



Minutes for Regularly Scheduled Board Meeting

**To Be Held in the District Board Room
1055 Griffiths Lane
Ashwaubenon WI 54304
(Phone: 920.492.2900)**

Monday, October 28, 2013

6:30 p.m.

A. Call to order:

Vice President Laukka called the meeting to order at 6:31 pm at the district office.

B. Roll call:

Board Members Present: Laukka, VanDeKreeke, Halron, VanLaanen
Board Members Excused: Williams
Others Present: Brian Hanes, Jill Kieslich, Tammy Lampereur, Brad Taylor, Kurt Weyers, Maria Arena, Dave Steavpack, Kris Hucek, Dirk Ribbens, Brian Nelsen, Pete Marto, Melanie Lasee

C. Declaration of quorum:

Quorum Present

D. Pledge of allegiance:

The pledge was recited

E. Adoption of Agenda:

Moved by VanDeKreeke seconded by Halron to adopt the agenda as presented. Aye 4, Nay 0. Motion carried 4:0

F. Citizens and/or delegations:

1. **Public Forum** – no issues presented
2. **Student Presentation** – Melanie Lasee and the GAPP students spoke about the GAPP program, the recent visit by the German students to Ashwaubenon, and the four week trip Ashwaubenon students took to Germany over the summer. Lasee spoke about the benefits students receive from the one-to-one exchanges between the countries. The board asked what the German student had to say about their visit to Ashwaubenon. They enjoyed the dances and sports because they do not have these type of activities in their schools. They also like the idea/freedom of driving at age 16. In Germany the legal driving age is 18.

G. Consent Agenda:

Moved by VanLaanen seconded by Halron to adopt the consent agenda as presented. Aye 4, Nay 0. Motion carried 4:0

- A. Minutes of the regular meeting held on Monday, September 23, 2013
- B. The schedule of checks written 9/17/13 to 10/18/13
- C. Staffing:
 - a. **Resignation of Stacy Basten** from her .43 FTE Food Service Assistant position at Valley View Elementary School effective October 18, 2013. Posting is underway to fill this vacancy.
 - b. **New hire of Susan Olbrantz** to the .43 FTE, Food Service Assistant position at Valley View Elementary School effective October 22, 2013. Susan will be compensated \$12.58/hour. This position is vacant due to the resignation of Stacy Basten.
 - c. **Hire of Carol LaFortune** to the Noon Duty Supervisor position at Parkview Middle School effective October 7, 2013. Carol will be compensated \$10.35/hour. This position was vacant due to the resignation of Nancy Braun.
 - d. **New hire of Arlene Xiong** to the full time position of Educational Associate I – ELL Aide at Valley View Elementary School effective October 14, 2013. Arlene will be compensated at the 1st year level of an Educational Associate – 9 Month, \$14.33/hour. This position is vacant due to the resignation of Kathi Pophal.

D. Co-curricular Contract

- a. There are 25 co-curricular contracts being submitted to the board for approval

H. Superintendent's Report

- **Community Facilities Survey:** Survey results are beginning to roll in. Deadline for the survey is November 11th. Copies of the survey are available at the DO and Village Office.
- **NFL Grant for Multi-Purpose Field:** Congratulations to the JAG field committee, Dave Steavpack, Jill Kieslich and Mike Brenwall for the grant work that was done. The district received a \$250,000 NFL grant. With this grant, the multipurpose field is completely paid for by donations including the cost of the lights.
- **Rachel's Challenge:** A big thanks for the District Equity Committee, especially Amy Dillenberg, Lori Bachman, and Andy Bake for organizing a very successful day with Rachel's Challenge student and community presentations. As a committee we are looking to sustain for a long time and embed this into our curriculum.
- **State Honors Choir:** Congratulations also to State Honors Choir participants who performed last week in Madison: Natalie Kruse, Bryce VanVreede and Halie Jarvey. Also congrats to Teresa Schroepfer; she was honored for helping with the state honors project the past 4 years. Teresa was honored and conducted the SSB at the opening of the concert!
- **Congrats also to our Swimmers and FB team:** Both achieved an undefeated season – best wishes as they move forward with sectionals.

I. Discussion/Presentation Items:

1. **Student Learning/Building Updates:** Each building principal provided an update from their schools. They explained what the buildings/staff learned from the data retreat and how they are moving forward.

AHS –

- Focusing on those students that are not performing to proficiency.
- Develop a data warehouse on individual students. ERTI – every student that has earned a D or F in a course is entered into this data program. The program identifies strengths and weaknesses and what interventions have been taken and what worked and did not work. This will allow staff to be more successful in meeting the student's needs in the classroom.
- Institute intervention times during lunch. Students are able to access an ELA and Math instructor for support and lesson help.
- Institute a system of testing that will involve the Explore/Plan tools and look at student growth over time.
- Teacher related development:
 - Each teacher wrote a specific learning objective that they want their students to accomplish in their classroom.
 - Each teacher wrote a technology integration goal.
 - Teacher walkthroughs – An “I notice and I wonder” theme is used to provide feedback to the teacher in the classroom.
- Upcoming meeting to look at ways to use summer school for high school students as well as an intervention and spring board for those coming in as freshman.
- Staff development has focused on motivation and engagement.
- Continue to grow data walls and meet the needs of those students that are struggling and narrowing the gaps.

Parkview

Modified goals yearly based on data retreat; Parkview has seen improvements as a result!

- Student achievement scores are up.
- Math scores are up.
- Closing the gaps has gotten better but we need to continue to make this gap smaller.
- Student engagement indicators have increases.
- ERTI – in the second year of this program.
- Homework policy –lunch and afterschool homework help programs for those earning two or more F's. This is looked at daily.

- Required PASS for those missing assignments.
- JAGS – very successful and effective for our at risk learners. Students touch base daily or on an every other day basis.
- PBIS – has been implemented this year. We have seen great leaps in respect and positive behaviors.
- Vocabulary is an area of focus this year.
- 8th graders will participate in the Explore test in January.
- RtI – we hold monthly meetings to look at students that may need additional support.
- Reviewing the testing procedures for those who struggle. We are reviewing ways to provide students extra time and support if they need it.
- Target time – students go in target time based on literacy and math assessments. Students are assessed quarterly. Target time is an ever changing program; adjustments are made as students achieve their goals.
- Math, Social Studies and ELA areas- Math basic skills test are being done four times a year for all grade levels. Student assessments are showing an increase in student skills. Common assessments are being done in content areas, Social Studies and Math classes.

Valley View/Pioneer/Cormier

- The elementary levels are providing a more individualized approach to instruction for each child. Data is being used to help drive and improve instruction. Three points of data is reviewed to help move each child forward.
 - The mini data retreat in January helped the schools move forward faster followed by the big data retreat over the summer. The elementary schools are committed to having every student at or above grade level with each student improving 5% each year. Continual work is being done to close that achievement gap (20-25% difference at this point) for those with special needs and those with cultures differences. The goal is to continue to bring them closer to proficiency level.
 - New reading curriculum has helped provide staff with goals and direction.
 - New math curriculum has made us more aligned with the common core and will helped get the schools where they need to go.
 - Goal is to continue to close the achievement gap of special education students. Our special education team attended LLI training which is an intense training in literacy. We are continuing to provide an inclusionary education environment
 - Continuing to provide different styles of instructions that help the needs of a variety of students. Committed to every student being at or above grade level.
 - Continue to work at having more and more teachers look at the data and ask what it means. Data will lead to more questions about what is happening in a child's mind.
2. **Teacher Handbook Layoff Language:** Hanes informed the board that a group of teacher leaders gathered to discuss the lay-off language in the teacher handbook. The group discussed the pros and cons of the lay-off language of teacher performance versus seniority. The a list of pros and cons was presented to the board.

Hanes began the discussion by stating that the new Teachscape instrument is more validated and consistent when evaluating teachers. It is not intended to be a ranking instrument of staff. It serves as an evaluation instrument. If we layoff a teacher who has been here a long time we are very sensitive to the impact on the teacher' career. Administrators have been extensively trained with this new evaluation tool.

Discussion:

- The board thanked the group for the different criteria they looked at and felt it was very helpful.
- As board members we are responsible for providing the best educators possible to educate our children. It is not just the person and their personality but different pieces and parts.
- We have very qualified and skilled educators and in leadership roles that are trained to understand what everyone is doing in the schools and how it relates to what is happening in our schools.
- The board recognized a teacher on a field trip the spent much of the day doing cross curriculum. Students were very engaged.

- Administrators would never use one data point when looking at layoffs just like we would not look at one point when evaluating a student.
- Layoff language is not being used to get rid of low quality staff. Performance issues would be handled at a different time and in a different way.
- Felt that having a group involved to discuss this issue shows a unity in our schools and in our staff. It shows we are focused on giving the best to our kids.
- Dean DeBroux asked the board to consider the system we have in place. Currently we are working collaboratively. He asked that the board to consider: not allowing administration to not use seniority for those on probation; not allowing a 1 or 2 year teacher to bump out a long term teacher (this could be detrimental to those here).
- The biggest factor in student achievement is the quality of the teacher in the classroom. There are multiple points in the picture.
- Kris Hucek stated that the administrators do need more direction or multiple indicators when looking at layoffs.
- Hanes felt that when you have two equal teachers, seniority should be looked at.
- VanDeKreeke felt seniority was a good point but it was only one of six points to review when looking at laying off staff. All six points need to be looked at to have a well-rounded picture.
- Halron agreed that administrators can't just look at seniority when determining layoffs; they need to look at the whole package.
- Laukka felt that teaching is a profession of evaluation; administration needs to look at everything and not just at who got here first.

Hanes thanked the committee members for collaboration. He stated we have good schools and good teachers in the classrooms.

J. Action Items:

1. **Youth Options:** Nelsen explained that there are 19 students who have filed Youth Options requests for the spring. All requests were reviewed and they meet the criteria for Youth Options. Nelsen recommended the board move forward with approving the Youth Options requests. The board inquired if some of these classes are more elective type choices. Nelsen explained that the district is obligated to provide Youth Options if we do not have a comparable course. Other options were looked at but there were no comparable courses to offer. The board inquired who is liable for the students if they get hurt in the welding classes. The school they are taking the class at would be liable. Nelsen reminded the board that even though the students have applied for the Youth Option requests, they may not actually take the course. There are many variables that play into this.

Moved by VanLaanen seconded by Halron to adopt the 2014 Spring Youth Option as presented. Aye 4, Nay 0. Motion carried 4:0

2. **School of Choice Board Representative:** John Van Dyck applied for the School of Choice Board Representative position. This would start at the November school board meeting. Hanes recommended the board approve the application of John Van Dyck to the School of Choice Board Representative position. VanDeKreeke stated the feedback he received on this candidate has been positive.

Moved by VanLaanen seconded by VanDeKreeke to adopt John Van Dyck as the School of Choice Board Representative as presented. Aye 4, Nay 0. Motion carried 4:0

3. **Budget Adoption**

4. **Levy Adoption**

Hanes presented the Final Budget and Levy Certification to the board. He stated the budget reflects the up-to-date student counts and an additional \$75,000 to the revenue limit calculation. This is a result of an additional revenue limit exception for outgoing open enrollment exception students that was not counted in the 2012-13 revenue limit. Hanes stated that the levy is down from what was presented at the Annual Meeting. The board commended Keith for the excellent job he has done with the budget.

Moved by VanDeKreeke seconded by Halron to adopt the 2013-14 General Fund Budget with total expenditures of \$30,554,936 as presented as well as the other budgets that were approved at the Annual Meeting. Aye 4, Nay 0. Motion carried 4:0

Moved by VanDeKreeke seconded by VanLaanen to adopt the Levy of \$17,947,652 for the 2013-14 school year as presented. Aye 4, Nay 0. Motion carried 4:0

5. **Spring Trips for Dance/Softball/Baseball:** Steavpack introduced the two groups requesting board approval for the spring trip/competition to Florida.

Dance Team Trip Discussion:

- Mr. Meinel would need to be approved to miss school during this time.
- About half of the parents will be taking part on the trip.
- Parents are responsible for their own costs (Mary Woodke; 2674 Harmony Dr.).
- Lodging is all run through the competition.
- The team is hoping to cover the entire cost through fundraising at the invitational they are sponsoring.
- 11 of the girls are seniors so the timing for them is perfect (Sheri Melotte; 1294 Ken Dr.).
- Coach Meinel and Coach Andersen were recognized for the work they have done with the program.

Moved by VanDeKreeke seconded by Halron to adopt the Spring Break Dance Team Trip to Florida as presented. Aye 4, Nay 0. Motion carried 4:0

Softball Team Trip Discussion:

- Participation will take team to a national level.
- Gives the team the opportunity to practice and play softball outside.
- WIAA does allow a certain number of games out of state. These games will be counted toward the total of 26 games played.
- Application process is lengthy and takes time to match up programs.
- A minimum of 6 coaches will participate with a 4 to 1 player to chaperone ratio. Chaperones will be a combination of coaches and parents.
- Trips always raise participation level for those coming out for the team.
- If you chose not to go; you are not penalized.
- Code of Conduct is shared with students prior to trip.

Moved by VanDeKreeke seconded by Halron to adopt the Spring Break Softball Team Trip to Florida as presented. Aye 3, Nay 0, Abstain 1 (Vanlaanen). Motion carried 3:0:1

K. Board & Superintendent Communications:

1. No communications shared

L. Future Board Meetings & Topics:

1. The next board meeting is scheduled for Monday, November 25, 2013, at 6:30 pm in the District Office.
2. There will be a Joint Village/District Meeting on December 9, 2013, at 6:00 pm at the Village Hall to discuss the community survey results.
3. The December board meeting is scheduled for Monday, December 9, 2013, at the Village Hall following the Joint Village/District Meeting

M. Future topics

- Teacher layoff language

N. Adjournment

Moved by VanLaanen seconded by Halron to adjourn to the meeting at 8:08 pm. Aye4, Nay 0. Motion carried 4:0.

Respectfully submitted,



Jay VanLaanen, Clerk