

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, APRIL 4, 2011  
PRESIDENT CRAIG PRESIDING**

Following the Pledge of Allegiance, President Craig called the meeting to order at 7:00 pm. Secretary Patti Iverson confirmed that the meeting was properly noticed and was in compliance with the open meeting law.

Roll call was taken and the following commissioners were present: Craig, Duax, Faanes, Janke, Johnson, Shiel, and Wogahn (arrived at 7:17 pm). Absent: None. Student Representatives Joe Luginbill and Rebecca Giles were also present.

**NOTICE OF CLOSED SESSION**

President Craig announced that the Board would go into closed session following the committee meeting under 19.85 (1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to discuss the superintendent evaluation; 19.85 (1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

**PUBLIC FORUM**

Roosevelt Elementary School's Odyssey of the Mind team explained that they have qualified for international competition. These students spend months working on creative solutions to challenges. Other challenges are given impromptu during the competition. The students reviewed their challenge and shared their excitement in being able to participate at this level. They are raising funds to allow them to attend the competition in Washington, D.C. and said that tax-deductible donations can be sent to Roosevelt.

It was noted that South Middle School also qualified for this competition and will be doing fund raising as well. Information was shared with the Board on their fund-raising efforts.

President Craig stated that the Board has a policy that says that any student competition beyond the state level will not be covered by the District. Individual Board members could make donations, however. She told the students she is very proud of their efforts and wished them the best of luck.

## **BOARD/ADMINISTRATIVE REPORTS**

### Superintendent's Report

Superintendent Heilmann explained why Senate Bill 22 would be harmful to the ECASD. He said charter schools are designed to meet the needs of students and families at the local level and this bill would take away local control. He said the District could lose an additional \$160,780+ in state revenue during the 2011-13 biennium.

The Joint Finance Committee will hold hearings in four locations throughout Wisconsin: On April 7<sup>th</sup> in Stevens Point; April 8<sup>th</sup> in Minong, April 11<sup>th</sup> in West Allis, and April 13<sup>th</sup> in Arcadia. If anyone is interested in testifying, they should plan to be there by 10 am to sign up.

Dr. Heilmann made the following announcements: 1) The Homeless Education Program has a new blog for items currently needed by families who are homeless: <http://ecasdhomeless.blogspot.com/>. 2) April 30<sup>th</sup> is the deadline for priority scheduling for schools to request sites for school events on the facility use schedule. 3) The 2011 All District Celebration of Service Retirement Banquet will be held on May 26<sup>th</sup> at Florian Gardens. 4) The Jeanne Richie Memorial Puddle Jump will be held on April 16 at Phoenix Park. Funds raised will go towards Longfellow's 21<sup>st</sup> Century Community Learning Center and scholarships for students in need. 5) April 5<sup>th</sup> is Election Day. In addition to the judicial races, there will be a School Board race and two referendum questions will go before the voters.

### Communication to Superintendent/Board President

President Craig said she plans to attend the Joint Finance Hearing in Arcadia on April 13<sup>th</sup>. The proposed budget would eliminate resources for children at risk, the alcohol and drug programs, alternative schools, and charter school funding, among other things. The ECASD budget would be reduced by 8%, which would certainly compromise its programs.

President Craig made the following announcements: 1) The Democratic Legislative Branch will hold a public hearing on April 9<sup>th</sup> in Eau Claire at CVTC. 2) WASB will have a spring academy on May 7<sup>th</sup> in Wisconsin Dells, which will focus on board development. 3) Board members should sign up for Years of Service Award presentations.

### Student Representative Report

President Craig complimented both student representatives for the excellent State of the Schools events they held. She said they were well organized and the students did a great job facilitating them.

Joe Luginbill said he and Becca have done many interviews with the media regarding the referendum. They have been urging the public to get out and vote in support of the referendum.

Becca Giles said both State of the School events were fairly successful with good attendance. Many great participation questions were asked.

The students said that the Promote the Vote group has done many things to get the word out on the referendum including literature drops, putting up signs, and writing letters to students to give eligible voters information on how to register and vote. They said as students and members of the community, they strongly urged the public to vote “yes” on the referendum.

### Other Reports

#### Policy and Governance Committee

President Craig said the committee is working on the class size policy. They have met with most internal administrative groups and will be meeting with ECAE to get feedback as well.

#### Budget Development Committee

The committee recently met and received an overview of changes in the budget. There were discussions about some of the unknown variables and possible scenarios were shared. There was a discussion about post-secondary readiness and how it will impact the budget moving forward.

Because of the \$2 million in ARRA funds the District will have in 2011-12 budget, there shouldn't be any major budget problems until 2012-13. It was noted that by staff agreeing to a salary freeze next year it helped with the budget shortfall. Mr. Van De Water pointed out, however, that projections will now include a 2.5% increase moving into the future annually starting in 2012-13 based on the new negotiation process coming out of Madison.

Com. Duax said she recently attended the Music Teachers National Association conference. She gathered information on collaboration between teachers and students and hoped to share it with some of the District's music teachers.

### **CONSENT RESOLUTION AGENDA**

Board members asked to pull Resolution 11 from the consent agenda.

Com. Wogahn moved, seconded by Com. Duax, to approve the consent resolution agenda consisting of the following items:

- ◆ The minutes of special meeting of February 25, 2011 as mailed.
- ◆ The minutes of Board meeting of March 7, 2011, as mailed.

- ◆ The minutes of closed session of March 7, 2011, as mailed.
- ◆ The minutes of special closed session of March 10, 2011, as mailed.
- ◆ The minutes of special meeting of March 13, 2011, as mailed.
- ◆ The financial report as presented.
- ◆ The gifts in the amount of \$45,200.26 for the period February 1, 2011, through February 28, 2011, as presented.
- ◆ The matters of employment of April 4, 2011, as presented.
- ◆ Re-roofing Bids for Projects at Locust Lane, Longfellow & Roosevelt Elementary Schools
- ◆ Longfellow Elementary School Window & Northstar Middle School Carpet Replacement Capital Projects

Consent resolution agenda items approved by unanimous roll call vote.

## **INDIVIDUALLY CONSIDERED RESOLUTIONS**

### Resolution #11 -- 2011-12 Open Enrollment Applications

Robyn Criego was asked to explain why some open enrollment applications are denied. She said that a district can deny an application based on lack of space or undue financial burden. Mr. Leibham explained two specific students and the reasons for the recommended denial of their applications. He added that in the future, the District could deny elementary requests if there is increased enrollments and limited space for these students.

Mr. Van De Water explained the financial implications of open enrolled students coming into and going out of the district. He said that as long as there are more students going out than coming in, it won't be budget neutral. The dollars coming into the district are outside the revenue limit but the cost of students leaving the district is under revenue limits.

Com. Wogahn moved, seconded by Com. Faanes, to approve the 2011-12 Open Enrollment Report as presented. Carried by unanimous roll call vote.

### Resolution #12 – Payment of Bills & Payroll

Com. Wogahn moved, seconded by Com. Shiel, to approve the payment of all bills in the amount of \$4,466,416.82 and net payroll in the amount of \$3,223,614.16 for the period February 1, 2011, through February 28, 2011, as presented. Carried by the following roll call vote: Ayes: Craig, Duax, Janke, Johnson, Shiel, and Wogahn. Abstained: Faanes.

Regular meeting adjourned.

Submitted by Patti Iverson, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
APRIL 4, 2011**

1. Call to Order – Committee Meeting

Board Members present: Craig, Duax, Faanes, Janke, Johnson, Shiel, and Wogahn. Absent: None. Student Representatives Joe Luginbill and Rebecca Giles were also present.

2. Committee Reports/Items for Discussion

A. Elementary English Language Arts, Post-Secondary Readiness & the Relation of Both to Technology Integration

Kris Dimock, Director of PreK-Elementary Education, said the District conducted the English Language Arts (ELA) Core Program Review during the past 18 months. There were over 50 staff members who took part in the review. Ms. Dimock said it was a very rewarding experience as far as affecting change and achievement for kids. The committee gathered input from teachers through needs assessment, and administrators looked at all programs available and focused on best practice research. It became clear that teachers see the need to build consistency in the program.

Laurie Haus, the PreK-5 Language Arts Assessment Coordinator, explained how literacy coaches interact with teachers to help them implement the plan. They collaborate with classroom teachers around assessment data to plan for instruction or problem solving with students. They also model lessons for teachers by going into their classroom and teaching while the classroom teachers observe and take notes. Literacy coaches can give advice on students with the highest needs on both ends of the spectrum.

Ms. Dimock said the District will have consistent materials for all teachers in all classrooms with the new program. Books will be provided right in their classroom at a variety of levels and lesson plans will also be provided. Everything will be accessible online. Parents can also access resources at home to support reading and there will be opportunities for parents to learn more about the program next fall.

Mr. Van De Water explained that budgeting could be addressed in multiple ways. He said there may be opportunities to redirect money in the staff development area and there could be programmatic changes by combining programs and operating more efficiently. He said it will be part of the ongoing evolution of the implementation of PSR. Ultimately the money must be allocated to priorities, and this is the highest budget priority for next year.

The AIMS Web system will be used to evaluate performance. This screener helps indicate which students may be in need of additional resources. It has an online data management system that can generate reports. This will also help show where additional resources may be needed for staff development. Staff will have access to materials and there will be regular collaboration time.

The issues with race disparity and achievement were talked about. Ms. Dimock said the Response to Intervention (Roti) Model is one the strongest interventions with a consistent universal core program. Over time the District should see results from that program. They will also work with culturally responsive practices to help staff understand the needs of diverse students.

The Board discussed the term, “non-negotiable” as it relates to curricular objectives and materials. Ms. Dimock explained that “non-negotiable” is the framework or structure around the core program and consists of things everyone must do. Administration will direct teachers to use program materials so it can be determined whether achievement issues are based on student’s disability or instructional issues. These are things the District must maintain fidelity to and will become a core part of what PSR is all about.

The publishers of the new materials will assist with professional development. The District will have product orientations with consultants and there will be stipends for teachers to participate.

There will be extensive collaboration with the technology department about the importance of integrating technology as a learning tool. Mr. Scidmore will be meeting with staff to get feedback from them.

Com. Faanes asked for a quarterly report on this new implementation.

**B. Continued Discussion & Possible First Reading of New ECASD Policy 226 – Administrative and Non-Affiliated Staff Evaluation**

President Craig said the District does not have a policy on administrative and non-affiliated staff evaluations. The committee wanted to assure that evaluations are being done and are valuable to employees. A draft policy was prepared with input received from various sources and it was shared with the Board.

Com. Shiel questioned the need for such a policy noting that he expected that evaluations were going on with or without a policy. He didn’t feel this related to the Board’s goal of focusing on student achievement issues and thought it was too detail oriented. Com. Johnson felt that quality and performance of administrators is directly linked to achievement because they are educational leaders.

Com. Johnson said that practices for evaluation have been in place but it has been an issue because each administrator develops their own practices. This policy will give parameters to use.

It was suggested that the last sentence be changed to read... "codified in administrative rules." Com. Faanes suggested that perhaps the policy only include the first paragraph because if the goal is to assure that everyone is evaluated, that is all that would be needed in the policy. He wasn't sure the specific objectives needed to be listed and felt it would be more relevant to focus on goal attainment during the previous year.

Com. Janke thought the policy was too vague. It was pointed out that more specific information could be placed in the administrative rules. The goals would be collaboratively developed with feedback between the supervisor and administrator. This could include accountability to Board goals.

Com. Wogahn said the Board has discussed the importance of evaluations for all staff being done every year. He felt the policy states that it is expected and gives guidelines under which it will happen while giving flexibility to the administrative team to go with Board goals as well as administrative goals for organization.

Dr. Heilmann said the policy gives flexibility to modify systems which may have worked in the past but aren't effective in getting top level performance out of people. He said there has to be flexibility for the policy to be dynamic so as the organization and expertise changes, modifications can be made to the rules without going through the formal process of changing policy.

Com. Faanes did not like the verbiage that the criteria shall be collaboratively developed and felt there was some redundancy in that sentence because it was covered in the first paragraph. He suggested that the first sentence of the second paragraph and first sentence of the last paragraph be deleted. President Craig wasn't comfortable eliminating the first sentence in the second paragraph.

It was agreed that the first sentence in the last paragraph be eliminated. President Craig said the committee would modify the policy based on feedback received and bring it back at the next meeting for a possible first reading.

## C. Review of Community Feedback from Referendum Presentations

Dr. Heilmann reviewed the significant presentations and events that have occurred to get information out about the referendum.

The Board expressed appreciation for everyone who has worked on the referendum and in particular Superintendent Heilmann and the Promote the Vote group.

D. Appointment of Temporary Technology Plan Development Committee

President Craig said that in accordance with Board Policy there is a process for instituting a temporary committee and that process will be utilized. Mr. Bob Scidmore said that a technology plan is due to DPI by June 30, 2012. It was concluded that it would be helpful to put a committee together consisting of technology staff, Board members, and other interested parties or stakeholders. He said that in the past different groups have been pulled together made up of businesses, curriculum staff, elementary education staff, etc., and they were asked to come up with a plan for the next three to five years, determine goals, assign tasks, set a timeline and determine the budget impact. He was looking for a temporary committee to provide oversight to this process. Information would be solicited from stakeholders and would be put in a format that is understandable. It would include the vision for technology in the District as well as making efficiencies in the department.

The student representatives asked if they could be involved and Mr. Scidmore thought that was a good idea. President Craig said that if any Board members were interested in serving on this temporary committee, they should let her know.

3. Request for Future Agenda Items
4. Other Business
5. Motion to Adjourn Committee Meeting

Com. Wogahn moved, seconded by Com. Faanes, to adjourn committee meeting. Carried by unanimous voice of acclamation.

6. Motion to go into Closed Session

Com. Wogahn moved, seconded by Com. Johnson, to go into closed session under 19.85 (1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to discuss the superintendent evaluation; 19.85 (1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified



public business, whenever competitive or bargaining reasons require a closed session; and 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Carried by the following roll call vote: Ayes: Craig, Duax, Faanes, Johnson, Shiel and Wogahn. Nay: Janke.

7. Meeting adjourned at 9:10 pm.