

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD NOVEMBER 26, 2013

A regular meeting of the Kenosha Unified School Board was held on Tuesday, November 26, 2013, at 7:00 P.M. in the Board Room of the Educational Support Center. Ms. Stevens, President, presided.

The meeting was called to order at 7:14 P.M. with the following Board members present: Mrs. Taube, Mr. Flood, Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman, Mr. Bryan, and Ms. Stevens.

Ms. Stevens, President, opened the meeting by announcing that this was a regular meeting of the School Board of Kenosha Unified School District. Notice of this regular meeting was given to the public by forwarding the complete agenda to all requesting radio stations and newspapers. Copies of the complete agenda are available for inspection at all public schools and at the Superintendent's office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's office.

Mrs. Tanya Ruder, Executive Director of Community Partnerships and Media Relations, presented the KTEC/Project Lead the Way: Integrating Engineering Lessons Presentation Proposal Accepted for Wisconsin State Education Convention Award and the Wisconsin Health and Physical Education – JRFH/Hoops Educator of the Year Award. Mr. Scott Plant, Coordinator of Fine Arts, presented the Wisconsin State Music Conference Awards and the Wisconsin State Music Association Honors Projects for Band, Choir, and Orchestra Awards.

Dr. Bethany Ormseth, Interim Assistant Superintendent of Secondary School Leadership, announced the appointment of Mr. Scott Plank as Coordinator of Fine Arts.

Mrs. Coleman introduced the Student Ambassador, Emily Swanson, from Harborside Academy, and she made her comments.

There was no Legislative Report.

There were views and comments by the public.

Board members made their responses and comments.

Ms. Stevens made her remarks.

Dr. Ormseth presented the Superintendent's Report.

Consent-Approve item XI-C – Summary of Receipts, Wire Transfers, and Check Registers was pulled for the consent agenda.

The Board then considered the following Consent-Approve items:

Consent-Approve item XI-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements, and Resignations as contained in the agenda.

Consent-Approve item XI-B – Minutes of the 10/21/13, 10/22/13, 11/04/13, and 11/12/13 Special and Executive Sessions, 11/04/13, 11/09/13, 11/12/13 and 11/15/13 Special Meetings, and 10/22/13 Regular Meeting.

Mr. Bryan moved to approve the Consent Agenda as revised. Mr. Nuzzo seconded the motion. Unanimously approved.

Mr. Patrick Finnemore, Director of Facilities, presented the Proposed Facilities Related Policy Changes, presented by himself and Dr. Hancock, excerpts follow:

“It has been several years since the last time the facilities related Board Policies were reviewed and revised. Since that time, there have been some changes in the processes and/or terminology that the District uses. Because of this, the Board Policies should be revised to better reflect the current practices and procedures being followed. All of the facilities related policies were reviewed and revisions are being proposed on those included in this report.

This report was reviewed by the Planning, Facilities, and Equipment and the Personnel and Policy Committees at the November 12, 2013 meeting, and the combined Committees unanimously recommended that it be forwarded on to the full Board for consideration.

Administration recommends School Board review of the draft facilities related Policy changes as a first reading with final approval at the December regular meeting.”

Mr. Flood moved to approve the facilities related policy changes as a first reading. Mrs. Coleman seconded the motion. Unanimously approved.

Ms. Stevens introduced School Board Policy 5431 – Dress Code and Formation of An Ad Hoc Student Dress Code Committee submitted by Dr. Hancock, excerpts follow:

“Below is an excerpt from the November 12, 2013 Personnel/Policy Committee Meeting minutes:

Mr. Flood introduced Policy/Rule 5431 – Student Dress Code and indicated that he is requesting the proposed changes as he felt it would be fair to student while reducing the burden on Administration and other staff in regards to enforcement.

Dr. Hancock suggested that a Dress Code Ad Hoc Committee be formed, as done in the past, and that Policy/Rule 5431 – Student Dress Code be reviewed by that Committee. Mr. Bryan and Mrs. Coleman agreed with Dr. Hancock’s suggestion.

Mr. Flood moved to forward Policy/Rule 5431 – Student Dress Code to the full Board for approval of only the suggested changes in the last paragraph of the Rule. Mrs. Snyder seconded the motion. Unanimously approved.

Mr. Flood requested that the members of the Personnel/Policy Committee be invited to serve on the Dress Code Ad Hoc Committee.

It is recommended that the School Board approve the proposed revision to the rule portion of Policy 5431 – Dress Code as a first reading this evening and that it be brought back for a second reading in December. It is also recommended that an ad hoc dress code committee be formed.”

Mr. Flood moved to approve the suggested changes in the last paragraph of Rule 5431 – Student Dress Code made by the Personnel/Policy Committee as a first and second reading. Mrs. Coleman seconded the motion. Unanimously approved.

Mr. Flood moved to send Policy/Rule 5431 – Student Dress Code back to the Personnel/Policy Committee for further review. Ms. Stevens passed the gavel to Mrs. Taube and seconded the motion. Motion carried. Mr. Bryan dissenting. Mrs. Taube returned the gavel to Ms. Stevens.

Mrs. Coleman moved to approve agenda items XII – C through XII – H (School Board Policy/Rule 3110 – Annual Operating Budget, Policy/Rule 3111 – School Board Budget, Policy/Rule 3112 – Budget Administration, Policy/Rule 3121 – Financial Accounting, Policy/Rule 3122 – Accounts Receivable/Uncollectible Accounts, Policy/Rule 3323 – Fund Balance) as a first reading. Mr. Nuzzo seconded the motion. Unanimously approved.

Mr. Kristopher Keckler, Executive Director of Information & Accountability, presented the Cost Estimate for eSchool Transition to the Jefferson Annex submitted by Mr. Keckler, Mr. Tenuta, Mr. Finnemore, and Dr. Hancock, excerpts follow:

“The Kenosha eSchool, a virtual charter program founded in 2007, continues to experience growth in all areas, including grade level expansion for full and part time students. The eSchool has serviced grades 6-12 at the current Green Bay Road location since the fall of 2010. The elementary expansion in the fall of 2012 has utilized a classroom at Whittier Elementary for instructional purposes. The KUSD school board approved a one year lease extension for the Green Bay Rd location in the spring of 2013, with the expectation that the KUSD administration identify an existing KUSD property that would serve the current and growing population, with areas to address all grade levels and supportive services.

The Jefferson Annex located on the north portion of The Jefferson elementary property has been used for storage purposes for the last few years, and is the prime destination for the new home of the eSchool. The Annex provides separate entrance points and adequate distance away from Jefferson Elementary. Our proposal is to use the first floor of the Annex to address the needs of the eSchool program (attached). The initial cost estimates for the expected renovations total \$162,500 (attached). \$78,000 would be incurred for the current fiscal year (FY2014), and \$84,500 would be part of the fiscal year 2015 annual budget. The internal renovation would be completed by May 15, 2014, while the external renovations completed during the summer of 2014. The renovations and transition will be completed prior to the start of the 2014-15 school year.

The eSchool Governance Board is in full support of this proposal. The eSchool charter will also be updated to reflect the proposal and brought forth in spring 2014 for renewal.

At its November 12, 2013 meeting, the Planning/ Facilities and Equipment Standing Committee reviewed and accepted the eSchool transition proposal and recommended that it be forwarded to the full School Board for review and acceptance. Administration recommends that the full School Board review and accept the proposed eSchool transition plan to the Annex.”

Mr. Nuzzo moved to accept the proposed eSchool transition plan to the Jefferson Annex. Mrs. Snyder seconded the motion. Unanimously approved.

Ms. Stevens introduced the Report of Contracts in Aggregate of \$25,000 submitted by Mr. Robert Hofer, Purchasing Agent; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Hancock, excerpts follow:

“School Board Policy 3420 requires that “all contracts and renewals of contracts in aggregate of \$25,000 in a fiscal year shall be approved by the School Board except in the event of an emergency as determined and reported to the School Board monthly by the Purchasing Agent.”

The contracts/agreements in aggregate of \$25,000 that have been added to the Contract Management Database subsequent to October 22, 2013, with approval of the purchasing agent are shown in the database in coral color. Board members may access this database while on district property.

The following contracts/agreements have not been added to the Contract Management Database are being presented to the Board at this time for Board Approval.”

Mrs. Taube moved to approve the recommended contracts/agreements in aggregate of \$25,000. Mrs. Coleman seconded the motion. Unanimously approved.

Mr. Edward Kupka, Director of Human Resources, presented the Wisconsin Educator Effectiveness System Implementation submitted by Ms. Kathleen Lacy, Coordinator of Human Resources; Mr. Kupka, Mrs. Glass; and Dr. Hancock, excerpts follow:

“On April 17, 2012, the 2011 Wisconsin Act 166 took effect. In part, the Act requires Wisconsin DPI to develop an educator effectiveness evaluation system (state system) and to develop, by rule, an equivalency process aligned with the state system (equivalency process) to assist school districts in the evaluation of the performance of teachers and principals in the district.

Under the state system, fifty percent (50%) of the total evaluation score assigned to a teacher or principal must be based on measures of student performance, and fifty percent (50%) of the total evaluation score must be based upon the extent to which the teacher’s or principal’s practice meets standards established under the 2011 Interstate Teacher Assessment and Support Consortium or under the 2008 Interstate School Leaders Licensure Consortium Educational Leadership Policy Standards, respectively. The equivalency process

must be based upon the same interstate standards as the state system and must evaluate a teacher with reference to the following four domains: (a) planning and preparation; (b) the classroom environment; (c) instruction; and (d) professional responsibilities and development.

Act 166 specifies that teachers and principals evaluated under both the state system and the equivalency process must be placed in one of multiple categories. Each school district and independent charter school must begin evaluating teachers and principals using either the state system or the equivalency process in the 2014-2015 school year.

Educator Effectiveness is the new evaluation system being implemented by DPI. This program has been developed by Wisconsin educators and education leaders. The program uses Charlotte Danielson's "Framework for Teaching", which is already used by KUSD for evaluations, and can identify teachers who produce higher or lower student achievement results and aligns with the Common Core standards. It also incorporates multiple measures of student outcomes to help provide students with highly qualified and effective teachers. By using a combination of components, the Educator Effectiveness tool helps provide a framework that is fair, valid, and reliable.

In early June of 2013, a representative from Wisconsin DPI presented to district Leadership Council. A summary of the state progress was shared along with the Educator Effectiveness system supported by Teachscape.

During the August Board agenda review discussions, an update was provided to School Board members regarding the state system and timeline. All administrators were part of a presentation by DPI on August 12 at the annual administrator kick-off to the new school year.

A team of educators within the district came together representing various areas of interest and employee groups. The team has met three times thus far to gather information about both systems and complete the Readiness Survey.

As a result of our Evaluation Team comparison study, monthly meetings with DPI, discussions with the large urban school districts, and Leadership Council review, the recommendation is to move forward with DPI state model utilizing Teachscape and bring this forward to the Board at its November regular meeting.

It is further recommended that permission be granted to submit the state grant application and indicate our intent to utilize Teachscape so that licenses can be secured for all employees to begin training and evaluator certification processes in time for the Evaluation Team to proceed along our aggressive timeline ahead, provide further training, and plan remediation as necessary to prepare KUSD for state mandated utilization by the 2014-2015 school year.

At its November 12, 2013, meeting, the Personnel/Policy Committee voted to forward these recommendations to the School Board for consideration."

Mr. Nuzzo moved to approve the submission of the grant application to the State indicating the intent to utilize Teachscape so that licenses can be secured for all employees to begin training and evaluator certification processes in time for the Evaluation Team to

proceed along with the aggressive timeline ahead, provide further training, and plan remediation as necessary to prepare KUSD for state mandated utilization by the 2014-2015 school year. Mrs. Taube seconded the motion. Unanimously approved.

Ms. Patricia Demos, Coordinator of Community School Relations, presented the Request to Implement the Youth Risk Behavior Survey – Grades 7 and 8 submitted by herself, Ms. Peggy Schofield, Coordinator of Special Education and Student Support; Ms. Susan Valeri, Director of Special Education and Student Support; Dr. Ormseth; and Dr. Hancock, excerpts follow:

“In 1999, 2002, 2005 and 2009 the District implemented the Search Institute Profile of Student Life: Attitudes and Behavior survey in grades 7 and 8. Community and District programs used the survey results in many ways; to revise programs in order to address problems students face, to assess strategies for positive youth development, to set program priorities, to affirm effective programs already in place, write for funding, and to share with other youth-serving organizations in order to improve programs and services to our families and young people. Individual school reports provided important data, which assists in further developing programs.

A District partnership in the planning, implementation and funding for the survey was secured with the Concerned Citizens Coalition and Kenosha County Department of Human Services. The cost of the individual student survey forms (\$2.00) and individual school reports (\$500) were funded through the Drug Free Communities Support Grant awarded to the Concerned Citizens Coalition which serves as the county-wide alcohol and drug prevention alliance. The Coalition contracted with the Kenosha County Department of Human Services for the fiscal management of the grant. This grant has since been completed and no additional funds have been secured to continue with the Search Institute Survey.

The school district has not collected 7th and 8th grade data relating to safety, alcohol and other drug use, health issues and social support since 2009. Eighth grade students who participated in the 2009 survey graduated this year from high school and seventh grade students will participate next year. The information, while valuable, is outdated.

The District has been conducting the Youth Risk Behavior Survey in grades 9 and 11 through the Wisconsin Safe and Supportive School Project. This four year project, from October 1, 2010 to September 30, 2014, was awarded to the District along with 18 other school districts that were selected due to numbers and/or rates of disruptive drugs and violence related incidents.

The District's Community School Relations Program requests approval to implement a random sample sizing of the Wisconsin Youth Risk Behavior Survey in grades 7th and 8th. This online anonymous survey would be conducted in three middle schools. The survey would cover demographics, traffic and personal safety, weapons, tobacco use, alcohol use, marijuana use, eating habits, physical activity, health issues and social support.

The approved district protocol for conducting the Youth Risk Behavior Survey will be followed. Informational letters will be sent to the parents of the students in grades 7th and 8th of the schools selected to participate. There is no cost associated with this online survey.

At its November 12, 2013, meeting the Curriculum/Program Committee voted to forward this report to the Board of Education for consideration. Administration recommends that the Board approve the request to implement a sample sizing of the Wisconsin Youth Risk Behavior Survey in grades 7 and 8.”

Mrs. Coleman moved to approve the request to implement a sample sizing of the Wisconsin Youth Risk Behavior Survey in grades 7 and 8. Mrs. Taube seconded the motion. Unanimously approved.

Dr. Sue Savaglio-Jarvis, Assistant Superintendent of Teaching and Learning, presented the Summer School Update and Recommendations submitted by Mrs. Debra Giorno, Summer School Teacher-Coordinator; Dr. Savaglio-Jarvis; and Dr. Hancock, excerpts follow:

“The goal of the summer school program was to provide interventions and enrichment consistent with the approved curriculum of the Kenosha Unified School District. In the programs at the elementary and middle school levels, the objective was to provide opportunities for personalized learning in reading and math that encompassed collaboration, creativity, critical thinking, and communication around meaningful learning targets. At the high school level, the objective was to provide high school students credit recovery opportunities and to improve the graduation rate. In addition, summer school provided learning opportunities in the areas of music, theater, and Recreation Department Summer Activities for Children programs.

The district continued to use a Regional Site Partner-School Plan at the elementary level for the 2013 Summer School program. Elementary schools either held summer school at their site or used the partner school plan.

Middle level programs were held at each of the buildings and included future sixth graders enrolled in the Forward Progress program. High school programs were offered at Bradford High School, Indian Trail High School and Academy, Kenosha eSchool, Reuther Central High School, and Tremper High School. The high school program included future ninth graders enrolled in the Early Start program.

Recreation Department Summer Activities for Children offered swimming, tennis, soccer, baseball/softball and basketball. Certified teaching staff developed lessons and instruction was provided in each of these areas following the guidelines established in the physical education curriculum. With the exception of swimming, students could attend six, one-hour classes during the six-week period these classes were offered.

Through the use of surveys, site visits, and round table sessions, data was gathered from students, parents, teachers, administrators and clerks. Separate online surveys were created for each group. 550 surveys were completed. Due to size, results of the surveys are available upon request.

The total amount budgeted for Summer School was \$1,241,336. This was an increase of \$183,000 over the 2012 budget of \$1,058,336. A budget assumption was created for this increase. The decentralized Summer School budget gave sites and departments control of

their own budgets. The budget amount was based on each school's Summer School attendance for the previous years. It was up to each site administrator to determine how much to allocate for salaries and benefits for both certified and noncertified staff, supplies, and purchased services.

We propose that elementary and middle schools continue to run on a 24-day schedule and high schools offer two sessions of 15 days each.

- Teacher workday-June 20
- Elementary and middle school: June 23-July25
- High school session 1: June 23-July 14
- High school session 2: July 15-August 4
- No school for staff or students: July 4

We propose that the 2014 Summer School budget remains at the current budgeted amount of \$1,241,336. With this amount for 2013, class sizes were decreased and waiting lists eliminated. We will be able to retain class size as 15:1 in reading and math at the elementary level. This amount will also allow staff to be paid to write curriculum which is personalized and encompasses collaboration, creativity, critical thinking, and communication around meaningful learning targets. We will also be able to provide Summer School staff with professional learning opportunities.

At its November 12, 2013, meeting the Curriculum/Program Standing Committee voted to forward this report to the School Board for consideration. Administration recommends that the Board approve the proposed 2014 summer school calendar and budget."

Mrs. Coleman moved to approve the proposed 2014 summer school calendar and budget. Mrs. Taube seconded the motion. Unanimously approved.

Ms. Stevens introduced the Reconsideration of Vote Regarding Curriculum Proposal for Mathematics in Grades 6 Through 9, excerpts follow:

"Below in italics are excerpts from the July 30, 2013, special school board meeting minutes:

Ms. Stevens introduced the Reconsideration of Vote Regarding Curriculum Proposal for Mathematics in Grades 6 Through 9.

Mr. Bryan moved for Reconsideration of Vote Regarding Curriculum Proposal for Mathematics in Grades 6 Through 9. Mrs. Taube seconded the motion.

Roll call vote: Ayes: Mrs. Taube, Mr. Flood, Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman, Mr. Bryan, and Ms. Stevens. Noes: None. Unanimously approved.

Dr. Sue Savaglio-Jarvis, Assistant Superintendent of Teaching and Learning, distributed and presented two additional option considerations pertaining to the College Preparatory Mathematics (CPM) curriculum. Option one consisted of a 100 student pilot at the middle school level and option two consisted of a pilot at the high school level focusing on students who were not proficient in 8th grade Algebra.

Ms. Stevens passed the gavel to Mrs. Taube and moved that the adoption of the new math curriculum materials for grades 6-9 follow the following process to ensure a successful implementation for all students within KUSD:

1. Place CPM on hold until math curriculum materials from other companies/publishers are evaluated using necessary components such as alignment with math common core standards and adaptations for students of all ability levels that will prepare them for higher level courses to support future success in the STEM areas.

2. Hire a math curriculum coordinator with a master's degree and a minimum of seven years experience teaching, piloting, selecting math curriculum, and development of staff to support/manage the implementation of math programs for KUSD. Invite the School Board President and Vice President to be part of the interview team. Bring the final math curriculum coordinator selection to the full Board for approval to hire.

3. Have the Assistant Superintendent of Teaching and Learning lead an audit of the current 6-9 grade math program in KUSD to find the gaps in programs in order to supply necessary materials for teachers and students for the 2013-2014 school year. Assign middle school students for the 2013-2014 school year based on current abilities and test scores.

4. Direct the School Board President to form an ad hoc committee comprised of math teachers grades 6-12, parents, community members, the math coordinator (who will facilitate the meetings and selection process), and two Board members whose charge will be to work together to investigate piloting at least three different programs such as CPM, Big Ideas, CMP3 or Sax math programs for students in grades 6-9 for the 2013-2014 school year.

5. Present all results/findings of the study of materials and programs to the Curriculum/Program Standing Committee and then the full Board for their selection and approval no later than the January, 2014 meeting of the School Board.

6. After Board approval of the curriculums for piloting, run a trial of the three pilots, plus a control group during the 2013-2014 school year using data from interim, summative and samples of Smarter Balanced assessments which are found online to measure growth and determine which curriculum is suitable. Use an outside statistician to analyze results and run study groups with math teachers to evaluate results to determine which programs are best fit for each teaching the common core math curriculum for KUSD students. Present findings of the study to the full board with a recommendation for the new math curriculum adoption and approval by the School Board.

7. Provide district wide staff development/training and materials to foster consistency among classrooms at each grade level. Create a scope and sequence pacing guide to align with the KUSD teaching calendar.

8. Budget assumption #58 be removed from the 2013-2014 preliminary school year budget. Mr. Flood seconded the motion.

Mrs. Taube returned the gavel to Mrs. Taube.

Roll call vote: Ayes: Mrs. Taube, Mr. Flood, Mr. Nuzzo, Mr. Bryan, and Ms. Stevens. Noes: Mrs. Snyder and Mrs. Coleman. Motion carried.

Mr. Flood requested that Mrs. Taube and Mrs. Coleman be designated as the two board members that participate on the ad hoc committee noted in #4 above.

Below is a proposed motion for board consideration:

I move to rescind the prior motion and move that the Board follow the facts, findings and final recommendations of the math audit conducted by Phi Delta Kappa.”

Mrs. Taube moved to suspend further implementation of action steps in the timeline contained in the prior motion pending the results of the math curriculum audit conducted by Phi Delta Kappa. Mr. Bryan seconded the motion. Unanimously approved.

Ms. Stevens introduced the Summary of Receipts, Wire Transfers and Check Registers submitted by Ms. Heather Kraeuter, Accounting & Payroll Supervisor; Mr. Hamdan; and Dr. Hancock, excerpts follow:

“It is recommended that the October 2013 cash receipt deposits totaling \$357,429.31 and cash receipt wire transfers-in totaling \$252,018.98 be approved.

Check numbers 499897 through 500965 totaling \$8,290,638.85, and general operating wire transfers-out totaling \$277,419.94 are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the October 2013 net payroll and benefit EFT batches totaling \$16,437,221.14 and net payroll check batches totaling \$40,973.83 be approved.”

Mrs. Taube moved to approve the Summary of Receipts, Wire Transfers, and Check Registers. Mr. Bryan seconded the motion. Unanimously approved.

Mr. Bryan presented the Donations to the District as contained in the agenda.

Mr. Bryan moved to approve the Donation to the District as presented. Mr. Nuzzo seconded the motion. Unanimously approved.

Mr. Flood moved to adjourn the meeting. Mr. Nuzzo seconded the motion.

Meeting adjourned at 8:57 P.M.

Stacy Schroeder Busby
School Board Secretary