

North Kitsap School District #400
Regular Meeting of the Board of Directors
September 25, 2014
Vinland Elementary School
22104 Rhododendron Lane
Poulsbo, WA 98370
MINUTES

Board Members

Dan Weedin, President

Scott Henden, Vice President

Beth Worthington, Director

Cindy Webster-Martinson, Director

Patty Page, Superintendent

Kori Henry, Recording Secretary

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

2. Parent/Teacher Conference (5 day waiver)- Superintendent Page

Last year the Board discussed parent/teacher conferences and the five day waiver and asked to discuss it again for the 2015-2016 school year. Staff discussed what it would look like to not have waived parent teacher conference days. The purpose of the parent/teacher conference is to increase parent engagement, develop personalized instruction, share assessment results, transition planning, and two-way communication (parents sharing with their child). There are a high percentage of parents/students attending our fall conferences. Our elementary schools attendance is 80-90%, and our secondary schools are 79-94%. The conferences would fit into the strategic plan through item I.2 and II.3. If no conferences/no waiver was offered the cost would be approximately \$62,609.81 for the increased instructional time. Conferences with no loss of instructional time (1 day) would be \$0-\$125,000 a day. Our professional responsibility time could include conference time but our association would probably not accept this without bargaining. There could be half day options or only provide a fall conference. Compensation outside of waiver days would add \$300,000 to the budget because there would be school on those days and staff would need to be included in this as well. In the past a task force was developed and a survey was conducted to see when parents and staff would like the conferences held. They also reviewed the amount of time students were out of school but they decided that conferences were a high priority. Another survey could be conducted to see what the parents would like. One possible option is to have the full 180 day instructional time and hold conferences at other times. The cost for 180 instructional days and additional conference days would be approximately \$1 million. Teachers need to be involved in this discussion.

The regular meeting convened at 6:10 p. m.

3. Pledge of Allegiance

Jerry Parrish led the attendees in the Pledge of Allegiance.

There was a short performance by the Vinland Elementary Dual Language students.

4. **Agenda Changes**

None

5. **Communications**

5.1 **Superintendent Comments**

- I have received some e-mails and some concerns around the Athletic Medicine practicum issues. There has never been a decision to cut, remove, or eliminate the Athletic Medicine Program or the practicum. We had to put the practicum on a hiatus status due to negotiations, but a decision has been made to begin the program again as soon as possible. This program is a cost to the district and students take a second period because it is a CTE class. The cost factor was not the driver to have it or not have it. I am pleased that we came to an agreement and are moving forward.
- Coach Weible was chosen as the coach of the week by the Seahawks and is now in the running for Coach of the Year. Congratulations to coach Weible what an honor.
- This past weekend on Saturday Jeff Haige and his band participated in the UW High School band day. They had to submit music during the summer and then the University selects the top 25 bands to come perform at half time. The bands all perform together, and are in sync with only a little practice time together.
- I was lucky enough to go to the Options Program camp the past two days, and that is where Director Webb is today. There is a tremendous amount of work by the parents to offer this camp for the kids. We are very proud of our Dual Language program too.

5.2 **Public Comments**

Jerry Parrish made public comments regarding the Athletic Medicine Program and the practicum, and how important it is to the students and the athletes. Staff was invited to watch the kids after school in action.

Tim Larson made public comments regarding being happy that the athletic program will continue and what an excellent job the kids do.

Julia Ratcliff wanted to thank the Board for reading the emails that were sent and for reinstating the Athletic Medicine practicum.

Maria Ratcliff had concerns about the concussion laws and why there was so much miscommunication around the Athletic Medicine practicum. Information was not available to the Athletic Director or the instructor.

Chris Fraser made a comment that it was unfortunate that the practicum was not resolved until the end of September. Comments were also addressed regarding the loss of students to other districts and the need to create a committee to review the reason the students are leaving the district for budget and staffing purposes and to ensure a smooth start to next year. A few recommendations were made for additional language that could be added to the Superintendent evaluation tool.

Hunter Schoop made comments on behalf of the football team for support of the Athletic Medicine Program and the practicum and his interest in taking the class.

Brady Brann made comments in support of the Athletic Medicine Program and the practicum and how the trainers with AED training makes him feel safe and secure.

5.3 **Student Representatives**

Elisa Beatty is one of the new NKHS representatives.

5.4 **Legislative Report- Beth Worthington**

This has been a big week for us. Cindy and I attended the Legislative Assembly. We all met and had to have a quorum of 5% to discuss the agenda for advocacy to present to the legislators. There were a lot of items on the advocacy list. The Legislative Committee and WSSDA Board will discuss the outcomes. There were four proposals that were duplicates and there were five proposals that failed. The proposal that failed were: increased minimum wage, weighted GPA's, the elimination of storm water fees, bilingual and ELL students requiring an ELL certification for all teachers, and more monetary support for bilingual teachers.

We do have new leadership for WSSDA and we met both of the new representatives. Marcy Maxwell from the Governor's office spoke with us as well as other representatives and it was good to hear their perspectives. They believe the McCleary decision will be the main focus of this legislative session. We need to advocate now for the anticipation of the legislative session and how underfunding impacts our students. There is a federal relations committee that can advocate for funding as well.

5.5 **Board Comments**

Cindy Webster-Martinson: I have had a busy eight days. I attended the Legislative Assembly and was able to attend an Innovative School Tour. Barge Lincoln Elementary was in the lowest 5% of elementary schools in the state with high level poverty and bilingual students. Bard established five critical expectations of all staff that are non-negotiable: A belief that ALL students can achieve at high levels; EVERY teacher makes a difference; a commitment to extra PLC time; a commitment to professional development; and extra teaching time with students. This resulted in over 40% improvement in the school's testing over a short period of time. Marcy Maxwell's presentation on behalf of the Governor's Office started with "all means all!" In our strategic plan there was a lot of discussion about the word "all" so I thought this was important. Ken Roberts from Washington State University is putting together a new school of medicine. Washington has the lowest medical school enrollment and retention of medical school graduates in the nation. It is beneficial across the state to have another medical school. We receive a lot of newsletters from WSSDA and there was a national report card outlining how Washington State rates globally and it was interesting to see our favorable ratings as a state.

Beth Worthington: I had an opportunity to hold another coffee chat this past Sunday and we discussed cross country running, scheduling changes for secondary students, parents and parent advocacy, the strategic plan and how to better communicate with our community members, and how to get "all" third graders to read at grade level.

Parents thought we had a good start to the year, and addressed concerns about head lice in our area. The League of Women Voters held an education funding workshop and it was really interesting to attend. I am always interested in graduation rates and all districts are funding more on transportation than they receive in MSOC's. I attended a PLC training it was a great learning opportunity and highlights the importance of early release Wednesdays. Tim Garrison is putting together ways to build our capacity for PLC's. The top 5% of graduation rates are around 96% and our district is at 84%.

Scott Henden: Thank you Superintendent Page for the staff postings that have been emailed. I appreciate seeing the information. I completed a survey regarding suggestions for service guarantees. Surveys with clear metrics and consequences could be beneficial. The practicum was news to me and I hope we can try to get ahead of this in the future so it doesn't affect the kids. I attended the forum on school funding and it was interesting to hear the different Superintendent's speaking. I would like to identify how we can make things better. I spoke with Drew McQueen and we are anticipating 2.6 billion dollars next year and he feels that should fund McCleary first.

Dan Weedin: Thank you to all the people involved in Athletic Medicine. In the end everyone was able to walk away happy thanks to Chris Fraser, Chris Willits, and Patrick Olsen. Patty and I attended the POW/MIA memorial, which is held in September every year. There are still a lot of soldiers that are Mission in Action (MIA) It was a very cool ceremony and very well done. I was happy that we were invited. I attended Vinland and spoke with Charlie about the teacher evaluation process, and the different programs offered here at Vinland. I did sign up for next Friday's book club here at Vinland. I got the message today about Coach Weible and that is really a great achievement and is a wonderful thing for athletics, and our district

6. Action

6.1 Consent Agenda

Scott Henden makes a motion to accept the consent agenda items 6.1.1 through 6.1.9. Cindy Webster-Martinson seconds the motion. The motion was passed unanimously.

6.1.1 The regular meeting minutes of September 11, 2014 were approved by the Board as written.

6.1.2 General Fund Vouchers 109943-110010 and Payroll through September 15, 2014 in the amount of \$543,728.86 Capital Project Fund vouchers 2082-2084 in the amount of \$15,535.46 and ASB Fund Vouchers 42717-42729 in the amount of \$17,077.00 were approved by the Board.

6.1.3 Personnel Recommendations were approved by the Board as recommended.

6.1.4 Donations were received from the Suquamish Tribe in the amount of \$2,500 for before school Reading and Math labs at Suquamish Elementary, and \$2,500 for the Meaningful Work Program at Suquamish Elementary. These donations have been approved by the Board as recommended.

- 6.1.5 The changes to policies 2024, 2255, 2336, 6810, and 6240 were approved by the Board as recommended.
- 6.1.6 The 5000 series policies have been adopted by the Board with the recommended changes.
- 6.1.7 The 2014-2015 Port Gamble S’Klallam Early Childhood Interagency Agreement for Special Services was approved by the Board as recommended.
- 6.1.8 The Interagency Memorandum of Understanding for Head Start Preschool Services was approved by the Board as recommended.
- 6.1.9 The Solution Tree Purchasing Agreement for Professional Development Services was approved by the Board as recommended.

7. Management

7.1 Reports

7.1.1 3000 Series Policies for Review- Brenda Ward/Patricia Moore/Bill Webb

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

Policy 3120 had a correction to the third paragraph changing the word “will require” to “will not require proof of residency” and has been corrected.

Policy 3123 refers to a report, which is the P210 report that is filled out annually for the dropout rate.

The changes to policy 3141, 3142, 3143, 3144, and 3200 were accepted as written.

Lynette from Porter, Foster, and Rorick Law Firm discussed policy 3211 Transgender Students. According to the law the District is not required to approve this policy. WSSDA goes beyond state law regarding transgender students. This is covered under policy 3210 non-discrimination. This is an area that can present a problem and having a policy could assist staff on how to handle this issue. OSPI has issued some guidance regarding discrimination and the creation of procedures for the policy. An alternate policy has been drafted for the Board to review.

The Board has decided to proceed with policy 3211 as written by Porter, Foster, and Rorick Law Firm.

The October 9th meeting will begin with the review of policy 3205.

7.1.2 Out of District and Inter-District transfers report- Patricia Moore

Suzi Crosby discussed concerns about students leaving the district and not including students that are being homeschooled. The PAL program was changed and she feels that is a reason more students are leaving the district for online schools.

Stacy Schmechel thanked Patricia for the report on students that left the district, and addressed concerns about students leaving our district and why they left, and that we will be below the projected budget enrollment. Concerns were also addressed about the Superintendent's evaluation not having goals and why the Board allows extension to the contract in February.

The district records department created the reports. The majority of students received were coming from Bremerton and Central Kitsap. We are losing students to Central Kitsap, Bainbridge, Bremerton, and online programs. The released students have been receiving surveys as to why the students left the district. The surveys are still being gathered and a report will be given by Brenda at next month's meeting. The district's intent is to gather more information on this topic. We released 50 less students from last year and gained 14 more students. If the trend continues then we are making progress. Boundaries need to be looked at for choice options.

The Board would like to see the released student numbers again in October. A summary of the feedback that was received from the families and the amount of surveys that have been received from students that left the district.

7.1.3 Student test scores (ACT, Advanced Placement (AP, Student Achievement Test (SAT) - Jeff Sweeney

Each test is unique and provides data on how well we as a school system are preparing our students for post-high school work. AP exams can be taken after the completion of the advanced course. SAT is a standardized test for college admissions in the United State. The test is intended to assess a student's readiness for college. It consists of three major sections: Critical Reading, Mathematics, and Writing. The ACT is a standardized test admission officers use to compare applicants from different school and different states. It consists of four tests: English, Mathematics, Reading, and Science Reasoning. There were 389 students from the two schools who took the AP exams. 204 from North Kitsap and 57.8% scored above a 3+. Kingston had 185 AP students and 61.6% scored above a 3+. The mean score for SAT critical reading was 540, Math mean score was 538, and the Writing mean score was 509. There were 48 students that took the ACT test and outscored the state in all subject matters. The percent of ACT-Tested Students ready for college level coursework are 85% for College English Composition, 79% College Algebra, 65% College Social Science, 65% College Biology, and 48% meeting all four requirements. Action plan for NKSD includes: create a common focus, establishing high expectations, require a rigorous curriculum, provide student counseling, and make timely interventions with those students who are not making adequate progress.

7.1.4 Policy 4215 Use of Tobacco and Nicotine Products revised as recommended by WSSDA (1st read) – Jeff Sweeney

WSSDA has made some recommended changes to policy 4215 that include nicotine products, electronic devices/vapor pens, and delivery devices. Add to the consent agenda for the October 9th agenda.

7.1.5 Superintendent Evaluation Forms- Patty Page

As a district we have not had a job description for the Superintendent. Cindy, Beth, and I have been working on the job description and an evaluation tool. We sent the procedure to our attorney for review so that it will match our evaluation tool and the job description. There are two options for the evaluation tool and the evaluation criteria will be based on the job description. The procedure will have a set of goals, and there are two options for the evaluation tool.

The board consensus is the short form evaluation with possible added language to make the criteria clearer. Beth and Cindy did a lot of work and the Board wants to recognize their work.

8. Agenda Planning

Policy 4125 will be added to the consent agenda. A study session will be added to October 23rd meeting for Board Evaluations.

The meeting recessed at 9:05p.m.

- 9. Executive Session:** There will be an executive session to discuss personnel complaints, contract negotiations, and superintendent's evaluation for approximately 45 minutes. No decisions will be made.

Close the public session and open the executive session at 9:15 p.m.

Close the executive session and open the public session at 10:00 p.m.

Open the public session and close the executive session at 10:00 p.m.

The executive session will be extended for approximately another 30 minutes.

Close the public session and open the executive session at 10:01 p.m.

Close the executive session and open the public session at 10:28 p.m.

Scott Henden made a motion to adjourn the meeting Cindy Webster- Martinson seconds the motion and the meeting was adjourned.

The regular meeting adjourned at 10:28 p.m.

10. Adjournment

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Secretary to the Board of Directors

Board President