

**North Kitsap School District #400
Regular Meeting of the Board of Directors
September 11, 2014
Student Support Services
18360 Caldart Avenue Northeast
Poulsbo, WA**

MINUTES

Board Members

Dan Weedon, President

Scott Henden, Vice President

Beth Worthington, Director

Cindy Webster-Martinson, Director

Bill Webb, Director

Patty Page, Superintendent

Kori Henry, Recording Secretary

1. Call to Order 5:15 p.m.

2. District Assessment Study Session- Jeff Sweeney/Patty Page

The data represents state test scores for three consecutive years (2012-2014). The state tests presented are the Measurement of Student Progress (MSP) and the High School Proficiency Exam (HSPE). Reading and math were tested every year in grades 3 through 8. Writing was tested in Grades 4 and 7, Science is tested in Grades 5 and 8, science will continue to be tested next year. Some of the schools do not have MSP data due to those schools taking the Smarter Balanced Assessment (SBA) in place of the MSP. Some school's (Pearson, PAL) scores are "Suppressed" a categorization the state uses for schools that have a small representation of students in a particular grade level. Suppressing data is intended to protect student privacy due to small numbers and the possibility of identifying students based on demographic data. Kingston Middle School and Poulsbo Middle School do not have MSP scores due to their participation in the SBA last year. There are overall test scores for NKSD because there were students from CKA, PAL, MSOP, and Special Programs who took the MSP test. NKSD outscored the state in 3rd grade MSP in Reading and Math, 4th grade Reading, Math, and Writing, 5th grade Reading, Math, and Science, 7th grade Reading and Math, 8th grade Science, 10th grade Writing, Biology EOC, and Math (Algebra) EOC. Students who do not pass the HSPE or EOC must complete a Collection of Evidence (COE). The COE is scored at the state level. Smarter Balanced Assessment is aligned with Common Core Standards and measures student achievement toward college and career-ready goals. Test results will be available much sooner, in weeks, rather than months. Beginning in the 2014-2015 school year, English/Language Arts and Math will be assessed in SBA. Science is not included in the SBA. Students will continue to be assessed using the MSP for Grades 5 and 8. DIBELS is an early reading assessment administered to all Kindergarten and First Graders three times per year, and measures a variety of schools that assigns instructional recommendations based on results. Students are identified in to three instructional intervention categories. The STAR assessment is administered to students in second through fifth grade a minimum of three times per year. The test has separate reading and math assessments.

The regular meeting convened at 6:22 p. m.

3. Pledge of Allegiance

Chris Willits led the attendees in the Pledge of Allegiance.

4. Agenda Changes

None

5. Communications

5.1 Superintendent Comments

- The Supreme Court is holding the Legislature in contempt of court. There are no sanctions right now but they have to show progress by the end of the 2015 legislative session and if there is not progress then there may be sanctions.
- Friday night I went to the Kingston High School football game for the dedication of the new bleachers. The bleachers were full and it was a great night for Kingston. Dave Dyess and his staff worked hard to get these installed.
- The Pearson Portable was approved for occupancy the morning of September 3rd an hour before school was to start.
- It is the second year that we have STAR data and the third year for Kingston Middle School STAR data. The High Schools will have their sub group's STAR data too. We are contracting with WISPC to help us create reports to read the data.
- Cindy, Beth, and I have continued to work on the Superintendent evaluation tool, and a job description that are aligned to the District's policies and procedures. The law has not changed for Superintendents and we are still on the old evaluation criteria so the document are not yet complete but they are being worked on.
- The start of the school year never happens without a great team. There are so many staff members that help make a good start to school. The teachers are the ones that have worked over the summer and are there before school preparing for the students. Our budgeted enrollment is 5,597.5. The count on Monday of this week was 5,593.1 this is 4.4 students less than what was projected. We need to come in at 5,621 and are 28.83 students below where we should be. We budgeted for staff based on the numbers it is apparent that Vinland needed additional staff for Kindergarten. Gordon's 1st grade needed one additional teacher. Vinland is right on target for their enrollment numbers. Gordon was nine students over the projected numbers. It was a good start to school and the class sizes are looking good.
- I was able to go to all the schools within the first week and it was great to see all the students and staff back and all the great things going on at each building.
- We have more kids in All Day Kindergarten this year than in years past.
- We sent out letters to three of our school regarding failing the AYP and we had one family that requested to transfer schools but did not request transportation. The funds will be used for tutoring through outside sources.

5.2 **Public Comments**

Lauretta Burns made a suggestion to share the information from the tests to parents and families. Concerns were addressed about the amount of students passing Algebra and not having enough data regarding free and reduced lunch students and families.

Richard Lockwood is the parent of a North Kitsap High School sophomore. Comments were made regarding the work ESD 112 had completed on the long range plan and the price tag for the prioritized projects. He also thanked Dave Dyess for doing a great job leading this committee.

Stacie Schmechel made a public comment regarding the meeting minutes of August 21 and that the public hearing was called a meeting and not a hearing.

Suzi Crosby made public comments on class sizes and the need in the future for an easy link to the information on the website. She addressed concerns about moving students to other classes once school starts.

5.3 **Student Representatives**

None

5.4 **Legislative Report**

This legislative session will be the super bowl for school funding. The legislature will be discussing where the funds will come from. This next Wednesday the League of Women Voters is holding an event in Bremerton to learn more about the McCleary case. Next week Cindy and I will be attending the Legislative Assembly.

5.5 **Board Comments**

Dan Weedon: I attended the NKHS football game on Friday and we beat Bainbridge 29 to 7. The Band did a great job and performed a new program for the beginning of the game and half time. There were a lot of people in the stands. Last night was Dine Out for Kids so we went to the Grub Hut.

Scott Henden: The emails have been a lot calmer for the beginning of school. The end of last year I attended CKA graduation and left believing that they did not meet the graduation requirements. We as a Board were responsible for those students and Suquamish did not want to answer the question nor release the records whether the students met the requirements or not. In the future if we charter a school we need to make sure they meet the requirements.

Cindy Webster-Martinson: I have been working with Beth and Patty on the superintendent evaluation tool. I attended the North Kitsap Substance Abuse Prevention Coalition meeting this week. I have been preparing for my new job this year and I will be working with Poulsbo Middle, Poulsbo Elementary, Wolfle, and Gordon students this year. The CKA policy is that if the student is on track for graduation they could walk in the ceremony, but if they did not meet the requirements they did not receive the diploma.

Bill Webb: It has been a good start to the year. In the Personnel Recommendations we are adding more staff than are leaving or retiring. Thirteen years ago a tragic event happened and we are sending more people to war and I want to pray for all of them. I am pleased that the Supreme Court held the legislature in contempt of court. I met with Karen Tollefson and the kids really like her as well as the staff. The Gordon Elementary librarian retired last year, but the students love the new librarian. The Options camp will be held in October and we would like to invite the Superintendent and Brenda Ward to attend again.

Beth Worthington: I did get an opportunity to meet the new staff members in August and it was really fun. I also had a chance to spend the day with students and it was really fun and inspiring. The activity buses are back and I am looking forward to seeing what kind of impact this will bring to sports and activities. I received some positive comments for back to school. I spoke to a kindergarten mom who is concerned about discipline for class control.

Stacie Schmechel made public comments regarding the strategic plan having SMART goals, the time frame for the goals, and how they would be met. Comments were also made regarding the reserve fund balance and what was cut in 2013-2014 that created the excess funds.

6. Action

6.1 Consent Agenda

Cindy Webster-Martinson makes a motion to accept the consent agenda items 6.1.1 through 6.1.10. Scott Henden seconds the motion. The motion was passed unanimously.

- 6.1.1** The regular meeting minutes of August 21, 2014 were approved by the Board as written.
- 6.1.2** General Fund Vouchers 109823-109942 and Payroll through August 29th in the amount of \$4,996,001.73, Capital Project Fund voucher 2081 in the amount of \$101,002.44, and ASB Fund Vouchers 42703-42716 in the amount of \$22,765.66 were approved by the Board.
- 6.1.3** Personnel Recommendations were approved by the Board as recommended.
- 6.1.4** Policy 1400, 1805, and 2161 were approved by the Board as recommended.
- 6.1.5** Board Goals for 2014-2015 were approved by the Board as written.
- 6.1.6** Inter-local Agreement with the City of Poulsbo Police for law enforcement security was approved by the Board as recommended.
- 6.1.7** OESD 114 Memorandum of Understanding for Crisis Response Team networking and training activities was approved by the Board as recommended.

6.1.8 Cooperative Agreement with OESD 114 and Kitsap County Detention Center to provide education programs for children and youth at the Kitsap County Juvenile Detention Center was approved by the Board as recommended.

6.1.9 The Purchase of one computer lab from Alden Associates Inc. was approved by the Board as recommended.

6.1.10 AMN Healthcare staffing agreement to provide NKSD temporary professional services was approved by the Board as recommended.

6.2 5000 Series Policies for Review- Chris Willits/Beth Worthington

Chris Willits and Beth Worthington reviewed the 5000 series policies. It includes the current policies, the policy changes that WSSDA recommends, and new or suspended policies.

The policies that were accepted as recommended were 5520, 5521, 5525, 5610, 5612, and 5630. Policy 5672 was suspended as recommended. There was a change to policy 5641 changing "approved by the Superintendent or designee".

The 5000 series policies will be added to the consent agenda for the September 25th meeting for adoption.

6.3 3000 Series Policies for Review- Brenda Ward/Patricia Moore

Bill Webb, Brenda Ward and Patricia Moore reviewed the 3000 series policies. It includes the current policies, the policy changes that WSSDA recommends, and new or suspended policies.

The policies that were accepted as recommended were 3110, 3114, 3115, 3120, 3121, 3122, 3123, 3124, 3126, and 3140. Policy 3130 was suspended as recommended, and policy 3131 needs to have the letter "C" not stricken from the policy.

Start the review at 3141 for the September 25th meeting.

6.4 Proposed Graduation Dates- Jeff Sweeney

The proposed graduation dates are Friday, June 12 at 7:00 p.m. for North Kitsap High School, and Saturday, June 13, 2:00 p.m. for Kingston High School. Both ceremonies will be held at the NKSD Stadium.

Scott Henden makes a motion and Cindy Webster-Martinson seconds the motion to approve the proposed graduation dates. The motion was discussed, voted on, and approved by the Board unanimously.

6.5 Revised Policy 2024, 2255, and 2336, 6810, and 6240 per WSSDA Recommendations

Policy 2024 online learning has one technical edit that adds the wording "grade level coursework" to the policy. Policy 2255 Alternative Learning Experience changes the word "program" to "courses" throughout the policy. Policy 2336 Required Observances adds Disability History Month to the language of the policy. Policy 6810 adds a

paragraph on energy conservation. Policy 6240 was suspended during the review of the 6000 series policies and needs to be reviewed again.

The policies that were accepted as recommended were 2024, 2255, 6810, and 6240.

Policy 2336, add a period after educational activities and delete the rest.

The policies will be added to the September 25th consent agenda.

6.6 Purchase Agreement for Computer Labs for Poulsbo and Gordon Elementary

Two computer labs for Gordon Elementary and Poulsbo Elementary were purchased from Alden Associates Inc. in the amount of \$58,127.17.

Bill Webb makes a motion to approve the purchase the computer labs for Poulsbo and Gordon Elementary, and Cindy Webster-Martinson seconds the motion. The motion was discussed, voted on, and unanimously approved by the Board.

6.7 ASB Fees – Paula Bailey

The fees that need to be improved include:

Admission to Athletic Events (Olympic League)

- Adults and Students without ASB card \$6.00
- Seniors/Elementary/Middle School with ASB \$4.00

ASB Card

- Kingston High School \$40.00
- North Kitsap High School \$40.00
- Kingston Middle School \$13.00
- Poulsbo Middle School \$15.00

Year Book

- Kingston High School \$55.00 (\$60.00 in October)
- North Kitsap High School \$55.00 (\$60.00 in October)
- Kingston Middle School \$25.00 (\$30.00 in October)
- Poulsbo Middle School \$30.00

Parking Permit

- Kingston High School \$40.00
- North Kitsap High School \$40.00

Bill Webb makes a motion and Cindy Webster-Martinson seconds the motion to accept the ASB fees as recommended. The motion was discussed, voted on, and unanimously approved by the Board.

6.8 Memorandum of Understanding with OESD 114 to provide orientation and mobility services, up to 1000 hours including services and travel time. Tim Garrison

The rate of payment will be \$75 per hour and will be billed as services are reported by OESD's O&M Specialist. Total contract is not to exceed \$75,000.

Beth Worthington makes a motion to accept the MOU for orientation and mobility for services, and Cindy Webster-Martinson seconds the motion. The motion was discussed, voted on, and unanimously approved by the Board.

6.9 Casual Worker pay for Athletics- Patrick Olsen

The pay scale for casual worker for athletic events is \$10 or hourly rate + benefits. This has not been a normal part of our costs that were board approved so this pay scale will start with the winter athletic events and will be updated in the spring.

Scott Henden makes a motion to accept the recommended casual worker pay for Athletics and Cindy Webster-Martinson seconds the motion. The motion was discussed, voted on, and unanimously approved by the Board.

7. Management

7.1 Reports

7.1.1 Policy 2409 State Law on credit competency/proficiency report- Tim Garrison

Depending on the scale of a Credit Competency system, significant amounts of foundational work would need to occur including:

- Goals setting and alignment with district strategic plan
- Gathering stakeholder input
- Analysis of student achievement data
- Consideration of unintended consequences
- Development of policy, procedures and systems

Credit for competency is an extremely complex issue, and is closely linked and commonly confused with waivers and equivalencies. Each subject area and indeed each course would need separate examination. Many of the values behind the idea of credit for competency are well-intentioned and student-centered. The reality of implementation would have many predicted and unpredicted impacts on the district and our students. The impacts would include budget, graduation rates, student enrollment, culture/tradition/community, staffing, and curriculum/assessments. The process would be approximately a year and a half to implement. This will be discussed during the strategic planning process. The law allows Districts to provide credit for competency/proficiency.

7.1.2 Strategic Plan Update- Patty Page

Stacie Schmechel made public comments regarding being disheartened that these are not SMART goals and whether it is realistic to have all third graders read by the end of third grade.

The three strategic directions are Success for All Students, Stakeholder Support and Satisfaction, and Effective and Efficient Operations. 100% of all third graders reading by the end of 3rd grade will be our statement and top priority. If third graders do not read by third grade they are 50% less likely to graduate. The strategic plan will guide our staff on our top priorities and help us fund the priorities. Sub-goals have been created for the strategic directions and SMART goals will be developed as the plan is worked on. The top sub-goals that will be worked on immediately are:

- By 2016-2017, instruction in ELA CCSS will be aligned K-12.
- Develop and support high functioning Professional Learning Communities at all levels.
- Develop and implement strategic, assertive recruitment and hiring plans for certified and classified staff by 2015.
- Identify student sup-groups through the use of a universal screener.
- Evaluate and update current communication strategies by June 2015.
- Develop and maintain district assets to an established target level of effectiveness and quality.

7.1.3 WSSDA Legislative Priorities- Board Legislative Representative/Beth Worthington

WSSDA came out with a 2014 Legislative Assembly Proposal Guide which will be used for the Legislative Assembly. The outcome of the Assembly is as a group come up with what would go before the legislature for discussion.

Bill Webb: I am opposed to items 6, 10, 12, 14, 15, 16, 19, and the position on 32. I need to assess the top 8 or 10 priorities. 42 I strongly support and is my top priority, but I disagree with the President and WSSDA's stance on this because an illegal alien is illegal. 717 and 718 is also a priority for me.

Dan Weedon: I do not like the 2000 policy that allows criminals in the school. I have to believe that there is a way to get this concern to WSSDA. Schools should have the ability to keep criminals out of our schools. Security and safety is the most important thing in our schools. #46 Student Sex Offenders would be a top priority for me.

Beth Worthington: We should bring this forward during the next legislative proposal. I think 22 is important allowing for a two year budget. A few top priorities for me are: Technology Funding Source would be important for Smarter Balance Instruction, Levy Roll Backs, weighted GPA's, 40 making OSPI not the authority for graduation requirements, and Offering College in the High School Program. I am interested to hear more about the proposal to remove districts from the storm water fees.

8. Agenda Planning

Remove policies for first readings from the consent agenda and add to management reports.

The meeting recessed at 9:30p.m.

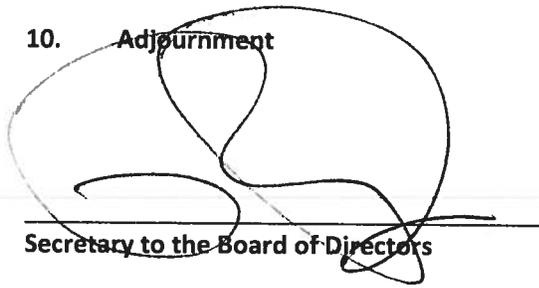
- 9. Executive Session:** There will be an executive session to discuss personnel complaints and contract negotiations for approximately 30 minutes. No decisions will be made.

Close the public session and open the executive session at 9:35p.m.

Close the executive session and open the public session at 10:05 p.m.

The regular meeting adjourned at 10:05 p.m.

10. Adjournment



Secretary to the Board of Directors



Board President