

**MINUTES OF THE REGULAR MEETING
OF THE
WINSLOW UNIFIED SCHOOL DISTRICT NO. 1
GOVERNING BOARD**

CALL TO ORDER: The regular meeting of the Governing Board of Winslow Unified School District No. 1 was called to order by Mr. Loren Sadler, Acting President, at 7:01 p.m., August 7, 2013, in the District Board Room, 800 Apache Avenue, Second Floor, in Winslow.

PRESENT: Mr. Loren Sadler
Mrs. Josephine "Dodie" Montoya
Mrs. Marian Scheid

ABSENT: Mrs. Roberta Hadnot
Mrs. Beth Carlson

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was said.

APPROVAL OF THE AGENDA: Mrs. Scheid made a motion to approve the agenda, and it was seconded by Mrs. Montoya. The motion carried with a vote of "aye" from all members present.

APPROVAL OF MINUTES: Mrs. Montoya made a motion to approve the minutes of the public hearing and special meeting held July 15, 2013. The motion was seconded by Mrs. Scheid and carried with a vote of "aye" from all members in attendance.

CALL TO PUBLIC: Mr. Sadler invited public comments on any listed items on the agenda at this time. He requested that anyone speaking should state their full name for the record and confine their remarks to three minutes or less. He stated that no action will be taken as a result of public comments. He reminded the public that the Board expects citizens who address the Board to present concerns regarding the activities in question rather than make personal attacks upon board members, staff or others present or absent according to Governing Board Policy BEDH. In addition, questions or comments on matters that are currently under legal review will not be accepted per Board Policy BEDH, Public Participation at Board Meetings. Anyone wishing to discuss an issue with the Governing Board that is not on the agenda should complete form WPS 511 located on the entrance table. Copies will be distributed to all board members for their consideration.

OLD BUSINESS: None

NEW BUSINESS: A. Request ratification of expense and payroll vouchers per Ratification List No. 723 totaling \$1,126,088.45. This is a routine procedure to allow the District to submit vouchers to the County School Superintendent between board meetings. It was also requested that the Board approve the revised Ratification List No. 722 in the amount of \$187,621.83. A clerical error has been corrected.

Mrs. Montoya made a motion to approve all vouchers on Ratification List No. 723 and to approve Revised Ratification List No. 722. Mrs. Montoya seconded the motion. All members present voted "aye" and the motion carried.

B. Mr. Heister recommended that the Governing Board approve the hiring and rehiring of the following personnel:

- Larry Baldwin – Math Teacher – Junior High
- Celina Beaudette – 4th Grade Teacher – Bonnie Brennan
- Scotti Betoney – Part-time Classroom Aide – Jefferson
- Michael Harpst – Math Teacher – High School
- Vincent Hood – Science Teacher – High School
- Kristal Kinlicheenie – Sp Ed Classroom Aide – Washington
- Rosanne Lammey – Kindergarten Teacher – Washington
- Therese Mead – High Needs Sp Ed Aide – Washington
- Mary Patton – Sp Ed Teacher – High School
- Shayna Richards – Math Teacher – High School
- Marianne Richardson – Sp Ed Teacher – High School
- Ronald Silverman – Science/Social Studies Teacher – High School
- Lisa Soehner – 3rd Grade Teacher – Bonnie Brennan
- Penny West – Substitute Teacher – District
- Kathy Williams – 6th Grade Teacher – Washington
- Fall sports coaches at the High School per attached list
- Sponsors receiving stipends for extra duty at the High School per attached list

- Denise Durnez – Sp Ed Classroom Aide – High School (rehiring)
- Jocabeth Messer – High Needs Sp Ed Teacher – Washington (rehiring)

Mr. Heister recommended the transfer of the following personnel already working for the District:

- Norm Arnold – from Math Teacher to Science Teacher at the High School
- Laurel Palmer – from Sp Ed Teacher to Math Teacher at the High School
- Yolanda Reyes – from Classroom Aide at Bonnie Brennan to Classroom Aide at Jefferson
- Marci Porturica – from Sp Ed Classroom Aide to Sp Ed High Needs Aide at Washington

Mr. Heister recommended that the Governing Board approve the following volunteers:

- Sarah Smithson – Volunteer Speech/Debate Team Head Coach – High School
- Marianne Richardson – Volunteer Speech/Debate Team Assistant Coach – High School

Mr. Heister recommended that the Governing Board approve the resignation of the following personnel:

- Mickie Baca – Science Teacher – High School – Effective 7-12-13
- Shannon Etson – Sp Ed Teacher – High School – Effective 7-1-13
- Rex Hummel – Bus Driver – District – Effective 6-15-13 (Mr. Hummel will remain employed as a custodian.)
- Sainte Lucke – 4th Grade Teacher – Bonnie Brennan – Effective 7-11-13
- Kenya Summerville – Part-time Classroom Aide – Jefferson – Effective 7-1-13

Mr. Heister recommended that the Governing Board approve the termination of the following personnel:

- Jillian Stotts – Parent Liaison – Bonnie Brennan

Mrs. Scheid made a motion to approve the hiring, rehiring, transfer, volunteers, resignation and termination of personnel as recommended. The motion was seconded by Mrs. Montoya. All members present voted in the affirmative and the motion carried.

C. First reading of proposed change to Policy GCCB – Professional / Support Staff Personal / Nonemergency / Religious Leave. Mr. Watson explained that the proposed change would prohibit this leave on the first two or three days of staff meetings prior to the start of a new school year. This is just a first reading.

D. Mrs. Lomeli requested that the Governing Board award RFP 2014-01 for speech/language therapy services to Sherice Watkins. The request for proposals was sent to four vendors and three responses were received. Ms. Watkins submitted the lowest proposal.

Mrs. Scheid made a motion to award RFP 2014-01 to Sherice Watkins as recommended. Mrs. Montoya seconded the motion and it carried with an affirmative vote from all members present.

E. Mr. Watson asked the Governing Board to approve the addition of two elective courses at Winslow High School. Peer Tutoring would allow junior and senior students to tutor in English and math classes. This would help the teacher and other students, while providing an opportunity for the tutors to show this service on their college and scholarship applications and resumes. Snap Shot would be for freshmen and would provide nine weeks' instruction in each of four vocational programs, allowing the students to determine interest in a particular vocation.

A motion to approve the two electives as requested was made by Mrs. Montoya and seconded by Mrs. Scheid. All members in attendance voted "aye" and the motion carried.

- F. At this time, Mr. Watson requested that the Board approve the donation of ten thin clients (computer hardware) to Winslow Police Department. The District and WPD have had a successful partnership for several years and they could make good use of this equipment, which is older equipment that the District is not using.

Mrs. Montoya made a motion to donate the thin clients to Winslow Police Department as requested. Mrs. Scheid seconded the motion, which carried with a vote of "aye" from all members present.

- G. Mr. Watson spoke to the Governing Board about upcoming regularly scheduled meetings and asked them to cancel the September 4, 2013 and October 16, 2013 meetings.

The September 4 meeting conflicts with the annual ASBA Law Conference, which most of the board members and district administration will be attending. The October 16 meeting conflicts with the ASBA Navajo County meeting here in Winslow. Mr. Watson added that there would still be at least one meeting per month as required by law.

Mrs. Montoya made a motion, which was seconded by Mrs. Scheid, to cancel the September 4 and October 16, 2013, meetings of the Governing Board. A vote was taken and all members present voted "aye". Motion carried.

- H. Request that the Board select a delegate and an alternate for the Arizona School Boards Association Delegate Assembly to be held September 7, 2013, in Scottsdale, Arizona.

After a brief discussion, a motion to select Mrs. Roberta Hadnot as the delegate and Mrs. Beth Carlson as the alternate was made by Mrs. Montoya and seconded by Mrs. Scheid. A vote was taken and the motion carried unanimously.

- I. Mr. Watson informed the members of the Board that the District has a surplus of unused equipment, including computer hardware, sewing machines and other items. A sale is planned for September 2 – 14. The items will be priced at fair market value and the prices may be reduced incrementally if the items do not sell quickly.

- J. Mrs. Lomeli asked the Board to approve Scientific Learning as a sole source provider for the Fast Forward and Reading Assistance programs to be used at the elementary schools. She said that this is the only company that provides these types of programs. Mr. Watson added that this would be paid for with federal grant funds, not M & O money. He also said that research shows that these programs significantly increase reading levels of students who are struggling.

Mrs. Montoya made a motion to approve Scientific Learning as a sole source provider as requested. The motion, after being seconded by Mrs. Scheid, carried with an affirmative vote from all members present.

- K. Mr. Heister requested that the Governing Board approve the 301 Performance Pay Plan for 2013-14. He said it is largely the same as last year's plan and is set up to support District goals, such as summative and formative assessments, Beyond Textbooks curriculum, Galileo testing, parent/student surveys and teacher professional development. He said that this year's plan is worth \$1,500 to teachers, whereas last year the amount was \$1,000. The professional development hours count towards qualifying for the 301 money and the teachers also get paid for attending trainings during the week before school starts. Mr. Heister added that the number of professional development hours required remains the same as last year's plan.

Mrs. Montoya made a motion, which was seconded by Mrs. Scheid, to approve the 301 Performance Pay Plan as presented. All members present voted "aye" and the motion carried.

REPORTS

- A. Copies of the District financial reports for June, 2013 were provided to the Board and Mrs. Lomeli said that at the end of June actual expenditures were at 92%. She added that the District will finish the fiscal year with expenditures at 96% so everything is on track.
- B. Mrs. Jodie Garner introduced the academic coaches. Amanda Leonard is at Bonnie Brennan; Deb Lopez is at Washington; Mrs. Garner herself is the coach at Jefferson; and Larissa Richards and Jim Anway are both at the high school and the junior high. She also introduced Mr. Rob Robertson from the Arizona Science Center, who is coaching the coaches. Mr. Robertson said thanks are due to Denise Estudillo for doing the work that resulted in an APS Foundation grant of \$250,000 to four districts in Northern Arizona, Winslow being one of them. Districts could choose the services they wanted from common core training; standards of teaching; or one-to-one coaching and mentoring. Each district will participate in a best practices institute; and each will receive a \$10,000 credit to be used as they see fit. Winslow has chosen the mentoring and coaching support since this is the first year having academic coaches.

Mrs. Garner spoke about why academic coaches are needed, and she discussed the teacher induction program, Saving our Sanity (S.O.S.), for new teachers. The academic coaching team will be running S.O.S.

Miss Leonard discussed the Silver Strong teacher effectiveness tool which will be used to evaluate teachers. She spoke of the four cornerstones of effective teaching and the five episodes.

Mr. Anway spoke about supporting the teachers in their use of the Beyond Textbooks curriculum calendar and the Galileo assessments and benchmarks.

Miss Lopez discussed some of the tools the coaches will be using, including tracking data and student growth, coming up with strategies, mentoring and modeling, and conducting observations and providing feedback to the teachers.

Mrs. Richards informed the Board of things that have already been done this year by the coaches, including setting professional growth goals, observations, mentoring and supporting, assessment training, facilitating PLC goals and objectives, co-teaching, modeling, developing strategies and seeing that Beyond Textbooks is being used.

The Board thanked the coaches for the information shared.

- C. Mrs. Darlene McCauley, Principal, distributed a handout and addressed the Board regarding the Winslow Junior High School Plan for Success. She said that the school was designated as underperforming last year and the plan has been developed to improve. She reviewed the list of tools which will be used, some of which were already in existence and some of which are new. These tools include the following.

- Beyond Textbooks
- Galileo Assessments
- Professional Learning Communities (PLCs)
- Professional Development
- Focus on Instruction
- RTI – Response to Intervention
- Study Island
- Daily Math Skills
- GEAR UP
- Intersessions
- After-school Study Hall
- Parent Liaison weekly contacts
- Capturing Kids' Hearts program
- Parent Meetings
- Addressing truancy issues
- Scheduling a common prep period to help with collaboration and planning

Mrs. McCauley said the junior high staff is very committed to implementing these tools with fidelity and holding themselves accountable.

The Board made comments and thanked Mrs. McCauley for her presentation.

- D. Mr. Chris Gilmore, Principal, distributed a handout and reviewed goals and accomplishments at Winslow High School for this past year. He said that the school's letter grade was a C last year and is a C again this year, which was a little disappointing considering the accomplishments and achievements in regard to test scores. He reviewed the figures for Grades 10, 11 and 12 in reading and math. He also discussed the overall passing rate for AIMS and the fact that the ACT test is not figured in. It is possible that it will be included in the future, along with CTE performance measures.

Mr. Gilmore also informed the Board that the 86% graduation rate is the highest ever at WHS. He listed many other accomplishments in regard to scholarships, college acceptance, state championships, perfect attendance achievements and the fact that over 400 transcripts were sent to colleges/universities.

Mr. Gilmore discussed new items implemented for this school year.

- LINKS Program
- Moving intervention to after 3rd period
- SWIS data collection of discipline
- Peer Tutoring
- Addition of more accelerated classes
- Snap Shot classes
- 14 New teachers
- Academic coaches
- Move to the next level with Beyond Textbooks and Galileo

The Board thanked Mr. Gilmore for his presentation.

E. Governing Board Comments

Mrs. Scheid shared a story about two of our teachers visiting a school in the Phillipines. Teri Bumgarner went with Beth Bordner to Beth's home town. While they were at the school, it was hot. There was a fan but it was not on. The teacher, who was also the superintendent, explained that while there was enough money for the fixture, there was not enough money for the electricity to run it. Mrs. Bumgarner asked how much it would cost and wrote a check for approximately \$26.00. Mrs. Scheid said it is amazing to see the dedication of educators who have so little to work with.

Mrs. Montoya said she attended some awesome training recently and our district is ready for anything. She thanked everyone for their hard work and said the schools are looking great. The bulletin boards are nice. She told everyone to keep up the good work.

Mr. Sadler said it has been exciting start to the new school year. He appreciates everyone being here and appreciates the work done on the improvement plans. He will be excited to see the results and rewards from having the academic coaches. Mr. Sadler wished everyone a great year.

There were three boy scouts in the audience and Mr. Sadler asked them to each stand and introduce themselves and tell their rank, which they did. Landon is a First Class Scout; Ryan is a Tenderfoot; and Brian is a Second Class Scout. Attending the meeting was a requirement towards earning a badge.

F. Superintendent's Comments

Mr. Watson distributed a handout containing enrollment figures. He pointed out that kindergarten enrollment is very high; 204 students right now. This is 30+ students more than were projected. It is very difficult to project kindergarten enrollment as there is nothing to base it on. He met with the kindergarten teachers to discuss possible solutions. It has been decided that four classroom aides will be added to assist with this increase. Mr. Watson reminded the Board that the state cut the funding for all-day kindergarten by half in 2009. The cost to the District to maintain all-day kindergarten comes at a cost to everything else. Mr. Watson reviewed the enrollment figures for the other grades and pointed

out that the trend seems to be that we are losing other elementary students while kindergarten enrollment is way up. It is possible that people are bringing their kindergartners to Winslow to attend all-day kindergarten and then leaving in subsequent years. More research will be done in this matter.

At this time, Mr. Watson distributed handouts regarding the letter grades for 2011, 2012 and 2013 for the District and each of the schools. The District received grades of B, C and B, respectively for each of those years. Mr. Watson reviewed how the letter grades are arrived at. Points are assessed in certain categories, such as AIMS passing, ELL, graduation and dropout rates. Mr. Watson then reviewed the letter grades for each of the schools and AIMS scores for the last four years. He said that he thinks we will be able to see real improvements because of the new academic coaches and their work.

Mr. Watson said that the District has their first gold car. The van that was being used by the technology staff is just worn out, so Mr. Watson went to CA-TY to discuss efforts to find a replacement. Mr. Hancock had just brought in a van with low mileage that is perfect for the job so Technology now has a golden van.

G. Assistant Superintendent's Comments

Mr. Heister did not have any comments this evening.

ADJOURNMENT:

A motion to adjourn the meeting was made by Mrs. Scheid. The motion was seconded by Mrs. Montoya. All members present voted "aye" and the motion carried at 8:23 p.m.

President

Vice-President

Clerk

Member

Member

Douglas P. Watson, Superintendent

Richard L. Heister, Assistant Superin.