

**BELDING AREA SCHOOLS  
AGENDA FOR THE BOARD OF EDUCATION  
SPECIAL MEETING  
SEPTEMBER 11, 2018  
6:00 PM  
BELDING HIGH SCHOOL MEDIA CENTER**

**Preliminaries**

1. Call to Order - Pledge of Allegiance
2. Amend or Accept Agenda
3. Appointment of Acting Board Secretary (if necessary)

**Public Comment - Items Found on the Agenda**

See Board Policy for public comment requirements

**General Business**

1. Routine Matters - Consider and Amend/Accept Minutes
  - a. August 20, 2018 - Regular Meeting 3
  - b. August 20, 2018 - Regular Meeting Closed Session

**Discussion Items**

1. Review Low Area on Self-Assessment Survey (Data-Driven Decision Making) 6
2. Strategic Plan vs Current Board Goals 10
  - a. Five- and Ten-Year Vision for Belding Area Schools
3. Incentive for Families Who Bring Other Families to Belding Area Schools
4. Ideas for Increased Enrollment
5. Private School Partnership
6. Future Board Member Aspirations and Training
  - a. MASB Annual Leadership Conference - November 1-4 in Grand Rapids
7. Request for Extension of Medical Leave 29

**Old Business**

**New Business**

**Other Business**

1. Superintendent Comments
2. Board Comments

**Public Comment - Items Not Found on the Agenda**

See Board Policy for public comment requirements

**Adjournment**

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda.

**Vision:** ALL students who graduate from Belding Area Schools  
will be career and college ready.

**Mission:** Belding Area Schools will commit minds to inquiry, hearts to compassion,  
and lives to the service of humanity.

*An engaged staff + a supportive community = successful students.*

**BELDING AREA SCHOOLS  
BOARD OF EDUCATION  
1975 ORCHARD STREET  
BELDING, MI 48809**

**DATE OF MEETING:** August 20, 2018

**KIND OF MEETING:** Regular Meeting

**WHERE HELD:** Orchard Hills Building

**MEMBERS PRESENT:** Terry Boni, Kate Feuerstein, Timothy Flynn, Shannon Hummel, Doug Lamborne, Lary Richmond

**MEMBERS ABSENT:** Debra Bach

**ADMINISTRATORS PRESENT:** Brent Noskey, Ross Hinkle, Brian Babbitt, Joe Barron, Beverly Brownell, Dan Feuerstein, Austin Goff, Rick Mason, Michael Ostrander, Brandon Richmond, Ann VanDusen

**GUESTS PRESENT:** Kristen Albert, Alaina Moreau

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**Preliminaries:**

1. Call to Order  
Board Vice-President Terry Boni called the meeting to order at 7:00 p.m.
2. Amend or Accept Agenda  
There were no changes or additions to the Agenda; therefore, it was considered accepted. The Chair does reserve the right to amend the Agenda.
3. Appointment of Acting Board Secretary  
The Board Secretary was present at the meeting.

**Public Comment – Items Found on the Agenda**

There was no one wishing to address the Board.

**BEA Points of Pride**

Mrs. Kristen Albert shared several Points of Pride for the district.

**General Business**

1. Routine Matters – Consider and Amend/Approve Minutes:
  - a. July 16, 2018 – Regular Meeting  
There were no changes or amendments to the aforementioned minutes; therefore, the minutes were considered approved.

**Special Presentations**

1. Introduction of New Staff Members  
Building administrators introduced new certified staff that have been hired for the 2018-2019 school year.

**2. Award Presentation – MSBO Certification**

Mr. Noskey presented Beverly Brownell, Director of Transportation, an award for successful completion of the MSBO Transportation Director Certification program.

**Committee Reports**

**1. Education Committee**

Ms. Feuerstein provided a report from the Education Committee meeting.

**2. Finance Committee**

Mr. Richmond provided a report from the Finance Committee meeting.

**Old Business**

There was no old business of the Board.

**New Business**

**1. Administrator and Director Agreement**

Motion by Mr. Flynn, supported by Mr. Richmond, to approve the administrator and director contracts for the 2018-2019 school year. Motion approved by unanimous voice vote.

**2. BESPAs Agreement**

Motion by Mr. Hummel, supported by Mr. Lamborne, to approve the agreement reached with BESPAs for the 2018-2020 school years. Motion approved by unanimous voice vote, with Mr. Boni and Mr. Richmond abstaining due to their spouses being members of the BESPAs group.

**3. Non-Union Staff Agreement**

Motion by Mr. Richmond, supported by Mr. Boni, to approve non-union staff agreement for the 2018-2019 school year. Motion approved by unanimous voice vote.

**4. 2018-2019 Budget Amendment 1**

Motion by Mr. Flynn, supported by Mr. Hummel, to approve 2018-2019 Budget Amendment 1. Motion approved by unanimous voice vote.

**5. Band Uniform Purchase**

Motion by Mr. Flynn, supported by Mr. Lamborne, to approve the purchase of band uniforms with funding from the Native American Heritage Fund. Motion approved by unanimous voice vote.

**6. Woodview Air Conditioner Purchase**

Motion by Mr. Richmond, supported by Mr. Boni, to approve the purchase of a replacement air conditioner unit for Woodview Elementary. Motion approved by unanimous voice vote.

**7. Middle School Retake Policy**

Motion by Mr. Lamborne, supported by Mr. Hummel, to approve the retake policy for Belding Middle School. Motion approved by unanimous voice vote.

**8. Adult Education Curriculum Additions**

Motion by Mr. Flynn, supported by Mr. Richmond, to approve the Adult Education curriculum additions. Motion approved by unanimous voice vote.

**9. Common Calendar Dates**

Motion by Mr. Hummel, supported by Mr. Lamborne, to approve the Ionia County Intermediate School District Five Year Common Calendar. Motion approved by unanimous voice vote.

**Other Business**

**1. MASB Certification of Delegates**

Motion by Mr. Flynn, supported by Mr. Richmond, to approve Doug Lamborne as the Board Delegate at the MASB Delegate Assembly on Thursday, November 1, 2018 at 7:30 p.m. at the Amway Grand Plaza Hotel in Grand Rapids. Motion approved by unanimous voice vote.

**2. Board Workshop Date**

The proposed date for the rescheduled Board Workshop is September 11, 2018 at 6:00 p.m. at the Belding High School Media Center. Mrs. Weeber will provide confirmation of this date and post the special meeting.

3. Superintendent Comments

- The school year kicked off today with new staff orientation. Mr. Noskey commended the directors and administrators for hiring the very best teachers. The eight teachers at orientation today are excellent teachers and will add to the good things happening in the district.
- Football games start this week. Soccer and volleyball have already started competition. Teachers start Tuesday and Wednesday, and open houses are scheduled this week at Ellis, Woodview, and Belding Middle School.

4. Board Comments

- Mr. Flynn requested the Chair to invite Mrs. VanDusen to speak about the new Adult Ed course offerings. Mrs. VanDusen discussed the grant that was applied for to partnership for additional classes and the classes being offered at Heartlands.

**Public Comment – Items Not Found on the Agenda**

There was no one wishing to address the Board.

**Closed Session**

Motion by Mr. Flynn, supported by Mr. Hummel, to adjourn to Closed Session for student reinstatement hearings.

Motion approved by roll call vote.

Ayes: Terry Boni, Kate Feuerstein, Timothy Flynn, Shannon Hummel, Doug Lamborne, Lary Richmond

Nays: None

Absent: Debra Bach

Regular Session dismissed to Closed Session at 7:46 p.m.

Regular Session reconvened at 9:03 p.m.

Motion by Mr. Boni, supported by Mr. Hummel, to reinstate Student A to Belding Area Schools. Motion approved by unanimous voice vote.

Motion by Mr. Boni, supported by Mr. Flynn, to deny the reinstatement of Student B to Belding Area Schools. Motion approved by unanimous voice vote.

**Adjournment**

Motion by Mr. Boni, supported by Mr. Hummel, to adjourn the meeting. Motion approved by unanimous voice vote. The meeting was duly adjourned at 9:06 p.m.


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Douglas W. Lamborne, Secretary  
Belding Area Schools Board of Education

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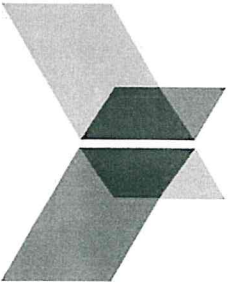
Date of Approval

DL:jw

**Does our Board** 

**Data Driven Decision-making**

Q1	Have the right data to make strategic decisions?				7
Q2	Ensure student performance data are related to well-defined district goals?				7
Q3	Distinguish between data needed for district-wide decision-making and data needed for tactical and operational decision-making?		1	1	5
Q4	Systematically use data from learners, classrooms, and schools to focus its strategic priorities?		1	1	5
Q5	Use appropriate data for district-wide decision-making and is accountable to the community for continuous improvement?		1		5
Q6	Combine perception data with other indicators of success to determine long-term and short-term district priorities?				7
Q7	Base decisions, comments and questions on objective data?		1		6

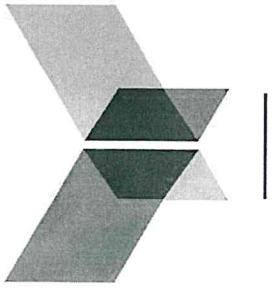


# MASB

## MICHIGAN ASSOCIATION OF SCHOOL BOARDS

Q8	Use data to assess outcomes?	6	1
Q9	Recognize the need for research to inform decision-making?	4	3





## Data Driven Decision-making

- Comments:
- decisions are not based only on data but a collection of factors so number 7 was hard to answer



# MASB

MICHIGAN ASSOCIATION  
OF SCHOOL BOARDS

## Response Scale Explanations

0. **Don't Know**
1. **Unsatisfactory** – Most of the board members do not perform or ensure that factors within this question are done.
2. **Needs Improvement** – Only a few board members perform or ensure the factors within this question are done.
3. **Satisfactory** – Most board members perform or ensure most of the factors within this question are done some of the time.
4. **Good** – All board members perform or ensure all factors within this question are done most of the time.
5. **Excellent** – All board members perform or ensure all factors within this question are always done.

# History of Strategic Plan

- In December 2004, Belding's Board of Education hired MASB to facilitate the development of the Strategic Plan.
- In April 2005, the MASB facilitators held a two-day workshop with the Board of Education and administrators to form specific goals.
- In July 2005, the Board adopted the Strategic Plan.
- Some revisions and modifications have been made since it's adoption.

# Belding Area Schools Strategic Action Plan – Update

Belding Area Schools will:

- GOAL 1: Increase student achievement scores to exceed results of peer districts.
- GOAL 2: Review education programs to improve effectiveness and efficiency.
- GOAL 3: Develop a highly motivated staff whose focus is student achievement.
- GOAL 4: Strengthen and develop productive partnerships for education.

# GOAL 1: Improvement Strategies

- Increase MEAP & ACT scores grades 3-12 to meet or exceed yearly AYP targets.
- Increase by 15% the number of students scoring 3 or higher on the AP College Board Exam.

# Increase Test Scores

- Ongoing revisions and training/professional development of curriculum at the grade levels and departmental levels based on the State of Michigan's Grade Level Curriculum Expectations (GLCE).
- Use of common assessments at K-5 grade levels, and within the core departments at the Middle School & High School.
- Remediation through mandatory before/after school programs, guided academic classes
- Implementation of ACT Prep classes
- Higher teacher/department accountability

# Advanced Placement

- Addition of AP Biology (Fall of 2007)
- Enrollments in AP classes have increased.
- 2004-05 Enrollment = 58 students (31%)
- 2005-06 Enrollment = 76 students (36%)
- 2006-07 Enrollment = 62 students (32%)
- 2007-08 Enrollment = 96 students

## GOAL 2: Improvement Strategies

- Evaluate High School Programs
- Evaluate Middle School Programs
- Evaluate Early Childhood and Elementary Programs

# High School

- Expanded AP offerings to include Biology
- Added mandatory “study time” after school, ACT Prep classes, Guided Academics, Earth Science, and a Service Learning component
- Implemented new high school graduation requirements – Fall of 2007 (Class of 2011)
- Changed High School schedule from Block to Trimester
- Require all 10<sup>th</sup> grade students to take Plan Test.
- Common assessments used in all core classes for final exams and majority of unit tests
- Exploring the possibility of adding Chinese language program
- Spring 2007 test scores improved in all areas.

# Belding Middle School

## A “Michigan Schools To Watch” Winner!

- Revision of “team” block scheduling – based on grade-level enrollment
- Common assessments used in all core classes for final exams and majority of unit tests
- Accelerated Reader (AR) at all grades (6-8)
- Mandatory after school study program
- Guided Academics (math & reading remediation)
- Expanded technology & Spanish offerings
- Increased writing scores at all grade levels (6-8)

## Early Childhood and Elementary Programs

- KC-4 Curriculum and Common Assessments used in K-5 ELA, Math and Social Studies classes
- Extended day programs (homework, technology, newspaper, remediation)
- Implemented Curriculum Based Measurement (CBM) at Woodview (reading assessment)
- Transition from Case Review Teams (CRT) to Instructional Consultation Teams (ICT)
- Now utilizing a “Writing Coach” (K-8)
- Aligned Pre-School Curriculum (MSRP, ECDD, Tuition Students)
- Writing test scores improved at all grade levels (K-5)

## GOAL 3: Improvement Strategies

- Provide quality Professional Development opportunities
- Implement Charlotte Danielson Teacher Evaluation Model
- Evaluate and Modify New Teacher Mentoring Program

# Professional Development

- Aligned with needs assessment within departments, grade-levels, and individual building school improvement plans.
- Most of the professional development is done on-site.
- Added Administrative Mentoring Program

# Charlotte Danielson Teacher Evaluation Model

- District team (teachers from each level and administrators) studied the Charlotte Danielson Teacher Evaluation Model for implementation in 2006-07.
- An objective teacher evaluation model, which uses specific rubrics to identify the strengths and areas of improvement.
- Model has been used successfully to address areas of concern.

# New Teacher Mentoring Program

- Teacher mentors and administrators received in-service training from Dr. Margulus (GVSU) on successful evaluation, coaching and growth.
- Established mentor/mentee expectations and guidelines.
- Annual new teacher training

## GOAL 4: Improvement Strategies

- Unify community support and strengthen community relations
- Improve internal and external communications
- Increase funding through multiple sources

# Community Services/Partnerships

- Member of Chamber of Commerce
- Robotics partner with Stahlin's ( and many others)
- Leppinks, Rayborn's, Walmart Vision, Meijer, ICMH, ICHD, Belding Police Department & City Hall
- Community as a School (CAS) student mentorships
- Service Learning Projects
- Food Pantry, Angel Program, Metron
- Big Brothers - Big Sisters
- Bond Taskforce Committee

# Additional Funding

- Service Learning Grants - \$80,000
- District Grant Committee
- Ionia County Community Foundation
- Belding Education Foundation
- Refunding of Bonds in 2006 and 2008  
(savings to the District's taxpayers of approximately \$1,700,000)

# Website & Skyward

- Parents have access to their child's school academic records, graduation status, attendance, and lunch accounts from Skyward.
- Skyward Family Access statistics:
  - Ellis = 40.5%
  - Woodview = 57%
  - Middle School = 87.5%
  - High School = 93.5%
  - Alternative Education = 74%
- New website to be launched spring (2008)

# SUMMARY

- A Strategic Plan is a living document that requires periodic monitoring.
- Through monitoring, assessments, adjustments, and modifications can be made to the various goals and strategies to assure the overall success of the Strategic Plan.

## Board of Education Goals

(Revised September 18, 2017)

\*Board Goals will be reviewed annually

1. Belding Area Schools will provide a safe environment that will promote optimal learning for all students.
2. Belding Area Schools will increase student achievement so that it meets or exceeds the State of Michigan average by June of 2019.
3. Belding Area Schools will promote the hiring and retention of effective personnel whose focus is helping students reach their full potential each school year.
4. Belding Area Schools will maintain effective fiscal management and continue efforts to secure and develop financial resources for the district.
5. Belding Area Schools will continuously evaluate the effectiveness and efficiency of all education programs. The Board of Education will review recommendations for continuing, adjusting or ending programs.
6. Belding Area Schools will strengthen and develop productive partnerships for education that will lead to annual increases in student achievement.

Maria Adkins  
9096 Peterson St NE  
Rockford, Michigan  
49341

Mr. Brent Noskey  
Belding Area Schools School Board  
450 Hall Street  
Belding, Michigan 48809

August 29,2018

Dear Mr. Noskey:

As indicated on the notice I sent in May from my neurologist Dr. Ines, I continue to struggle with several medical conditions, especially symptoms of cervical and lumbar radiculopathy and diabetic neuropathy including bialateral peripheral neuropathy of arms, hands, legs, feet.

I have been working with a physical therapist team specializing in chronic pain, spine pain and nerve damage. Although my condition is permanent, I am hoping that with at least a year extension of my medical leave from BAS, I will be able to better manage my diabetes, pain, and other disabling conditions, calm the nervous system down, and return to teaching.

I am requesting a year extension of my leave of absence for medical reasons in order to continue treatments and healing.

Thank you

Sincerely,

Maria Adkins