



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, February 14, 2011

6:30 p.m.

A. Call to order:

President Williams called the meeting to order at 6:30 pm at the district office.

B. Roll call:

Board Members Present: Laukka, VanLaanen, Williams, Aubinger
Board Members Excused: Halron
Others Present: David Schmidt, Jill Rhude, Brian Nelsen, Brad Taylor, Matt Anderson, Mark Sheedy, Kurt Weyers, Michael Sheean, Maria Arena, Pete Marto

C. Declaration of quorum:

Quorum Present

D. Pledge of allegiance:

The pledge was recited

E. Adoption of Agenda:

Moved by VanLaanen, seconded by Aubinger 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 will be held at the end of the meeting for the purpose of discussing employee compensation, employment issues, employee evaluations, and employee negotiations.

G. Citizens and/or delegations:

1. **Public Forum:** Lori Noll (2146 Hilltop Drive; Ashwaubenon) addressed the topic of bullying in schools and requested to have this on a future board meeting agenda. Williams stated that this topic will be address under the Superintendent’s report and will be on a board agenda in March.
2. **Student Presentation:** Sheedy began by explaining that the community service requirement is an important part of the high school curriculum. Students are required to perform 24 hours of community service before graduation. He introduced Nikhitha Murali. Ms. Murali is an Ashwaubenon High School senior. She has been selected as one of Wisconsin’s top two youth volunteers in the annual Prudential Spirit of Community Awards. This is a nationwide program that recognizes young people for outstanding community service. Nikhitha provided an overview of her work.

Last summer Ms. Murali identified a village in India in need of health care. She visited the village and spoke with health care providers about the health of the villagers. Through her research, she discovered she would need a budget of \$5,000 to bring a clinic to the village. This clinic would provide each villager a checkup with a physician and specialist if needed, education and materials about maintaining healthy habits, mosquito nets, shoes and toothpaste. Ms. Murali was able to raise the funds needed. \$3,000 of the needed funds was raised through a

raffle. Ms. Murali stated that 13 physicians participated in the clinic. 73 families and 203 individuals registered and were treated. Every adult registering with the clinic was able to receive a blood pressure and diabetes screening. Those requiring basic medications were able to obtain them through the clinic. 33 of the people required further attention outside of the clinic.

Ms. Murali hopes to become a doctor some day. Through this award, she qualified for a \$1,000 State scholarship. She will go to Washington in March to see if she receives the national scholarship.

The board recognized Ms. Murali for her work. They stated that the school district, board of education and the community are very proud of Ms. Murali. Her parents were recognized for their part in her achievements.

H. Consent Agenda:

Moved by VanLaanen, seconded by Laukka to approve Consent Agenda items 1,2,4,5,6,7, and 8 as presented. Aye 4, Nay 0. Motion carried 4:0.

Moved by VanLaanen, seconded by Laukka to approve the Consent Agenda items 3 as presented. Aye 3, Nay 0. 1 abstain (Aubinger). Motion carried 3:0:1.

1. Minutes of the regular meeting held on Monday, January 24, 2010.
2. The schedule of checks written 01-19-11 to 02-04-11 (#80509 - 80554).
3. The schedule of check written 01-19-11 to 02-04-11 (#80555).
4. The schedule of checks written 01-19-11 to 02-04-11 (#80556 - 80688).
5. The schedule of manual checks written 01-19-11 to 02-04-11 (#141, 1069-1076).
6. The schedule of high school athletic checks written 01-19-11 to 02-04-11 (#12956 - 12985).
7. Staffing:
 - a. **Retirement request of Gregory Sauve** from his full time Music-Instrumental Instructor position at Ashwaubenon High School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Greg has been employed by the District for 39 years. Greg will be awarded all retirement benefits as afforded to him per Article XXII.
 - b. **New hire of Thomas Schmitt** to the Facilities and Maintenance Coordinator position with the District. This hire is pending successful completion of a background check. The annual compensation for this position for the 2010-11 school year will be \$60,000, and will be prorated based upon date of hire. It is anticipated that Tom will work a couple of days per week starting the week of February 14, due to his current job responsibilities, and assume this position full time effective March 1, 2011. This position is vacant due to the leave of absence of Michael Beno.
 - c. **Resignation of Chantal Hammer** from her Noon Duty Supervisor position at Parkview Middle School effective February 17, 2011. Posting is currently underway to fill this vacancy.
 - d. **Retirement request of Grace Fleming** from her full time Social Worker position with the District per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Grace will be awarded all retirement benefits as afforded to her per Article XXII. Grace has been employed by the District for 34 years.
8. Co-curricular contracts: There are 7 co-curricular contracts being submitted for Board approval.

I. Superintendent's Report:

1. **Future board presentations:** Schmidt stated the following topics will be presented at future board meetings:
 - March (first meeting) - data around incidents of bullying, policies and forms

- March – 1st semester data about the at risk program
2. **Update on Superintendent Search:** Seven candidates have been interviewed. Four of the seven will be returning for a second interview on February 24th with board members and a community/staff group. The second interviews will take place at the high school.
 3. **Good to Great assignments:** The next Good to Great Book discussion is scheduled for Monday, February 28th after the board meeting. The discussion questions related to the next two chapters will be distributed at the end of this week.
 4. **Update on One to One initiative:** Netbooks were distributed on February 10th and 11th. The teachers are working on implementing student engaging software and integrating the use of the netbooks into the classrooms.

J. Discussion/Presentation Items:

1. **Revised Technology Acceptable Use Policy – first read:** Anderson and Rhude explained that the board approved the current Acceptable Usage Policy last spring. It was felt with the addition to the one to one initiative, iPads and iPods, the policy needed to be revisited. They reviewed districts with similar technology (Pewaukee and Plymouth) and decided to add a few sentences that would bolster what is in the current policy. The board was asked to review this new information as a first read.
 - The board asked if the wording “one to one initiative” would cover future changes/additions to technology. Yes this wording would cover future technology.
 - If the policy is violated, what happens? Any discipline is handled by the associate principals. Discipline could include the removal of the netbook from student use. The board was concerned that taking the netbook away would harm the child’s education. It was felt that other forms of discipline besides taking the equipment away should be considered. The board was assured the each violation is reviewed and handled on a case by case basis.
 - The board suggested changing the words one to one initiative to “school sponsored program” to avoid dating the policy.

Schmidt ended by stating that this policy will come in front of the board frequently for updating as the district sees changes with technology.

2. **RtI Update:** Nelsen explained the RtI stands for Response to Intervention. He stated that a committee was formed to help look at the change in criteria for special education/LD placement. They looked at creating a formalized system for RtI. Nelsen recognized Alex Baierl for her role and work with the community in this project. Baierl provided a program overview, explanation of the three tiers of intervention, and an overall timeline of events to make the 3 year deadline.

Alex stated that by 2012, RtI will be a requirement. The focus of RtI is to provide students with research based instruction and intervention. A majority of this instruction and intervention takes place in the classroom and works to meet the student’s needs immediately. There are small group interventions that are supplemental to core instruction. Data is collected to help determine the students at risk, the skill deficit, and the intervention needed. Baierl stated that there is core instruction, intervention and data collection in every tier.

Tier 1 – all students (universal tier) 80 -90% of students are at this tier

Tier 2 – core instruction and interventions (15% of student are in this tier)

Tier 3 – for intensive interventions (pull outs and spec education); weekly to daily progress monitoring (1-5% of students)

What is the universal screener? The universal screener and progress monitoring tools need to be determined yet. The screener can be an Informal Reading Inventory (IRI) given by teachers. The screening would be done on all students. Currently our special education population is about 12.7%. With early intervention problems could be addressed before moving on to a

special education referral. The group was reminded that screeners are meant to identify not validate.

The board asked if SLD is different than what we do now. Yes it will be different. A child can qualify quicker/earlier than the current 4th grader. Nelsen stated that there are determined timelines for intervention.

Work currently taking place includes: establishing core RtI teams, providing staff development and resources to teachers, participating in an RtI audit with Cesa 7, participating in an RtI summit, and the K-5 rollout in September.

3. **World Comprehensive Guidance Model**: Sheedy explained that there is a State movement at the DPI level to train counselors on the World Comprehensive School Counseling Model. Lori Bachman, Leanne Snell, Jamie Kallies, Carla Felton, Sim Boyle and John Hilbert presented on their work in the schools with this model.
- Level 1 – General overview of program. Devised a manual for the program. Trained counselors in conferencing with families.
 - Level 2 – Curriculum development.
 - Level 3 – Accountability piece. Data needs to be gathered before training is received.

The 1985 at risk model was compared to the new comprehensive guidance model. The 1985 model was reactive in nature and focused on at risk students. The new model works with all students and has a student development focus. The new model has 8 topics that are delivered to all students through classroom, group counseling, or individual counseling. These topics include academic success, careers, citizenship, diversity, relationships, self-understanding and management, safety and wellness, and transitions.

There are four components to the role of the counselor:

- Guidance Curriculum
- Individual Planning – This is new. This component services all levels of students (not just top and bottom). The counselor meets with parents and students to discuss where they have been and where they are going. The key to the meeting is to keep it positive. These meetings are held in:
 - i. 5th grade – Meet with parents and student; meetings 15 minutes in length; focus on academic progress, career items, and transition to Parkview.
 - ii. 8th grade – Explore test given; meetings 45 minute in length; focus on post secondary plans; discuss individual learning plans; review Explore test results, class selection, and community service requirements. Parkview and High School counselors work together to help make the freshman year successful for both students and parents.
 - iii. 11th grade – Plan test given; meet with parents and student; meetings 30-40 minutes in length; focus on developing a plan for the last two years; discuss post secondary options, education goals, and interests; research careers and colleges; review Plan test results; prepare for the ACT; review financial aid opportunities and scholarship programs; review of junior and senior year timeline.
- Responsive Services
- System support

The board asked how this program differs from the previous program. This new program is proactive by nature versus reactive, it serves all students and invites parents to participate. The program has a continuum in the child's school career. Are their goals for getting more than 30% of the students participating? It is felt that if more personal contacts are made, the

numbers will increase. Is there flexibility in hours so working parents can participate? If not, this should be considered for future conferencing.

The counselors ended by stating that they are here to assist students to be the best they can be.

K. Action Items:

L. Board & Superintendent Communications:

Schmidt passed around a letter from WEAC. WEAC recently came to the district and met before and after school with teachers to discuss some of their programs.

M. Future Board Meetings & Topics:

- The next regularly scheduled Board meeting is Monday, February 28, 2011 at 6:30 pm.
- Superintendent candidate interviews on February 24, 2011 at 5:30 pm.

N. Adjournment to executive session:

Moved by VanLaanen, seconded by Aubinger to adjourn at 7:41 pm. Aye 4, Nay 0. Motion carried 4:0.

O. 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 discussing employee compensation, employment issues, employee evaluations, and employee negotiations

P. Return to open session:

Q. Adjournment

Moved by VanLaanen, seconded by Aubinger to adjourn at 8:30 pm. Aye 4, Nay 0. Motion carried 4:0.

Respectfully submitted,



Jay VanLaanen, Clerk