.678

So we also have a cadence is another test that we give,
when we were running our own preschool programs, they were

0:14:47.761,0:14:51.974

we have metrics that show those kids were really growing
and becoming in more kindergarten ready.

0:14:51.974,0:14:55.895

Our partners have been so great
because they've started to really align with a lot of what we're doing.

0:14:55.895,0:14:58.564

So now that we have that and there is there's great alignment.

0:14:58.564,0:15:03.402

We're excited to kind of see where that goes.

The biggest number that we have is our kids will come in anywhere.

0:15:03.402,0:15:07.323

About 33% of our kids are kindergarten ready
by the time they leave, they're over.

0:15:07.323,0:15:09.366

They're over the 70th percentile.

0:15:09.366,0:15:14.955

So we have a huge growth, from the beginning of their kindergarten year
to the end of their kindergarten year.

0:15:14.955,0:15:19.460

And then we are working really hard to continue
to duplicate that in first grade, second grade, in third grade. Right.

0:15:19.460,0:15:21.503

So earlier you get in the the easier it is. Yeah.

0:15:21.503,0:15:24.590

But then as they go through our system
they're going to have more opportunities.

0:15:24.590,0:15:28.719

So you see some you know some huge growth early.

Still some more room for more growth. Yep. Right.

0:15:28.719,0:15:33.933

You mentioned alignment.

That's an enormous piece that the other way is about,

0:15:35.267,0:15:36.894

you know, you've seen my presentation.

0:15:36.894,0:15:43.025

You understand how am I pillars of human success work
one of those pillars and one of the arguably the most fundamental.

0:15:43.025,0:15:47.071

So it's public safety would be education for these kids, right.

0:15:47.071,0:15:49.156

And we see a lot of misalignment.

0:15:49.156,0:15:52.868

And we're starting to see a lot more alignment
across community partners.

0:15:52.868,0:15:59.500

You had already started along those lines with the United Way,
especially in education space paired with, public health.

0:15:59.708,0:16:05.047

Is that right? Yep. And,
so how is that alignment helping you guys achieve better results?

0:16:05.047,0:16:10.052

It helps a ton. So, just just over these last few years, like,
the United Way has been great.

0:16:10.052,0:16:15.849

They've they've come in and really helped and they, they,
you know, have kind of shifted under under some new leadership.

0:16:15.849,0:16:19.728

And they are really laser focused on what is our strategic plan.

0:16:19.728,0:16:23.482

And they want to know what our goals are.
They want to know how they can help implement those goals.

0:16:23.482,0:16:26.610

So we have meetings with them regularly that are all centered on that.

0:16:26.610,0:16:32.282

And the resources that they have are aligned with what we're asking.
You know what we're asking, you know, our people to do.

0:16:32.282,0:16:36.787

And so that's huge because we're all, you know,
I always say we have to push the rock up the hill the same way,

0:16:36.787,0:16:39.206

you know, somebody starts pushing in a different direction.

0:16:39.206,0:16:42.543

You just get sideways
and you have competing initiatives and it's exhausting.

0:16:42.543,0:16:47.756

So yeah, it can be exhausting.
It can just end in not getting the results that we need.

0:16:47.756,0:16:52.553

It can be confusing.
It can be frustrating for employees and it. Can actually be bureaucracy.

0:16:52.553,0:16:53.554

Yep, yep.

0:16:53.554,0:16:54.847

So trying to cut some of that

0:16:54.847,0:17:00.519

that out and, and so the partners that we have right now,
I would say we probably have the most alignment we've ever had.

0:17:00.519,0:17:03.647

And there's always room for improvement. We need to continue to do that.

0:17:03.647,0:17:07.026

But that that's essential to what we're trying to accomplish.

0:17:07.026,0:17:10.487

I will attest to the built in alignment that I inherited

0:17:10.487,0:17:17.369

in that education world because and and honestly give a lot of credit
to, to the United Way and Julie Johnson and her team. Yes.

0:17:17.369,0:17:24.376

For, having that leadership and seeing the need for alignment
and asking our anchor partner, what are you trying to achieve

0:17:24.460,0:17:25.294

and how can we help?

0:17:26.503,0:17:27.129

So the Organic

0:17:27.129,0:17:33.135

Way framework, I'm actually proposing to bring the rest of the community to that level of alignment.

0:17:33.218,0:17:35.929

That's what I'm trying to do as a city, right?

0:17:35.929,0:17:40.601

You already have that piece in place for community health and for education.

0:17:40.601,0:17:43.353

And I want to bring the other five pillars to to bear.

0:17:43.353,0:17:49.359

And that's not just me bringing the city, although we bring a lot of resource and, ability here,

0:17:49.985,0:17:54.698

it also brings a whole nother set of partners, but it can bring in another big struggle.

0:17:54.698,0:17:58.786

And so, I'm had to take on that part of the challenge, right? Yep.

0:17:58.786,0:18:04.750

But really what we're doing is we're finally setting a table across the board, not just in education, in health,

0:18:04.750,0:18:10.005

not just here at the city, in what we do and what we control, but for everybody, everything.

0:18:10.005,0:18:19.431

I have a huge belief that you and I share the same constituents we serve, the same families and kids, and they, that's a single taxpayer.

0:18:19.932,0:18:28.107

And we have to find ways to not compete, but to align and to share resources and spaces, right, so that we know how to rebuild

0:18:28.107,0:18:35.823

and and be redundant in our services or in our, facilities so that those people's tax money are going as far as possible.

0:18:35.906,0:18:41.161

Yes. Right. And you and I talk about that a lot, and we're doing a lot of things to help with that. Right.

0:18:41.161,0:18:43.705

Oh yeah. It's, it's a, it's a essential piece.

0:18:43.705,0:18:47.251

And where can we complement each other and what resources can we share.

0:18:47.251,0:18:50.754

And you know, we're opening the CJC building when we're not opening it.

0:18:50.754,0:18:54.633

But like the CJC building, you know, partnership with the city,
the county and the school district,

0:18:54.633,0:18:58.137

to provide this beautiful facility
and safe place for kids that need it.

0:18:59.388,0:19:02.850

You know, and it was it was a great partnership
that probably would have never gotten off the ground

0:19:02.850,0:19:05.269

if we didn't have some sort of alignment together.

0:19:05.269,0:19:10.607

More of that needs to happen.

You know, we have a tremendous relationship with the tech college.

0:19:10.607,0:19:16.738

We do with Weber State as well, but the tech college allowed us,
you know, had a great savings to taxpayers

0:19:16.738,0:19:20.576

to be able to put a brand new,
you know, magnet high school on their campus.

0:19:20.576,0:19:28.333

And we have kids now that are in full credential programs,
getting certifications, industry standard certifications going into,

0:19:28.667,0:19:35.883

you know, high demand, high wage jobs and earning college credit,
you know, at the state at the same time and their high school diploma

0:19:36.091,0:19:41.263

and it's just shared resources
and what a value to taxpayers. What a return on investment.

0:19:41.263,0:19:44.892

So that's something that I think we need to continue to,
to look to for sure. Correct.

0:19:44.892,0:19:50.063

So CJC is building a new facility that we

they provide services for our police department like crazy.

0:19:50.063,0:19:54.359

We need them to provide justice for children of abuse.

Yes, that struggle or victims of abuse.

0:19:54.359,0:19:56.737

And you guys offer your property up.

0:19:56.737,0:20:00.991

They're able to, at a deep discount,
be able to build a facility that the kids need

0:20:00.991,0:20:04.912

without having to have the land prices,
because you guys were able to provide the space, right? Yep.

0:20:04.912,0:20:10.500

We can contribute with, with infrastructure and other utilities, etc.

0:20:10.500,0:20:12.794

that kind of partnership helps them like that come together.

0:20:12.794,0:20:17.090

Same with the the hotel guy. Yes. It's an incredible.

0:20:17.090,0:20:21.136

This is why I love what the school does or does,
because you're not just talking about

0:20:21.136,0:20:27.935

you know, K through 12, you're talking about providing a pathway
for kids to succeed in life. Yes.

0:20:28.352,0:20:31.647

It's essential school, right? It's essential
getting them into workforce.

0:20:31.647,0:20:36.568

But but again, not just based on their interest.

But let's also looked at their aptitude.

0:20:36.568,0:20:39.988

And let's talk to industry through your city partner now.

0:20:39.988,0:20:43.867

And now your industry partners industry.

0:20:43.867,0:20:49.831

What do you guys need from across all these sectors
within your own industry for aerospace and defense.

0:20:49.831,0:20:53.252

Right. Yep. It's amazing how much need there is.

0:20:53.252,0:20:57.839

And now you are able to start to prepare those kids
as young as even middle school.

0:20:57.839,0:21:03.387

Now right there. Take them you guys. You're talking about
taking that aptitude in class or assessment. Yep.

0:21:03.387,0:21:07.015

In junior high and junior high so that when they get into high school,
they know exactly what kind of pathways. Yeah.

0:21:07.015,0:21:14.064

Our goal and we've actually we've achieved this already is that every
single student we have in junior high will have selected a pathway.

0:21:14.648,0:21:20.237

That can be, you know, the honors pathway as far as, like, AP classes
and AP classes, maybe these kids want to go out of state.

0:21:20.237,0:21:22.948

Concurrent enrollment is a great option for so many kids.

0:21:22.948,0:21:28.745

Save so much money, for families, they can, you know,
if they want to go to Weber State and that's where they want to go.

0:21:28.745,0:21:30.414

We or or really anywhere.

0:21:30.414,0:21:33.542

I mean, my own kids benefited
greatly from the concurrent enrollment process.

0:21:33.542,0:21:38.213

Save me a lot of money is of that because. They graduate.
With so much college credit, so much college credit.

0:21:38.213,0:21:43.427

So every, you know, or the CTE pathway,
you know, one of the CT pathways, there's many.

0:21:43.427,0:21:49.933

But, you know, we want our kids in junior high
to have identified a pathway and a seamless transition to high school

0:21:49.933,0:21:53.645

so that when they get with their counselor for the first time,
they're running our high schools.

0:21:53.645,0:21:55.439

They have an idea of what classes they want to take.

0:21:55.439,0:21:59.276

That doesn't mean they can't pivot,
but they're pathways on their student information system.

0:21:59.276,0:22:01.320

Everybody knows that that's what they want to go into.

0:22:01.320,0:22:04.156

And we can tailor their education based on that interest.

0:22:04.156,0:22:08.076

And so, that's something that we're really proud of.

0:22:08.076,0:22:09.703

Early literacy for us is a challenge.

0:22:09.703,0:22:14.541

That early learning space that that's an area
where we still have a lot of room to grow. No. No question.

0:22:14.541,0:22:18.003

We're seeing some great indicators of that moving.

And it's been exciting.

0:22:18.003,0:22:23.592

That's probably been honestly, because I know how hard that is
and how hard that work is and how hard that lift is.

0:22:23.592,0:22:29.681

That's been probably the most gratifying thing for me,
but probably the thing that we can hang our hat on right now

0:22:29.848,0:22:32.100

in Ogden City School District, is our pathways.

0:22:32.100,0:22:40.525

So we have, we have had double digit growth in AP,
IB, and CTE, coursework increases for four straight years.

0:22:40.984,0:22:45.781

And so we have, just kids that are moving through those pathways.
More kids are engaging.

0:22:45.781,0:22:50.911

We're getting more and more Hispanic students,
more students across all demographics into those pathways.

0:22:50.911,0:22:56.458

And that's something that, I'm super proud of.

And so our rigorous coursework is above the state level.

0:22:56.458,0:23:00.629

For the percentage of students that engage in that,

what is called rigorous coursework

0:23:00.629,0:23:05.092

and, that just is going to lead to more opportunity for our kids,

and it will lead to better outcomes

0:23:05.092,0:23:08.929

when they're having when they're taking harder

classes, we're going to see achievement follow.

0:23:08.929,0:23:12.682

And so we're really we're really excited about that.

0:23:12.682,0:23:18.939

And going to continue that push because it's it directly impacts
what happens for that student after high school.

0:23:18.939,0:23:23.318

Yeah. Like you said. So a that was a lot of acronyms. Yeah.

But sorry. That's okay.

0:23:23.318,0:23:27.114

Like you know AP and IB International Baccalaureate those are different.

0:23:27.114,0:23:31.618

Let's just say those are different opportunities
and pathways to excel in to achieve. Yes. Right.

0:23:33.161,0:23:38.125

That the school district provides that more kids are taking advantage of
and are performing and achieving in.

0:23:38.125,0:23:40.043

Yes. Yes, on on the scores.

0:23:40.043,0:23:46.091

But still, you have to focus early on on the early intervention
to make sure that we're preparing them for these opportunities.

0:23:46.091,0:23:47.134

Right. 100%.

0:23:47.134,0:23:51.513

What good is it to test their aptitude and align them for the workforce

0:23:51.513,0:23:56.101

when they're not able to take advantage of those opportunities

because they didn't have early intervention and prepare them for that?

0:23:56.101,0:23:57.185

Right? For sure.

0:23:57.185,0:24:02.023

And I got to give credit to my teachers.

I mean, they there's so many teachers that have had a shift in mindset.

0:24:02.023,0:24:05.527

They've they, are meeting Kit, they meet kids where they're at.

0:24:05.527,0:24:11.783

I mean, that's one of the things I can honestly say about Ogden is
our teachers meet kids where they're at, and they work hard to do that.

0:24:11.783,0:24:16.288

They care about kids. Our administrators,
we have an amazing administrative team.

0:24:16.288,0:24:21.168

I would I mean, our principals across the board are strong
and I'm surrounded by really great people in my district.

0:24:21.168,0:24:26.465

And so we we have a ton of great people, teachers,

I mean, just unbelievable.

0:24:26.465,0:24:30.177

And we've been able to keep our teachers. That's another thing
that's that's important.

0:24:30.177,0:24:34.639

In particular, you talk about that early literacy space.
And a lot of our teachers live in Ogden.

0:24:34.639,0:24:39.811

Well, I was surprised when I pulled the numbers. It's
well over. It's over 50% of our teachers live in Ogden.

0:24:39.811,0:24:45.358

And that's a that's a great thing to have in our community. And so,
but we we've been able to keep teachers.

0:24:45.358,0:24:49.029

So we've kind of flipped the script on on having retention issues.

0:24:49.029,0:24:51.781

We don't have to onboard nearly as many teachers.

0:24:51.781,0:24:55.327

We have a really a quality candidate list of teachers.

0:24:55.327,0:24:59.956

We wish we could find jobs for,
prospective teachers that we wish we could find jobs for.

0:24:59.956,0:25:02.375

But we just don't have a lot of openings.

0:25:02.375,0:25:05.795

So that means that we are training our teachers
and keeping them versus them, leaving

0:25:05.795,0:25:10.050

you invest in an early literacy teacher, for instance,
and you put them through all the letters, training

0:25:10.050,0:25:12.344

and all the different things that they have to do.

0:25:12.344,0:25:14.179

And they, they leave after four years.

0:25:14.179,0:25:15.680

You're starting from square one again.

0:25:15.680,0:25:20.435

So that's something that, that we need to continue to do
is to take care of our people. Yeah.

0:25:20.435,0:25:25.440

You know, whenever you and I have talked about your teacher retention,
it always reminds me of our officer retention.

0:25:25.440,0:25:27.067

Police in fire, right.

0:25:28.318,0:25:29.236

You have to.

0:25:29.236,0:25:32.447

Obviously, you can't compensate them with what they're worth. Yep.

0:25:32.447,0:25:35.742

Or at least give them enough compensation
that they feel valued in their compensation.

0:25:35.742,0:25:41.748

But it's also about creating a culture in a
in a place that they enjoy being them, where they feel supported, right?

0:25:41.998,0:25:47.629

Where they're actually but don't just think they could find success,

but they're feeling on that they're achieving as well,

0:25:47.629,0:25:52.592

just like they're hoping that the kids
achieve their achieving achievement with and for the kids. Right.

0:25:52.592,0:25:56.346

And they feel good, they feel appreciated and they feel valued.
And that is compensation.

0:25:56.346,0:25:58.765

But it it's a bigger it's a bigger culture.

0:25:58.765,0:26:02.852

And I think for me, you know, culture trumps strategy.

0:26:02.852,0:26:06.481

You know, you can have all these ideas
and all these different things you want to do.

0:26:06.481,0:26:12.487

You have all these, you know, whatever curriculum you're using,
whatever, whatever that is that's important.

0:26:12.487,0:26:17.075

But if you have the right culture, you're going to see movement

and you're going to get things done.

0:26:17.075,0:26:23.164

And that's that's just the way I've tried to approach my job,
whether I was a principal, a coach or now a superintendent,

0:26:23.582,0:26:27.502

that you got to get that culture right
and you got to continue to focus and invest in your culture.

0:26:27.502,0:26:28.670

You have to have the culture.

0:26:28.670,0:26:32.007

Like, what good is a strategic plan
if you can't implement it and you can't implement

0:26:32.007,0:26:37.053

you don't have a good culture, because if you don't have a good culture,
you're not gonna have the right people and right.

0:26:37.053,0:26:38.430

That's something that,

0:26:39.723,0:26:40.140

I don't know,

0:26:40.140,0:26:46.146

maybe people like us learn in real time
and have a very intimate knowledge and experience with.

0:26:46.396,0:26:53.903

But I feel like as I brought the Ogden way,
it has to be iterative and adaptive over time.

0:26:54.321,0:26:59.826

You can't just put it in and say, do everything all at once.
There are fundamental building blocks to it, right?

0:26:59.826,0:27:07.083

We we started by, in my first hundred days, I set a broad vision
and I talked about the values that we're going to espouse

0:27:07.667,0:27:13.673

and from the values
we built, worked toward building, a mission for our people here

0:27:13.757,0:27:21.139

and that that connected to the values, service, opportunity,
facilitating success for others, having grit and determination,

0:27:21.181,0:27:26.019

being innovative in the way that we do it, being collaborative and the way we do it with each other, you know. Absolutely.

0:27:26.019,0:27:29.522

And then that connects with a vision,
a vision for our community outside of these walls.

0:27:29.522,0:27:34.653

And what does our mission do to help
serve that vision for the city right. As a whole?

0:27:34.653,0:27:38.031

And then from there, what are we going to do with it?
What do we have to do?

0:27:38.031,0:27:43.328

And we're going to take the pillars and find alignment
with our partners, because we can't expect to do it all here. Right?

0:27:43.328,0:27:44.996

That takes time to put into place.

0:27:44.996,0:27:50.835

It takes multiple,
fiscal cycles and multiple mayors proposed budgets to the council.

0:27:50.835,0:27:51.920

And. Right.

0:27:51.920,0:27:55.590

So these things don't happen overnight that do take time.

0:27:55.590,0:28:00.720

But but it is happening. Yes.

I will tell you, Luke, from personal experience,

0:28:01.846,0:28:06.059

that and I say this to you a lot,

but just from personal experience, it's a good time to be in the desert.

0:28:06.059,0:28:08.728

I got two girls in the school district.

0:28:08.728,0:28:13.983

Everything you just said about teachers,

you can find an exception everywhere on everything.

0:28:13.983,0:28:17.445

But I believe you because I see it. Yeah.

0:28:17.445,0:28:21.366

I see it for my girls.

And I see it with the teachers that I interact with.

0:28:21.366,0:28:24.035

They're committed people right here.

0:28:24.035,0:28:30.250

Yes, I think I think to be a teacher in Ogden, knowing that there might be some more challenges than if you were to go somewhere else.

0:28:30.750,0:28:36.756

I think their mindset is, to help kids, and that's what we run into consistently.

0:28:36.840,0:28:42.679

You know, you visit our schools and they'll brighten your day, you know, and we need we need to sometimes that narrative in education

0:28:42.679,0:28:46.891

is the same, you know, like change in you. It's not happening fast enough or this isn't you know.

0:28:46.891,0:28:47.350

Yeah.

0:28:47.350,0:28:48.768

It's not going where we needed to go.

0:28:48.768,0:28:53.314

But, you go to visit schools and you see that immediately.

0:28:53.314,0:28:58.278

It's it's, you know, that's the best time of my job
is when I get to be in schools. I wish I need to do it more.

0:28:58.278,0:29:01.156

But the my, my favorite, the favorite,

0:29:01.156,0:29:07.078

my favorite part of my day or week is when I get to go
visit schools and see kids and see what teachers are doing for them.

0:29:07.078,0:29:12.208

My kids benefited to my own kids and,
that's something I'm just I'm super proud of.

0:29:12.208,0:29:15.086

Remember that day? That United Way does like it?

0:29:15.086,0:29:18.548

It's a literacy day and we going to read to kids in the schools.

0:29:18.548,0:29:21.050

I remember seeing you there. We were at, Odyssey Elementary,

0:29:22.135,0:29:28.057

and I remember the way I felt when I walked in being greeted
by Principal Sonja Davidson.

0:29:28.057,0:29:29.058

Right.

0:29:29.058,0:29:31.269

Sonja's unreal.

Yeah, dude.

0:29:31.269,0:29:35.940

She's just an absolute gem for, for, for and for kids.

0:29:35.940,0:29:41.070

The way she made me feel when I walked
in, the way her staff made me feel. The way we were all embrace.

0:29:41.070,0:29:46.409

We all went out there and read to the kids who came back.

You could just see it wasn't just for us.

0:29:46.409,0:29:49.412

They were doing what they always do. Yes, right.

0:29:49.412,0:29:54.000

And that's the feeling you're talking about. That's culture. Yes. Right.

And you build culture over time.

0:29:54.000,0:30:01.382

The the more deliberately and and progressively and adaptively
you build culture, the more sustaining it is.

0:30:01.841,0:30:06.471

If the faster you try to change it, the faster
it can change back. Right.

0:30:06.471,0:30:08.515

And so invest early in culture,

0:30:09.474,0:30:14.312

have a strategy for developing the culture,
but also have a strategy for implementing when you have that culture.

0:30:14.312,0:30:14.854

Right? Yeah.

0:30:14.854,0:30:19.943

Listening to your people communicating,
you know, making making adjustments were needed.

0:30:19.943,0:30:22.779

Sonja is a great example of that. She's she's such a good principal.

0:30:22.779,0:30:26.991

I mean, I have many but she
she takes that and just runs with it at her school.

0:30:26.991,0:30:31.412

Her employees are happy. The kids know they're loved.

I mean, she does a great job.

0:30:31.412,0:30:33.289

Even down to Officer Evans.

0:30:33.289,0:30:35.250

Yeah, absolutely amazing officer.

0:30:35.250,0:30:39.754

He loves going to all the elementary. Loves those kids
deeply. He's like part of the staff.

0:30:39.754,0:30:40.713

Yes he's on. Yeah.

0:30:40.713,0:30:43.174

He just integrates right into that that process.

0:30:43.174,0:30:47.929

He loves the kids I mean he's part of that culture. Absolutely.

0:30:47.929,0:30:52.392

And it's he's the same way when he's here at the department.

We all love Bob.

0:30:52.392,0:30:55.562

Absolutely. Loves everybody here. He cares deeply for everybody.

0:30:55.562,0:30:57.063

Our SRO team.

0:30:57.063,0:30:59.732

Can we talk about that. It is unreal right.

0:30:59.732,0:31:02.443

So we're our our school resource officers.

0:31:02.443,0:31:07.740

Shout out to them as well

I mean they Mike Flint is the you know Sergeant or the lieutenant.

0:31:07.740,0:31:09.242

Sorry Sergeant. Sergeant Flint. Yeah.

0:31:09.242,0:31:14.205

Sorry Sergeant Flint he he is
he is so great at just listening and adapting.

0:31:14.205,0:31:16.082

And he wants to make things better.

0:31:16.082,0:31:18.209

You know, he's talked to me before about

0:31:18.209,0:31:24.048

he loves to leave things in a better place when from when he came on
and he he does that and his whole team does that.

0:31:24.048,0:31:29.012

So we have a great team of resource officers.
They fit the schools. They care about the kids.

0:31:29.012,0:31:32.307

They want to be there. They communicate so well with the administration.

0:31:32.307,0:31:34.934

They make build relationships with kids. Yep.

0:31:34.934,0:31:39.147

It's just it's awesome.

I mean, we have one of the only police dogs in the state that.

0:31:39.147,0:31:41.024

I know. Right? That is at Ben Lomond High School.

0:31:41.024,0:31:45.361

Piper. Piper,

she's she's integrated in in that school. The kids love her.

0:31:45.361,0:31:50.700

Cute up. Helps

keep our kids safe. You know, Reed Mackley the officer.

0:31:50.700,0:31:53.995

He went to a bunch of training to be able to do that, but kids love him.

0:31:53.995,0:31:56.998

I mean, he he's, like part of the graduation ceremony.

0:31:56.998,0:32:02.629

I mean, so our SROs, we're lucky to have.

Yeah. Have the team of officers that we work with.

0:32:02.629,0:32:05.173

That is a testament to OPD, period.

0:32:05.173,0:32:09.928

Reed Mackley,

that's a testament to him. Not as a good officer, but as a good man.

0:32:09.928,0:32:11.262

Right? Oh, absolutely.

0:32:11.262,0:32:13.640

That's what makes him a good officer.

0:32:13.640,0:32:17.977

You know, a testament to, to Chief Sube and, and leadership of OPD.

0:32:17.977,0:32:23.900

What they do

is they find people and there and it's becoming even more important now.

0:32:23.900,0:32:25.860

They want to find people that want that.

0:32:25.860,0:32:30.865

They have that calling

and to nurture their connection, their ability to connect with youth.

0:32:30.865,0:32:34.035

Right. Oh, and put them in place to succeed.

0:32:34.035,0:32:38.039

It kind of gets back to that attitude again.

Oh yeah. That's not only are you interested, but you do.

0:32:38.039,0:32:42.961

You have the ability to connect with these kids. Yeah. And it's evident.

I mean, are they.

0:32:42.961,0:32:47.131

I couldn't say enough about them.

I could keep rambling about the officers, but they're just great.

0:32:47.131,0:32:49.801

Yeah, well, keep rambling about opioids in our office, please.

0:32:49.801,0:32:50.468

Yeah.

0:32:50.468,0:32:53.012

I'll never. Stop. I don't ever.

0:32:53.012,0:32:56.933

Yeah. Everybody I talk to,

you know, we're just lucky to have that team that we have.

0:32:56.933,0:33:01.604

And they, they meet the needs of what we what we need,
whether it's an extra support at an event,

0:33:01.604,0:33:06.567

whether it's, you know, we have we have a maybe a population of kids
that needs a little bit extra attention.

0:33:06.567,0:33:09.112

So integrating into the school to give them that attention.

0:33:09.112,0:33:09.404

Yeah.

0:33:09.404,0:33:15.410

But the there's really not been a time where I've had an ask
or I've communicated with them about a need

0:33:15.451,0:33:20.039

that they haven't come right back and tried to meet that need. Yeah.

And most of the time have.

0:33:20.039,0:33:23.334

Did you know that Logan at Mount Ogden Junior High is my chief of staff's daughter?

0:33:23.334,0:33:28.423

I did not know that. Oh, yes, I did. To know that I know that about me.

Yeah. Logan's another perfect example, right?

0:33:28.423,0:33:29.799

You know, she unreal.

0:33:29.799,0:33:35.096

I mean, she and she understands kids.

She understands the some some specifics about certain types of kids.

0:33:35.096,0:33:39.058

And she's able to, use that skillset to help us and support us.

0:33:39.058,0:33:44.856

And so, Logan. Yeah, she's great. And I didn't know that, Cindy.

Because we talked about it. Yep, yep.

0:33:44.856,0:33:49.110

And they're also there to keep our kids safe

so they can have a safe place to learn.

0:33:49.110,0:33:52.113

Right? Oh, 100% school safety. Big deal.

0:33:52.113,0:34:00.788

And we take a very serious, very, very serious in Ogden implementing, you know, some, some legislation right now and without a great,

0:34:02.040,0:34:04.834

resource officer team and, and a police department to help us with that process.

0:34:04.834,0:34:06.210

Imagine it does not happen.

0:34:06.210,0:34:09.297

What if you had to have all, like, five different cities to work?

0:34:09.297,0:34:12.508

Oh, yeah. It can be. It can be a very big challenge.

That would be brutal. Yep.

0:34:12.508,0:34:17.889

And I've been in Davis district and that's a challenge there.

I mean, they have multiple cities, multiple multiple police departments.

0:34:17.889,0:34:21.476

You know with different articulate agreements and different things.

0:34:21.476,0:34:25.438

And, you know, but I think that that's really nice to have the one.

0:34:25.438,0:34:29.400

But the one we have is pretty good. It's the best.

Yeah I know right. Yeah.

0:34:29.400,0:34:32.195

You don't just have one. You got. The one. Yeah. Yeah.

0:34:32.195,0:34:35.865

And I, I. 100% agree and. I mean that. I do. Too. Yeah.

0:34:35.865,0:34:42.580

And I don't know, I just make it up because I want to like,

I truly believe it because I've seen it, I experience it.

0:34:42.955,0:34:45.374

The things that you see in these jobs

0:34:45.374,0:34:52.298

and watch your people do, and you're like, I don't know how you were
able to make that decision in that moment, but I'm sure glad you did.

0:34:52.340,0:34:56.594

I mean, they're willing to work with, you know,
there was just an article, my school board, I mean, they you know,

0:34:56.594,0:35:01.349

I have a member of my school board who has an autism registry,
and they're working to have kids registered in autism registry.

0:35:01.349,0:35:04.393

And the police is working with one of my school board members
to help do that. Yep.

0:35:04.393,0:35:10.024

And to help make the community more safe. And so there's example
after example of where that where that is occurring.

0:35:10.024,0:35:16.656

So, Stacy Bernal, you know, has has,
a powerful, mindset on helping kids with autism.

0:35:16.656,0:35:18.449

And she's working really hard to do that.

0:35:18.449,0:35:20.743

And she's worked directly with the chief of police

0:35:20.743,0:35:26.791

and, helping establish, so a. Registry so that when if a call comes in
for one of those kids, there's a registry.

0:35:26.791,0:35:28.042

Meaning, you know.

0:35:28.042,0:35:30.878

Yeah, if you're a parent of a child with autism,
you get them on that registry

0:35:30.878,0:35:36.008

and that call comes in and the officer hears it
and they know they're on that registry. They know how to approach -

0:35:36.008,0:35:38.761

To approach things with that in mind.

0:35:38.761,0:35:42.598

Absolutely.

There's power in that knowledge for our officers in that moment.

0:35:42.598,0:35:48.604

And I'm really proud of our department
being the kind of department that seeks that out and puts it into place

0:35:48.855,0:35:54.861

and, drives it forward for actual use in our day to day work, for sure.

0:35:54.902,0:35:58.364

And I got to give, you know, my school board is also very supportive.

0:35:58.364,0:36:02.910

So that I think that's, an element
that sometimes people maybe don't understand.

0:36:02.910,0:36:05.997

And unless they're really ingrained in a, in a school system.

0:36:05.997,0:36:11.794

But great, great things don't happen
if you don't have a governing board that that helps, you know,

0:36:11.794,0:36:18.426

publish great policies, that helps approve great policies
and that is willing to take risks and is willing to push,

0:36:18.426,0:36:21.804

you know, push the envelope a little bit
when we bring them a suggestion,

0:36:21.804,0:36:25.224

they're willing to trust and believe
that we're trying to do what's right for kids.

0:36:25.224,0:36:26.684

And we have a very supportive school board.

0:36:26.684,0:36:30.897

So you don't run into walls, you don't try to go down a road
of trying to do something that's really great.

0:36:30.897,0:36:33.608

Oh, tech high, you know, keeping your teachers.

0:36:33.608,0:36:40.239

So there was a lot there was a lot of a lot of initiatives
that we had to do to, to create, longevity for our teachers.

0:36:40.239,0:36:43.826

And they had to be willing to listen to that.

They had to be willing to understand that.

0:36:43.826,0:36:47.872

So being able to support those great things that we have happening
is huge.

0:36:47.872,0:36:51.667

And I could I'm very blessed to have walked into a situation
with a great school board.

0:36:51.667,0:36:58.007

I'm really I mean, I remember when you guys were going through the teacher salary and the retention issues

0:36:58.007,0:37:02.511

and we were going through the same things with police and fire retention and salary and compensation.

0:37:02.511,0:37:03.971

We we had to make some really hard calls.

0:37:03.971,0:37:10.228

Yes. Critical mission critical calls that helped us get start to get cut out.

0:37:10.686,0:37:14.065

And now I'm intent on making sure we stay caught up.

0:37:14.065,0:37:17.652

Have to we cannot go back to that. Yeah. It's two fundamental right.

0:37:18.611,0:37:23.658

But, your school board is a what you have with your school board is critical.

0:37:23.658,0:37:25.993

Just the same that I have with our city council.

0:37:25.993,0:37:29.914

I feel like I've got a city council that's got open minds.

0:37:29.914,0:37:32.458

They're all good hearts, good minds.

0:37:32.458,0:37:36.712

They absolutely hold me accountable. And they will put our staff.

0:37:36.712,0:37:39.298

They will put the screws to us on every proposal.

0:37:39.298,0:37:44.178

But they're not. They're saying no, there's they're saying,
tell me more. Yeah.

0:37:44.178,0:37:45.513

And they're making us justify it.

0:37:45.513,0:37:51.310

And it forces me to be way more prepared going
in, knowing what they like and what they don't like.

0:37:51.310,0:37:55.690

I have a good sense for what they will even entertain
and what they won't.

0:37:55.690,0:38:00.194

And for the public that they
when they see less arguing, they think that means that

0:38:01.153,0:38:01.862

they think that's a bad thing.

0:38:01.862,0:38:03.572

For some reason. It's like a rubber stamp.

0:38:03.572,0:38:06.867

Yeah. No. It's alignment. Yeah. Is what it is. Yeah.

0:38:06.867,0:38:10.663

And it's being communicative at meetings and outside of meetings

0:38:10.663,0:38:16.669

leading up to meetings and preparing and having staff that are connected
and that we're working toward the same goals.

0:38:17.128,0:38:23.134

And when you see those kind of administrative and policy bodies
not fighting like that,

0:38:24.302,0:38:27.096

we should all be thankful that we have good alignment.

0:38:27.096,0:38:30.725

That means we all we largely agree on what we're after and our values.

0:38:30.725,0:38:33.728

What you just said is exactly the process.

0:38:33.728,0:38:37.940

There's so much work that goes behind some of these big initiatives.

We were having committee meetings.

0:38:37.940,0:38:39.734

Our board sits on many committees.

0:38:39.734,0:38:42.361

You know, they are they're doing all we're doing a lot of legwork,

0:38:42.361,0:38:47.158

you know, behind the scenes, trying to make sure we're
making the best decisions and bringing, you know, board members along.

0:38:47.158,0:38:48.576

They're involved in that discussion.

0:38:48.576,0:38:53.956

We're sending out information for for board meetings while in advance there may be some questions that need to be answered.

0:38:53.956,0:38:58.294

And some of that plays out in a board meeting.

But generally we we've had a ton of great alignment.

0:38:58.294,0:39:03.924

And, that's due to the fact

that we've seen results from from the decisions we've made.

0:39:03.924,0:39:05.968

But without that, yeah, without that alignment.

0:39:05.968,0:39:12.391

But it could be, you know, and we sometimes see from the outside view of like, well, everybody's just doing whatever, you know, getting along.

0:39:12.391,0:39:15.853

But there's a reason why now. Yeah. Also has to do with culture work.

0:39:15.853,0:39:20.858

Yeah. It's a lot of hard work. And and there's a culture and so there's there's a process to that that works.

0:39:20.858,0:39:26.197

And you know, if you can get that right, you don't run into roadblocks.

0:39:26.197,0:39:31.452

And it ultimately at the end of that trail are students
who are benefiting.

0:39:31.452,0:39:32.161

Yeah.

0:39:32.161,0:39:35.039

You know, if you're for me and for you, it's our citizens. Yes.

0:39:35.039,0:39:38.250

Because, you know, we. Only have so much energy
and so much time to give.

0:39:38.250,0:39:42.755

Yeah. Why would we give it? Fighting over
something that doesn't matter. Been proposed anyway. Yeah.

0:39:42.755,0:39:46.717

Yeah, I would like to think when I bring my board
something. It's very well thought out.

0:39:46.717,0:39:48.052

Right. That's been vetted.

0:39:48.052,0:39:52.932

It's, it's a, you know, it's I'm not going to bring them a bad idea
that I'm like, hey, this is something.

0:39:52.932,0:39:58.938

No, it's, it's going to be there's going to be a lot of work that goes
into those proposals, whether it's a school closure, those are hard.

0:39:58.979,0:40:05.069

But we've we've been very effective in kind of reducing some,
some key elements of closure and consolidating and data

0:40:05.069,0:40:11.492

and communication with the community and open houses and surveys
and helping them understand the boundary change process

0:40:11.492,0:40:16.288

and all of those, all of those things are essential.

And then those decisions are smooth.

0:40:16.288,0:40:20.584

There will be some that will, you know,
there will be some strong opinions on 100%.

0:40:20.584,0:40:24.004

But what I don't ever want to be accused of
is that we didn't communicate

0:40:24.004,0:40:29.760

that we didn't push information out, that we didn't do the best
we could to right, to turn on, on turn every stone,

0:40:29.760,0:40:33.264

do demographic studies, whatever,
whatever it takes to make those big decisions.

0:40:33.264,0:40:37.601

I don't want to be accused that we weren't. Prepared,
know. That we didn't do our homework on our right.

0:40:37.601,0:40:44.483

I believe that I owe that to our city council, like,
before I even transmit it to them for their consideration.

0:40:44.733,0:40:49.071

That's how it starts for us, is we send a transmittal.
That's the required mechanism.

0:40:49.071,0:40:53.117

Their office receives it, their leadership team starts to chew on it.

0:40:53.117,0:40:55.202

They communicate. This is what we received.

0:40:56.579,0:40:58.330

It's still not ready to go onto an agenda.

0:40:58.330,0:41:00.875

They have the calendar that they set, you know.

0:41:00.875,0:41:05.087

And so like we go through a process for vetting everything
and proposing it and so on.

0:41:05.087,0:41:09.008

And then they go through a process for vetting it
and approving it or denying it.

0:41:09.008,0:41:15.931

And I'm not going to put anything through our process that I don't think
they're going to be able to support, you know, and I do.

0:41:16.307,0:41:20.728

So I have a good sense, having been in their seats,
I know what they're looking for and what they're not.

0:41:20.728,0:41:24.648

I know what I think that they will, considering what they want.

0:41:24.648,0:41:30.654

And so I'm putting and I'm thankful to know that those things
are actually really well aligned with what I'm trying to accomplish to.

0:41:30.905,0:41:32.698

There's some there are some nuances.

0:41:32.698,0:41:36.994

I've done some different things and a little bit innovative
or a little different direction or a different way,

0:41:38.037,0:41:39.997

but they've been open minded to it largely.

0:41:39.997,0:41:41.040

Right? Yeah.

0:41:41.040,0:41:48.547

So I just say all this because,
I think lack that lack of conflict is actually not a rubber stamp.

0:41:48.589,0:41:53.969

It's a, it's a presence of alignment.

The presence of alignment and heading in the right direction.

0:41:53.969,0:41:55.971

Yeah. For your students or for your community.

0:41:55.971,0:42:01.185

And what you just said echoes true with the school board as well.

0:42:01.185,0:42:01.560

It does.

0:42:01.560,0:42:03.354

So they they hold me accountable.

0:42:03.354,0:42:08.067

Yep. I have to make sure that I'm bringing them,
you know, the information and informing them.

0:42:08.067,0:42:13.239

And if something happens, I got to inform them
so that they're not blindsided by anything that they do.

0:42:13.239,0:42:16.200

I want them to hear it from me first.

If there's anything that they need to hear.

0:42:16.200,0:42:17.785

And that's essential.

0:42:17.785,0:42:23.749

To, well, it's like I got to make sure that we do our, homework
because they're gonna hold me accountable to that,

0:42:23.749,0:42:27.628

and they're going to make sure that they do homework
because the public is gonna hold them accountable to that. Yes.

0:42:27.628,0:42:33.008

And so I really do feel that it's a symptom that they are,
we're not just alignment with our city council.

0:42:33.008,0:42:36.720

We're in alignment with our community who place them there. Right.

0:42:36.720,0:42:42.685

And that's important when we talk about limited energy
resources and bandwidth, we don't want to spend it fighting each other.

0:42:42.685,0:42:45.688

No. We've got to find what it is we want to accomplish as a city.

0:42:47.231,0:42:48.274

Make sure that it reflects

0:42:48.274,0:42:54.655

what the people of the city want, right, so that they elect people that are aligned with those values and those visions.

0:42:54.655,0:42:58.826

Right. And then you can have that pathway through. It's a huge deal.

0:42:58.826,0:43:02.913

There are cities across the country and in this state in this area that don't have that.

0:43:02.913,0:43:04.665

Yeah. No. And it's same with school board.

0:43:04.665,0:43:09.461

So and this is I think why you and I can understand each other because there's a lot of parallels to what we do. Yeah.

0:43:09.461,0:43:12.006

You know, you were a defensive lineman.

0:43:12.006,0:43:15.884

I was an offensive lineman, so I was smarter.

You're a smart. Yes. You're a mayor.

0:43:15.884,0:43:17.428

I'm a,

0:43:17.428,0:43:24.602

I'm a superintendent, but but, I mean, it's, there's some differences, but the, the process, I mean, there's a reason

0:43:24.602,0:43:31.233

why the job expectancy of a superintendent is, like, 2.9 years, you know, and I'm going into my fifth year loving it here.

0:43:31.233,0:43:33.944

You know, I feel very supported.

0:43:33.944,0:43:39.450

And that that's, you know, a result of having a great board and great people around me.

0:43:39.450,0:43:43.996

Yeah. Without that, I can't be successful.

And it's not like it just happened.

0:43:43.996,0:43:47.458

No. Like it's made to happen by people doing work. Yes. Right.

0:43:49.335,0:43:50.336

And you know what?

0:43:50.336,0:43:51.879

The work.

0:43:51.879,0:43:57.718

When I was on the city council,
the most important thing is you have to listen and learn and understand

0:43:57.718,0:44:03.515

before you take positions
and strong positions in favor or against something.

0:44:03.515,0:44:09.271

It all comes down to listening, learning, truly understanding,
which takes a lot of work, right?

0:44:09.271,0:44:11.857

That the community is putting us in these positions to do.

0:44:11.857,0:44:14.860

Absolutely. They're counting on us to do that work right.

0:44:14.860,0:44:16.695

So I'm thankful to have a council that does that.

0:44:16.695,0:44:20.240

I'm thankful we have a school board and a superintendent
that does that. Right.

0:44:20.240,0:44:24.036

But, I'm also thankful that we have to that we get to have you here.

0:44:24.036,0:44:27.456

I'm thankful that it's an old teammate
that's in that spirit that let's see.

0:44:28.540,0:44:29.416

I'm real proud of you, Luke.

0:44:29.416,0:44:34.963

Yeah, well, I'm proud of you, too. Likewise. It's been. It's been fun.

The communication is awesome.

0:44:34.963,0:44:39.093

You know, I couldn't ask for more.

0:44:39.093,0:44:42.513

I know, well, I feel,

0:44:42.513,0:44:46.767

I feel proud because I see the work that you're doing
and that your team is doing.

0:44:46.767,0:44:51.480

All of your staff, administrators, teachers, the
the families and the kids.

0:44:51.480,0:44:57.027

And you're making progress toward
that constant mindset of growth, right.

0:44:57.027,0:45:02.324

So when people are critical of the district,
which it's always easy to find something to be critical of,

0:45:02.324,0:45:06.912

like I get defensive because I see the improvement happening.
I see the work going into it.

0:45:06.912,0:45:08.497

So keep up the good work.

0:45:08.497,0:45:10.249

We need you to keep doing it.

0:45:10.249,0:45:13.711

Stay in that position. Love it. And I'll just correct myself.

0:45:13.711,0:45:17.965

I think if we were really being honest,
whether you were the smarter one. Was that I was.

0:45:17.965,0:45:22.469

So I don't know about that. I might have been faster or were,
but you were definitely more athletic.

0:45:22.469,0:45:24.138

There was a reason. Why summer, right?

0:45:24.138,0:45:27.474

There was a reason why I was on the offensive side of the ball.
Like I didn't run very fast.

0:45:27.474,0:45:32.771

Right? That's where all the people with no skills go is. But yes,
especially after a couple of your buddies blew my knees out.

0:45:32.771,0:45:33.522

Go that

0:45:34.648,0:45:35.733

that it was it.

0:45:35.733,0:45:41.655

It was even worse. Santos. Santos. Yeah. You did one on ones.

Yeah, it was.

0:45:41.655,0:45:43.115

It wasn't his fault.

0:45:43.115,0:45:46.034

Let's play Moody. Yes. He's still in the neighborhood. Yeah.

0:45:46.034,0:45:48.662

My family. But. Yeah. Go, Wildcats! Right.

0:45:48.662,0:45:52.416

That's right. Go, Wildcats!

Go out and go on school district, garden city. Absolutely.

0:45:52.416,0:45:54.251

I'm all about Ogden's people.

0:45:54.251,0:45:57.337

Luke Rasmussen, superintendent, Ogden school district,
thanks for being here.

0:45:57.337,0:46:02.259

But before we wrap up, I want to wrap up with a call to action. Okay.

0:46:02.259,0:46:06.972

For today's call to action,

I was thinking that if you, if you have a child in the school district,

0:46:06.972,0:46:12.978

if you know somebody in the district, seek out these pathways,
find your alignment.

0:46:13.312,0:46:18.066

Make sure your child is testing aptitude
when they get to that middle school period. Right.

0:46:18.066,0:46:23.155

But follow up with it,
the school will be in terms of career counseling, right? Absolutely.

0:46:23.155,0:46:27.785

Make sure that we are as parents,
I'm excited for my kids to take that exam

0:46:27.785,0:46:32.915

so that we can start talking about their aptitude
and their interest there at that point. Right.

0:46:32.915,0:46:36.293

And then you guys are so aligned with our workforce needs. For what?

0:46:36.293,0:46:41.256

Where our opportunities are, as based on the economic team
that I have in place.

0:46:41.256,0:46:42.424

Let's keep them here.

0:46:42.424,0:46:47.888

Keep them here. Let's grow on our own, right.

And find opportunities for upward mobility.

0:46:47.888,0:46:51.016

For the kids and the families of the people we have you. Ogden's a gem.

0:46:51.016,0:46:53.310

Absolutely. It's an absolute gem, 100%.

0:46:53.310,0:46:58.315

And I love it. And and,
it's a beautiful place to live. And we're lucky, too.

0:46:58.315,0:47:00.150

We're lucky to be here. There you go.

0:47:00.150,0:47:04.655

Ogden. There's a gem. Help us make sure that this gem shines
as bright as possible.

0:47:04.655,0:47:10.744

By doing your part to take advantage of opportunities,
being your best self, and helping those around you in The Ogden Way

0:47:10.744,0:47:15.916

to be their best selves, too. Luke Rasmussen,
superintendent, Ogden School District, thanks for being with us.

0:47:15.916,0:47:19.169

That is our episode of The Ogden Way.

Thank you, Mayor.

Thank you.