

Teton County School District #401
Minutes of the Regular Meeting of the Board of Trustees
District Office
Monday, November 14, 2016 – 5:30 PM

Members Present:

Delwyn Jensen, Chair
Chris Isaacson, Vice Chair
Ben Kearsley
Nan Pugh
Shelley Streit
Monte Woolstenhulme, Superintendent
Becca Berry, Clerk

Excused:

I. Executive Session

At 5:15 p.m., Chris moved to go into Executive Session according to Idaho Code Section 74-206(1)(a)(b)(f) to discuss personnel, student, and legal. Ben seconded the motion. Roll Call: Shelley Streit voting yes, Nan Pugh voting yes, Delwyn Jensen voting yes, Chris Isaacson voting yes, and Ben Kearsley voting yes. No unopposed votes, motion passed 5-0.

Items discussed:

- a) Personnel (5:15 - 5:25)
- b) Student (5:25 - 5:27)
- f) Legal (5:27 - 5:30)

Exited Executive Session at 5:30 pm.

II. Open Session

Present: Lisie Smith, Megan Bybee, Carl Church, Frank Mello

III. Call to Order

Delwyn Jensen welcomed those in attendance and led the group in the Pledge of Allegiance.

IV. Consent Agenda

Consideration of Minutes: October 2016 Minutes

Acceptance of Monthly Financial Reports

Personnel:

Left the District: Amy Nelson, Jessica Eagler, Marie Harkins, Philip Thorson

Hired since last Board Meeting: Summer Ockander, Jeff Battle, Stephanie Walters, Adam Orton, Norah Kuhn, Patrick Hogan, Cody Kuhn, Cole Kunz, Claire Thompson, Mickie Newby, Jill Birch, Alexis Bagley, Susan Hawkins, Macee Maddock.

Special Situations: Martin Kokol, Susan Hawkins, Mickie Newby

Shelley moved to approve the emergency hire of Martin Kokol, Susan Hawkins, Mickie Newby to teach under the alternative authorization. Nan seconded. Passed 5-0.

Chris moved to approve the consent agenda. Ben seconded. Passed 5-0.

V. Action Items

Public Comments

N/a

Winter Sports

Mark Hanson presented the proposed plan for Winter Sports. Teton School District and Targhee have had a long relationship. There is a 3% price increase which is inline with Targhee's costs. They will still have the 50/50 scholarship program.

DES-Tuesdays: January 17, January 24, January 31, February 7, February 14 (race day)

VES/TES-Wednesday: January 18, January 25, February 1, February 8, February 15 (race day)

RUES-Thursday: January 19, January 26, February 2, February 9, February 16 (race day)

TMS-Wednesday: March 1, March 8, March 15, March 22

THS-Tuesday: February 28, March 7, March 14, March 21

District enrollment is about 1800 students and about 50% of them participate in Winter Sports at Targhee. If high school students have a season pass they can pay a transportation fee to get up to the hill and not take a class.

Monte mentioned that there is discussion of TMS and THS switching days they go up.

Ben motioned to approve the program outlined for Winter Sports with Grand Targhee and to continue the partnership. Passed 5-0.

Delwyn would like to look at in the future adding a few days back to the schedule.

Architects SOQ

Chris moved that Teton School District's architectural firm be GPC. Nan seconded, passed 5-0.

Ben thanked GPC for being so thorough, it made the decision very easy. Chris noted that they made reading it very easy and it aligned right with what was requested.

Curriculum Review

Lauren Young went over her report.

Accomplished in Curriculum, Instruction and Assessment: (Nov. 7, 2016)

- Visited 80% of classrooms in the district and provided timely feedback on positive aspects in their classroom.

- *Schedule time in my calendar every two weeks to get into schools. One day I have an elementary focus, then middle and high school. I created a google form that tracks data and feedback on teachers.*

- Attended first school site staff meetings to introduce myself and explain what I provide teachers in the district.

- *Outlined the role of Direct CIA. Shared my contact information and encouraged staff to reach out. Informed teachers I will be dropping by and observing.*

- Visited all schools on the first day of school to meet and greet students and assist as needed.

- Led THS staff development on ways to increase student engagement and identifying the unique needs of 21st Century Learners and a model to incorporate technology into their lesson plans.

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<https://docs.google.com/presentation/d/17I-OA9PA1f4stLvQEBxpxSLjuct2AJX1fIXtW06HrWk/edit?usp=sharing>

- Unfortunately, my Google Forms for that day were not working, therefore I didn't receive formal feedback, but have heard positive reviews.

- Held 6/12 vertical alignment meeting. Would like to do this with k/5. Her take away from the meeting was teachers are at the basic level of creating goals; she needs to help them to get to a higher level. She would like to include a technology goal at each grade level.

- Participated in K-3 All Day grade level meetings: discussed current curriculum, student outcomes and barriers for teachers.

- Current model is that elementary principals set the dates and agenda. ELL Coordinator and myself had time to discuss with staff.

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<https://docs.google.com/presentation/d/17I-OA9PA1f4stLvQEBxpxSLjuct2AJX1fIXtW06HrWk/edit?usp=sharing>

- Reviewed Fall MAPS data and shared with school sites. Compared prior year Spring assessment with Fall data. (Same Students, Different Terms)

- Provided teachers with two sets of data points. Data was fairly consistent between the two testing periods.

- Also provided principals with the outline on how to set up growth targets for students.
https://docs.google.com/a/d401.k12.id.us/presentation/d/1dNgz-Ex0aHWEK39_8G0_H4h8_D10deGn3oWISwK0hhg/edit?usp=sharing
 - Attended RTI Training with Team in Boise and attended follow up meetings.
 - More information needs to be tracked in Infinite Campus on students.
 - https://docs.google.com/a/d401.k12.id.us/document/d/1-eSKp_oVgjJF0UXpUyYjOaZ3vxniv9T5Un51uvItno/edit?usp=sharing
 - Participated in ESSA Forum in Blackfoot
 - Networked with Idaho Falls 91 Curriculum Director. She provided a lot of statewide information items and also what IF91 is doing.
 - Created and Shared multiple best practices documents with principals on Formative Assessment, School Wide Language Acquisition, Unpacking Verbs in CCSS, and recommended various books and podcasts.
 - Contributed during Instructional Strategies Grade Level Meetings at RUES.
 - Visited classrooms and created suggestions for student engagement and behavior management ideas with teachers.
 - Developed and continuing using walk through tool to compile observation data and to identify trends.
 - Use of technology needs to be increased.
 - Learning Objectives would be beneficial for students but not mandatory for teachers to post.
 - Students are able to articulate what they are responsible for less than half the time when asked/If asked.
 - Teachers are using all their instructional minutes thoughtfully.
- Read: Math Mindset, Coherence, 21st Century Skills: Learning for Life in our Times, Daring Greatly, Raven Stole the Moon

Currently working on:

- Ongoing building and reference to <http://teton.d401.k12.id.us/district/curriculum>
- Soliciting Feedback from Community to build a comprehensive tool for parents, staff and community members to access information regarding Curriculum, Instruction and Assessment.
Feedback form on the website. Creation of Curriculum Committee with Community Input.
- Compiling data from Secondary Curriculum Alignment and Identifying gaps
- Creating all encompassing report for board and community.
- Solidifying Comprehensive Assessment Schedule for distribution. *All state and school site assessments will be compiled onto a google spreadsheet so all testing dates are available for parents, staff and community.*

- Currently Reading: *The Atlantic*, *Popular Photography*, Creating Innovators: The Making of Young People who will Change the World

Determining Professional Development Plans based on observed needs, areas identified by staff and administration and strategic plan.

<https://docs.google.com/a/d401.k12.id.us/document/d/1caelegGWOqt94kYZ5VZ4lXBVOtUJ-SOmJfTfdwMO4vA/edit?usp=sharing>

Future Work:

- Redefining remediation/intervention supports for all school levels.
- Continuing MAPs assessments: working with schools to utilize reports authentically.
- Create and recruit members for Curriculum Committee that will review current curriculum and Idaho State Textbook Adoption cycle. Committee to make recommendations to the Board. Also, able to have an avenue for new course proposals in the high school.
- Subgroup of Curriculum Council: Rigor Committee, identifying ways to increase rigor in the classroom to engage and challenge our students.
- Creating more opportunities and advertising Advanced Opportunities with students and families.
- Working with ELL Coordinator to increase school wide systematic approaches to EL Language Development.
- Any suggestions or areas of needs that Superintendent or School Board would like me to address.

Chris noted that in the strategic plan, the Board would like reading to be aligned after this year. Is that possible? Yes, she would like to start aligning all of them this year and continually update it every year.

Ben asked if Lauren sees any needs that needs to be addressed. Lauren has noticed that there is some hesitancy in using technology in the classroom with some teachers. Shelley asked if the hesitancy is the technology that is available or if it is more so the teacher. A little of both.

Later this year Lauren is going to a training in Portland for MAP. Lauren's purpose for creating a website is to create a comprehensive place where all teachers can go to find help and documents.

Delwyn asked what Lauren's next steps are. Create a five year plan so the district can plan rather than react. She would like to take that plan to the PD Committee. She would like to promote and utilize Advanced Opportunities more.

Shelley asked how Lauren's position been taken with staff. It is growing. She would like to get to the point where teachers feel comfortable coming to her for help and guidance. Right now she feels like she is forcing herself on them.

Delwyn explained that it is not Lauren's job to be concerned about money. The Board encourages her to bring requests to them or Monte and let the Board worry and figure it out.

School Reports

TEA

- Working with the IEA for some trainings in Teton Valley but will likely have to combine with other districts. Trainings will be on the Toolkit for Danielson and on the Master Teacher program the state implemented (Teachers need to begin collecting artifacts).
- Teachers handed stuff out to help promote the supplemental levy.
- It is Education Week.

TVEF

- Teacher grant applications are due soon.

Admin

- Working on getting info out for supplemental levy.
- Working with high school for graduation appeals.
- Shelley got strategic plan brochures out today.
- 504 plan training tomorrow in Blackfoot.
- Will follow up with Greg and Breanne to schedule more meetings with Dual Program. Collecting names now. Lots of positive feedback.

Leadership Premium

Delwyn attended one of the meetings. There is a lot of thought that goes into the plan.

The State gives us \$850 for each full time, school level, certified position. To receive the stipend, teachers must do something above contract responsibilities. The minimum stipend is \$900 and the max is \$5600. The State does allow districts to target a few positions in the district such as hard to hire positions or supplemental career and college positions).

The State implemented the \$850 and \$900 to encourage districts to not give the leadership premium to everyone. The committee does not feel comfortable highlighting specific staff/positions. They would like everyone to be able to try.

The committee sees that teachers are already going above and beyond; the leadership premium is a way to recognize what is already happening. The challenge this year is they need to exclude more staff. So the committee decided that the hours should reflect leadership; it should have an impact beyond your own classroom and should be shared with those in your subject or grade. Going to meetings is no longer the way to receive the leadership premium.

The committee wants to shift the focus but recognizes that they need to start soft and move towards harder requirements. The proposal includes upping the hours from 15 to 20. Twenty hours came from the average overtime rate of a teacher. The committee will review the hours rather than the principal. Hours must be submitted twice a year: February 6th and May 20th. This should allow enough time for adjustments if the committee does not approve some hours that teachers submit. They adjusted the list of approved activities. Meetings are allowed but there is a cap to how many hours can be used. School activities have a cap. Anything not on the list, the committee will review.

The challenge with the Leadership Premium is getting people to understand what we can and cannot do according to the guidelines the state has given.

An important change to note is that the state excludes part time staff. The committee would like to ask that the Board provide the funds for half time staff to participate.

Nan asked what the district does to recruit hard to fill positions. The Committee thinks that everyone's degree is worth the same. Teachers have a deep feeling to be fair and treat people equally. The core value of teaching is doing what is best for students. Teacher values can be blurred when they feel pinned against each other or have to teach to a test. Delwyn noted that the committee discussed how to make requirements harder. \$900 is not worth creating a moral problem.

Nan suggested the District have their own leadership premium and rewarding those that go above and beyond. That is the purpose of the Leadership Premium but the committee has not figured out a way to do that; how do you determine who is going above and beyond? Delwyn thinks that the district has provided a way to reward those that go above and beyond with the \$1,000 they can use towards professional development.

Shelley moved to approve the Leadership Premium Plan for the 2016-2017 year and contribute \$6,400 for part time staff to participate. Chris seconded the motion. Part timers will be required to do same amount of time (20 hours). Passed 5-0.

MAP Review

The admin team recognized that students spend lots of time being tested. MAP suggests testing three times a year. The reason for doing MAP is not to give the Board data. They are doing it to give teachers high quality information about their students and long term data to help teachers realize their impact as a teacher. MAP data is for teachers.

The following request was made:

1. MAP: Fall-Winter-Spring, amount of testing vs. instruction time for students
2. A. MAP administration: suggestions for updates 2016-2017
 - a. Move Spring MAP to the start of the SBAC/ISAT window, not after ISAT
 - b. Make the Winter session optional, at teacher discretion, or
 - c. Keep the three sessions, but only one strand/subject three times (math)
 - d. Adjust 1st grade to only the Spring, due to computer skills and frustration in Fall and Winter

Chris asked how we utilize MAP so students like taking it and get excited to see how they did. Megan said we will get there; it is part of the plan but we are not there yet. Year two is about goal setting with students.

This request is asking to make a minimum testing requirement of two times a year and three if so desired.

Ben asked what MAP suggests. The trend is more valid with more data points so three. Most districts are doing fall, winter, and spring. Chris asked what level is having a hard time with all the testing. Secondary.

Nan noted that if it is up to teacher discretion then data might no longer be valid at the district level. Chris is concerned that the district would be taking a step back when we just started MAP. Delwyn would rather add a week to the school year.

The Board's priority is MAP, they suggested to present a different solution to this problem.

Break

District Vision-Mission Poster

The Board would like the poster to match the brochure that Karen Russell put together.

Sports Participation

1. Idaho High School Activities Association: The IHSAA has no rule restricting participating in Multiple sports at the same time. Their rules limit the number of competitions in a particular sport, the amount of practice that is allowed. They do prohibit organized practice/competition in the same sport outside of the high school.
2. Teton High School: Teton High School has followed the procedure for 20+ years of not allowing athletes to participate in more than one IHSAA sport at the same time. This was a board decision that took into consideration potential conflicts, amount of instructional time missed, and an athlete's ability to be dedicated to a team.
3. Individual Coaches: Individual Coaches set expectations for practice time, event participation, and team rules and consequences of missed practices, events, etc.

Brody Birch explained that there has been a shift in staffing the past ten years. Coaches used to be all teachers. Now most coaches are employed outside of the school district.

Ben asked what the requirements are for being a coach. First aid and if the coach is not a teacher they have to take a class or two.

Students have to pass 6/8 of their classes based on their previous semester (IHSAA). Teton High School does a grade check every two weeks.

Delwyn would like to remove the Board from the decision of what sports students can and cannot participate in. He thinks the athletic director can make that decision. The Board does not need to be involved.

Nan motioned to allow students to participate in more than one sport at a time if they so choose within the IHSAA rules with the recommendation/requirements of the coaches. Chris seconded. Passed 5-0.

Supplemental Levy Renewal \$3.1 Million

The two year supplemental levy passed at 66%. Thank you to the community for supporting schools.

Nan asked if the District does not want to levy all that money, when would they need to let the county know by? Monte is not sure, he will find out.

2015-2016 Audit

Ben motioned to approve the 2015-2016 audit. Chris seconded. Passed 5-0.

The District has a qualified audit because the District has not obtained an actuarial valuation of its other post employee benefits (OPEB). Most school districts do not do this because it is costly and does not affect the activities of the school district. Bond people know that Idaho has one of the strongest retirement systems in the country so they are usually not concerned at all about the OPEB.

Bond Planning

Shelley explained that Bob is planning to start around Thanksgiving. He will start with vague questions to start conversations. He is going to do a test focus group. The Board needs to start negotiating with GCP so they can look at our facilities. We might have to look at doing modulars before a bond can be passed and a school can be built. It would be nice if Bob could show three examples and see which plan people are more open to.

Nan gathered a few bond website bids.

Name	Location	Platform	Pages	Cost	Cost/ hour for extra support	Time frame- start	Time frame- completed
AJ Best, Gliffen	Jackson, WY	Wordpress	10-15 pages	\$3,030		mid- late Dec	mid-Jan
Bridget Lyons, Spiralglyph	Victor/ and CA	Weebly	10-15 pages	\$1,500	\$50/ hour	now	mid-Dec
Patrick WriteNOWdesign	Victor	Wordpress	10-20 pages	\$399		I would believe soon	
Erin, School Pointe	Ohio	Their own	not sure	\$500	unlimited	now	
Chris Pari, no formal proposal	Driggs	Weebly	10-15 pages	\$1500-\$2000		now	

The Board discussed whether it would be best to just do the bond website or to do the whole district website. It would be nice to do it all at once, but the bond website needs to be up and going asap.

District 93 has been using School Pointe for three years. Teachers do not use the platform, they just link sites to it. It does work great with mobile devices. District 93 went with School Pointe because they were the most cost effective at that time. It is not the most user friendly as far as content management.

Nan will look for other bids for the district website and have that ready to review at the December Board Meeting. She will have Bridget start on the bond website.

ISBA Review

Sessions were not as good as last year.

Chris moved to amend the agenda to discuss School Bus Bid now. Ben seconded. Passed 5-0.

School Bus Bid

Kendall has requested to put out for two bus bids and review them in December.

Ben motioned to allow Kendall to put out for two new bus bids. Nan seconded. Passed 5-0.

Dual Immersion Update

Data from parent surveys will be tabulated and presented. Additional parent outreach will be done if needed through parent trips to Jefferson School District.

There are a few students that moved from districts with Dual Immersion programs and they loved it; those parents would be good to reach out to.

Rachel Bates can see total advantage to doing the dual immersion program. She thinks it would be great.

Staff planning will need to be considered as we move forward with the program for the 2017-18 school year.

Superintendent Goals for 2016-2017

Ben motioned to table superintendent goals to December. Nan seconded. 5-0.

Policy

Chris moved to table policy until the December Board meeting. Chris seconded. 5-0.

Other Business

n/a

Public Comment

Kathleen Haar - Technology and Chromebooks.

Nan motioned to adjourn. Passed at 10:30 pm.