

USD # 247 BOARD OF EDUCATION MEETING – February 13, 2012

A regular meeting of the USD #247 Board of Education was called to order by President Joe Ulery at 6:30 p.m., Monday, February 13, 2012, at the District Office. Other members present were Tara Underwood, David Stricklin, Jerry Alexander, LaDonna Hartman, Wade Kirby, and Sundown Jacobs. Also present were Superintendent Glenn Fortmayer and Board Clerk Roberta Sellers.

- (1) Sundown Jacobs moved to approve the agenda as amended. Joe Ulery seconded. Motion carried 7-0.
- (2) Jerry Alexander moved to approve the minutes of the January 9, 2012 meeting. Tara Underwood seconded. Motion carried 7-0.
- (3) Wade Kirby moved to approve the bills totaling \$269,693.10. David Stricklin seconded. Motion carried 7-0.
- Riddell
FB Helmets (4) LaDonna Hartman moved to accept the bid from Riddell in the amount of \$4,518.50 for reconditioning the football helmets. Jerry Alexander seconded. Motion carried 7-0.
- SE east gym
Ceiling repair (5) Sundown Jacobs moved to accept the bid from Crossland Constuction in the amount of \$35,170.00 to repair the ceiling in the SE east gymnasium. Wade Kirby seconded. Motion carried 6-1.
- SHS Dual
College CR` (6) Joe Ulery moved to approve the Southeast High School college dual credit handbook change thru 2013 to be reviewed on an annual basis.(See Appendix A) Jerry Alexander seconded. Motion carried 7-0.
- NHS
Guidelines (7) LaDonna Hartman moved to approve the National Honor Society guidelines as presented. (See Appendix B) David Stricklin seconded. Motion carried 7-0.

President Ulery called for a five minute recess.

- (8) Jerry Alexander moved to go into Executive Session to discuss non-elected personnel for thirty minutes to reconvene at 10:30 pm. Sundown Jacobs seconded. Motion carried 7-0.

President Ulery called the meeting back to order.

- (9) Tara Underwood moved to go into Executive Session to discuss non-elected personnel for twenty minutes to reconvene at 10:50 pm. David Stricklin seconded. Motion carried 7-0.

President Ulery called the meeting back to order.

- (10) Joe Ulery moved to go into Executive Session to discuss non-elected personnel for ten minutes to reconvene at 11:00 pm. Sundown Jacobs seconded. Motion carried 6-1.

President Ulery called the meeting back to order.

Taylor (11) Per Dr. Fortmayer's recommendation, LaDonna Hartman moved to hire Steve
A. Baseb. Taylor as assistant SHS boys baseball coach for the 2012 season. David Stricklin
seconded. Motion carried 7-0

Pittman (12) Per Dr. Fortmayer's recommendation, Tara Underwood moved to hire Frank
A. track Pittman as an assistant track coach for jr. high and high school for the 2012 season.
SJHS/SHS Sundown Jacobs seconded. Motion carried 7-0.

(13) Tara Underwood moved to go into Executive Session to discuss negotiations for
ten minutes to reconvene at 11:20 pm. Joe Ulery seconded. Motion carried 7-0.

President Ulery called the meeting back to order.

(14) Jerry Alexander moved to adjourn at 11:38 p.m. LaDonna Hartman seconded.
Motion carried 7-0.

Clerk of the Board

President

Discussion Items:

Principal Reports:

McCune/Weir

Tammie Hall reported attending the county spelling bee Feb. 13th. Our district contributed 9 of the 45 participants and Caleb Thompson from the Jr. High placed 4th. He will be an alternate to state.

Weir is raising money for some playground equipment with a "Kiss the Pig" contest. Money may be placed in teachers jars at the school. The "kissing" will take place on May 11th at the awards assembly/field day.

Southeast High School

Ben Proctor reported that the new semester that started on January 17th is going smoothly. The CNC Music Festival will be February 22nd, spring sports start practice February 27th and March 9th will be the spring FFA blood drive. On February 1st Mr. Proctor and Dr. Fortmayer attended the Kansas Educator Evaluation Protocol conference in Wichita, per the School Improvement Grant guidelines. Mr. Proctor said it was a beneficial meeting.

Cherokee/Southeast Jr. High

Mr. Turnbull stated the junior high track practice starts February 27th and kindergarten screening will be March 7th. The History display will up the whole month of February in the front hall during school hours.

Curriculum:

Debbie Clawson reported the title teachers went to Greenbush on February 10th for a seminar on core values. February 15th the MAP testing window opens. The kindergarten screening schedule is as follows:

McCune – March 5th

Weir – March 6th

Cherokee – March 7th

Superintendent's report:

Budget:

Dr. Fortmayer gave an update on some legislative issues.

He reported that on February 17th will be a safe touch training as required for schools with federal title funding.

He spoke about a part time position for an exchange student coordinator. Croft and Joftus has expressed an interest in doing a video of our high school as an example for other School Improvement Grant schools.

Dr. Fortmayer gave an overview of what was discussed by the site council on Feb. 9th
See appendixes C.

The calendar was discussed for next year and tabled.

For more information about building events, check the district website at www.usd247.com.

APPENDIX A

Southeast High School Dual Credit:

LCC: \$35 per credit hour

FSCC: \$81 per credit hour

USD #247 will provide a subsidy to equalize the tuition costs through spring quarter of 2013.

APPENDIX B

Proposed NHS Selection Guidelines:

Grade Level Requirement:

Students must be a sophomore, junior, or senior to apply for membership into National Honor Society.

GPA Requirement:

3.75--4.0 = 20 points

3.5--3.74= 15 points

For Sections II through V on Candidacy Form:

12 Points possible in each section.

The Faculty Counsel will determine a rating of 1-3 points per item listed.

48 points possible total on Sections II-V.

Faculty Input:

Students who receive one more than 50% of the faculty votes will receive 5 points.

Student must receive 63 points to become a member.

To Maintain Membership:

- 1) Members must complete at least 20 hours of community service per calendar year
- 2) Members must maintain a 3.5 GPA or better
- 3) Membership is an ongoing responsibility and an obligation to continue to demonstrate those outstanding qualities that resulted in your selection.

USD 247 Southeast Strategic Outlook

**Crossing Mountains
Reaching Summits**

Mission Statement and Core Values

USD 247 staff will educate with high standards through integrity and caring, while creating a positive atmosphere.

Core Values

Professionalism

Positive Atmosphere

Caring

Integrity

Equity

Diverse Opportunities

High Expectations

Pride

Confidence

Visionary

Our Vision

The current vision of the Board of Education for USD 247 Southeast derives from the core values established in the 2010-11 school year. The vision is that students enthusiastically come to school in anticipation of daily lessons in every subject being taught to the highest expectations using the most effective practices to maximize authentic engagement and rigor in order to achieve excellence. Students work hard because the work is meaningful to them. They feel respected and cared for by every adult in the district. Students exude pride in themselves, their schools, and the district. Academic, athletic, and other extra-curricular programs are all model programs. Students are confident in their preparation and ability to go on to further challenges because of the world class education and social/emotional developmental programs they have received from an extremely qualified, dedicated, and professional staff that is always seeking to improve student performance, student rapport, instructional quality and the student learning experience. The staff is always adding to the learning and experiential opportunities for students and themselves. They are visionary in their approach to the programs they offer, tools they use, and the methods employed to attain the highest levels of student performance and preparation for post graduation career-college pursuits. The entire staff and parents work together through shared commitments to the overall success of the students, district, and communities. The interactions between staff members, staff and students, and staff and parents, as well as students with each other are characterized by high levels of integrity, courtesy, mutual support, kindness, humor, and general concern for each other's well being. All of these facets merge to form a district that is highly desirable to attend, work, and live within. A district where Lancer's lead the way and all are proud to proclaim, "We Are Southeast!"

Board Goals

▣ BOARD GOALS ENACTED 2010-11

- ▣ The district will identify and employ methods of personnel evaluations that reflect upon, reinforce, and maintain accountability of the highest expectations of excellence in performance, continuous improvement, integrity, commitment to the district and BOE goals across all job descriptions.
- ▣ The district will complete a process for curriculum alignment to the Kansas State Standards (Common Core Standards) and between successive grade levels across all content areas with a continuous cycle of review and updating to be established.
- ▣ The district will foster greater positive Board of Education and community relations through the implementation of research based best-practices, other methods, and tools including but not limited to: building and program attendance, open forums, electronic information releases and postings, site councils, surveys, and timely discussion minutes.
- ▣ The district will continue to maintain or increase academic scores above the federal Adequate Yearly Progress requirements under No Child Left Behind in each assessed content area.
- ▣ The district will increase the number of academic and extra-curricular programs offered to students through formal classes and other opportunities.

Goal Status

- ▣ Personnel evaluations – In process with additional legislative influence pending
- ▣ Curriculum alignment- Math completed, Reading beginning, Common Core needed
- ▣ Board of Education and community relations- Councils and committees, tools, and forums
- ▣ Increasing Academic Achievement- Scores up, Recognitions earned, support programs added and revised
- ▣ Increase the number of academic and extra-curricular programs offered- IDL, VPL, Electives, Dual Credit

Mountains to Cross

- 1) Curriculum Changes
- 2) Evaluation Changes
- 3) Vocational Changes
- 4) Loss of Enrollment
- 5) Financial Needs
- 6) Community
- 7) Morale
- 8) Goals

Curriculum Challenges

- ▣ We are still in the process of aligning our Reading curriculum as required by our 1.45 million federal grant which ends June 2013.
- ▣ We will have to repeat the process to ensure alignment to new state adopted Common Core Curriculum.
- ▣ The new Common Core is more demanding and oriented towards critical thinking and project based learning with 21st Century technology skills requiring teachers to adjust the way they teach.
- ▣ Some teachers reluctant to change.
- ▣ Some community do not value the changes.
- ▣ We have no choice but to pursue, so we must get personnel and patrons “on the bus.”
 - a) Staff and Parent Surveys to determine need areas
 - b) Forums and Staff Development to show need and consequences of not changing to build buy in.
 - c) Publish legal requirements of the change.
 - d) Hold staff accountable for the change.

Evaluation Changes

- 1) Laws are pending that will include student achievement as a major part of staff evaluations
- 2) Parents may have input on staff evaluations.
- 3) Tenure of teachers may end.
- 4) We need a tool that is “indicator based” providing examples of different quality levels of performance in each work responsibility area. Provides a more common language between evaluator and person evaluated and that it evaluates proper areas.
- 5) Must be negotiated with teach union unless law passes.

Vocational Education Changes

Pending legislative passage, but strong support:

- No funding for HS courses offered within 30 miles of tech program.
- We have to provide busing to tech centers.
 - a) will get funds to bus, but not for new buses.
 - b) amount for busing will be determined by legislators annually.
- May see a drop in class enrollment in HS when students desire course for job certification
 - a) should we offer HS course that is not certified?
 - b) Which vocational courses should we offer?

Community Challenges

➤ The divide

- A) Investing in school
 - 1) to attract students back
 - 2) to preserve good staff from RIF
 - 3) Preserve BOE word to staff and patrons
- B) Seeking use of old McCune HS and facilities

Nocturnal Science museum- failed

➤ Apathy

- A) low responses to communication requests
 - 1) Added tools for communication- fb, web, twitter, edmodo, newsletter, e-surveys
 - 2) Committees and Councils added
- B) low response rate on LOB increase vote

➤ Negative perceptions

- A) Weak academics
 - 1) Announce improved scores more
 - 2) Continue improving
- B) Low class student population
 - 1) Announce student achievements academic and others
 - 2) Get students involved in community service and into other communities
 - 3) Invite/host out of district guest organization visits
- C) Weak teachers
 - 1) Conduct staff development and encourage individual growth
 - 2) Hold high level of accountability
 - 3) Announce successes more
- D) Limited opportunities
 - 1) Continue to increase opportunities
 - 2) Advertise opportunities more
- E) Weak extra-curricular and sports programs
 - 1) Advertise successes more
 - 2) Support programs more

Academic Challenges

A) Authentic Engagement

Lesson designs that capture attention and motivate students (not just fun)

- 1) Requiring one lesson every three weeks
- 2) Share examples of good lessons
- 3) Conduct Staff Development
- 4) Require demonstrations to parents

B) Differentiation

Lesson designs that adjust for differences in ability, learning style,

gender, interest, poverty, etc.

- 1) Conduct Staff Development
- 2) Hold accountable in lesson plans and observations
- 3) Educate parents so they can hold teachers to higher expectation

C) Meaningful Work

Lessons designed to have real life application and connected to student goals

- 1) Conduct Staff Development
- 2) Hold accountable in lesson plans and observations
- 3) Educate parents so they can hold teachers to higher expectation

D) Project Based Learning

Lessons using life application, thematic, or motivational projects to incorporate collaborative work and apply skills

- 1) Conduct Staff Development
- 2) Hold accountable in lesson plans and observations
- 3) Educate parents so they can hold teachers to higher expectations
- 4) Share project lessons with staff and parents

Academics Continued

E) Technology Integration

Teach 21st Century skills and enhance instruction.

- 1) Equip all classes
- 2) Provide staff development
- 3) Require use in observations and evaluations
- 4) Share with parents to raise expectations

F) Ownership of Failure

Teachers no longer just present lesson for student to take in or not, but are responsible for mastery of the lesson.

- 1) Require teacher led interventions
- 2) Conduct data studies
- 3) Perform comparative studies

G) Predetermination culture

Personal beliefs that our kids that come from southeast Kansas are poor, neglected, and from families with low expectations will not achieve highly or be interested or capable in advanced education

- 1) Create more opportunities
- 2) Expose students and parents so goals set to higher options
- 3) Study and share like successes

H) High Expectations

- 1) Teachers require a more rigorous level of performance.
- 2) Grades correspond to achievement tests
- 3) Ensure life skills mastered

Morale

A) Staff Apathy

- 1) Hire in district personnel or with ties when BEST qualified
- 2) Raise professional pride in district through achievements, recognition, and comparisons
- 3) Increase professional camaraderie to increase loyalty
- 4) Develop and Utilize teacher heroes/leaders
- 5) Collaboration with staff and parents

6) Fight Resistors attack Believers personally, delay implementation, pretend voice of many,

- a) Give clear reasons for change
- b) Build trust
- c) Incremental implementation
- d) Strict monitoring of change presence

Morale Continued

B) Capacity

- 1) Begin use of user friendly tools
- 2) Use easier procedures

3) Survey staff for job elements that can be considered for dropping

- a) things we never measure or check
- b) less effective practices

C) Needs

1) Time

- a) Calendar adjustment
- b) Work days
- c) Collaboration time
- d) Training time
- e) Planning time

2) Recognition

- a) Sharing of good stuff
 - 1) to staff
 - 2) at BOE meetings
 - 3) Show and Tell nights/TV
- b) Brag page in newsletter
- c) Press releases

Morale Continued

3) Compensation- Teacher's seeking:

Salary	increase	\$28,500/500 up \$30,000/Class
Fringe	None	
Supplemental	Increase	\$1000/500 up
Unused Sick	Save	\$25/day (\$750)
Personal Days	Increase	\$4480 sub \$11,103/day
# Students	increase	\$172/hr/student over 23 \$18,400
Non-Student Days	None	
Professional Days	Increase per day	\$4480

BOE seeking increases in:

Salary

Fringe

Supplemental

Unused Sick

Extra-duty

Also Seeking:

Adjust daily rate to current contract

Dress code on Spirit Days

Reduction in Force on

performance

New Evaluation tool

Signs of positive staff

They are willing to go beyond the contractual day to work on new initiatives and serve on committees.

They tend to own a home near school. Their religious and civic alliances are in close proximity to their home and work. Their commitment to their profession and their school gives them a sense of stability.

Their drive does not depend on the influence of leadership.

They individualize responses to students rather than relying on a rigid set of rules and grading procedures.

Low public perception does not seem to deter them.

If students are having difficulties they will have private conversations to see what they can do to help.

They take fewer days away from work. Studies show that teacher attendance correlates with student performance. Poor schools have more teacher absences.

When behavior issues arise they rely on positive relationships to work things out. They send 30% as many discipline referrals as Fundamentalists.

They are more willing to purchase classroom materials with personal funds.

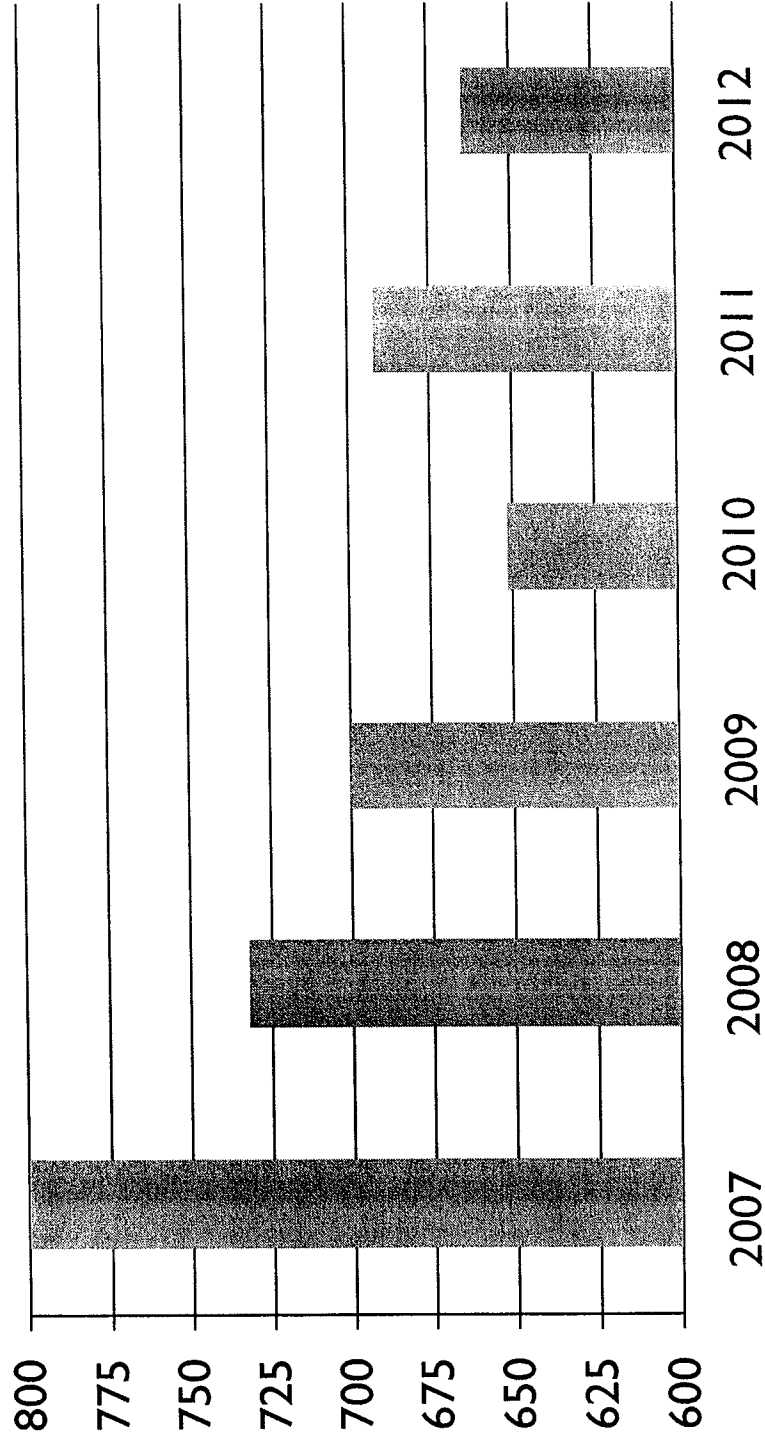
Students respect teachers who stay on them to make them be successful. They know the teacher has high expectations which includes behavior.

Financial Challenges

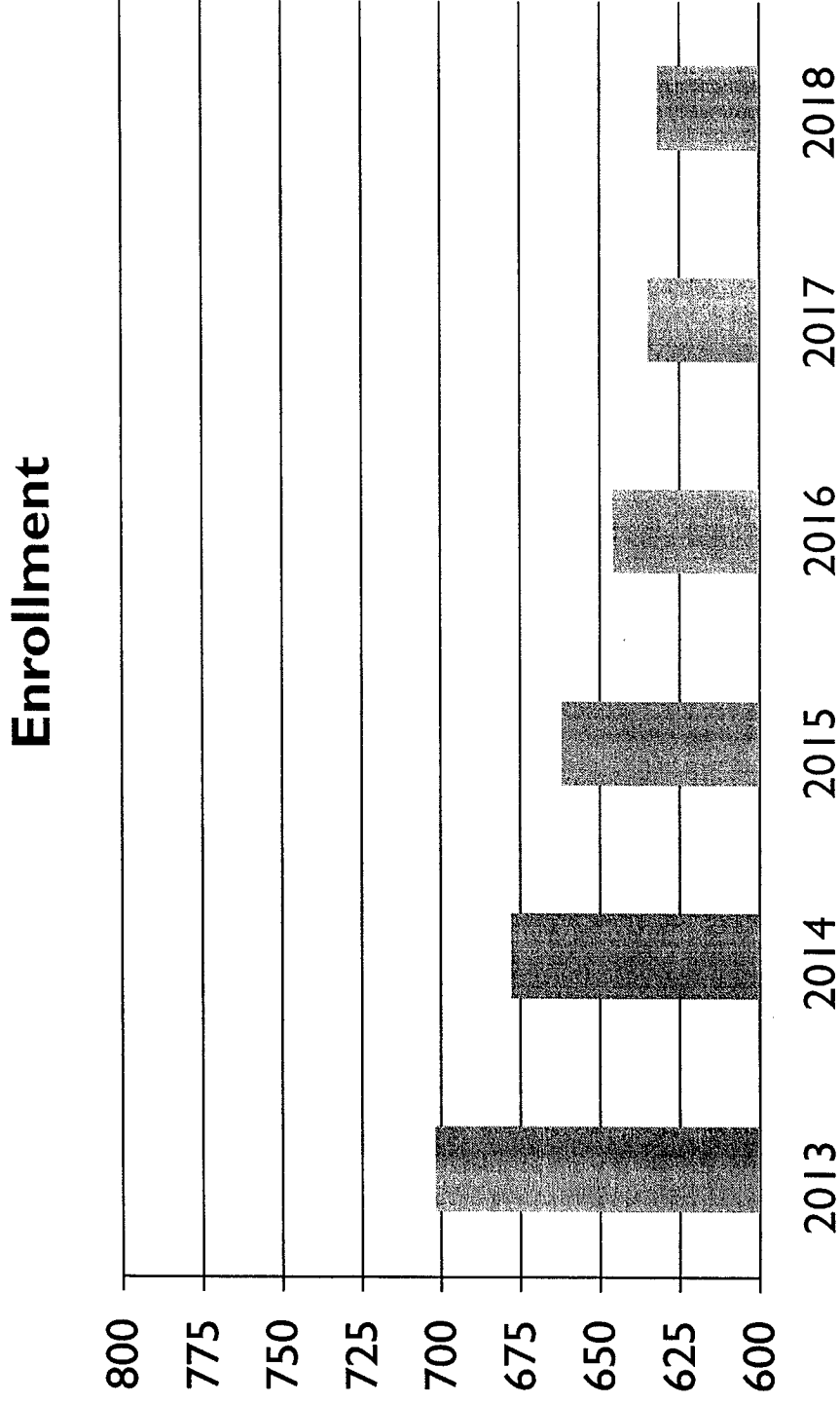
- 1) Coming Financial Expenses
 - A) Ending of Grant \$200,000+
 - B) Increase in Special Education \$20,000
 - C) Increased dual credit classes \$2,400
- 2) Loss in state and Federal Funding
 - A) Special Education cut \$20,000
 - B) Pre-K cut \$7000
 - C) Vocational Education cut \$52,540
- 3) Capital Outlay Needs
 - A) 25 year old buses
 - B)
 - A. State Financial Formula
 - B. Loss of Enrollment

District Enrollment History

Enrollment



District Enrollment Projection based on Graduating Class to K class numbers



Budget Under Democrat Plan

	40	50	46	46	46	46	46	46	46	46	46	46
46	40	50	46	46	46	46	46	46	46	46	46	46
40	46	40	40	50	46	46	46	46	46	46	46	46
54	40	40	46	40	50	46	46	46	46	46	46	46
64	54	40	40	46	40	40	50	46	46	46	46	46
62	64	64	54	40	46	40	40	50	46	46	46	46
49	62	64	64	54	40	46	46	40	40	50	46	46
57	49	62	64	64	54	40	40	46	46	40	46	46
62	57	49	62	64	64	54	40	40	46	46	46	46
62	62	62	57	49	62	64	54	40	46	46	46	46
70	62	62	62	57	49	62	64	54	40	46	46	46
0	0	0	0	0	0	0	0	0	0	0	0	0
23	23	23	23	23	23	23	23	23	23	23	23	23
679	655	639	639	623	612	609	593	575	Enrollment	575	Enrollment	575
694	679	655	639	639	623	612	609	593	Previous Year	593	Previous Year	593
691	676	657	639	639	624	614	604	592	3 year average	592	3 year average	592
694	679	657	639	639	624	614	609	593	Highest of three	593	Highest of three	593
3846.75	3913.50	4047	4047	4047	4047	4047	4047	4047	Weighting	4047	Weighting	4047
5072324	5048806	5051870	4913462	4798123	4721230	4682783	4559754	4559754	for total budget	4559754	for total budget	4559754
(30,000 +9,000)	(23,518 +7,000)	3064	(138,408 +40,000)	(115,339 +34,500)	(76,893 +23,000)	(38,447 +11,000)	(123,029 +37,000)	(123,029 +37,000)	Difference	(123,029 +37,000)	Difference	(123,029 +37,000)
2013	2014	2015	2016	2017	2018	2019	2020	2020		2020		2020

Budget Under Current Formula

	46	50	46	46	46	46	46	46	46	46	46	46	46
	46	40	50	46	46	46	46	46	46	46	46	46	46
	40	46	40	46	46	46	46	46	46	46	46	46	46
	54	40	46	40	50	46	46	46	46	46	46	46	46
	64	54	40	46	40	50	46	46	46	46	46	46	46
	62	64	54	40	46	40	40	50	46	46	46	46	46
	49	62	64	54	40	46	46	40	40	40	50	46	46
	57	49	62	64	54	40	40	46	46	46	40	46	46
	62	57	49	64	64	54	40	40	40	40	46	46	46
	62	62	57	49	62	64	54	40	40	40	46	46	46
	70	62	62	57	49	62	64	54	40	40	46	46	46
	0	0	0	0	0	0	0	0	0	0	0	0	0
	23	23	23	23	23	23	23	23	23	23	23	23	23
	679	655	639	623	612	609	609	593	593	593	575	593	593
	694	679	655	639	623	612	612	609	609	609	593	593	593
	691	676	657	639	624	614	614	604	604	604	592	593	593
	694	679	657	639	624	614	614	609	609	609	593	593	593
	7400	7400	7400	7400	7400	7400	7400	7400	7400	7400	7400	7400	7400
	5135600	5024600	4861800	4728600	4617600	4543600	4506600	4388200	4388200	4388200	4388200	4388200	4388200
	(111,000)	(111,000)	(162,800)	(133,200)	(111,000)	(74,000)	(37,000)	(118,400)	(118,400)	(118,400)	(118,400)	(118,400)	(118,400)
	(30,000 +9000)	+33,000)	+48,000)	+40,000)	+33,000)	+22,000)	+11,000)	+35,000)	+35,000)	+35,000)	+35,000)	+35,000)	+35,000)
	2013	2014	2015	2016	2017	2018	2019	2019	2019	2019	2020	2020	2020

Possible Revenue Sources

New Housing land gifts to bring in new families

Fundraising

Bus, School, TV advertising

Cafeteria A la Carte/Charged seconds

Building Use Fees

New students- 4 Day SHS, Robotics District,
Authentic engagement/project based
learning/Dual Credit/

Possible Expense Reductions

- ▣ McCune \$663,000- Revenue \$569,000 cost \$41,000. Students up from 77 to 84.
- ▣ District Paras- \$11,000 per position (11)
- ▣ At Risk Paras- \$16,480 per position (3)
- ▣ SHS assistant Secretary \$12,000 (1)
- ▣ Nurse \$40,000 (1)
- ▣ Curriculum Director \$70,000 (1)
- ▣ Elementary Music \$40,000 (1)
- ▣ Elementary PE \$40,000 (1)
- ▣ Combination K-1 \$40,000 (1)
- ▣ Combination 3-4 \$40,000 (1)
- ▣ Close 1 SHS tech support position (bump 1 Elementary teacher out) \$40,000 (1)
- ▣ Cancel subscriptions- Scholastics, study whiz, library council, \$2,000
- ▣ Cancel Greenbush Science- \$5,000
- ▣ Cancel Field trips \$3,700
- ▣ Cancel VPL \$16,000
- ▣ Cancel library orders \$3,000
- ▣ Cancel United Streaming \$1200

Expenses

- ▣ \$200,000 in general fund grant expenses
- ▣ \$56,000 annually in raises
- ▣ \$70,000 in buses
- ▣ \$100,000 in SHS parking lot asphalt

Goals

Are their goals you feel should be dropped?

□ The district will foster greater positive Board of Education and community relations through the implementation of research based best-practices, other methods, and tools including but not limited to: building and program attendance, open forums, electronic information releases and postings, site councils, surveys, and timely discussion minutes.

Are their goals you want added?

□ The district will identify and employ methods of personnel evaluations that reflect upon, reinforce, and maintain accountability of the highest expectations of excellence in performance, continuous improvement, integrity, commitment to the district and BOE goals across all job descriptions.

□ The district will complete a process for curriculum alignment to the Kansas State Standards (Common Core Standards) and between successive grade levels across all content areas with a continuous cycle of review and updating to be established.

□ The district will continue to maintain or increase academic scores above the federal Adequate Yearly Progress requirements under No Child Left Behind in each assessed content area.

□ The district will increase the number of academic and extra-curricular programs offered to students through formal classes and other opportunities.