

**INDEPENDENT SCHOOL
DISTRICT #624**



**WORK-STUDY
AGENDA**

August 26, 2013

To: Members of the School Board

From: Dr. Michael J. Lovett
Superintendent of Schools

Date: August 13, 2013

A work-study session of the White Bear Lake Area School Board will be held on Monday, August 26, at 5:30 p.m. in Community Room 112 at the District Center, 4855 Bloom Avenue, White Bear Lake, MN.

WORK-STUDY AGENDA

A. PROCEDURAL ITEMS

1. Call To Order
2. Roll Call

B. DISCUSSION ITEM

1. Strategic Plan Updates 5:30 p.m.
 - a) 1.1 Update of Measures of Student Success for 2012-13
 - b) 1.2 Update on High School Review
 - c) 2.2 Update on Status of Immersion Program Planning
2. Review Status of Information Campaign for Capital Projects 6:30 p.m.
Levy Renewal
3. Review School Board/Superintendent Goals for 2013-14 6:45 p.m.
4. Negotiation Study Session* 7:00 p.m.
5. Superintendent Evaluation** 7:30 p.m.

C. ADJOURNMENT 8:00 p.m.

*This portion of the meeting may be closed to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to Minnesota Statutes 179.A.01 to 179.A.25.

**The School Board may choose to close this portion of the meeting pursuant to Minnesota Law.

AGENDA ITEM: **1.1 Update of Measures of Student Success for 2012-13**

MEETING DATE: **August 26, 2013**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON: **Dr. Michael Lovett, Superintendent**
David Law, Assistant Superintendent

Background:

Members of our Teaching and Learning Team will present data from the 2012-13 school year.

AGENDA ITEM: **1.2 Update of High School Review**

MEETING DATE: **August 26, 2013**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON: **David Law, Assistant Superintendent**
Tim Wald, South Campus Principal
Don Bosch, North Campus Principal

Background:

Don Bosch, principal of North Campus, and Tim Wald, principal of South Campus, will provide an update on efforts they are making to strengthen our high school programs and offerings.

White Bear Lake Area High School Program Review

Spring 2013





Survey Response Spring 2013

Student Respondents (Grades 9 -12): 1191 (50%)

- Students were asked to participate during select classes to get a random sample.

Parent Respondents: 290 (12%)

- Parents were contacted through emails, voice drops, newsletter and electronic announcements.

Staff Respondents: 120 (92%)

- Staff were emailed the survey

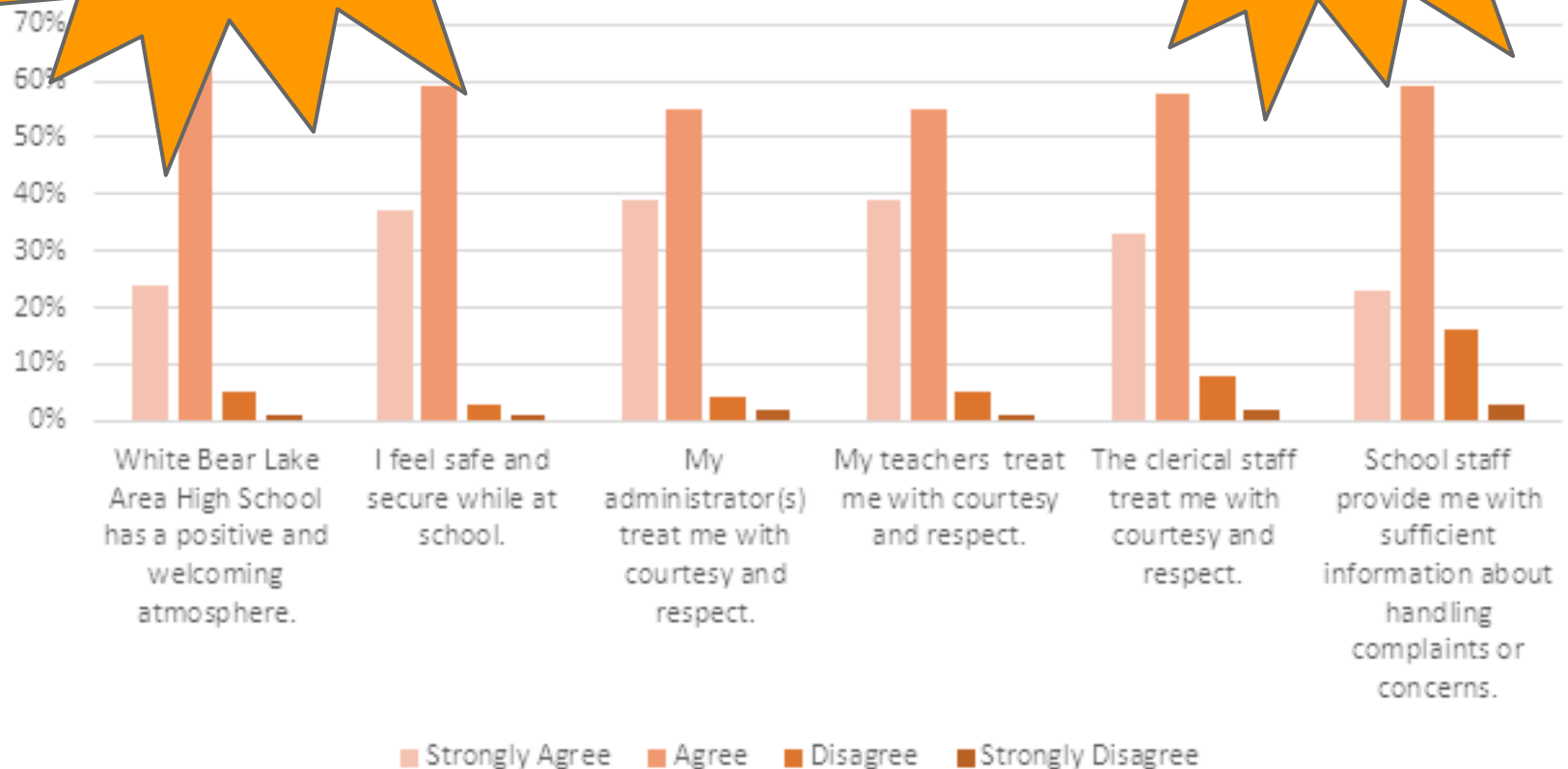


Student Results

93% of students agree that WBLAS is positive and welcoming.

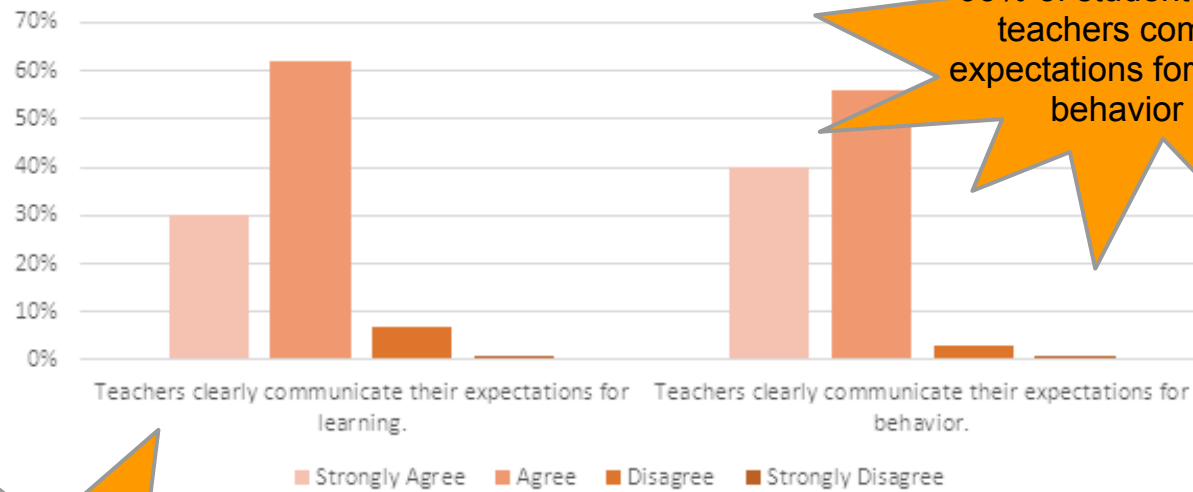
96% of students feel safe and secure at school

High School Community





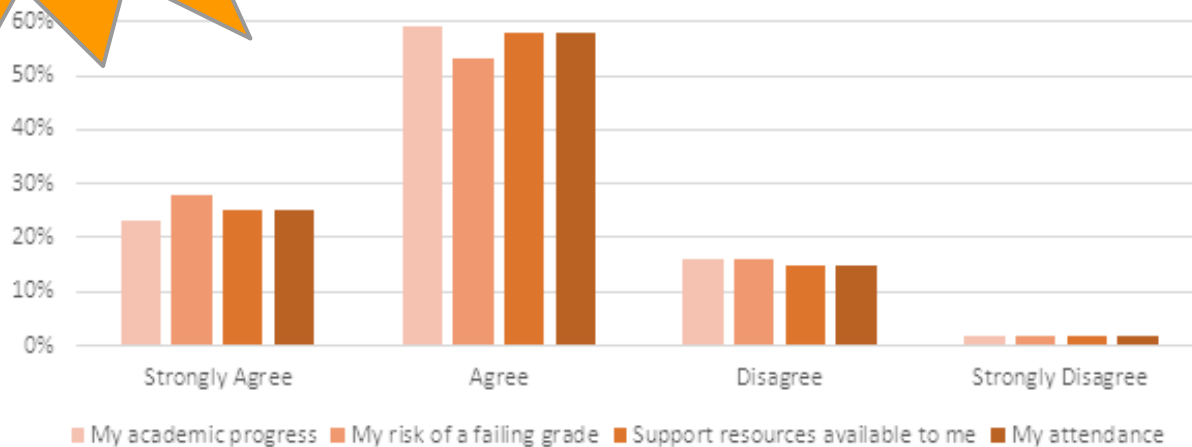
Student Expectations & Progress



93% of students report their teachers communicate expectations for learning and behavior clearly

80% of students report their teachers provide information regarding students progress

Teachers Provide me with Information About...





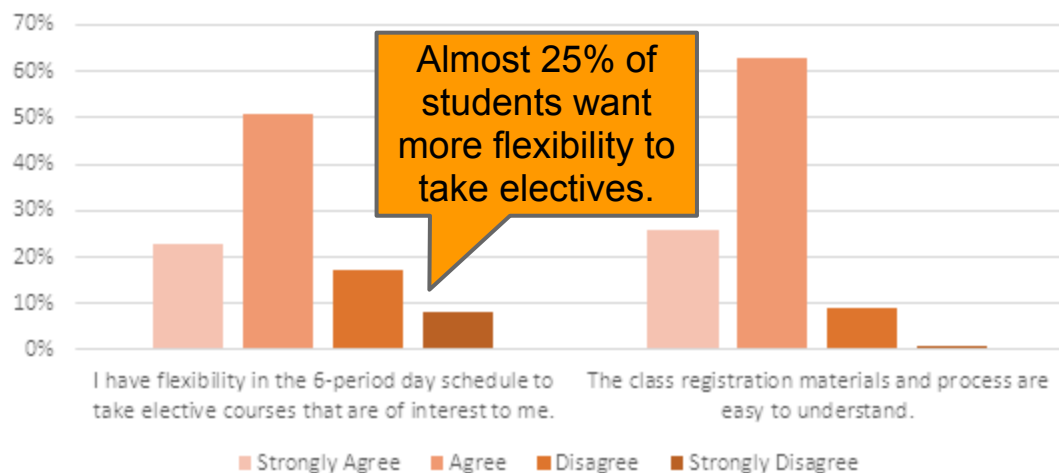
80% of students feel that teachers have reasonable expectations and homework is valuable.

Academic Expectations

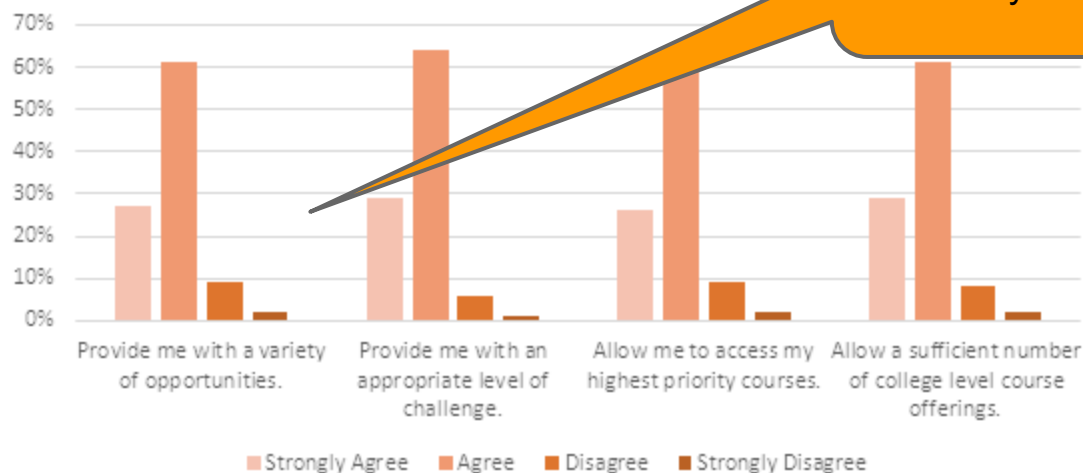




Course Offerings

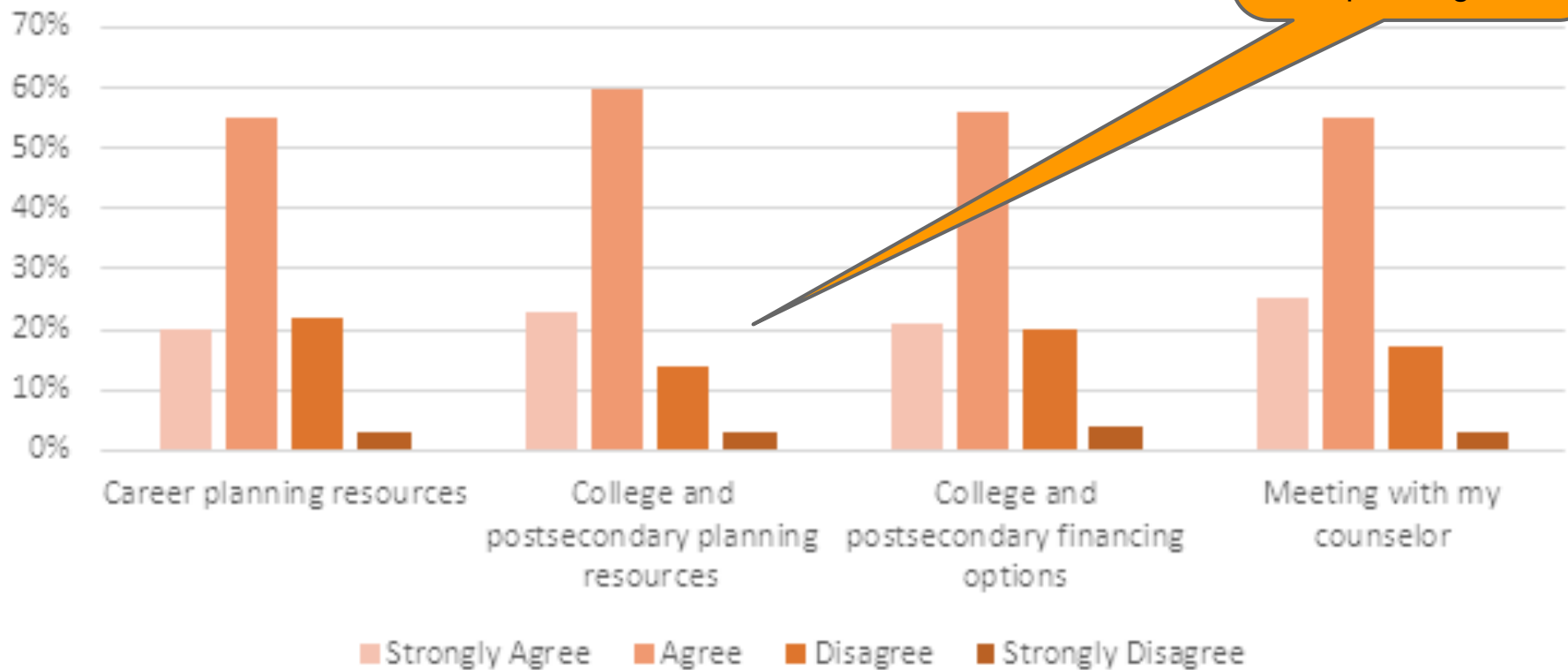


Current Course Offerings...

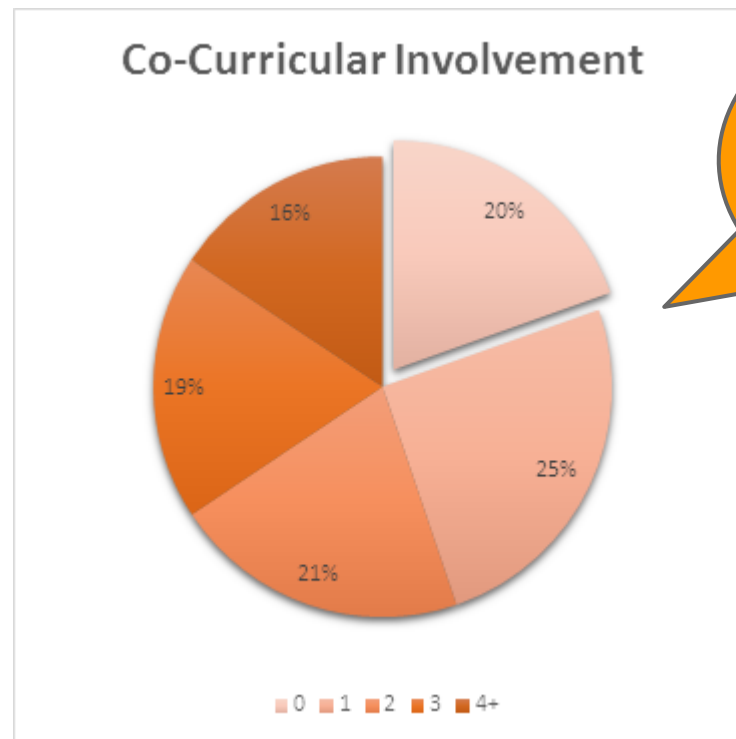
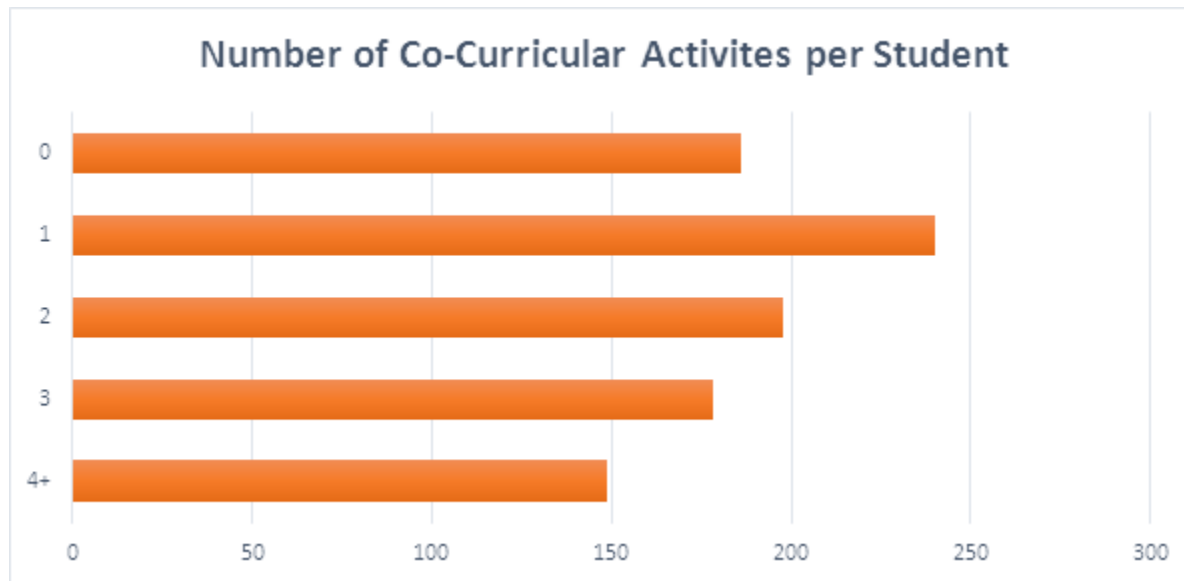




Academic and Postsecondary Planning



Academic and Postsecondary information provided to students throughout the school year.

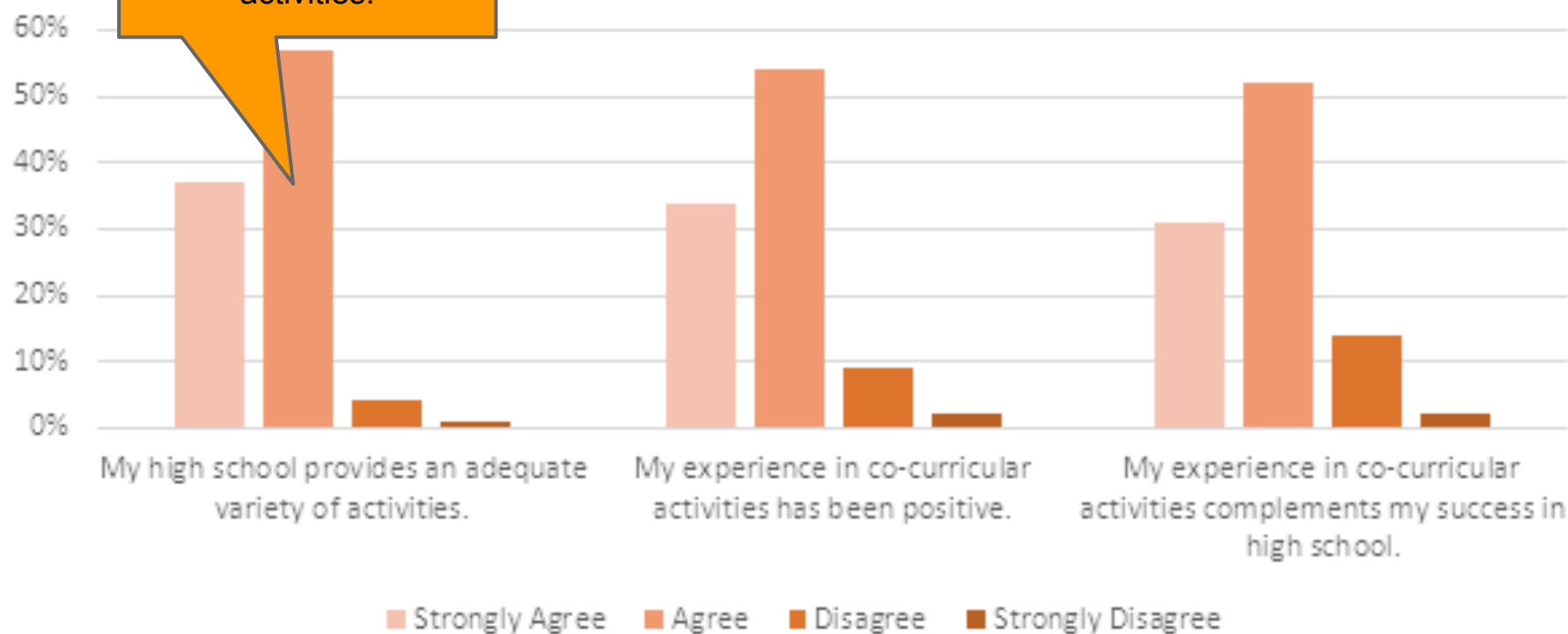


80% of student respondents involved in 1 or more activities.



90% of students feel the high school provides adequate activities.

Co-Curricular Programs

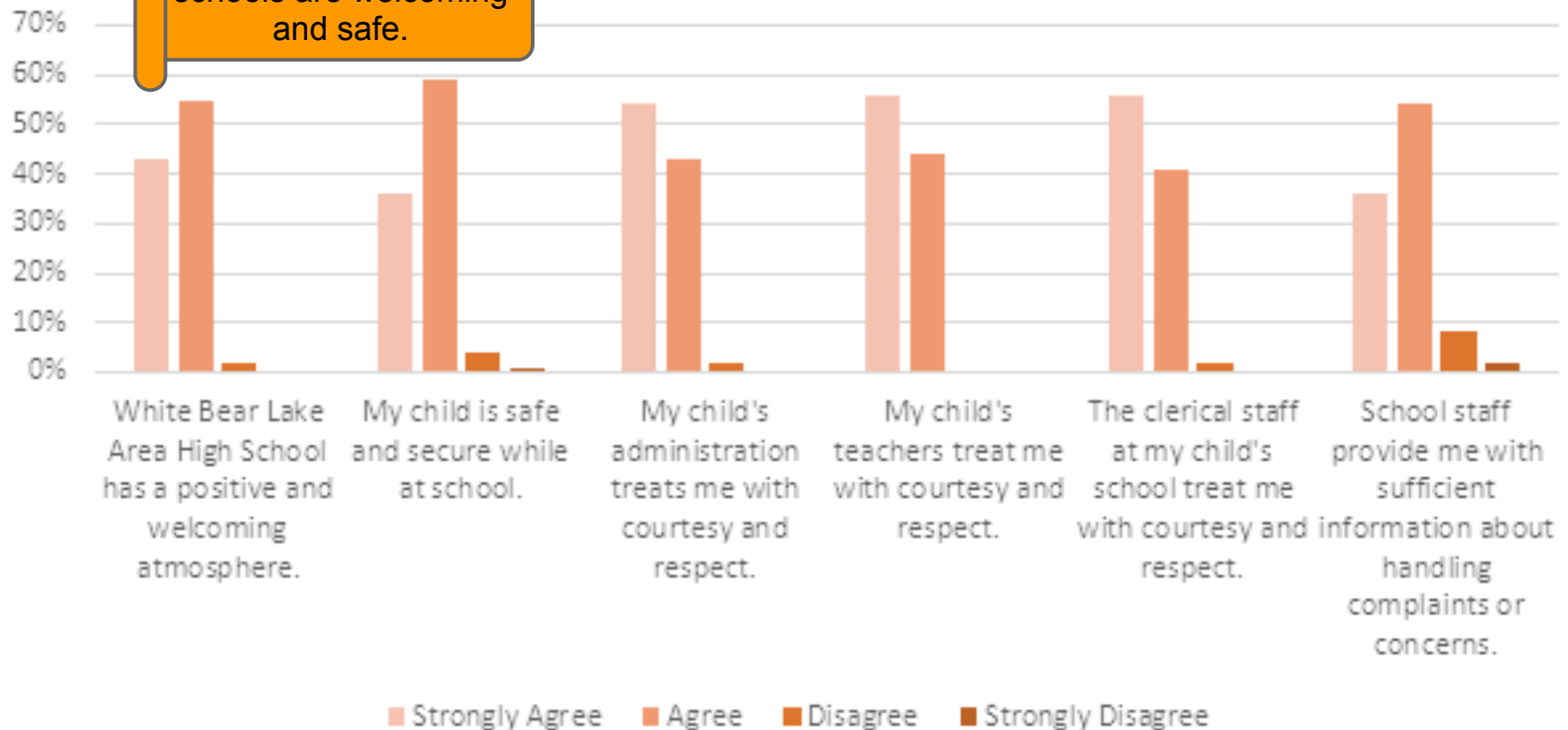




Parent Results

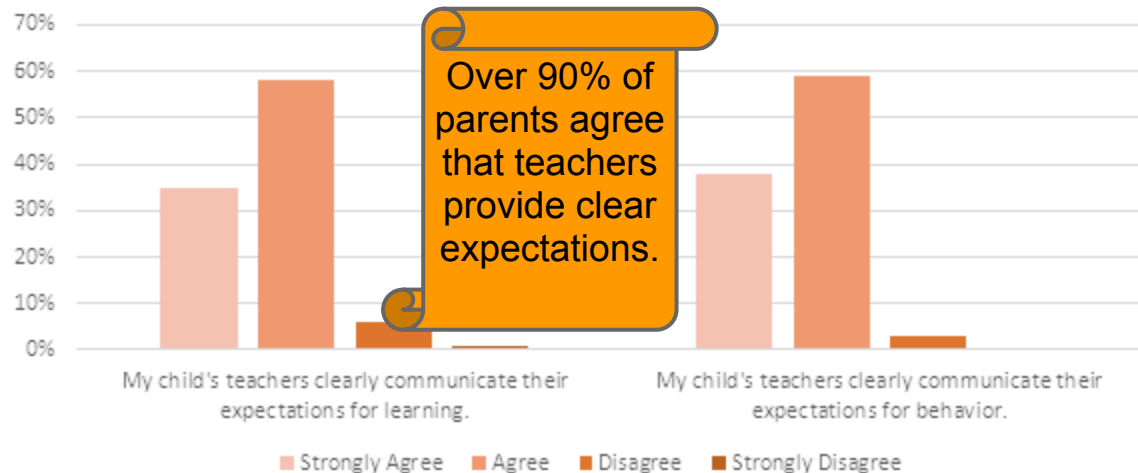
Over 90% of our parents agree that our schools are welcoming and safe.

High School Community

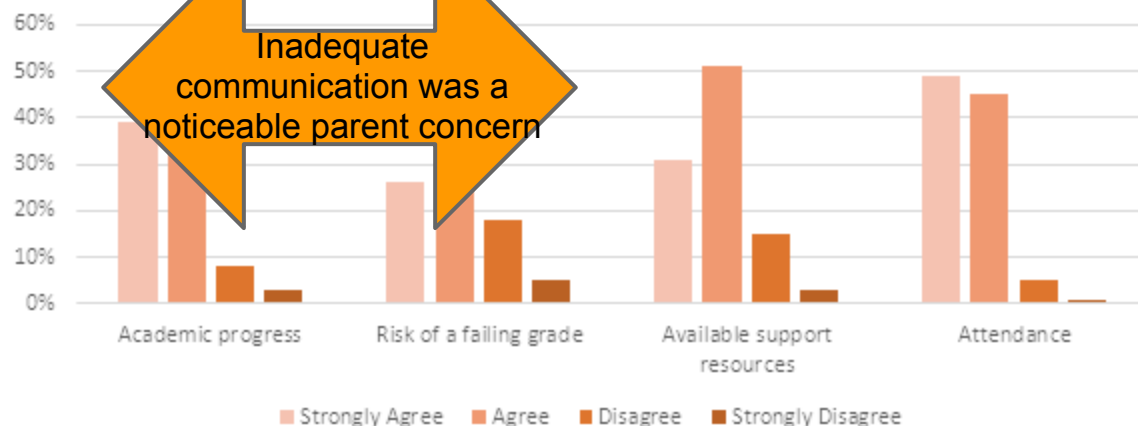


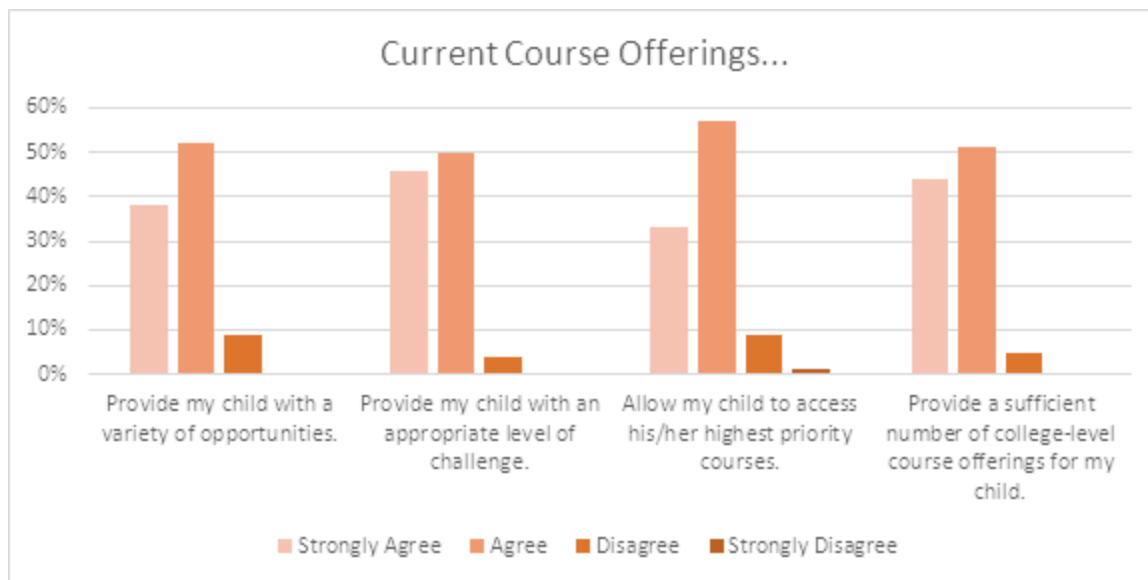
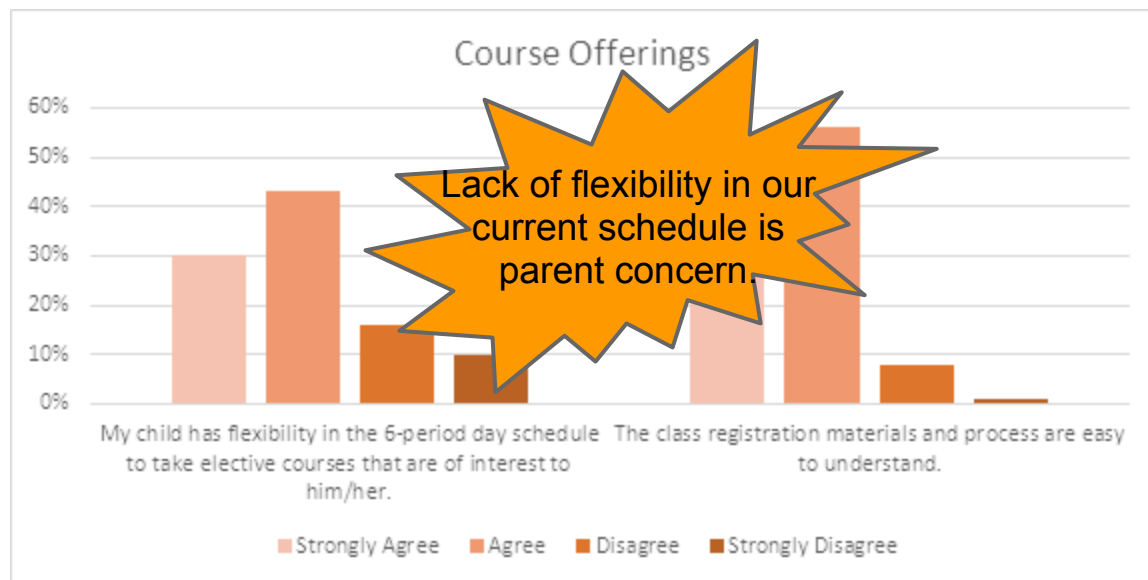


Student Expectations and Progress



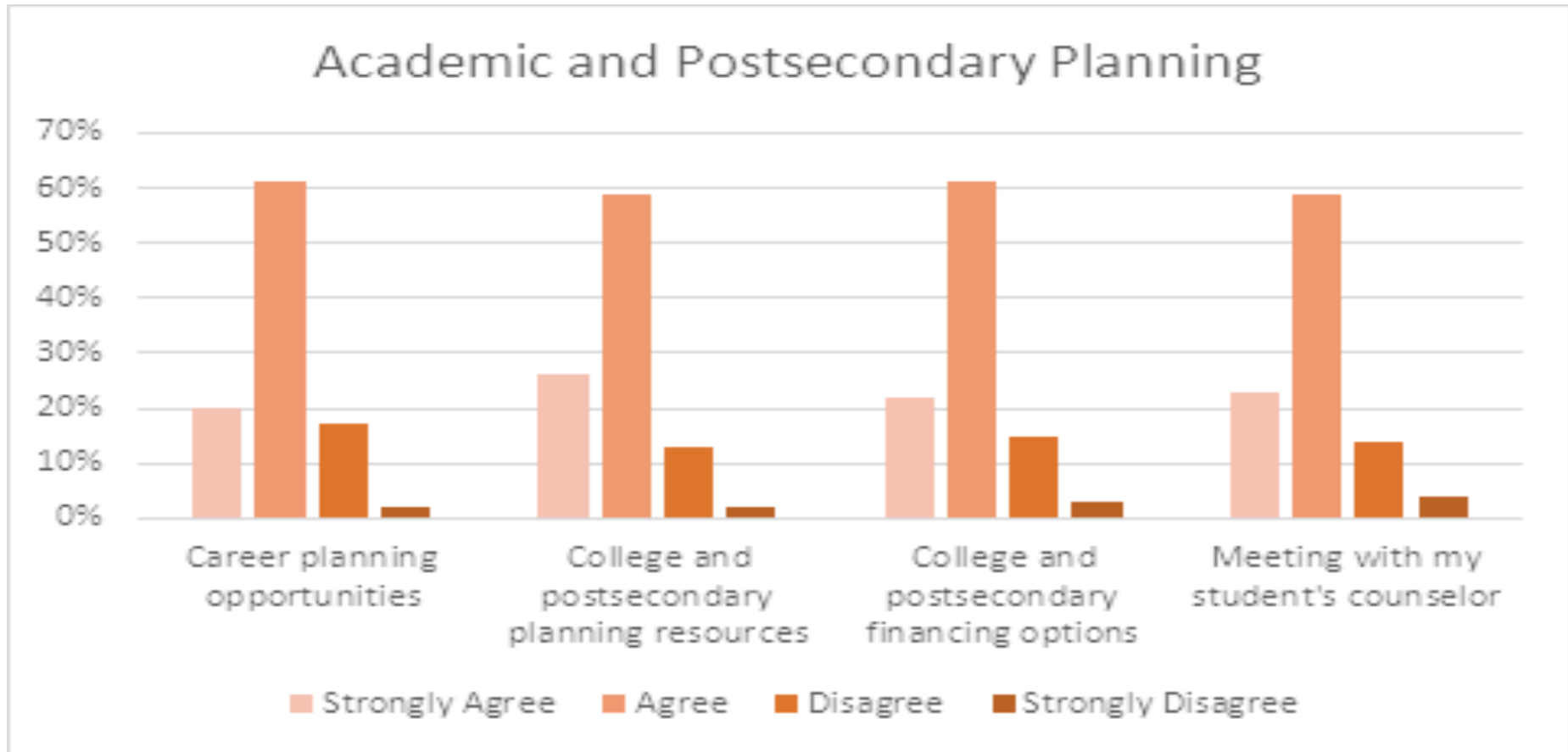
School staff provide me with adequate information about my child's...







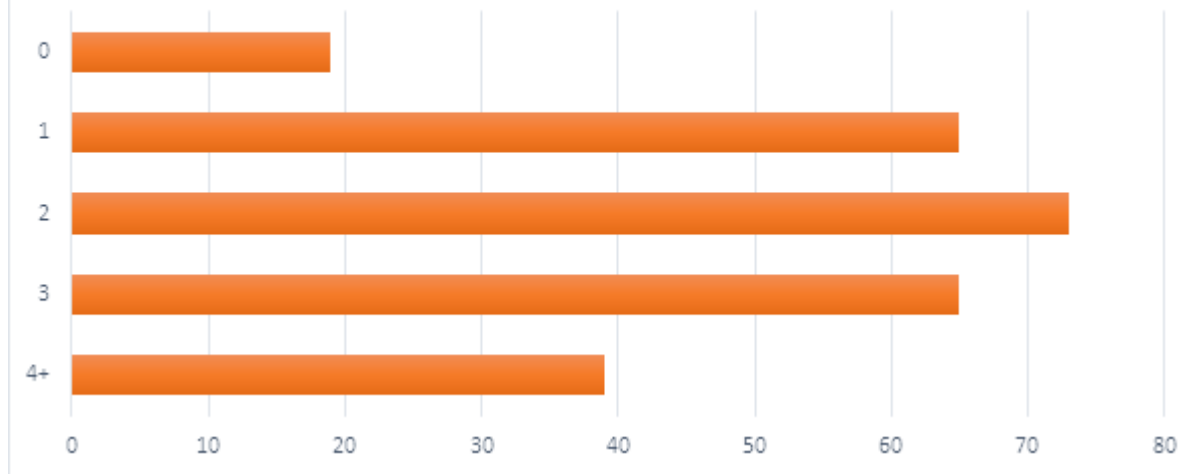
Over 80% of parents are pleased with our post high school planning.



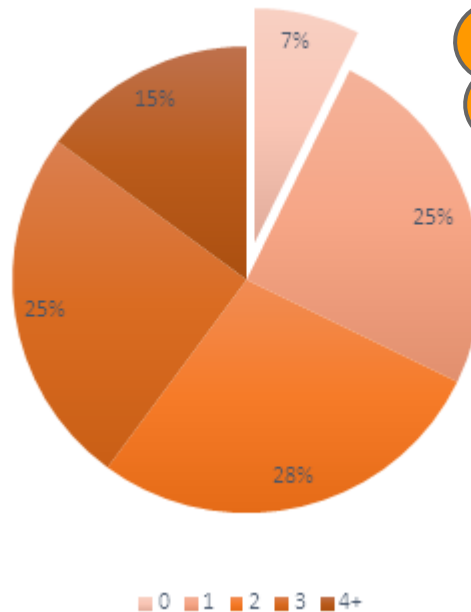
Academic and Postsecondary information provided to parents/families throughout the school year.



Number of Co-Curricular Activities per Student



Co-Curricular Involvement



93% of parent respondents had a student in 1 or more activities.



Co-Curricular Activities

60%
50%
40%
30%
20%
10%
0%

Over 95% of parents agree the high school provides an adequate variety of activities.

Over 95% of parents agree that their student co-curricular experience has been positive.

Almost all parents agree their student's co-curricular experience complements their success in high school.

My student's high school provides an adequate variety of activities.

My student's experience in co-curricular activities has been positive.

My student's experience in co-curricular activities complements his/her success in high school.

Strongly Agree Agree Disagree Strongly Disagree



Classroom & Teaching Schedule

WBLAS

Almost 90% of our staff members report they have adequate time for instruction and to develop relationships with students.

Question	Strongly Agree	Agree	Disagree	Strongly Disagree
I have opportunities for collaboration within my department.	7%	50%	30%	12%
I have sufficient opportunity to develop relationships with my students.	15%	72%	11%	2%
I have enough time to plan for instruction and lesson development.	5%	47%	39%	9%
I have adequate student contact time for quality curriculum instruction.	10%	78%	10%	2%

Over 40% of staff would like more time to collaborate



6-period day

Over 60% of teachers indicate they cover more material in the 6 period day.

WBLAS

Question	Strongly Agree	Agree	Disagree	Strongly Disagree
I teach more concepts than I did with the 4-period day schedule.	24%	40%	27%	8%
I can see improved student performance versus the 4-period day schedule.	13%	51%	28%	7%
Overall, the 6-period day meets the education needs of our students.	10%	66%	22%	3%

75% of staff report the 6 period day meets students' needs



Summary of Comments - Students

- **High School Community** - students like school, school atmosphere feels welcoming.
- **Student Expectations & Progress** - students felt an increase in teacher communication was needed and too much emphasis on Skyward Family Access as a communication tool.
- **Academic Expectations** - homework/assignments reinforce concepts of what was learned in class. Majority of teachers assign homework. Expectations in some general level courses are not of high standard.
- **Course Offerings** - Not able to access elective courses of choice on current schedule when registered for music and world language.
- **Academic & Postsecondary Planning** - strong emphasis on college readiness with advisory program.



Summary of Comments - Parents

- **High School Community** - people are treated well by teachers and office staff.
- **Student Expectations & Progress** - parents would like to see an increase in teacher communication with regard to their student's academic progress.
- **Academic Expectations** - two-thirds of parents who commented felt too much homework is assigned, one-third of parents felt more homework needs to be assigned. Would like to see more flexibility in due dates of homework (ie. assign a window of time for homework completion).
- **Course Offerings** - not enough flexibility in current schedule to take additional elective courses of choice if student is registered for music and world language.
- **Academic & Postsecondary Planning** - like the new guidance counselor model. Any postsecondary information given at an earlier age is welcome.



Summary of Comments - Staff

- Students do not have flexibility in their current schedule to take additional elective courses of choice.
- Current schedule has allowed for additional instructional time and content covered that was lost in the block schedule.
- Time to collaborate with staff within department and outside department is limited.

AGENDA ITEM: **2.2 Update on Status of Immersion Program Planning**

MEETING DATE: **August 26, 2013**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON: **Michael Lovett, Superintendent**
David Law, Assistant Superintendent
Ann Malwitz, Professional Learning & Development
Coordinator

Background:

We will provide a brief follow-up on our recommendations on potential planning for Immersion.

AGENDA ITEM: **Preliminary School Board/Superintendent Goals for 2013-14**

MEETING DATE: **August 26, 2013**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Michael Lovett, Superintendent**
Janet Newberg, School Board Chair

Background:

Each year the School Board reviews goals for the year both from the district's Strategic Plan and other operational goals identified by the administration and school board.

Beginning with 2011-12 most of our goals are drawn directly from the district's Strategic Plan, with the addition of goals on finance, communications and marketing, and a small number of operational goals.

For 2013-14, the strategic priorities are drawn from the 30 member Strategic Planning team and provided to the School Board this past spring. The school board reviewed both the Strategic Plan priorities and other potential school board/superintendent goals at their retreat on July 8, 2013, and the list of goals included with this agenda are those emerging from that school board retreat.

The goals were on the August 12 agenda as a discussion item, further discussed at our August 26 work-study session, and scheduled for adoption at the September board meeting.

School Board/Superintendent Goals for 2013-14

Goal 1: Strategic Plan (see full list attached)

Goal 2: Ongoing Financial Stewardship and Budget Management

Goal 3: Continue Implementation of the Communications and Marketing Plan for the District.

Goal 4: Development of a School District Vision

Goal 5: Operational Improvements

- a. Recognition Program, Phase II
- b. Implement the recommendations of the Gifted and Talented program review, with staged implementation beginning for the 2013-14 school year.
- c. Develop plans for a String Orchestra program with the first phase programming beginning in the 2014-15 school year.
- d. Update Emergency Response Plan

**WHITE BEAR LAKE AREA SCHOOLS
STRATEGIC ACTION PLAN PRIORITIES**
Based on April 23, 2013 Strategic Planning Team Meeting

Agenda Item B-3
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School Board Meeting

Strategy I: We will develop a comprehensive understanding of our students' needs and interests to ensure students are challenged and excelling academically.

PRIORITIES IN PROGRESS (BEGUN 2011-12 or 2012-13)

- I. 1. All students will achieve grade level in reading, writing and math by grade 4 and maintain grade level proficiency throughout their tenure in White Bear Lake Area Public Schools.
- I. 2. All students will have an ongoing plan for post-secondary readiness that will be monitored from grades 6 through 12 and all students will have the academic skills to be successful in a post-secondary institution.
- I. 4. The District will build upon the International Baccalaureate (IB) offering already in place at Matoska by implementing the IB Middle Years Program, career-related program, and Diploma program at District schools. (STIPULATION - IB should not be limited from moving beyond this for other schools if there is interest)

PRIORITIES FOR FUTURE CONSIDERATION

- I. 3. Authentic Intellectual Work (AIW) principles will be implemented at all grade levels. (STIPULATION - Communication with parents and community with the ability to report back to show evidence that AIW is working.)
- I. 5. Students will have the opportunity to access multiple electives each year while meeting graduation standards.

**WHITE BEAR LAKE AREA SCHOOLS
STRATEGIC ACTION PLAN PRIORITIES**
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Agenda Item B-3
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Strategy II: We will create and implement a plan for global experiences and relationships to further understand world connections.

PRIORITIES IN PROGRESS (BEGUN 2011-12 or 2012-13)

- II. 1. All students will expand their global perspective through the study of world language and culture at the elementary schools. (STIPULATION - within each school, one or more options will be available to study world language and culture)
- II. 2. Secondary students will develop global understanding and competitiveness through expanded world language opportunities at the secondary level.
- II. 4. All students will expand their global perspective by participating in annual service learning opportunities at the classroom or building level. (STIPULATION - opportunities are voluntary and not required)
- II. 6. Middle school level students will develop global understanding and competitiveness through expanded and developed International Baccalaureate programming.

PRIORITIES FOR FUTURE CONSIDERATION

- II. 3. Teachers and staff will have the knowledge and skills to promote global languages and culture among students.
- II. 5. Elementary students have an opportunity to develop global understanding and competitiveness through expanded International Baccalaureate programming.
- II. 7. All students will have opportunities to have cross-cultural experiences in and out of the classroom.
- II. 8. All students will expand their global perspective through the study of world cultures and history of peoples within our diverse student body and community (Cross reference to Strategy IV - Plan 7).

**WHITE BEAR LAKE AREA SCHOOLS
STRATEGIC ACTION PLAN PRIORITIES**
Based on April 23, 2013 Strategic Planning Team Meeting

Agenda Item B-3
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Strategy III: We will ensure our facilities support our district's mission and objectives.

PRIORITIES IN PROGRESS (BEGUN 2011-12 or 2012-13)

- III. 1. The District will ensure that inside and outside large group spaces are comparable to conference schools.
- III. 2. At an additional three elementary schools, the District will provide a gym with a performing arts area separate from the cafeteria.
- III. 3. The District will ensure that storage spaces are equitable for all district facilities. *Combined with III.2.*
- III. 4. The District will ensure that square footage to accommodate student population and program activities are equitable for all buildings.
- III. 6. Each district facility will have an HVAC system that provides optimum air quality throughout the district.
- III. 8. The District will ensure that all schools provide secure entrances.
- III. 9. District facilities will be designed to allow for informational technology to be accessible by all ISD 624 employees, learners and families.
- III.10. The District will ensure that elementary class sizes are balanced across the district.
- III.11. Secondary facilities will be evaluated and recommendations will be made that improve programs and reduce transitions, including a cost benefit analysis of a single campus high school.

PRIORITIES NEW FOR 2013-2014:

- III. 5. Each district facility will have a standardized operations and a maintenance procedures manual consistent with best practices.

PRIORITIES FOR FUTURE CONSIDERATION

- III. 7. Each District facility will have appropriate acoustical levels for the site.

**WHITE BEAR LAKE AREA SCHOOLS
STRATEGIC ACTION PLAN PRIORITIES**
Based on April 23, 2013 Strategic Planning Team Meeting

Agenda Item B-3
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Strategy IV: We will create a district-wide culture that inspires innovation, a passion for learning, and confidence to pursue dreams.

PRIORITIES IN PROGRESS (BEGUN 2011-12 or 2012-13)

- IV.11. Every classroom will have equitable access to a core set of effective, innovative, and well supported technology.
- IV.12. The District will enhance communication, interaction, and collaboration through the use of a web site.
- IV.13. The District will establish a learning management system to support the development and management of online coursework to allow web-based learning for staff and students.
- IV.14. A policy will be developed and presented for board approval that leverages students' access to mobile technology and use of that technology in the classroom.
- IV.15. Instructional technology will be available for use by students beyond the traditional school day/year.

PRIORITIES NEW FOR 2013-2014:

- IV. 9. Students will have an "individual development/graduation plan" in place that reflects their passions, interests, and strengths.

PRIORITIES FOR FUTURE CONSIDERATION

- IV. 1. The WBLAS will identify strengths and weaknesses in the areas of innovation, confidence to pursue dreams, and passion for learning.
- IV. 2. An evaluation protocol will be implemented assessing a teacher's use of available technology to facilitate collaboration, engagement, and interaction with students.
- IV. 3. Faculty will have the skills to implement collaboration, critical thinking, creativity, and communication skills within their lesson plans.
- IV. 4. STEM integration, 21st century skills and creativity will be incorporated within the curriculum review cycle for areas undergoing current and future review.
- IV. 5. Self-awareness and emotional intelligence curriculum will be incorporated within the curriculum review cycle.

WHITE BEAR LAKE AREA SCHOOLS
STRATEGIC ACTION PLAN PRIORITIES
Based on April 23, 2013 Strategic Planning Team Meeting

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- IV. 7. Teachers will have the skills to assist students as they implement individual development plans within the classroom. (STIPULATION - teachers will have the cultural competence necessary to effectively help students with their individual plans)
- IV. 8. Teachers will have an implementation plan to incorporate current best teaching and learning practices.
- IV.10. A process will be established to facilitate the collection and implementation of innovative ideas.

**WHITE BEAR LAKE AREA SCHOOLS
STRATEGIC ACTION PLAN PRIORITIES**
Based on April 23, 2013 Strategic Planning Team Meeting

Agenda Item B-3
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Strategy V: We will build a network of partnerships to provide personal and educational growth and service opportunities for students.

PRIORITIES IN PROGRESS (BEGUN 2011-12 or 2012-13)

- V. 1. The District will implement a process that will provide a consistent method to initiate and maintain community partnerships.
- V. 2. A comprehensive needs assessment will be developed and administered at every WBLA school in order to provide direction to future partnerships.
- V. 3. The District will create a process which aligns a partner with a compelling need or promising vision.
- V. 5. The District will communicate information related to partnerships using a variety of resources.

PRIORITIES FOR FUTURE CONSIDERATION

- V. 4. The District will evaluate each partnership with a periodic review of the objectives and effectiveness of all parties involved.

**WHITE BEAR LAKE AREA SCHOOLS
STRATEGIC ACTION PLAN PRIORITIES**
Based on April 23, 2013 Strategic Planning Team Meeting

Agenda Item B-3
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Strategy VI: We will foster connections with and among students and staff members to ensure all feel valued, supported and understood; and we will establish an environment that cultivates understanding and respect for differences among people.

PRIORITIES IN PROGRESS (BEGUN 2011-12 or 2012-13)

- VI. 1. The District will adopt a comprehensive bullying prevention, intervention, and support program for students and staff that promotes a safe, civil, and inclusive climate and is implemented in each building, program, and service.
- VI. 2. The District will increase the number of faculty and staff from culturally diverse communities to more closely reflect the diversity of the student population.
- VI. 3. During curriculum review cycles in all areas, the District will identify best practices that promote and enhance multi-cultural understanding.
- VI. 5. The District will provide programming that will continue to create an environment of understanding similarities and differences among students, staff, administration, community members, and parents.
- VI. 6. The District will review and assess the current plan related to cultural competency.

PRIORITIES NEW FOR 2013-2014:

- VI. 4. Programs will be adopted and implemented and resources allocated for students and families to promote a positive transition between buildings and programs.