

## Superintendent's Update

For the period: August 10, 2016 through September 13, 2016

### Maintaining an Instructional Focus

- We have purchased books that we will deliver to the families during our home visits. We will not have enough funds to provide books every visit, so we will focus on those students with the greatest identified needs.
- Below is the most recent summary report from our outside instructional consultant, Lynda Collins. In this particular visit, she focused on Preschool, Vina Chattin, K W Bergen, and Browning Elementary School. You will notice the emphasis that is being placed on the Action Plans at each campus. This is also true for the other campuses who have received the Title I School Improvement grants.

### Instructional Consultant: Lynda Collins

**School: Browning Elementary School**  
**26, 2016**

**Date: Monday, September**

#### Focus of work with teachers:

Walkthroughs during the writing and reading blocks to determine needed support

Coaching follow up:

- Support for teacher-delivered phonemic awareness instruction without use of the Smartboards
- Instructional planning for engagement and pacing

#### Meetings:

Opening meeting with principal, coaches, and math consultant

- Discussed expectations, handbook, principal's instructional goals, schedules, staffing changes, consultant focus areas

Planning meeting with Arlene

- Data analysis, SFA instruction, Istation reading, writer's workshop

SLT meeting

- Determined that a single action plan will be used for math, reading, and writing
- Continued planning for community and family involvement component

#### Professional Development Provided:

*Instructional Rounds* at Extended Day

#### Action Plan Items Supported:

- Action plan to be updated for literacy at the next SLT meeting for Reading/ISIP

#### Items to Follow Up on by Next Visit

Suggestions for documentation of teacher conferencing during writer's workshop

Guidance on developmental stages of writing

Support the plan for instructional rounds

**Notes:** Plan to deliver PD on phonics/spelling rules at an upcoming visit

**School: Napi Elementary**  
**27, 2016**

**Date: Tuesday, September**

**Focus of work with teachers:**

Walkthroughs during the reading block to determine needed support

Coaching Follow Up:

- Ensure components of the SFA/Gradual Release model (including pacing) are in place
- Plan for Lynda to observe a coaching cycle at the next site visit

**Meetings:**

Meeting with principal, coaches, interventionists

- Analyzed walkthrough data
- Discussed implementation of the instructional framework

Grade level team meetings

- Went over walkthrough and ISIP data

SLT meeting

- Grade level share out
- PD Survey
- Writing implementation

**Professional Development Provided:**

*Instructional Rounds* at Extended Day

**Action Plan Items Supported:**

- Leadership-use of Teachscape walkthrough data to monitor literacy instruction, intervention, and coaching goals
- Instruction and Intervention-walkthroughs to monitor implementation of SFA/gradual release model
- Assessment and Data-based Decision-making - walkthroughs to monitor use of rubrics and formative assessment

**Items to Follow Up on by Next Visit:**

- Support the planning for instructional rounds

**Notes:** Observe coaching cycles at the next visit

**School: Preschool  
29, 2016**

**Date: September 28-**

**Focus of work with teachers:**

Observed in the preK classroom; provided feedback and suggestions including the use of songs for transitions, methods to gain student attention, and strategies for delivery of the phonemic awareness portion of the literacy circle during OWL. Assisted with administration of the OWL screener.

Coaching Follow Up:

- Provide support for effective scheduling
- OWL materials access - CD to flashdrive
- Set up observation for new teacher in mentor's classroom

**Meetings:**

Meeting with new teacher

- Discussed implementation of OWL, areas of needed support, scheduling

Meeting with Coach

- Discussed implementation and documentation of the coaching cycles, preschool data components,

scheduling PLT <ul style="list-style-type: none"> <li>• Family engagement</li> <li>• Coaching cycles</li> <li>• Action plan updates</li> <li>• Assessment plan</li> </ul>
<b>Professional Development Provided:</b> <i>Instructional Rounds</i> at Extended Day
<b>Action Plan Items Supported:</b> <ul style="list-style-type: none"> <li>• Planning for implementation and documentation of the coaching cycles</li> </ul>
<b>Items to Follow Up on by Next Visit:</b> support for scheduling analysis (small group/whole group, teacher-initiated/choice, passive/active), OWL curriculum study
<b>Notes:</b> Schedule planning session with teachers

<b>School: KW/Vina</b> <b>2016</b>	<b>Date: September 30,</b>
<b>Focus of work with teachers:</b> Walkthroughs during the reading block to determine needed support Coaching Follow Up: <ul style="list-style-type: none"> <li>• Support for teacher-delivered phonemic awareness instruction without use of the Smartboards</li> <li>• Instructional planning for engagement</li> </ul>	
<b>Meetings:</b> Meeting with principal: <ul style="list-style-type: none"> <li>• Discussed the impact the new approach is having on attendance, leadership philosophy and expectations</li> </ul> Meeting with coaches: <ul style="list-style-type: none"> <li>• coaching documentation, tiered instructional support</li> </ul> SLT: <ul style="list-style-type: none"> <li>• Updated action plan</li> <li>• Data analysis</li> <li>• Dreamcatcher parent involvement project</li> <li>• Newsletter</li> </ul>	
<b>Professional Development Provided:</b> <i>Instructional Rounds</i> at Extended Day	
<b>Action Plan Items Supported:</b> <ul style="list-style-type: none"> <li>• Leadership-Setting up focus folders to include LDL</li> <li>• Instruction and Intervention-Moving away from using the SmartBoard for “Say it Fast” and “Break it Down” (blending and segmenting)</li> <li>• Professional Development-phonemic awareness</li> </ul>	
<b>Items to Follow Up on by Next Visit:</b> Scaffolding for writing	

**Notes:** Deliver phonemic awareness training to grade level teams at the next site visit

### Construction Progress

- According to Tim Peterson, Jim Lake said they will be complete this week (October 7<sup>th</sup>) at the Vo-Ag, with the exception to testing and balancing. I believe that can occur around school hours. We can start moving in now.
- According to Travis Lake, WBH is ready now for the engineers to conduct their punch list inspection. We can move in now.
- Playground will be totally complete by October 11<sup>th</sup>.
- BES boiler is running; however, the thermostat system is not functioning yet.

### Negotiations

- Rick D'Hooge provided a summary of other school district's health insurance coverages (See Below).
- A review of insurance caps in a sample of Montana Schools.
  - **Arlee Support: The District share of the health insurance premium is capped (\$627.86 per month).**
  - **Brockton Support: No Collective Bargaining.**
  - **Browning Support: The District share of the health insurance premium is NOT capped.**

Browning CBA Wording: "A. Health and Life Insurance Coverage

1. An insurance participating employee whose assigned workweek is forty (hours), shall be provided health insurance contributions by the district. Insurance participating Classified Employee's insurance coverage will terminate when an employee leaves the District. The Employer will pay the full premium each month on a pro-rata basis for each insurance participating employee. "Pro-rata" means, as an example, the Employer will pay one-half of the aforementioned amount for one-half time insurance participating employees, etc. For insurance non-participating employees, the District has no money obligations to the insurance non-participating employees, to the Union, to the Bargaining Unit, to the Insurance Plan, to the Insurance Program and/or to the Insurance Company/trust.

2. The District shall notify all personnel who are no longer eligible for insurance coverage at District expense of their right to participate in the same plan. Notification shall be made as soon as possible.

It is understood the Employer's only obligation under this Article is to purchase insurance policies and pay the premium amounts as agreed to herein, and no claim shall be made against the Employer as a result of denial of insurance benefits."

- **Cut Bank Support: The District share of the Health insurance premium is capped.**

Cut Bank CBA Wording: "The School District shall contribute a sum up to **\$4740.00 per year** (\$395/month), per participant, toward the employee group insurance premium on a composite rate basis. It is understood that if any other bargaining unit receives increases toward the employee group insurance premium, above the current \$4740.00 per year, Teamsters covered by this contract shall receive the

same increase. The employee will pay any additional insurance cost. In no event shall the School District's contribution exceed the cost of the insurance premium.

- **Frazer Support: No Collective Bargaining.**

- **Harlem Support: The District share of the Health insurance premium is capped.**

Harlem CBA Wording: "The School District will pay \$820/month starting Sept 1, 2016.

- **Havre Support: The District share of the Health insurance premium is capped.**

Havre CBA Wording: "For employees who elect to participate and who are working "full-time", the Board shall pay \$462 per month for 12 months for the 2016-2017 school year towards the group insurance premium.

- **Heart Butte Support: No Collective Bargaining.**

- **Lame Deer Support: No Collective Bargaining.**

- **Lodge Grass Support: The District share of the Health insurance premium is capped (single rate).**

Lodge Grass CBA Wording: "the District will contribute an amount equal to the cost of the single rate for each participating full time bargaining unit member."

- **Polson Support: The District share of the Health insurance premium is capped.**

Polson CBA Wording: "The District will contribute funds monthly up to the following amounts for an employee who chooses to participate in the following coverage plans:

**District Monthly Contribution**

School Year	Single	Two Party	Parent & Children	Family
2016-17	\$ 403.73	\$ 829.56	\$ 787.62	\$ 1024.99

- **Poplar Support: The District share of the Health insurance premium is capped.**

Poplar CBA Wording: "Effective July 1, 2016, a comprehensive major medical insurance program will be provided by the Board for employees and their dependents. The Board shall pay the premium for such insurance not to exceed:

- Family \$2,037.00
- Life \$ 3.70
- Parent/Child \$1,222.00
- Single \$ 703.00
- Two Party \$1,482.00

The District contribution effective July 1, 2016 is \$1600 per policyholder to a Health Reimbursement Account.

- **Rocky Boy Support: Insurance Waived.**

- **Ronan Support: No Collective Bargaining.**

- **Wolf Point Support: The District share of the Health insurance premium is capped.**

Wolf Point CBA Wording: “The school district will put **\$1,044** per employee per month into a “Health Insurance Pool” to be used by both WPEA and WPESSA employees to pay the cost of Health Insurance premiums.”

- Our mediation process continues as we try to reach an agreement with the classified staff members’ union.
- The Classified Union was supposed to present a proposal for our consideration at the October 3<sup>rd</sup> mediation session. They did not bring a proposal to the table. Instead they asked us to “cost out” some figures. We did as they requested, and their numbers would cost the school district **\$1.4 million (or 13.09%)** over the three years of the agreement. This compared to about **\$1.3 million for the teachers (or 8.9%)**.
- Since they did not present a proposal, we gave them what is called an “If” statement which is a statement that basically says that “If” they would present a proposal containing our suggested figures, we would agree to it.
- Our figures were:
  - For 2015-16 - Increase of 0.25 per hour plus no step (100% of insurance included)
  - For 2016-17- Increase of 0.30 per hour plus no step (100% of insurance at \$1,094 per month)
  - For 2017-18- Increase of \$1.05 per hour plus a step (\$950 per month cap for insurance)
- This ends up being a **9.58% increase for the classified** compared to **8.9% for the teachers**.
- The Union representative provided us with a written statement indicating that he would have a written proposal to us by 5:00 PM on Thursday, October 6<sup>th</sup>.
- We requested another meeting. The earliest date available for both parties was October 12th.

#### **Upcoming Activities**

- Mr. Rouse will be attending OPI’s ESSA Planning Group meeting in Helena on October 24th.