

ASHWAUBENON BOARD OF EDUCATION
Minutes of the Regular Meeting and Executive Session
Held on Monday, February 9, 2009

A. CALL TO ORDER:

President Williams called the meeting to order at 6:30 p.m. at the District Offices.

B. ROLL CALL:

Board Members Present: Aubinger, Crowley, Laukka, Van Laanen, Williams
Board Members Excused: None
Others Present: Dave Schmidt, Keith Lucius, Brian Nelsen, Wendy Catalano, Linda Noel, Brad Taylor, Mark Sheedy, Kurt Weyers

C. DECLARATION OF QUORUM:

Quorum present.

D. PLEDGE OF ALLEGIANCE:

The pledge was recited.

E. ADOPT AGENDA:

Moved by Crowley, seconded by Aubinger to adopt the agenda as written. Aye 5, nay 0. Motion carried 5:0.

F. CITIZENS AND/OR DELEGATIONS:

1. Public Forum: No one appeared.

G. CONSENT AGENDA:

Moved by Aubinger, seconded by Van Laanen to adopt the consent agenda as follows:

1. Minutes of the regular meeting held on Monday, January 26, 2009,
2. Minutes of the executive session held on Monday, January 26, 2009,
3. Schedule of checks written 01/21/09 – 01/31/09,
4. Schedule of high school athletic checks written 01/17/09 – 01/31/09,
5. Schedule of manual checks written 01/21/09 – 01/31/09,
6. Approval of co-curricular contracts as recommended,
7. Appointment of Kyle Trembl to the temporary Cleaning position at the High School effective February 3, 2009 at the rate of \$11.28/hour which is expected to last through March 1, 2009,
8. Appointment of Michele Schmidt to the Title I after school teacher position effective February 3, 2009 at the rate of \$31.80/hour for approximately 15 hours per week,
9. Appointment of Lia Steinbrecher to the temporary Educational Associate I – 9 month Special Education position at Parkview Middle School effective January 16, 2009. This position is available through March 1, 2009 and Lia will be compensated \$11.49/hour.

Aye 5, nay 0. Motion carried 5:0.

H. SUPERINTENDENT'S REPORT:

1. Staffing/Budget Update

Dave Schmidt updated the Board on next year's budget. He said that currently Administration is looking at some staffing reductions for next year and also expecting something different from the State this year as far as the budget. He said that some federal relief funds are being targeted towards states and some discussion on how they will be used to off-set state costs. As the State's budget forecast evolves we should have a better picture of the impact on our district in about two weeks.

I. ACTION ITEMS:

1. Program Leadership Plan:

Dave Schmidt gave some background and personal perspective on the current leadership model and why and how it should be changed. What we are talking about in this plan tonight, will impact every classroom, every grade level, and every student in our district every day.

Wendy Catalano presented the Board with a revised District Program Leadership Plan. She said that if we are serious about improving student achievement we need to look more at curriculum consistency and accountability at all levels. If we are going to do that we must insure that we have consistency throughout all schools and classrooms. Also we need to develop program leaders in the area of curriculum and assessment throughout our district. Our current system doesn't support all the needs and allow for future improvement.

She explained that what is being proposed is move from a system of 18 leaders to a system of 14 leaders program team leaders with clearly defined job descriptions that includes concrete job expectations of what they need to do and what needs to be accomplished. We need to create, implement and support a stronger system of leadership across the district. She said that with teacher leaders certified in their content area and addressing the district curriculum, the Board will see a shift from test scores that have plateaued to a rise in scores over time.

Board members had several questions on the funding aspect of the change – especially with additional district resources (\$89,433 an increase of \$49,291) being committed to the change.

Keith Lucius and Dave Schmidt explained where some of the monies will come from. Dave Schmidt talked about the need for more leadership in the program – several years ago had a Director of Learning and two learning coordinators. Now only have the Director of Learning and no coordinators.

Mark Williams asked Wendy to explain what the learning coordinators did in the past. Wendy reviewed what the learning coordinators did and what has been missing from the process since these positions were eliminated.

Ginny Laukka had several questions on the proposed plan – the total FTE that would be allocated, who would fill the leadership positions, how they would complete their duties and responsibilities, etc. She also asked how the curriculum recommendations would be enforced.

Dave Schmidt and Wendy Catalano answered her questions and explained the role of building principals in this area. Ginny said she likes this plan and said it is increasing her expectations for the curriculum area.

Jay Van Laanen had a couple questions. He said he agrees with Ginny Laukka that this is a great plan and feels that it will lead to better/stronger curriculum development and implementation and consistency throughout the core areas.

Mike Aubinger said he also supports this but said that one thing he has noticed in the past is that we get more caught up in responsibility and commitments than outcomes. He said he is definitely looking for some specific outcomes and results with the changes that are being requested this evening. He doesn't have a problem with the plan – but he has a problem if it isn't followed.

Bob Crowley talked about what he can expect so three years from now we can tell that this change and extra commitment of funds was well spent? What are the expectations?

Dave Schmidt talked about the need for consistency in the area of what is being taught in classrooms – right now we are not very consistent. Also, after three or four years with the changes being proposed this evening being in place we should start seeing an upward growth. If we plateau then we need to make some changes. We won't get better if we continue to do what we have done. There are some specific targets that have been identified in goals that we will be shooting for. In addition the district will wanting/getting the best people for these positions. People will apply and there will be a selection process.

Mark Sheedy explained how some of this would work in the classroom areas across grade levels but in the same curricular area K-12. The proposal will also help eliminate duplicates in the programs and lead to more efficiency and consistency in what is being taught.

Mike Aubinger asked how the District will track the data with this new proposal/staffing model. Wendy said she is tracking data every year and will continue to do this but to a greater level.

Mark Williams asked if there is any downside other than cost? Dave Schmidt said it is new and we need to get the right people in place and on board but the only downside is the cost.

Dave said if approved this evening, applications will be available for people to apply through the end of February and the entire hiring process will be completed by the end of March. Then the training can be done this summer and the change will be in place for the fall. In addition, depending on who applies, interviews, hired for the leadership positions it may affect classroom teaching assignments and after that we may need to shift some staff at some of the different building levels.

Mike Aubinger had a question about adding positions/staff this evening and the possibility of staffing cuts at the next meeting. Dave Schmidt explained why this proposal this evening is a priority and that in three years we will be amazed at the progress we will have made and wonder how we got along without it.

Moved by Laukka, seconded by Aubinger to approve the new District Program Leadership Plan as presented. Aye 5, nay 0. Motion carried 5:0.

2. **Middle School Science Adoption:**

Wendy Catalano introduced Kristin Turnbull to update the Board on the proposed adoption and how it evolved.

Kristin said they started out by determining where some of the gaps in the current curriculum are and then focused on how they could be fixed and where different things need to be taught and how they should be taught. Looked at many different materials and found one program/series that seemed to meet all the needs of the district. They then sat down as a group and found that they helped them focus on a lot of the goals of the district in reading and literacy. Kristin reviewed some of the reasons behind the selection of the program they are recommending for adoption this evening.

Mark Williams asked when the other grade levels will be brought before the Board for adoption. Wendy Catalano explained how it is working this year – in layers rather than one large presentation. However, will be done by the end of the current school year so materials can be purchased and in place for the fall.

Moved by Aubinger, seconded by Crowley to approve the science textbook adoption as requested. Aye 5, nay 0. Motion carried 5:0.

Wendy Catalano thanked Kristin for coming this evening and the science teachers working on this process for their help and cooperation.

3. Retirement Requests:

Moved by Crowley, seconded by Van Laanen to approve the two retirement requests this evening. Aye 5, nay 0. Motion carried 5:0.

4. Non-Renewal of Teaching Staff:

Keith Lucius explained put on agenda in case a notice of non-renewal needs to be issued. None at this point in time.

J. BOARD & SUPERINTENDENT COMMUNICATIONS:

- Dave Schmidt said he received a letter from a district parent who had some issues about the World Language Program. He distributed copies for the Board to read.

K. FUTURE BOARD MEETINGS & TOPICS:

- Staff reductions
- The next regularly scheduled Board Meeting is scheduled for Monday, February 23, 2009, beginning at 6:30 p.m.

L. ADJOURNMENT:

Moved by Crowley, seconded by Van Laanen to adjourn the meeting at 7:36 p.m. Aye 5, nay 0. Motion carried 5:0.

Respectfully submitted,



Jay Van Laanen, Clerk