



Belmond-Klemme Community School District

Interim Superintendent's Report, Chris Bergman, 2.15.24

Belmond-Klemme State-Wide Leadership

Kim Belstene will be officially serving as the Vice President of the School Nutrition Association of Iowa; she will have a Presidency year of 26-27. Thus, she is slated to attend the National Leadership Conference in April. This will take place April 23-27 in Seattle. All expenses are covered by the SNAI for this, and she would use Professional Development leave for her absence.

School Improvement Advisory Committee (SIAC)

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Record of Meeting Minutes

Date: February 8, 2024

Time: 6:00 p.m.

Location: Belmond-Klemme Jr.-Sr. High School

Facilitators: Justin Meyer, Erin Slifer and Chris Bergman

A meeting of the School Improvement Advisory Committee of the Belmond-Klemme Community School District was held on February 8, 2023 at the Belmond-Klemme Jr.-Sr. High School, starting at 6:00 p.m.

The following members were present: Ella Negrete, Callum Sifert, Tate Goeman, John Sifert, Shannon Wadsley, Sarah Nelson, Joel Pals, Justin Meyer, Gary Berkland, Mark Young, CKay Jensen, Avonte Woolery, and Chris Bergman. (Raelyn Thilges is on the February board-agenda for approval, as a new member was sought due to a vacancy.)

Introductions and Purpose

Mrs. Bergman welcomed the diverse stakeholder team introduced the planning and facilitation team, and set the purpose of the meeting as follows: gathering current B-K Bright Spots, honing in on the B-K Mission and Vision, discussing and analyzing data and current and future professional learning opportunities in the district in relation to the needs of students and teachers via the school calendar, providing an overview on how we are addressing safety and creating a safe environment for all.

B-K Bright Spots

Each stakeholder within the tables of four committee members recorded celebrations regarding being a member of the Belmond-Klemme school district and community. With a prompt of what we are grateful for, proud of, excited about, etc..., individuals shared their ideas with their table group. Each group then categorized the ideas and shared out insights to the larger committee.

Here are a few of the overall categories and responses:

- People
 - There is positive energy between students and staff. Relationships are encouraging.
 - Students are kind, have fun together, build a welcoming culture, and communicate well with one another through announcements.
 - We are taking new ideas to action.
- The Environment
 - We have an active environment with high student engagement.
 - It is comfortable to be at B-K, and we value diversity.
 - We have a culture of learning and desire to grow and strengthen what we already know and do well.
 - We value collaboration time and thrive when it is available.
 - We are grateful for the community support of our fundraisers. Coaches for Cancer was one highlight.
- Safety
 - The district is addressing safety with an intensive focus.
 - There is an appreciation for enhanced safety and security and collaboration of the school district with the local police department.
- Geography
 - We are grateful for a PK-12 campus all within our city limits.
- Facilities
 - We have the best auditorium in the area!
 - Our classrooms are spacious and have the supplies needed to learn.
- Programs
 - The BK Cafe teaches life-long skills. We have celebrated 5 years!
 - We have re-launched our AI Exito program to support our Hispanic students and everyone else. All are welcome to find community, college and career opportunities, leadership learning and much more.
 - We have a strong FFA program. The students attend a national conference, engage in community service, and have strong leadership skills.
- Activities
 - Activities such as jazz band, show choir, pep band, cheer, dance team, drama, eSports, athletics, etc. often require students to move from one to the other on any given night. Students, coaches, directors and administrators all support each other for this to happen.
 - Our girls basketball team just keeps getting better and better. The boys as well.
 - It was fun to have the dance team as a new opportunity.
 - The excitement and engagement in student activities is high. From pep assemblies, themed dress-up days, school dances, to state competitions, our students shine!
 - We have opportunities for all ages to participate.
 - Our eSports team is #1!
 - We sent a large group of students to the Top of Iowa Leadership Conference.
- Technology
 - We have a new 3-D printer. The students are already exploring and creating on their own.

Educational Needs

Justin Meyer, Instructional Coach at the Jr.-Sr. High and Erin Slifer, an English and Talented and Gifted (TAG) teacher at the Jr.-Sr. High School facilitated a conversation regarding the educational needs of our students.

The following questions were explored by the teams:

- How does Professional Learning and the school calendar impact student learning?
- What is our data telling us?
- What do we notice and wonder?
- If we want to increase student test scores, and achievement, how do we do it?

In teams, SIAC members shared ways they believe would benefit increasing student achievement. Responses included and were not limited to the following:

- Prepare students to solve problems a variety of ways and connect to practical applications using the learning styles and preferences of the students
- Provide collaboration time for lesson planning and learning new best practice strategies
- Keep building rapport with students and strengthening relationships with students and one another through positive interactions
- Provide more time for individualized learning for students and staff (differentiate)
- Engage students in the curriculum and in knowing what standards/concepts will be covered on assessments and provide study supports through study guides
- Show students and help them believe that you want the best for them
- Allow students reassess to show they have learned a standard, concept, hands-on skills, etc.
- Allow time for teachers to learn what motivates students both intrinsically and extrinsically
- Build value for education
- Ask students what supports they need and ways they would utilize help for improvement
- Measure student progress in multiple ways, not just through standardized tests (Determine other ways to measure success)
- Pre-test in order to prepare students for their own next steps in learning
- Create authentic learning experiences that integrate across content areas.
- Engage students in their own educational process and survey them to find out how

For the last question, the team learned about John Hattie's meta analysis "Visible Learning" which ranks 138 influences that are related to learning outcomes from very positive effects to very negative effects.

Hattie's work shows that the average effect size was 0.4, a marker that represented a year's growth per year of schooling for a student. Anything above 0.4 would have a greater positive effect on student learning.

Hattie used this data to answer the question "What works best in education?" His work originally included the areas of the student, the home, the school, the curricula, the teacher, the teaching and learning process. Most recently, he added the classroom as one of his influences.

After this learning, the facilitators provided an overview of the top two professional learning initiatives within the district. Increased student achievement through **Teacher Clarity Work (B-K has a 5-Year Plan)** and improved workplace culture through Willow Sweeney's **Top 20** were shared in detail.

Also highlighted were the state mandated professional development topics such as ISASP, Computer Science, English Learner, Talented and Gifted, Individualized Teacher Development Plans and

district-determined professional learning topics such as safety. Time spent in collaboration, grading, preparing for classes, and other tasks requiring staff time were also shared. In conclusion, the current professional learning dates and times (pre-service, full-days, and early dismissals) were tied to this question.

The next question discussed at tables was related to the impact on families and the community if additional time were added to next year's calendar:

- How do each of these professional learning options (early dismissals and full day) impact parents and community members?

The comments from stakeholders included the following:

- 2-hour early dismissals are more disruptive and harder to plan within a family's schedule
- In regard to 2-hour dismissals, if placed on the calendar, make them consistent to follow
- If placing full-day professional learning days on the calendar, connect them to a weekend or school break/holiday time
- If placing full-day professional learning days on the calendar, choose Mondays or Fridays
- Communicating (newsletters, videos, etc.) what the learning is and how it connects to student learning and achievement would help stakeholders understand the "why"
- If a combinations of 2-hour dismissals and full-days are used for professional learning, be as consistent as possible and spread them throughout the year

Closing Remarks

Mrs. Bergman wrapped up the meeting by seeking input from the team regarding next steps. Due to time, the team collectively decided that the following items would be placed on the next agenda: Board-Identified Focus Questions and Safety with B-K Schools, Bullying and Harassment. Already scheduled topics such as Hiring, Recruiting and Retaining Staff and Community/Stakeholder Input will also be on the next SIAC agenda.

When and where is our next meeting?

March 25 from 6:00-7:30 p.m. at the Jr.-Sr. High School Library

Meeting adjourned at 7:34 p.m

Community Partnerships

The interim superintendent will attend the Belmont Growth Alliance (BGA) Annual Meeting on Wednesday, February 14th.

Alternative Programming

As has been approved, Pat Kelley will be retiring after the 2023-2024 school year. He will be staying with us through the summer in order to support summer school. For that, we are deeply grateful. He has served the district for so many years and many students and families have been positively impacted by his care and instruction.

At the February 15, 2024 board meeting, Ckay Jensen will share an update regarding next steps for alternative programming moving forward. The at-risk team from the Jr.-Sr. High is focusing on **researched best practice** and **safety** (for students in the program and all within the system) that **aligns to the unique needs of students** within the BKCS D as well as at-risk processes already in place (Multi-Tiered System of Supports - MTSS). The team is utilizing Department of Education (DE) resources, and here are some of the criteria found on the DE website:

- Physical and psychological safety (e.g., safe facilities, safe ways to handle conflicts between youth, etc.)
- Appropriate structure (limit setting, clear rules, predictable structure to how program functions, etc.)
- Supportive relationships (with adults and peers)
- Opportunities to belong (meaningful inclusion)
- Positive social norms (expectations of behaviors, etc.)
- Support for efficacy and making a difference (empowering youth, challenging environment, chances for leadership, etc.)
- Opportunities for skill building (e.g., learning about social, communication skills, etc., as well as media literacy, good habits of the mind, etc.)
- Integration of family, school, and especially community efforts (National Research Council and Institute of Medicine 2001)

Art Gallery at District Office

There is a new exhibit at the District Office. *Chasing Away the Winter Blues* which features our 7th-12th grade artists is now available for viewing. If you have time, please come visit and enjoy our students' talents.

NIACC Career Center Grant

This grant is in review today, January 18, 2024. Information will be shared as soon as the grant is awarded/denied. At this time, no new information is available.

Communication

February Community Newsletter

Professional Learning

The TLC leaders shared the most recent professional learning with SIAC.

Advocacy and Policy

One day at the Capitol—three organizations—one unified voice for public education. For the first time ever, the AEAs, IASB and SAI united for a collaborative Day on the Hill.

(Legislative and Lobbyist Panel - February 12 and Advocacy at the Capitol - February 13)

The interim superintendent attended both events and spent approximately 35-40 minutes with Representative Latham and Representative Thompson. Advocacy topics included and were not limited to bills focused on the Area Education Agency, teacher salary, Preschool, Supplemental State Aid (SSA), and the School Start Dates.

Calendar Events

2.15.24 School Law Conference, Virtual Event
3.25.24 SIAC @ 6:00-7:30, Jr.-Sr. High School