

Date: October 2, 2014
To: School Board
From: Dr. Malone
RE: Meeting Notes, October 6, 2014

2A. Superintendent’s Report

- i. The Sherburne Northern Wright Education Cooperative was subject to a Records and Financial Review by MDE last year. Of the 195 schools reviewed last year, The Becker School District was one of the 41 Districts to receive a Certificate of Achievement for “ensuring that individual student due process records meet or exceed requirements...” Congratulations to our Special Education Staff!



Of the 195 schools reviewed, The Becker School District was one of 5 Districts to receive a Certificate of Achievement for “demonstrating fiscal accountability through process that meet or exceed requirements...” Congratulations to Joe Prom!



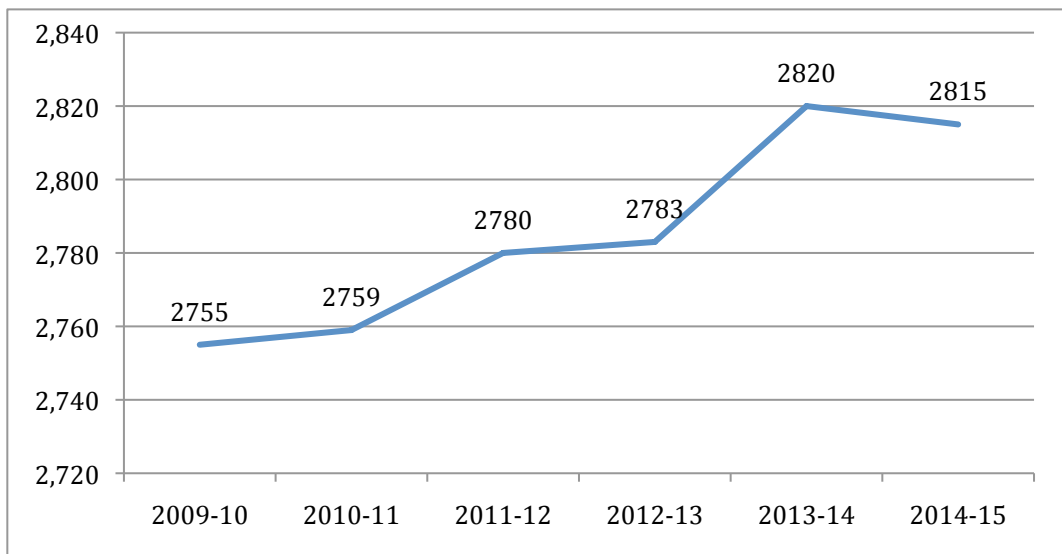
- ii. Karly Bauer will be serving as the student representative on the school board this year. Welcome Karly!
- iii. The TRAK (Together Raising Area Kids) membership of 28 includes 3 high school students, the Becker City Police Chief and a City Council Rep, 2 Becker Clergy, The Sherburne County Sheriff, Lead Probation Officer, and Social Services Supervisor, 7 Parents, The Director of The Behavioral Health Clinic at St Cloud Hospital, The Becker School Principals, Curriculum Director, a School Guidance Counselor, School Social Worker, and Superintendent. TRAK mission is: to foster a safe and healthy environment for the Becker community, by promoting mental health and resiliency. The chairperson is Shelly Mattson, a parent. The group meets on the 2nd Tuesday of each month.
- TRAK had an informational booth at Becker Freedom Days and a table at the high school and middle school open houses this fall.
 - Seven high school students (3 of them TRAK members) attended the MN HS Suicide Prevention Youth Summit Sponsored by SAVE (Sept 30 and Oct 1). Nancy Lorentz (the WE CARE advisor) has agreed to chaperon. http://www.save.org/index.cfm?fuseaction=home.viewPage&page_id=19EADC98-C27C-1A57-0876F9E5071526A8
 - Two TRAK members, Gretchen Bordson and Heather Eigen, will attend the Search Institute “Essentials of Asset Building for Trainers and Facilitators” on October 30 and 31. <http://www.search-institute.org/blog/october-essentials-of-asset-building>
 - The Becker Evangelical Free Church is the TRAK fiscal host.
 - Sherriff Joel Brott and I have created drafts of the by-laws and fiscal agreement. One of the Sherburne County Attorneys will assist us to finalize these documents.
- iv. MDE released the MMR (Multiple Measurement Rating) for Minnesota’s Public Schools on October 1st. The results for The Becker Schools are attached.
- v. A bus route was added because there was not enough capacity for our student passengers. A 0.5 FTE custodian position was added for the Performing Arts Center and Swimming Pool additions. These items will be reflected in the revised FY 15 budget, which will be presented this spring.
- vi. Based on the school board’s August 28th action, the administration will conduct a holistic review of all programs, staff, and school district operations to develop a \$280,000 general fund reduction. The administrative reduction will be presented to the school board this spring along with the FY 16 general fund budget.
- vii. A Technology Report, which was presented to the Technology Committee, in August, is attached.

viii. I attended the MASA fall conference September 28-30. The keynote speakers were Dr. Joseph F. Murphy, Associate Dean, Peabody College of Education at Vanderbilt University (Creating Supportive Communities of Learning) and Salome Thomas-EL, National Education Expert and Award-Winning Teacher and Principal, Philadelphia, PA (The Immortality of Influence: Believing Every Child Can Achieve Their Dreams). I also attended sessions entitled: Know Your Team, Lead Your Team: The Five Voices Of Leadership, Implementing The Safe And Supportive MN Schools Act, Addressing Chronic Absenteeism Or Ineffective Performance Of A Potentially Disabled Employee.

I also heard a doctoral dissertation presentation, completed in last Spring, at SCSU: Principal Practices and Their Impact on Teacher Job Satisfaction by Dr. Heidi Hahn, Director of Special Education, Paul Bunyan Education Cooperative (summary attached). The study surveyed 807 teachers from 21 Minnesota schools (including Becker Intermediate!). The literature review noted that “A critical review of twenty-five years of morale/job satisfaction research conducted by Blocker & Richardson (2002) concluded that the keys to teacher morale and job satisfaction are the principal and the leadership that the building principal provides.” The major findings were that teacher job satisfaction is most influenced by:

- Staff recognition and acknowledgement by the principal.
- Principals sharing leadership with teachers.

ix. The PK-12 October 1 enrollment for the school district is 2,815 in comparison to 2,820 last year. The six year October 1 enrollment history is shown below:



3. Consent Agenda

D. I recommend approving the personnel items as presented.

- E. **I recommend approving the individual contracts as presented** (enclosed). These contracts are also recommended for approval by the Individual Contracts Committee (Jason, Mark, Lori).
- F. 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.**
- G. Policy 511 Student Fundraising requires that “The superintendent shall report to the board, at least annually, on the nature and scope of student fundraising activities approved pursuant to this policy.” Each fundraising activity has completed the Fundraiser Request Form and has been approved by the Advisor, Principal, and Superintendent. **I recommend accepting the Annual Fundraising Report.**
- H. Joe Prom and I recommend approving a lease agreement for one year with Santandar Leasing, LLC for a 2014 Ford High Top Van with Lift and Two Wheelchair Positions. The lease payment is \$11,514 for one year. The expense is reimbursable through state special education funding. The vehicle will be returned to Hogle Bus & Truck after one year. We are leasing rather than purchasing because of the uncertainty of our need for wheelchair vehicles after this year. We have the option to purchase the vehicle from Hogle at market value with credit from the lease payment applied to the purchase price after one year.
4. Joe Prom will present an overview of Minnesota School Finance as part of the school board governance education program for this year (attached.) (The board heard a policy governance presentation in August).
5. Joe Prom will review payable 2015 levy information, as the data was not available at the last meeting.

**BECKER PUBLIC SCHOOLS
ALL FUNDS
GROSS LEVY COMPARISON**

	ACTUAL		PROPOSED	PAY 14 to PAY 15		PAY 13 to PAY 15	
	PAY 2013	PAY 2014	PAY 2015	DOLLAR DIFFERENCE	% Change	DOLLAR DIFFERENCE	% Change
General Fund	\$ 3,840,240	\$ 3,496,881	\$ 4,050,001	\$ 553,120	15.82%	\$ 209,761	5.46%
Community Education Fund	205,229	208,739	199,522	(9,217)	-4.42%	(5,707)	-2.78%
Debt Service Fund	3,619,677	3,287,188	3,334,759	47,571	1.45%	(284,918)	-7.87%
TOTAL PROPOSED LEVY	\$ 7,665,146	\$ 6,992,808	\$ 7,584,282	\$ 591,474	8.46%	\$ (80,864)	-1.05%
	Percent Change	-8.77%	8.46%			-1.05%	

6. Addendum 2 was reviewed by two groups, which will use the Performing Arts Center: Dennis Whipple of Great Theater, St Cloud and Ann Johnson of Starz Dance Studio, Becker. Both support the policy and said the policy was appropriate. I have received no input regarding Addendum 1. **I recommend adopting Policy 902 Addendums 1 and 2.**

7. The school board approved the 2014-15 district goals last December. Included with the information was a statement that “the superintendent will report the number of ELOs supported at the “modification” or “redefinition” level on the SAMR Scale to the school board no later than August of 2014 and again at the end of the 2014-15 school year.”

In August I reported that 96 of 1,317 ELOs were identified at the “modification” or “redefinition” level. So, an additional 10% would be 10. Since the administration set a goal of adding 40 ELOs (10 per school) at the “modification” or “redefinition” level, **I recommend changing the board goal from 10 to 40** as shown on the enclosure.

8. The board should begin to develop strategic goals for 2014-15. The input from stakeholders is enclosed. A blank template for drafting goals is also enclosed.

The input from stakeholders (enclosed) should be used to develop strategic goals. The board should complete this process during the September, October, and November meetings. The goals should be adopted at the December meeting. The goals should:

- Support an exit outcome (listed on the template)
- Not exceed three (two recommended)

SMART Goals are:
 S = Specific
 M = Measurable
 A = Attainable
 R = Realistic
 T = Timely

A list of potential goals or goal areas would be an excellent outcome for this agenda item. The ideas submitted to me from school board members over the past month are:

- Academic Progress
- Conduct An Operating Referendum
- Promote Creativity & Critical Thinking
- Develop A Co-Curricular Mission Statement

Pursuant to board member discussion at the September meeting, there is a data point around Critical Thinking and Creativity. There is a credible body of research underpinning the importance of equipping our students with the 4Cs (communication, collaboration, critical thinking, and creativity). We surveyed staff and students this fall as a measure of our progress to implement the 4Cs using software designed by Clarity.

There are four survey items that measure Critical Thinking:

- Teachers ask students to collect and analyze data
- Teachers ask students to conduct experiments or perform measurements
- Teachers ask students to conduct research
- Teachers ask students to identify and solve authentic problems

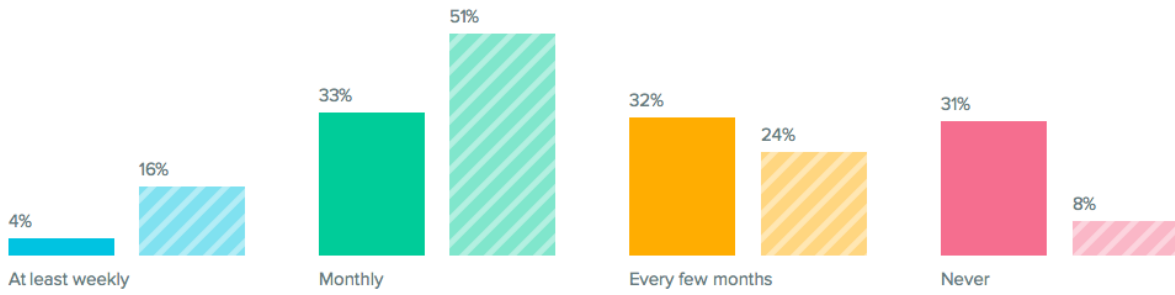
There are four survey items that measure Creativity:

- Teachers ask students to create and upload art, music, movies, or webcasts
- Teachers ask students to create animations, demonstrations, models, or simulations
- Teachers ask students to develop or present multimedia presentations
- Teachers ask students to use a digital camera (photo or video)


The graphs below are examples and show two data points from the survey. I will provide an interactive demo of the data at the meeting.

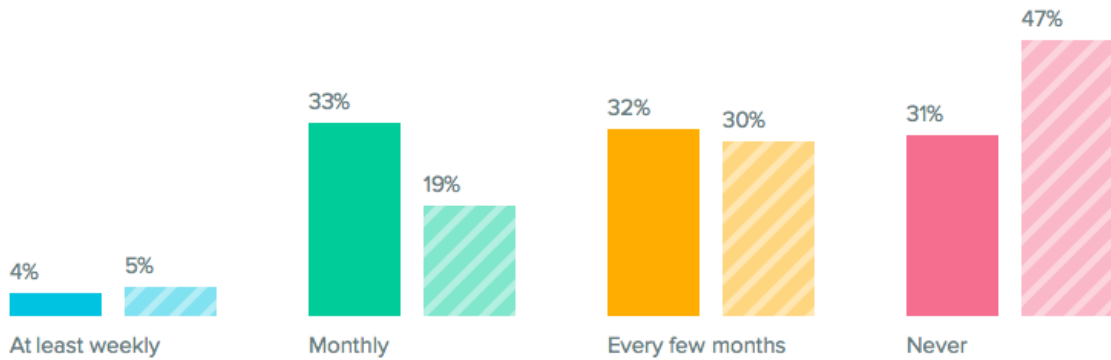
We will be conducting the survey in the spring and fall so we will have measurable data for the 2015-16 school year, should the board choose Critical Thinking and Creativity as a goal.

 Teachers ask students to develop or present multimedia presentations



COMPARE Teachers Solids Students Stripes

 Teachers ask students to develop or present multimedia presentations



COMPARE Current Solids Minnesota Stripes