

DeForest Area School District
Board of Education Meeting Minutes,
Monday, November 24, 2014 – 6:15 pm.

1. Convene

President Jan Berg called the November 24, 2014 regular meeting of the DeForest Area School District's Board of Education to order at 6:18 p.m.

Board members present: Jan Berg, Mike Hirsch, Terri Treinen, Christopher McFarlin, and Steve Tenpas. Absent were: Kate Lund, DeAnna Giovanni, Jim Pertzborn and Dan Choi. Also present were administrators Sue Borden, Ann Higgins, Diane Pertzborn, Sue Wilson and Vickie Adkins.

Sue Borden verified that the meeting was properly noticed.

The Pledge of Allegiance and the Hands Pledge were recited.

On a motion by Hirsch, seconded by Tenpas, and passed unanimously by voice vote, the agenda was approved.

Steve Tenpas recited the DeForest Area School District's Mission and Vision Statements.

Jan Berg introduced Jake Kurtz, editor and reporter for the DeForest Times Tribune.

2. Appearances Before the Board of Education

Public Input: None.

3. Board Business

A. Ends Discussion

1.) Update from Teacher Compensation Committee - Vickie Adkins (EL 2: Communication and Support; EL 5: Compensation and Benefits) (Approx. 45 min.)

Discussion: Director of Human Resource Services, Vickie Adkins introduced members of the Teacher Compensation Committee - Anthony Johnson, High School Math Teacher, Jen Brandl, 8th grade Science Teacher, Cori Denk, Counselor Yahara & Morrisonville Elementary schools and Jenny Bergs, High School Math teacher. The committee members were present to report on a compensation model that may be implemented in 2015-2016. In the past year the committee has focused on designing a compensation model that aligns with AR 5.3(5) Compensation Guiding Principles, the committee's guiding principles and attributes the committee would like the District to be known for. The model is based on three stages of a teacher's career and uses micro-certification to document completion of professional development for advancement in compensation. Director of Business & Auxiliary Services, Diane Pertzborn explained some of the data analysis that was considered when developing the model. Director of Instructional Services, Sue Wilson explained the badge/micro-credential system. Micro-certification allows professional development that fosters teacher growth towards specific district initiatives and allows for demonstration of professional learning. Micro-certification provides self-directed, authentic learning for teachers. Considered separately are pupil services specialists who are not traditional classroom teachers. A subcommittee will work to determine how that group may fit into the compensation model. In December, the committee will develop a communication plan for sharing this model with staff members early in the second semester. The plan will be brought to the the Board of Education for formal approval after feedback from staff meetings has been processed.

- 2.) Review of School Improvement Plan Process (SIP's) - Ann Higgins, Machell Schwarz, Mike Weisensel (EL 6: Programs and Services) (Approx. 45 min.)

Discussion: Director of Administrative Services, Ann Higgins, High School Principal, Machell Schwarz and Yahara Elementary School Principal, Mike Weisensel presented a review of the process of developing Continuous Improvement Plans for the district and schools. They reported on how the process intertwines with the Educator Effectiveness System initiative from the state. Data retreats occurred as a District and in all buildings. During the retreats Student Learning Objectives (SLO's) were identified. Goals, action plans and communication plans were developed. Principals have also developed their own SLOs. These are School Learning Objectives based on the concerns of the school. Most principals developed their SLOs as their goal in the school's Continuous Improvement Plan. Their action plan then becomes a roadmap on how they will accomplish their goals. In the upcoming months, staff will go through a mid-year review process. They will then revisit their SLOs and decide whether or not they are on track for success. This is the time when they will monitor and adjust plans/goals. Two goals the district have identified and will continue to focus on are increasing literacy achievement for all students and closing gaps for all subgroups. The District's SLO's are to have 60% of students proficient in Reading at the 50th percentile or above and 80% of subgroups will decrease the achievement gap by 3%.

- 3.) Update on Facilities planning and Community Advisory Committee (EL 2: Communication and Support to the Board; EL 10: Facilities) (Approx. 45 min.)

Discussion: Superintendent, Sue Borden explained that at the November 19 Community Advisory Committee meeting the committee developed a base option to address the facility needs in the district. With that base option in mind, the committee is seeking feedback from the community in the form of a survey. Borden shared components of the survey, which includes educational information to help inform taxpayers. The community feedback received will help the committee determine the recommendation that will be brought to the board of education for formal adoption. She explained the plans to communicate conceptual plans for addressing facility needs and seeking input from staff and community members in the next few weeks.

B. Consideration for Board of Education Action

- 1.) Discussion and consider revision of AR 9.4(2) Pest Management (EL 2: Communication and Support to the Board; EL 10: Facilities) (45 min.)

Director of Business & Auxiliary Services, Diane Pertzborn explained a proposed revision to AR 9.4(2) Pest Management. Jan Berg volunteered to look at a Board policy and bring back a recommendation in January to consider the issue.

4. Agenda Planning
 - A. Open Enrollment policy review
 - B. Student/Staff Foreign and Domestic Travel policy
 - C. Consider Ad Hoc Committee to review IPM processes

5. Consent Agenda

- A. Accept Minutes – November 10, 2014 regular meeting & November 17, 2014 special work meeting.
- B. Required Approvals

Vouchers Payable/Treasurer's Report

Void: 191088

Paid: 191781 - 191792, 191794, 191804 - 191836, 191843 - 191866, 191868 - 191901, 141500680 -

141500681, 141500683 - 141500689, 141500691 - 141500692, 141500694 - 141500696, 141500699 - 141500707, 141500709 - 141500719, 141500724 - 141500741, 141500744 - 141500753, 141500755 - 141500776, 201400129 - 201400131, 201400133.

Budget Transfer: None

Personnel Recommendations:

I. Separations: None

II. Leaves: None

III. Transfers: None

IV. Appointments: None

V. Reassignments:

Rebecca Curtis - Food Service Assistant YES to Food Service Assistant DAHS

VI. Other: None

C. Accept Monitoring Reports

1. Administrative Monitoring Status Reports

On a motion by Tenpas seconded by McFarlin, and passed unanimously by voice vote, the Consent Agenda was approved, with Treinen abstaining from approval of coaching handbook.

6. Linkages

Board Members: The Community Advisory Committee has been meeting. Tenpas, Berg, Hirsch, and Giovanni have attended. Berg met with Village of DeForest President and Administrator regarding some joint issues.

Administration: Borden made a presentation at a recent Village of DeForest Board meeting and had an opportunity for discussion and to answer questions. Due to Board of Education candidate interviews, the Board will begin the December 8, 2014 regular Board meeting at 5:45 pm provided a quorum is available.

The press was given the opportunity to clarify any proceedings or notes.

8. Adjourn

The Board of Education adjourned at 9:10 pm on a motion by Tenpas, seconded by Hirsch and passed unanimously by voice vote.

DASD BOE President

Date