

**Meeting:** LEAP Committee

**Date:** May 14, 2019

**Time:** 4:00 – 5:30 pm

**Location:** Administration Building, Room 137

**Attendees:**

<input checked="" type="checkbox"/> Amy Al-Hashlamoun	<input type="checkbox"/> Jessica Behrens	<input checked="" type="checkbox"/> Melissa Greer	<input checked="" type="checkbox"/> Gail Halmstad	<input type="checkbox"/> Aaron Harder
<input type="checkbox"/> Justin Jablonske	<input type="checkbox"/> Sarah Jackson	<input checked="" type="checkbox"/> Todd Johnson**	<input checked="" type="checkbox"/> Laurie Klinkhammer*	<input type="checkbox"/> Mike Kohls
<input checked="" type="checkbox"/> Kim Koller	<input type="checkbox"/> Jason Rehbein	<input checked="" type="checkbox"/> Pete Riley**	<input checked="" type="checkbox"/> Crystal Ruzicka	<input checked="" type="checkbox"/> Breana Stanley
<input type="checkbox"/> Amy Traynor	<input checked="" type="checkbox"/> Jonathan Wheeler	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*Committee Chair

\*\*Co-Facilitator

**Guest(s):**

**Notes:** Meta Miske

Todd Johnson called the meeting to order at 4:03 pm.

**1. Public Comment**

- Lydia Jewell – 8<sup>th</sup> grade student in the ArcticZone. Lydia shared her experiences in the ArcticZone. She has been with the same 15 students the last 3 years and they've created a special bond and friendship. She enjoys working with students in other grades as well. Some of her project-based learning included creating a small business which raised money for local non-profits and a board game that addressed world problems. She feels she can personalize her learning and working with her teachers to set deadlines keeps her motivated.
- Matt Jewell – father of Lydia Jewell. Matt and his wife are very excited about the idea of expanding the ArcticZone throughout the District as the EauZone. He's watched Lydia grow in her soft skills such people skills and leadership skills. He teaches at the college level and believes it is difficult to teach those soft skills even to college students, so he believes the work Lydia does in the ArcticZone is very valuable. As an educator, Matt understands the difficulties of assessment with project-based learning, but he believes the teachers in the ArcticZone have done a great job implementing an assessment system.

**2. Approval of minutes from 4.9.19**

- Discussion – Pete Riley recommended corrections which were noted. Corrections have been made and minutes sent to Kim Koller to share with the committee.
- Laurie Klinkhammer moved to approve the minutes with corrections; seconded by Crystal Ruzicka. Minutes were approved by unanimous vote of the committee.

**3. LEAP Zone Policy and Proposal Process**

- Discussion regarding Policy 332
  - Kim Koller reminded the committee that at the last meeting they worked on a final draft of the LEAP Zone Policy and Proposal Process to present to the Policy & Governance (P&G) Committee. Approximately a week after the last meeting, Kim, Laurie, and Aaron presented the final draft to P&G. P&G requested a few small changes. P&G added the bullet, which is noted in red in the handout, as well as the cross reference to Exhibit 332.
  - Discussion regarding P&G's changes:

- Q: Does this mean that a LEAP Zone will need to address all parts of the School Improvement Plan (SIP) and does a school with a LEAP Zone need to address the Zone in their SIP?
    - A: No, the SIP addresses student learning, not a program.
  - Motion to accept Policy 332 made by Breana Stanley; seconded by Melissa Greer.
    - Discussion
      - Q: Does the policy address that the innovation is systematic and not isolated to the zone?
      - A: Yes, this is addressed in the third bullet of the policy which says, “Foster innovations that may see wider deployment in the universal program.”
  - Motion to accept Policy 332 as is made by Breana Stanley; seconded by Melissa Greer. Motion carried by unanimous vote of the committee.
  - Kim and Laurie believe this will be presented to the School Board on Monday, May 20, 2019.
- Discussion regarding the Leap Zones Proposal Process
  - P&G bolded a few words and phrases in the process to better identify the relationships. This was intended so the principal is “walking the journey” with the staff member as P&G still firmly believes the principal should be supporting the staff member through all phases.
    - The LEAP Ambassador hasn’t been removed from any stages, but rather moved to a less primary role and into an as-needed role.
    - Comments were made that the LEAP Ambassador is very important to keep communication open between the staff member and the LEAP committee but that the ambassador won’t always be needed. Sometimes things are running smoothly, and assistance isn’t needed.
  - Language was changed in the LEAP Zones Proposal Process; the only changes were to emphasize some words and one word became a hyperlink (“proposal” in Step 1.1)
  - P&G moved and passed the LEAP Zones Proposal Process this as an exhibit. P&G will include it with Policy 332 for Board approval.

#### 4. LEAP Zone Proposal Discussion

- The LEAP Committee received the formal EauZone proposal on Monday, May 13, 2019. The goal of the presentation by the proposers is for the LEAP Committee to be able to provide feedback and ask questions so the proposers can further develop their proposal, or LEAP can pass a motion for the proposers to move to the next step in the LEAP Zone Proposal Process.
  - Reminder to the committee that while the committee has approved Policy 332 and the LEAP Zone Proposal process, it has not yet been Board approved and must be treated as a tentative policy.
  - LEAP Committee took a few moments to review the EauZone proposal. Ali McMahon handed out copies of the proposal which included resources and a timeline for implementation.
- Presentation
  - Andy Brown introduced the EauZone proposers who were all present except Nick Sirek. Their proposal is to establish the EauZone at each middle school. Each proposer shared their personal “why” for wanting to participate in the EauZone.
    - Jeff Bowe shared that he doesn’t feel the current system is working for students. He believes the Zone will help students think outside the “bell.”
    - Ruth Bowe indicated she’s very passionate about service learning and she sees student engagement skyrocket when they experience service-based learning, but the current bell schedule doesn’t allow time to support this type of learning.
    - Ali McMahon shared that during her three years in the ArcticZone, she’s seen colossal gains in personal growth for each student. She believes students are in dire need of independence in their learning and the Zone will provide that opportunity.
    - Kaleigh McGinnis said she believes kids deserve new and exciting opportunities to learn outside the bell and to make connections to their community and to their teachers. She wants to see students excited to learn because they can choose their learning. On behalf of Nick Sirek, Kaleigh shared that he sees the drive his students have when they experience labs and hands-on activities, and he believes that the restrictions of the traditional classroom prevent more hands-on learning from occurring.

- Andy Brown indicated that he's realized the current education system needs more alternative opportunities to cater to the passions and needs of all students and teachers
    - The proposers then went through the WHO, HOW, and WHAT of their proposal, as well as their timeline, which is implementation for the 20-21 school year
  - Questions
    - Are all three principals onboard with the EauZone?
      - Ali McMahan said she could not speak for the principals, but they were all in attendance. The proposers have shared everything presented to the LEAP Committee with their principals over the last few months but have been awaiting LEAP Committee approval to move forward with formalizing details with their principals.
    - A recommendation was shared to remove the word "experiment" from page 2 of the proposal, as the District has a firm stance that it doesn't experiment with student learning, it utilizes methods proven successful through research.
    - A recommendation was shared to add very specific ways the EauZone will close the achievement gap. The proposers have an advantage because the ArcticZone has three years' worth of data on this topic.
    - Is this an exact duplicate of the Arctic Zone?
      - Ali McMahan said how the EauZone will look in each building isn't very clear, but the main components of the Arctic Zone will be replicated with the addition of the outdoor learning component. There will need to be differences specific to each building due to differences in staff, space, environment, etc.
    - What FTE increases would be needed after Year 1? Would the 25:2 student to teacher ratio be maintained?
      - Andy Brown indicated this is a difficult question because they thought they would have increased staff in the ArcticZone by now and they do not. To make these programs successful and close the achievement gap they will need more staff; he knows that from research and personal experience. With the larger size of DeLong and South, there could be substantially more student interest and thus additional FTE required at those locations.
    - Who are the gap students the ArcticZone targets?
      - Tim Skutley shared that boys are the concern right now at Northstar and the program is 71% boys and 29% girls at this time. However, that was not intentional, it was a natural occurrence as some students left the ArcticZone and some continued through each grade.
    - Teachers often can identify students who would benefit from a Zone like this, but often their families cannot or do not advocate for them. How will they target those students?
      - Ali McMahan shared that the student needs to register in order to be put in the lottery. There were populations overlooked in the first year, but in year 2 the EL staff reached out to the EL population. 11% of their zone is SPED students. Their counselors talk about the opportunity with incoming 6<sup>th</sup> graders. They've discussed connecting with 5<sup>th</sup> grade teachers who can share information and target students who would really benefit.
      - It was recommended to add some of those concrete targeted outreach strategies in their proposal.
    - How many 6<sup>th</sup> graders would they be looking for in their first year of implementation?
      - At DeLong and South they would like to start with 25 6<sup>th</sup> graders and two teachers.
      - Concerns were shared that at the current ArcticZone 26% attrition rate, by the time the students get to 8<sup>th</sup> grade that isn't a full class size.
        - Perhaps they can maintain the class sizes by adding more students each year who want to join rather than only enrolling new students in 6<sup>th</sup> grade.
        - Comment shared that the attrition rates may be impacted by the lack of staff; ArcticZone parents frustrated by the lack of teachers have pulled their students from the program
    - Dianna Zeegers was invited by Todd Johnson to share her questions.
      - Dianna indicated that the EauZone proposal has not been shared yet with the building leadership team and built in to the SIP plan. Was the proposal designed under the old proposal process and now being transferred to the new process?

- The EauZone proposers are currently in Step 1.2 but if approved to move forward to 1.3. the proposal would be shared with school leadership team.
- Dianna asked what is the mechanism to allow the proposal to go forward to the leadership team and follow the proposed timeline? South’s next SIP meeting isn’t until August and the course registration book is due in August which would mean that a 20-21 implementation isn’t possible based on the current timeline.
  - In addition to the Course Catalog timeline, from the staffing perspective a principal would need to know immediately after Winter Break if they were going to have a Zone for the following year
- Dianna asked when does an idea come to the LEAP Committee versus remain a school initiative? South is an AVID school which is tied to their SIP. Now that the EauZone will be tied to the South SIP, does staff need to go to the LEAP Committee when things aren’t working as planned?
- Dianna asked at what point does LEAP talk about a charter building. When is the Zone no longer appropriate to remain housed in the same building and it needs to be a charter school?
  - Andy Brown shared that he believes the EauZone is already addressing that concern because the ArcticZone is too large to remain only at Northstar.
- The ArcticZone’s student to teacher ratio of 25 students to 2.0 FTE is outside the targeted class size range. Did the ArcticZone get more staff?
  - Tim Skutley shared that the administration and School Board of the time underwrote this program for a year by providing two teachers. Tim also shared that there are times when a principal cannot do what the LEAP Committee wants to do because they don’t have the space, technology, staffing, bussing, etc., and there’s a finite level of District resources. If the Zones are provided additional resources from the SIP budget, there will be a group of children who receive less than others. Unless the Zones are funded differently, there will be inequity. Tim said he is wholeheartedly in favor of the learning that goes on in the Zone classrooms, but the logistics need to be carefully and clearly defined.
  - Todd Johnson shared that if the Zones can connect with the Teaching & Learning Department to address some of the problems with logistics, staffing, the course catalog, etc., the hope is that a Zone will fit into the bigger picture and will better fit in with the current system.
- Motion to move the EauZone Proposal to Step 1.3 by Pete Riley; seconded by Laurie Klinkhammer. Motion carried by unanimous vote of the committee.
- Discussion about educating principals about the proposal process so they are not caught off guard as to their responsibilities in the process. Suggestion to add to the exhibit what events the principal is required to attend.
- Assignment of LEAP Ambassadors
  - South component of EauZone: Crystal Ruzicka
  - DeLong component of EauZone: Breana Stanley
  - Northstar component of EauZone: Jonny Wheeler and Justin Jablonske

##### **5. Charter School Policy and Process**

- Postponed until next meeting.

##### **6. Future Agenda Items**

- Charter School Policy and Process

##### **Action Items:**

- Kim Koller will connect with the LEAP Ambassadors
- Kim will check Policy 332 – there was a comment made about adding “and/or” to the Policy

Pete Riley made motion to adjourn; seconded by Jonny Wheeler. Meeting adjourned at 5:36pm.