

Date: September 7, 2017
To: School Board
From: Dr. Malone
RE: Meeting Notes - September 11, 2017

2A. Superintendent's Report

- i. The fall staff development program was a success. The general session was on Thursday, August 31 and included recognition of the many achievements by the school district departments and schools, an overview of goals, a preview of the 2nd annual Big Dog Challenge, and a review of our ongoing work to meet the needs of every student. New staff members were also introduced at the general session. The building-level programs included PLCs, the instructional framework, course templates, MTSS (Multi-Tiered System of Success), staff goal setting, reviewing the staff handbook, the teacher evaluation process, data review, high yield instructional strategies, and procedures specific to each building.
- ii. The district goals for this year are attached.
- iii. The second annual Big Dog Challenge will kick off later this month. Ideation is Sept 25th through Oct 5th. Pairwise will be Oct. 9th through 13th and Best In Show Pairwise will be Oct 30 through Nov 3rd. The purpose of Becker Innovates is to foster a culture of innovation throughout the school district.
- iv. The annual orientation for site-based team members was conducted in August. An overview included the rationale for involving stakeholders in decision-making, membership configurations, statutory authority, and the decision-making matrix approved by the school board. The orientation was combined with the first SBT meeting of the year at each school.
- v. Stakeholder involvement is critical to the success of our school district. It is essential that staff members, parents, community members, and students have a voice in the operation of our schools. To that end, along with the site-based teams, the following venues will continue again this year:
 - I meet bi-monthly with Local #284 and BEA representatives to foster communication. I appreciate the cooperation of the union leadership to engage in regular discussions, maintain open communication, and resolve issues.

- The BEA President is invited to all Superintendents' Cabinet meetings. This group, comprised of all the department and program supervisors in the district, coordinates and resolves operational issues across the district.
- Ten "District discussions" will be conducted on Thursday mornings before school. These forums, scheduled at each school and the bus garage on a rotating basis, provide an opportunity for staff members to communicate with the superintendent. Those in attendance determine the discussion topics.
- The Nutrition Committee is comprised of staff members, parents, students, and a school board representative. The group meets regularly and provides input to the food service director regarding lunch menus, nutrition, and other issues relative to the food service operation.
- The Technology Steering Committee is comprised of staff members, parents, and a school board representative. This committee advises the technology director on matters pertinent to the district technology programs.
- The Calendar Committee provides staff members, parents, and students a voice in creating the annual academic calendar. A school board representative is appointed to the calendar committee. The committee will convene again this year to develop a calendar recommendation.
- The Activity Advisory Committee is comprised of coaches, parents, students, and a school board representative. This committee meets regularly to advise the activities director about policies, issues, and decisions regarding the districts' activity programs.
- The school boards' strategic planning process will again involve parents, students, staff members, and community members with the school board to develop goals pertaining to the future of the district.
- The superintendent conducts many classroom visits each year. The purpose is for the superintendent to be visible, observe classroom activities, and provide another avenue for communication with staff members.

vi. I will produce videos again this year, which provide monthly superintendent updates. The monthly "super talk" is linked from the home page on the district website and the BPS Facebook page. This communication provides timely information regarding school district initiatives, events, and other school-related items of interest to the public.

vii. Final student test results from last Spring have been released by MDE (attached):

- The MCA proficiency results show that, once again, Becker surpassed the state average in every grade level for every test.
- One year's worth of growth (positive Z Score), as measured by NWEA and MCA testing was attained by 10 of 16 (63%) of the grade levels/subject areas tested in comparison to 8 of 16 (50%) last year. Furthermore, the combined District Z Score for math and reading relative to all grade levels is positive and shows growth from last year.

- The MMR (Multiple Measurement Rating) for Minnesota Schools has been discontinued.

3. Consent Agenda

D. I recommend approving the personnel items as presented.

E. Policy 706 Acceptance Of Gifts permits the school board to accept donations or gifts under the terms of the policy. **I recommend accepting the gifts as described on the enclosure.**

F. **I recommend designating December 4, 2017 (regular December meeting) as the Public Hearing for the FY 2018 budget and payable 2018 levy.**

G. **I recommend approving the Agreement Between ISD 726 and the BEA Effective July 1, 2017 Through June 30, 2019** (attached.) Negotiators for the Becker School District and the Becker Education Association reached two, two-year contract agreements for the 2017-19 and 2019-21 school years.

- I. The total package for each of the four years is as follows: 17-18 – 3.49%, 18 - 19 - 3.24%, 19-20 – 3.69%, 20-21 – 3.7%.
- II. The beginning teacher salary for the first year of the agreement is \$39,081 and \$41,881 for the fourth year of the agreement.
- III. The district health insurance stayed the same for the first two years of the agreement at \$750 per month for single and \$1,650 per month for family. The district health insurance contribution for the last two years of the contract increased to \$775 for single and \$1,700 for family.
- IV. A cap was imposed to contain future health insurance costs beginning in year 3 of the agreement. District HSA contributions will not exceed 125% of the plan deductible.
- V. Schedule D was removed from the contract. The pay rates for officials, track workers, announcers, etc. will now be established by the school district.
- VI. Schedule C salaries (co-curricular) were increased by 10%.
- VII. The amount of experience granted to new teachers was increased from 6 years to 12 years of experience. This will benefit the district in attracting teachers for difficult to fill positions.

H. **I recommend approving the Agreement Between ISD 726 and the BEA Effective July 1, 2019 Through June 30, 2021** (attached.)

4. The levy certification documents for Minnesota's public schools will be issued by MDE on September 8th. Calculations will be completed on September 30th

The first "levy run" typically contains errors. Joe Prom will work with MDE to correct the calculations over the next few weeks. He will review the preliminary Payable 2018 levy information at the school board meeting.

Joe and I expect the Pay 18 Levy to be comparable to the Pay 17 Levy. **I recommend approving the maximum preliminary certification.**

A presentation covering the 17-18 budget and the Payable 2018 Levy will be provided at the December 4th school board meeting. The final levy amount will be approved by the board at that time.

5. I recommend a first reading of the following policy:

- **523 Service Animals:** This policy reflects the ADA requirements (attached) pertaining to service animals.

6. I recommend approving the following policies, which were on the agenda last month as a first reading:

- 707 Transportation of Public School Students: Adds guidance about transportation for pre-kindergarten children with disabilities consistent with statutory language. Also adds statutory requirements for transporting homeless students.
- 905 Advertising: Amends restrictions on advertising placement to reflect statutory language.
- 524 Internet Acceptable Use And Safety Policy: Changes recommended to reflect updates in technology and liability issues that have emerged since the policy was last updated in 2011.

7. One of the school board goals for this year is to improve school climate. We contracted with the Center of Applied Research and Educational Improvement (CAREI), a department within the University of Minnesota, for consultation with this initiative. CAREI is recommending The New Jersey Climate Survey, which is attached along with a fact sheet describing the research base. The school board requested to review the survey instrument before it is administered.

8. Proposed superintendent goals for the 2017-18 school year are attached. The format follows the goal-based Superintendent Evaluation Process developed by MSBA and MASA. The goals reflect school district goals and initiatives. **I recommend a discussion of the goals and school board approval of them if they are agreeable.**

9. The school board should continue discussing potential areas for the 2018-19 school year. The 2017 stakeholder input and previous board goals are attached. The goals discussed in July are below. Goal C is strikethrough because MDE no longer provides the data necessary to rank order MN schools.

- A. Grades 1-8, 10 and 11 will increase achievement by a positive Z Score in reading and math comparing the actual to expected growth as determined by testing in the Fall of 2017 for NWEA to the Spring of 2018 and Spring of 2017 to Spring of 2018 for MCA.
- B. Implement a sustainable mental health delivery model in each school.

~~C. The High School and Intermediate School will rank in the 80th percentile or higher in comparison with other Minnesota schools as measured by data available in the fall of 2021.~~

10.I recommend closing the meeting under MS 13D.05 subd. 3a to evaluate the job performance of the superintendent.

Please contact me with any questions or concerns.