

# Eau Claire Board of Education Minutes- Regular Meeting Agenda - 7 p.m. (Monday, July 21, 2014)

Generated by Patrice Iverson on Wednesday, July 23, 2014

**Members present:** Richard Spindler, Wendy Sue Johnson, Trish Cummins, Chris Hambuch-Boyle, Kathryn P Duax, Charles Vue, Chue Xiong. **Absent:** None.

## 1. REGULAR MEETING

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### 1.5 Public Forum

Gary Kochan said he is a district custodian who will be affected by the reorganization of Buildings/Grounds. He was concerned that he will take a pay cut by having to work part time.

Eleanor Wolf is a member of Moral Monday Coalition, and she expressed concern about the B/G reorganization and decisions being made about lower-wage earners. She was upset about how any cuts might affect salaries.

Pamela Wall shared the names of community members who have donated to Project \$13 to shine a laser light on public school funding in Wisconsin. They will continue to raise awareness of problems with school funding and look for solutions to make sure students are getting the best possible education given appropriate, consistent and fair public school funding in Wisconsin.

Mary Ming is a custodian and she spoke about the B/G reorganization. She does not feel that 9-month term employment is the answer and believes the district won't get the same level of dedication and pride with seasonal workers.

Denise Ralston spoke on behalf of custodian Thomas Rude whose position will be immediately affected by the B/G reorganization by going to a 9- month job. He could apply for seasonal positions each year. She said he believes this would reduce his wages.

AFSCME president Michael Turner said he understands that five positions will be affected in Phase I of the reorganization and there will be another 11 in Phase II. He wondered if any family sustaining jobs would remain in B/G. He asked the Board to hold off on these changes and to have discussions about the effect on services and staff morale.

Buildings & Grounds employee, Chuck Moltz, reminded the Board of its core values--compassion, courage, honesty, respect, responsibility, and justice. He felt B/G staff should have been more involved in discussions about a reorganization and suggested that the ERC could give input.

Carol Zeug said if the District expects the best from staff, they should pay the best. She felt that the morale of all workers in ECASD would be undermined by B/G cuts. She suggested a 1% cut across the board might be a more fair way to increase funds for the District.

## 2. BOARD/ADMINISTRATIVE REPORTS

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### 2.1 Superintendent's Report

Dr. Hardebeck shared a list of events on the Board's calendar for the next month.

She stated that DPI announced that schools were recognized by Wisconsin PBIS network as Schools of Distinction. There were 5 Eau Claire schools that received this distinction: Roosevelt, Meadowview, Putnam Heights, Robbins and South. She said this shows the important work schools have done to build positive school climates. Longfellow has once again been named a DPI spotlight school and will serve as a demo site for other

schools in the state to model their programs.

In response to a question from Com. Johnson, Dr. Hardebeck said that no current employees will lose wages or benefits with the Buildings/Grounds reorganization. She said that as part of this process, five other positions have been reorganized to have a higher wage and more responsibilities. When explaining the plan to B/G staff, Mr. Kramer shared what might happen if drastic cuts were needed in the District. She said there can be more conversations on what the reorganization entails.

## **2.2 Communications to Superintendent/Board President**

President Spindler encouraged interested Board members to attend the upcoming WASB Leadership Workshop as well as WASB regional meetings in October. President Spindler reported that the following Board members have been asked to serve on committees: Kathryn Duax --Healthy Communities Action Team on Alcohol; Rich Spindler - Strategic Leadership Team; Rich Spindler - Facility Advisory for Comprehensive Plan. There are other government groups interested in having Board members serve on their teams. Those interested should contact President Spindler.

## **3. OTHER REPORTS**

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### **3.1 Policy & Governance Committee**

Kathryn Duax said the committee met to reorganize for the upcoming academic year. She shared a list of policies they will review and update: 522.1, 443.4, 432, 185, 345.6, 830, 470, 655.1, 345, 226, 538 and 527. They will also work to develop a policy on Board professional development, security including cyber crimes and fund balance guidelines.

### **3.2 Budget Development Committee**

The committee has not met.

### **3.3 Legislative Update**

Chris Hambuch-Boyle said there has been a discussion by Governor Walker to repeal the Wisconsin Common Core standards. He is proposing that the legislature create and adopt Wisconsin standards that are more stringent than the Common Core. She also noted that the fall primary will take place on August 12.

## **4. CONSENT RESOLUTION AGENDA**

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Duax moved, seconded by Xiong, to approve the Consent Resolution Agenda consisting of the following items:

4.2 Minutes of June 16, 2014

4.3 June 2014 Bills Payable

4.4 June 2014 Gift Report

4.5 Human Resources - Employment Report

4.6 New Board Committee Assignments

#### 4.7 Technology Plan: Mobile Device Purchase

Motion carried by unanimous voice of acclamation.

## **5. INDIVIDUALLY CONSIDERED RESOLUTION(S)**

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## **6. ADJOURN TO COMMITTEE**

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## **7. COMMITTEE REPORTS/ITEMS FOR DISCUSSION**

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### **7.1 Discussion of School Board Goals**

Dr. Hardebeck reviewed the timeline for the development of Board goals. At the Work Session on June 16, 2014 there was consensus of those present to bring the following three goals back for discussion:

- 1) The ECASD will educate the whole child using multiple measures to assess academic achievement and social/emotional growth that are characteristic of successful adults.
- 2) The ECASD will create a collaborative, intentional and engaging climate and culture using research-based practices to promote student learning.
- 3) The ECASD will work to strengthen connections with the community to support students.

The Board discussed the goals and were ready to move them forward to the consent resolution.

Johnson moved, seconded by Cummins, to move all 3 Board goals forward to the consent resolution on August 4, 2014. Carried by unanimous voice of acclamation.

### **7.2 Annual Report on Early Learning**

Heidi White, Principal at Prairie Ridge Early Learning School, shared the Annual Report on Early Learning, which included information on their School Improvement Plan (SIP) and progress made on goals. The program consists of 19 community sites and Prairie Ridge Early Learning School.

Ms. White shared progress made on goals. Great improvements have been made in attaining literacy and math goals. She also reviewed highlights from 2013-2014 including expanding community knowledge of early learning, increasing family engagement, and defining outcomes and streamlining curriculum to ensure learning and collaborating with 5K. Staff developed power standards, used learning outcomes to set benchmark for kids, created curriculum pacing guides, and aligned instructional materials with TSG objectives.

The next steps for the program would include continuing collaboration with kindergarten, math pilot and professional development and monitoring program improvements through the SIP.

Ms. White shared the new informational video developed for the early learning program.

There were some concerns expressed about personal experiences at community sites in the 4K program. It is important that community sites participate in professional development so learning goals and protocols are consistent. All of the community sites have access to the same professional development opportunities as staff at Prairie Ridge.

Citizen Carol Zeug felt some issues with the community centers may have to do with the salary their teachers make and staff not feeling valued. Ms. White said there have been discussions about doing a working conditions survey to give the community sites some data.

## 7.3 Educator Effectiveness Update

All school districts in Wisconsin must implement Educator Effectiveness (EE) during the 2014-2015 school year. There are separate and distinct pieces of EE for the evaluation of both licensed teachers and principals. The ECASD leadership has been working in consultation with DPI and CESA 10 in following the training steps established through the DPI in adopting and implementing the EE model.

Kris Dimock, Director of Elementary Education, reviewed the requirements of the EE program including the steps the District has taken in regard to professional development and training for both teachers and administrators. There are four steps to the training process: 1) Orientation Video to help understand what the EE system is about, 2) Overview Module (video for evaluators and administrators), 3) EE Process Introduction, which is required training for evaluators, and 4) EE Process Deep Dive, which are online modules to coincide with the required steps in the EE process.

During this process staff submit their Educator Effectiveness Plan to their supervisor. The teacher and supervisor conduct the Evaluation Planning Conference to discuss the one Student Learning Outcome (SLO) and Professional Practice Goal (PPG) aligned to the School Improvement Plan. The teacher submits the End-of-Year Goal Review Form and the year-end conference is held. Data is collected in TeachScape, an online management system. This will help the principal prepare for the year-end conference by looking at evidence the teacher has submitted in conjunction with the evaluator's observations in the classroom. Over time, the evaluator can look at the educator's growth from year to year.

Dr. Hardebeck talked about what the District has done to prepare for Educator Effectiveness. She noted that in her meetings with faculty during the year she heard many concerns that this model would be used for pay-for-performance. She assured staff that there haven't been Board discussions about pay-for-performance yet. There was also some angst among staff members about the new role of principals and consistency in terms of what principals might expect across the District and possible bias that might be brought into the evaluation process. Dr. Hardebeck said during the last 18 months they have been working to build the capacity of principals to lead implementation and function effectively within the EE system. Principals had training to talk about instructional responsibilities they have in leading their schools and focusing on the instructional practices. They also did work on redefining the school improvement process. At the administrators retreat in August, principals will discuss how the SIP will not only inform the work of the school, but also help teachers in development of student learning outcomes. The model will help teachers improve their performance in the classroom so they can affect learning in a positive way. She noted the implementation system for teacher evaluation in the first year may not be perfect, and they will continue to address perceived deficiencies.

It was suggested that the Board look at a rubric for principal and teacher evaluations at a future Work Session.

Mark Goings said there have been ongoing conversations between teachers and principals so staff can improve individually and as a building. This will ultimately improve the education of all students.

## 8. REQUEST FOR FUTURE AGENDA ITEMS

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### 8.1 Requests for Future Agenda Items

Com. Hambuch-Boyle asked for information about professional learning communities.

Superintendent Hardebeck addressed the custodians who expressed concerns about being disrespected. She said there is a great deal of appreciation for the work the custodial staff does in the buildings. She said the District demands that staff treat each other well and she would not tolerate disrespect. Anyone experiencing that should report it to their supervisor.

Com. Xiong asked to get a written report on the reorganization of the buildings/grounds department.

## 9. OTHER BUSINESS

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## **9.1 Such other matters as may be brought before the Board.**

# **10. ADJOURN**

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## **10.1 Adjourn the Meeting**

Motion by Chue Xiong, second by Kathryn P Duax, to adjourn the meeting. Motion carried by unanimous voice vote.

Meeting adjourned at 9:34 p.m.