



Minutes for Regularly Scheduled Board Meeting

To Be Held in the District Board Room

1055 Griffiths Lane
Ashwaubenon WI 54304
(Phone: 920.492.2900)

Wednesday, October 24, 2018

6:30 pm

* * * * *

A. **Call to order:** Board President VanLaanen called the meeting to order at 6:30 pm

B. **Roll call:**

Board Members Present: VanLaanen, VanDeKreeke, Vyskocil, Trondson

Board Members Excused: Garrigan

School Choice Advisory Representative: Mike Mader

Others Present: Kurt Weyers, Keith Lucius, Jill Kieslich, Tammy Nicholson, Kris Hucek, Brian Carter, Andy Bake, Doug Pieschek, Maria Arena, Brian Nelsen, Dirk Ribbens, Tom Schmitt, Betsy Farah

C. **Declaration of quorum:** Quorum present

D. **Pledge of allegiance:** The pledge was recited

E. **Adoption of Agenda:** Moved by Trondson, seconded by VanDeKreeke to adopt the agenda as presented. Aye 4, Nay 0. Motion carried 4:0

F. **Announcement of Executive Session:** In accordance with W.S. 19.85(1) (c) an executive session is being held for the consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the body has jurisdiction or exercises responsibility. (*Professional Staff Employment; Professional Staff Retirement*)

G. **Citizens and/or delegations:**

1. Public Forum – no issues presented

H. **Consent Agenda:** Moved by VanDeKreeke, seconded by Vyskocil to approve Consent Agenda items 1-6 as presented. Aye 4, Nay 0. Motion carried 4:0

1. Minutes of the regular meeting held on Monday, September 12, 2018
2. Minutes of the executive session held on Monday, September 12, 2018
3. The schedule of checks written 09/06/2018 to 10/15/2018
4. Staffing: hirings, resignations, retirements, leave of absences
5. There were 33 co-curriculars approved
6. Budget Financial Reports for June

I. **Superintendent's Report**

• **Staff/Student Recognition**

- **Student Recognition:** A very exciting homecoming week at the high school concluded a couple of weeks ago. We also had a very successful fall season for our co-curricular teams and clubs. We will be sharing a complete recap at the November board meeting.
- **Special Recognition to our FOUR National Merit Semi-finalist:** Weyers congratulated Ashwaubenon High School students, Simran Armstrong, Mieka Clark, Kyra Schamber and Emmaline Teska! They were named Semifinalists in the National Merit Scholarship Program.

- **Safety Grants:** The district received approximately \$99,000 in the first safety grant and \$190,000 in the second grant. Part of the grant money will be used to purchase additional security cameras, upgrade the card readers and staff training on trauma informed practices.
- **Special Recognition for Betsy Farah and Tom Schmitt:** The new high school cafeteria has been very successful. The feedback received from staff and students has been very positive. Tom Schmitt and Betsy Farah were recognized for the hard work they did in making this project successful.
 - Meal purchases are up about 100 meals a day.
 - The new flow to the cafeteria is going well. When setting up the new stations, Farah researched what students like/dislike in a cafeteria. Using this feedback, she made decisions/adjustments to the layout and stations.
 - Farah and Schmitt spoke about how much they enjoyed working together on building project. They felt they worked well to brainstorm ideas. Schmitt stated the end product was a result of a good collaboration process. It truly turned out better than we anticipated.
 - Schmitt talked about how in the past students could be seen sitting on the floor and in the hallways at lunchtime. He stated he no longer sees this. He feels it is a result of feeling more comfortable with the space whether they are a single person or a group.
 - Lucius stated that under the leadership of Betsy, the kitchen staff have done a great job of taking the new kitchen and running with it. They are truly making the most out of this new facility. Farah recognized her staff for working with the new floor plan and taking on new responsibilities. They truly seem happier than ever.
 - Nelsen stated that from an administrator point of view, they have seen many positive changes in student behavior during lunch hours. He stated student can easily move in and out of the food service area, are taking care of the environment, and are enjoying it being climate controlled. With the efficiency of the new facility, lunch hours are able to be shorter resulting in additional instructional time. It has been a positive change for the emotional well-being of the students.
 - How is the new health center coming along? It is 99% complete. The clinic staff have started seeing patients in the new facility. Schmitt stated that when you walk into the clinic, you forget you are in a school. Lucius stated that Schmitt deserve a lot of credit for learning what he needed to design a clinic space. It all came together very quickly!
 - Farah spoke about the number of student participating in the summer meals program. The board expressed their appreciation of how Betsy went above and beyond with this program.

J. Discussion/Presentation Items:

1. **Updated Policies-first read:** Weyers stated that this is the second set of policies in the series he discussed in September. The changes being presented reflect current law or are simple wording changes. Lucius, Kieslich and Nicholson reviewed the policies and made changes to reflect current district practice. Weyers opened the topic for discussion and stated the policies would return to the next board meeting for a second read and approval. No changes were recommended.

2. **2018-19 District Goals and Action Steps:** Weyers presented the district goals.

District Vision

- All of our work together starts with having a clearly defined and shared vision.
- Every document that Weyers sends out, whether it be the Friday Focus to the board or to admin/staff team meeting agendas will contain the vision. This is purposeful so it is at the forefront of what we do every day.
- We have made a concentrated effort in our school district and in the Village of Ashwaubenon to celebrate and acknowledge our district's vision through handing out "vision t-shirts". We have handed out over 50 t-shirts to our stakeholders who can articulate our vision. It is our hope that our district's vision is as easily to cite as it is to sing happy birthday.

District Culture

- Our district vision starts with a positive and inviting school culture.

- Those 30 second conversations we have with students, colleagues, parents, and community members can build a positive school culture or take away from the culture.
- Each school building, district office, and department (food service, building and grounds) will have a culture goal for the school year. The overall culture goal "Relationships Matter" is defined as: *The Ashwaubenon School District will foster a district culture that is positive, welcoming and respectful to everyone.*
- The District Office had its first ever 'staff meeting'. This group added the word "supportive" to their culture goal. They are focusing on taking the time to welcome people to this district office.

District Goals

- The district is focusing on two major goals for the year: Academic and Social Emotional
- Academic goals
 - Focus on literacy and math; moving **ALL** students forward in order to close the achievement gap of student in all subgroups and ensure all students meet or exceed grade level expectations.
 - Continue to focus on our Targeted Subgroups (TSG)
 - Compare apples to apples – when looking at student data, we will be looking at the same cohort group (5th grade goals based on the results of their data from the end of 4th grade; 8th grade goals based upon the results of their data from the end of 7th grade).
 - Also doing a three year running average of all students to determine college and career readiness benchmarks. It is important to look through a different lens to see if we are maintaining curriculum fidelity and meeting the needs of all students.
- Social Emotional Goals
 - Each building and district department will establish a culture goal
 - Implementing trauma-informed practices

Elementary Goals

1. Increase the % of 5th grade students who meet both reading and math college and career ready benchmarks from 44% to 47% (3 year average)
2. Increase the % of 5th grade students in the targeted subgroups who achieve or exceed grade level benchmark in Reading from 22% to 25% (Proficient/Advanced on Forward Exam)
3. Increase the % of 5th grade students in the targeted subgroups who achieve or exceed grade level benchmark in Math from 16% to 19% (Proficient/Advanced on Forward Exam)

When reviewing data, the same students will be measured each year (i.e. last year's 4th graders are this year's 5th graders).

- **CORMIER** - Maria Arena presented Cormier's Math, Literacy, Social Emotional and Culture Goals.

Math Goals: - Taking the ABMR strategies teachers are learning and incorporating them into the curriculum

- 5k - Improve number identification so that 95% of students are proficient as measured by the number identification test.
- 4k - Improve subitizing so the 80% of students are able to subitize to 4.

Literacy Goals:

- 5k - Improve sight word and reading strategies so that 85% of students are reading at grade level.
- 4k - Improve rhyme discrimination so the 80% of all 4k students will be proficient using the PALS-PreK assessment.

Social Emotional Goal: Increase all staff's understanding of the recently released DPI Social and Emotional Learning Competencies.

Culture Goal: We are committed to the education of young children by offering a safe and inviting environment that promotes joyful, lifelong learning with high expectation for each child. We also commit ourselves to a philosophy which fosters strong family, school and community partnerships.

- The continual use of the SeeSaw program is building relationships and keeping us connected with parents.

- Who are some of Cormier's community partners? The Ashwaubenon Lionesses are at Cormier every Monday. They hold an annual rummage sale to help fund the RIF program and weekly food bags. The National Railroad Museum has been a great neighbor. We have been able to share space with each other when additional space/parking is needed.
- **PIONEER** - Pete Marto was unable to make it tonight because of a previous commitment. Marto video recorded his presentation of Pioneer's goals.

Math Goals: Improve the percentage of Targeted Subgroup students (TSG) in 4th/5th grade to **at or above grade level benchmarks** in their cohort group on the spring 2019 Wisconsin Forward Exam. (5th grade: 20% to 30% and 4th grade: 40% to 50%).

Literacy Goals: Improve the percentage of Targeted Subgroup students (TSG) in 4th/5th grade to **at or above grade level benchmarks** in their cohort group on the spring 2019 Wisconsin Forward Exam. (5th & 4th grade: 14% to 29%)

Social Emotional Goal: Through reteaching and replacement behaviors, we will decrease the number of minor behavior infractions by 20%.

Culture Goal: We will improve students' perceptions of Pioneer as an inclusive environment where all students are safe, valued, and respected. Students in grades 3-5 will be surveyed three times (fall/winter/spring). By the spring of 2019, student perceptions of inclusiveness will increase by 10% from the fall baseline survey.
- **VALLEY VIEW** - Andy Bake and Doug Pieschek presented Valley View's Math, Literacy, Social Emotional and Culture Goals.

Academic (Literacy & Math): Working together as a staff, we will increase the percentage of 5th grade students who meet both Reading and Math college and career ready benchmarks from 42% to 45% (3-year average of fifth grade math and reading scores on the Wisconsin Forward Exam). A specific focus will be placed on students within targeted subgroups at each grade level.

Social Emotional: Working together as a staff, we will effectively implement the classroom expectation matrices with fidelity. Through explicitly teaching consistent standards of classroom behavior across all settings and through working together to ensure student behaviors are responded to with consistency, we will decrease the number of major and minor behavior infractions by 10%. Bake added that most infractions happen in the classroom. They created a class matrix that talks about:

- What does it look like when you are doing.....?
- How do we treat substitutes and greet people in the hallway
- We educate them about what behavior expectations are.

As a result of some of these discussions, Valley View has already seen a decline in infractions since last year.

School Culture: Working together as a staff, we will improve student perceptions of Valley View as an inclusive environment where all students are valued and respected. Perceptions of a target group of 26 second-fifth grade students will be identified three times throughout the year using the Panorama Student Survey. By the spring of 2019, student perceptions of inclusiveness will increase by 10% from the fall baseline.

PARKVIEW GOALS – Kris Hucek presented Parkview's Math, Literacy, Social Emotional and Culture Goals.

Math & Literacy Goal: 6th through 8th grade students in the Targeted Subgroup will move up one level on the STAR Assessment from Fall of 2018 to Spring of 2019. (Below Basic → Basic → Proficient → Advanced)

1. Increase the % of 8th grade students who meet both reading and math college and career ready benchmarks from 25% to 28% (3 year average)
2. Increase the % of 8th grade students in the targeted subgroups who achieve or exceed grade level benchmark in Reading from 23% to 26% (Proficient/Advanced on Forward Exam)
3. Increase the % of 5th grade students in the targeted subgroups who achieve or exceed grade level benchmark in Math from 22% to 25% (Proficient/Advanced on Forward Exam)

Culture Goal: Students and staff of Parkview Middle School will have a positive perception of school. This goal will be assessed by using Panorama Student survey in fall and spring. Parkview administrators are still determining if a small selection of student will be surveyed or the entire student body

Action Plans: Focus on collaboration time between Regular & Special Education staff, Common Assessment work within our Content teams, regularly monitoring intervention students' data (digging deeper into the skills they really need to focus on to make them more successful), and continuing with our Mental Health grant work as staff and with our students.

ASHWAUBENON HIGH SCHOOL GOALS – Brian Nelsen presented the high school's Math, Literacy, Social Emotional and Culture Goals.

1. Increase the % of 11th grade students who meet both reading and math college and career ready benchmarks from 30% to 33% (3 year average)
2. Increase the % of 11th grade students in the targeted subgroups who achieve or exceed grade level benchmark in Reading from 21% to 24% (At or above benchmark on ACT Aspire to 22 or higher on ACT)
3. Increase the % of 11th grade students in the targeted subgroups who achieve or exceed grade level benchmark in Math from 14% to 17% (At or above benchmark on ACT Aspire to 22 or higher on ACT)

The goal is to not only move TSGs forward but to move all student forward. This is being done by using the following:

- Literacy Lab: Reading Intervention for TSG and regular education students. Literacy Lab is taught by licensed reading instructors and is part of skinny.
- Math intervention: Freshman TSG students. Goals is to have students in Math III or IV before taking the ACT test.
- Academic Focus Period: 30 minute blocks during the day for all students. Nelsen stated they are using a new program that allows students to schedule time with a teacher. Teacher can request a particular student and students can request a teacher. This is a tool that has been helpful in meeting the needs of all students. It gets students in front of teachers.. A board spoke about how academic focus helps their children differently throughout the year.
- Using STAR/Aspire data TSG students performing below benchmark have been identified. Staff are provided names of student that are needing assistance. They can use EduClimber to identify the skill the student needs help with.
- Climate and culture committees are formed. Four areas (pillars) of respect, responsibility, community and pride are focused on. Action plans are created for each of the four pillars. These committees are teacher led.

Weyers encouraged board member to tour the schools and see what some of the interventions look like. The district can also be followed in the upcoming edition of Partners in Progress, Twitter, Facebook, etc. He stated if we don't share our story about what is happening in our schools, somebody else will.

The board asked if there is a formalized checkpoint for meeting goals throughout the year. Yes, there is a monthly review of all the students identified and what we are doing to meet their needs. The board requested future updates on goals either at a board meeting or in the Friday Focus.

K. Action Items:

1. **Update of policies 5113 and 5200 - waive second read:** Jennifer Bower stated Policies 5113 and 5200 are being presented for changes as a result of DPI overturning the district's denial of a student for habitual truancy. One of the main reasons the denial was overturned was due to missing information regarding tardiness and habitual truancy in these policies. This information was added to both of these policies. Also added to the attendance policy was a statement regarding the board's ability to return a student to their resident district if it is determined that a student is habitually truant in either semester of the

current school year. Weyers asked the board to review these changes, waive the second read and approve as presented so the changes can be put into practice.

Moved by Vyskocil, seconded by Trondson to approve the changes to policies 5113 and 5200 as presented. Aye 4, Nay 0. Motion carried 4:0

2. **Updated Policies-second read:** Weyers presented the first set of policies in the series for a second read. He started the board initially reviewed the policies as a first read in the September board meeting. He recommended the board approve the policies as presented. Moved by Trondson, seconded by Vyskocil to approve the policies as presented. Aye 4, Nay 0. Motion carried 4:0
3. **Early College Credit Requests:** Nelsen presented 13 student applications for Early College Credit. He stated he sat down with guidance counselors to review these requests. He reminded the board that even though a student may request many courses, they typically only take a few. The university/college has an obligation to fill their open classroom seats with their own students first. Any remaining seats can be offered for Early College Credit. A student's schedule plays a huge role in whether they are able to take the course(s) they are requesting.
 - The board inquired if credits taken at NWTC through Early College Credit transfer to a 4-year college. Nelsen stated it was dependent on the agreement between the two colleges. Regionally the credits would probably transfer. Outside this area, there would be less of a chance.
 - Does the district advise students to check if the credits transfer? The counselors meet with the students ahead of time to review this information. Nelsen stated that they also discuss with students the importance of these classes and the grades they earn in them. They remind students that these classes and grades will follow them into college.

Moved by Vyskocil seconded by VanDeKreeke to approve the 13 Early College Credit requests as presented. Aye 4, Nay 0. Motion carried 4:0.

4. **Budget Adoption:** Lucius shared the final budget adoption with the board. He reviewed the changes to the budget from what was presented in July.
 - The total student headcount is up 29 students from last year.
 - Open enrollment IN students are up 42 from last year.
 - Open enrollment OUT students are up 21 students from last year.
 - Fund 10 is up 1.84% from last year. Reductions to Fund 10 will be about \$229,643 for a total budget of \$32,702,222 for 18-19.
 - Property Tax (Fund 10) is down from the annual meeting by \$246,010.
 - Equalization Aid is down by \$66,650 from the annual meeting.
 - "Computer and Personal Property Aid" is a new aide this year (\$261,069)
 - Additional nursing FTE was added at \$22,000 to help support the high school.
 - Health insurance is doing a little better than projected at the annual meeting.
 - Fund 27 is down from previous budget estimates by \$58,581.99 with the total Fund 27 budget of \$4,720,790.35 up by 0.24% from last year.
 - Recommending an increase of \$140,000 in Fund 39 property tax levy. This will allow for the payoff of any remaining referendum debt (high school and elementary referenda) three years earlier than originally planned. Lucius stated he is not sure if the district will be calling these yet but will decide earlier in the year after taxes are received. Once this debt is gone, the only remaining loan is the remediation loan.
 - With these budget changes, the total property tax levy will be \$16,466,315. This is \$98,797 less than what was presented in July.

At a future meeting the board requested a comparison in levies between Ashwaubenon and other districts. Lucius predicted it would be one of the lowest. Lucius recommended the board approve the budget as presented.

Moved by Vyskocil seconded by VanDeKreeke to approve the 2018-19 Budget Adoption as presented. Aye 4, Nay 0. Motion carried 4:0.

5. **Final Levy Approval:** Lucius proposed a total property tax levy of \$16,466,315 (down \$98,797 from annual meeting) and an equalized mill rate of \$8.37 (down \$0.09 from annual meeting) per \$1,000 of equalized property value. The mill rate is down \$0.73 from last year.
- If the district decides to pay off the referendum loans early, does it affect the mill rate long term? No, the \$440,000 referenda approved debt (Fund 39) goes away. Would we be able to put any of the money into Fund 46? No
 - Are we able to see what other school districts have in their levy? Yes, once DPI publishes them. Lucius did not feel many districts are debt free.

Moved by VanDeKreeke seconded by Trondson to approve the levy certification as presented. Aye 4, Nay 0. Motion carried 4:0.

L. Board & Superintendent Communications:

M. Future Board Meetings & Topics:

The next board meeting is scheduled for **Wednesday, November 14, 2018**, at 6:30 pm in the District Office.

N. Adjournment to executive session: In accordance with W.S. 19.85(1) (c) an executive session will be held at the end of the meeting for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. (*Professional Staff Employment; Professional Staff Retirement*)

Moved by Trondson seconded by Vyskocil to adjourn to executive session at 7:58pm. Aye 4, Nay 0. Motion carried 4:0. Roll Call: VanLaanen, VanDeKreeke, Trondson, Vyskocil

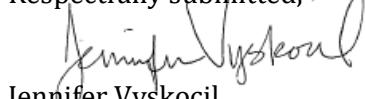
O. Return to open session:

P. Action following executive session: no action taken

Q. Adjournment:

Moved by Trondson seconded by VanDeKreeke to adjourn the meeting at 8:40 pm. Aye 4, Nay 0. Motion carried 4:0.

Respectfully submitted,



Jennifer Vyskocil