

I.D.E.A.S. Committee Meeting

Wednesday, May 8, 2019 at Oak Terrace Meeting Room

9:05 Roll Call: B. Beyers, C. Wysong, K. Anderson, J. Ellis, J. Bauer, C. Adam, K. Millburg, W. Kirkbride

Intro and Purpose of Meeting

2. Overview: B. Beyers discussion of need to create a committee in order to create an updated strategic planning. Board/Superintendent Roles reviewed as per IASB criteria. Define direction of district (as a Board) to advise Superintendent. We are collaborating to determine initiatives, strategies and goals. Prior to today B. Beyers and W. Kirkbride did request input from lead teachers at each building. This input will be shared with everyone throughout the day. Discussion of gratitude for teachers and how we can better recognize all that they do. The information gathered here today will be shared on to the full board.

3. Structure and Flow of Information: Establish structures and flow of information to ensure that new people coming into the district would have a frame of reference on where to start. There is an old organizational chart in old Board Policy materials that we are looking to revamp. Acknowledge what proper channels would be. Discussion occurred about transportation concerns, professional development and the need for everyone to understand PBIS programs, etc. One item gathered from teachers was the idea of PLC time use. How should we use this time? What role does the district vision have on this planning? Needs assessment will be used to get feedback from. Building administrators encouraged the use of 2 Wednesdays a month for Building needs (Building Meeting and other needs) and 2 other Wednesdays a month District planned PLC time focused on newly established goals. Funds will need to be established to provide this type of training. 5th Wednesday- provide teacher time to work on what they need. This will be discussed at PLC planning committee meeting tomorrow (5/9). It was also suggested that the Building meeting be placed the Wed after the board meeting. Mr. Bauer asked how is our staff is getting information from Board meetings. It was also suggested that Nicole send out bullet points to Admins so we all sharing the same information.

4. Poaching: Board of Education Vice President Doug Kirkbride discussed the needs and wants of teachers. Many solutions were given to retain the teachers we have and how to better our support system for them in the way of making them feel appreciated, informed, seen and heard. Several ideas were compiled as ways to show that they are being invested in by our district through appreciation, inspiration and motivation all of our teaching staff.

5. Discipline: Mrs. Ellis proposed that when all other avenues have been tried, could we establish a team (with all stakeholders) that meets with a parent and changes placement? Can a parent refuse an alternative placement? What role does a counselor have? We plan to ask Brandon (Attorney) Can a parent refuse? What policy could be put in place to fall back on when

it gets to that point? Zones of Regulation training from K-JH could be beneficial and training for staff. De-escalation training for everyone but also including paras and transportation staff.

6. Break

7. Evaluations: There are concerns regarding the amount of time they take and the requirements of State. Discussion was had about ways to streamline this process. Administrators had conversation about if it would be valuable to show each other our evaluation and discuss a common way to note results on the forms. What happens when we give a Needs Improvement? How often are we using that part of the evaluations? Mention was made about creating an area of improvement to focus on that may be provided by the teacher. Brief mention was made about looking at other districts and how they do performance based evaluations/pay scales.

8. District Stagnation/Kids through the cracks: Makerspace and Icebox will help with these "bubble kids". Designating data times to see what needs are at each building. How do we stay "ahead of the curve"? Gifted/Advanced Placement at Junior High?

9. Lunch

10. B. Beyers present on food, environment and technology. Tylenol impact on empathy. Discussion of Gut-Brain connection. 5G/Electromagnetic concerns.

11. Rural Technology Event: Taylorville ideas to bring back and discuss how we can incorporate these ideas in Pana. STEM labs, etc. Examples provided from what was observed at Taylorville. Could classes be creating things to sell---create a business---and then run proceeds through the foundation.

12. Technology: Possible creation of 3 year technology plan. Possible use of new tech ideas...VR, Padcaster, and Z Space(s). The point of training was made...if new materials are purchased we would HAVE to have training for teachers to use it. Could we create a schedule to update, get new equipment over time? How do we prioritize these items? Should we have a 2nd technology person to support at lower level or a STEM specialist? How could the technology committee be involved? Conversation took place...do we want to teach to the test OR to ready kids for productive life after graduation?

13. Curriculum & Instruction: How might this position evolve? Would like to see updated curriculum materials particularly science at lower levels. What sort of materials might be needed if additional funds are available? Possibility of creating digital portfolios at all grade levels which could assist in vertical alignment conversation.

14. Professional Development: A need to develop a couple of key ideas/topics need to be established. Idea of conference format where teachers sign up for sessions was also

mentioned. The idea of creating an “optimal learning environment” and incorporate several sessions to wholistically build a better learning environment. The team would like to meet over summer so that they can create focus areas. These areas can then be covered/addressed at PLC time. Procedures in place for getting substitute teachers signed on for District. Some progress has been made to get this simplified. Questions still arise about cost to potential employee to do fingerprinting, etc.

15. Hope to create 2 or 3 actionable items to focus on for future goals.