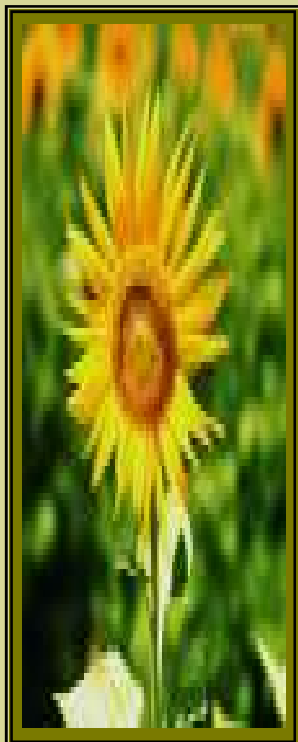


Human Resources/Food Service

Three Rivers School
District



Recognition

I'd like to give a special "Thank You" to the staff at Manzanita Elementary school. They demonstrated every quality of teamwork the District could hope for when they returned for in-service week to discover their principal wasn't able to start the week with them. Every single person I talked with asked what they could do to help and all volunteered to do more than what their already busy week had in store. Kudos Manzanita staff!

September 2014

Welcome Staff



The 2014-2015 school year opened with staff returning beginning on August 4, 2014. The Human Resources Department is continuing to finalize staffing for the 2014-2015 school year, but also took the opportunity to organize orientations and professional development opportunities during the month of August.

A "New Administrator" meeting was held on August 7, which while primarily is oriented to new administrators to the District, is also available for those administrators within the District that have changed positions. Not only did all of our new administrators attend, but so did Darrell Erb, Jamie Ongman, and Lisa Van Brunt.

Also during the month of August, I met individually with every building principal to discuss the status of their staff, review the classroom observation process from the previous year, (if applicable) and to discuss any staffing needs that needed to be addressed. August 14th brought training on the District's new Subfinder system through the Southern Oregon ESD, followed by a meeting with all the office managers throughout the District. This meeting provided updated information for office managers, payroll information, etc..

On Friday, August 22, all of the District's new teachers were at the District Office for the New Teacher meeting, a day filled with lots of information about processes and procedures, outstanding training from our TOSA's (Teachers on Special Assignment) regarding quality instruction, and ethics training. Lunch is provided by the local teachers' association TREA, and then in the afternoon, they are trained on various computer programs so that when they start their first official day, they are in the know. On Thursday, August 28, all of our food service staff were back and received training from both myself and Sodexo regarding the food service program for this upcoming year.

Why doesn't my school qualify for CEP?

Why didn't Fleming, Lincoln Savage and Illinois Valley HS qualify? On the surface, when you look at the numbers of free and reduced lunches from June's counts, they should. Fleming had 61.58%, Lincoln Savage had 64.13% and IVHS had 79.73%. That is only part of the qualifying

piece....the other number is the direct certification number, which has to be 40% or greater to even qualify a school for CEP. Direct Certification is all free students who are receiving other kinds of public assistance. For example, food stamps, etc. While the three schools above have

a high level of paper certification, they do not have enough direct certification families to be able to fund the program without requiring dollars that could be in classrooms taken from the general fund to subsidize the CEP program. For example, Fleming has a direct certification num-

Why doesn't my school qualify for CEP? (continued)

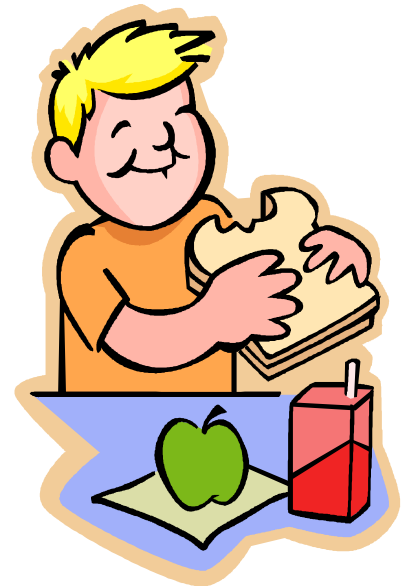
ber of 44%, Lincoln Savage had 43% and IVHS has 40.74%. The reimbursement rate for CEP is based off of the direct certification numbers not paper numbers. So....for Fleming, the program would only reimburse 70.4%, for Lincoln Savage, only 68.8% and IVHS, only 65.18%. In each of those instances, the District would have to subsidize the remainder of the difference.

The District is still collecting Household Income Verification from the schools who are

going to be part of the CEP (Community Eligibility Program) so that accurate information is available for other funding sources like Title 1, etc.

Other schools in the District are also working to collect their regular free and reduced lunch forms. The District and Sodexo will be looking at that information closely throughout the year to determine if other schools can participate in the "No Charge" for breakfast and lunch program.

In the meantime, those families in schools that are not CEP eligible can still receive assistance with either free or reduced rates for breakfasts and lunches by utilizing the existing application process.



Insurance Enrollment Meetings Held

~9/3 @ LBMS for IV Area—4:00

~9/4 @ Fruitdale for HV Area &

Retirees—4:00 & 6:00

~9/5 @ District Office for DO and

Maintenance Staff—8:00 a.m.

~9/8 @ NVHS for NV area staff—4:00

Food Service Welcomes New Director

As the Board knows, Brian Hershey is the new Sodexo Food Service Director. One of Brian's focuses is on creating food that kids like to eat, and his experience both as a chef and as a dad help him do that. The food service program operated in a severe deficit of \$238,000 during the 2013-2014

school year. While due to a number of different factors—school closure days, regulation changes, fewer meals served, etc., the deficit needs to be addressed.

Next steps include looking at menu offerings, meeting with the business office and Sodexo to agree on accounting

protocols to ensure both the District and Sodexo are accounting revenues and expenses in the same manner. Other next steps include conducting a meal per labor hour analysis in each building to ensure staff is assigned appropriately with what is being produced.

SB 290 Changes

Senate Bill 290 is the legislation that address teacher and administrator effectiveness. Evaluation standards for teachers are linked to the iTASC standards (Interstate Teacher Assessment and Support Consortium) and evaluation standards for administrators are linked to ISLLC standards (Interstate School Leadership Licensure Consortium). As part of the legislation, changes have been made to the Student Learning and Growth part of the goal setting and evaluation process. Last year was a pilot year for the evaluation system; and was noted by ODE as a "hold harmless" year. With that year drawing to conclusion, many people are asking what now will be the "consequence" with the start of this school year? A matrix has been designed and put in place by ODE, based on an average score of Professional Practice and Professional Responsibilities and an average SLG (Student Learning and Growth) score that will determine an educator's professional growth path for the upcoming school year.

