



thinkingbeyondnow

BUSINESS MEETING

October 23, 2018

School District of Beloit
we are tomorrow



1633 Keeler Avenue
Beloit, Wisconsin 53511
(608) 361-4000
FAX (608) 361-4122

Board of Education

Pam Charles, President
David Wilson, Vice President
Kyle Larsen, Treasurer
Wendy Sanchez, Clerk
Nora Gard, Member
Jeff Klett, Member
John Wong, Member

Superintendent

Dr. Donald Childs, Interim Superintendent

The School District of Beloit complies with all federal, state and local laws prohibiting discrimination against students based on their membership in any protected class.

The School District of Beloit complies with all federal, state and local laws prohibiting discrimination in employment based on a person's membership in a protected class.

The mission of the School District of Beloit, committed to excellence and strengthened and enriched by diversity, is to prepare each student to compete, contribute and thrive as an admirable citizen in a rapidly changing world by engaging students in a wide variety of high quality, relevant programs in partnership with families, schools and the stateline community.

Dr. Donald Childs, Interim Superintendent
Kolak Education Center, The Roosevelt Building
1633 Keeler Avenue, Beloit, WI 53511
Office: (608) 361-4016
FAX: (608) 361-4122
E-mail: dchilds@sdb.k12.wi.us
District Web Site: www.sdb.k12.wi.us



AGENDA – BOARD OF EDUCATION

BUSINESS MEETING

Tuesday, October 23, 2018 - 7:00 p.m.
 Kolak Education Center • The Roosevelt Building - Board Room
 1633 Keeler Avenue
 Beloit, WI 53511

- I. CALL TO ORDER BY THE PRESIDENT
- II. ROLL CALL BY SECRETARY
- III. APPROVAL OF AGENDA
- IV. PLEDGE OF ALLEGIANCE – led by Will and Isabel LaMaster from Todd Elementary
- V. ANNOUNCEMENTS/RECOGNITIONS
 - A. Announcements
 - B. Recognitions
 - 1. Recognition of Isaic Pulliam 1
 - 2. Recognition of August Braatz 2
 - 3. Recognition of Karina Cerros 3
 - 4. Recognition of Avery Labunski 4
 - 5. Recognition of Pearlana Douglass 5
 - 6. Recognition of Dr. Darrell Williams 6
 - 7. Recognition of Ebates 7
 - C. Citizens or Delegations – Areas of Interest Not Included on Agenda. **Citizens may speak on business/action items as these items are called by the Board President.**
- VI. SUPERINTENDENT'S REPORTS TO THE BOARD
 - A. Traffic Controls at Robinson (D. Childs) 8
 - B. School Improvement Plans (A. Bonds/L. Johnson) 9
 - 1. Merrill Elementary (S. Marshall) 10-14
 - 2. Cunningham Intermediate (D. LaRosa) 15-20
 - 3. BMHS (O. Ramos) 21-24
 - C. Equity Report (Darrell Williams) 25-32
- VII. REPORTS TO THE BOARD
 - A. Student Board Member Report
 - B. (E)Quality Committee Report
 - 1. Report and Minutes from October 8, 2018 Meeting 33-36
 - C. Committee Reports
 - 1. Communication Committee
 - a) Minutes of September 27, 2018 Meeting 37-38
 - 2. Fiscal Committee
 - a) Minutes of October 10, 2018 Meeting 39-40
 - 3. Staff Committee
 - a) Minutes of October 9, 2018 Meeting 41
 - 4. Student Committee
 - a) Minutes of October 9, 2018 Meeting 42

VIII. CONSENT LIST

Please note that all items listed with an (*) will be enacted by in one motion. There will be no separate discussion of the items unless a Board member or citizen so requests, in which event the items will be removed from the general order of business and considered in their normal sequence on the agenda. 43

IX. APPROVAL OF MINUTES OF PREVIOUS MEETINGS:

A. *Special Board Meeting, September 25, 2018.....	44-45
B. *Board Business Meeting, September 25, 2018.....	46-48
C. *Special Board Meeting, September 26, 2018.....	49-51
D. *Special Board Meeting, October 3, 2018	52
E. *Special Board Meeting, October 9, 2018	53
F. *Special Board Meeting, October 11, 2018	54-55
G. *Special Board Meeting, October 16, 2018	56
H. *Special Board Meeting, October 17, 2018	57-58
I. *Special Board Meeting, October 18, 2018	59

X. BUSINESS/ACTION ITEMS

A. *Approval of August Financial Summary	60-70
B. 2018-2019 60 Fund Student Activity Groups Approval	71-78
C. TC Networks Extension.....	79-83
D. Early College Credit Program for Spring Semester 2019	84-90
E. Policy 830 Rule 3 Partisan and Political Parties' Use of School Facilities and Policy 830 RULE 4 Use of District Local Access Cable TV Channel.....	91-92
F. Approval of Superintendent Evaluation and Superintendent Evaluation Timeline...	93-101
G. Rescind Motion of April 24, 2018 to Approve American Building Maintenance (ABM) to Perform Custodial and Maintenance Services Under an Extended Contract for One Year from July 1, 2018 to June 30, 2019.	
H. Letter of Intent from Aramark Services to Perform Custodial and Maintenance Services for the School District of Beloit for a One Year Period from January 1, 2019 to December 31, 2019.	
I. District Ad Hoc Committees Review and Action	
1. (E)Quality Committee Membership Approval.....	103
2. Ad Hoc Student Discipline & Governance Additional Membership Approval...	104-105
J. Personnel Recommendations	106-115

XI. DISCUSSION ITEMS

- A. Items of interest for consideration at future meetings
- B. Announcement of future Board Meeting dates
 - 1. Committee Meetings:
 - a) Communication – October 24 at 4:00 p.m.
 - b) Infrastructure – November 1 at 5:00 p.m. at BMHS
 - c) Student – November 13 at 4:00 p.m.
 - d) Staff – November 13 at 5:00 p.m.
 - e) Fiscal – November 14 at 5:00 p.m.
 - 2. Business Meeting: November 27 at 7:00

XII. ADJOURNMENT

Pam Charles, President
Dr. Donald Childs, Interim Superintendent

You can watch this meeting live on Charter PEG channel 96 or digital channel 991. Meetings are rebroadcast throughout the month on Mondays and Wednesdays at 7:00 p.m. and everyday at 8:00 a.m. and 1:00 p.m. You can also watch the rebroadcast at your convenience on our Board of Education website: <https://ws3.sdb.k12.wi.us/sites/SchoolBoard/default.aspx>.



I. BASIC INFORMATION

Topic or Concern: Staff /Student Recognition

Which area(s) of the Strategic Plan does this support? Communication

Your Name and Title: David Wilson, Chair Communication Committee

Others assisting you in the presentation: Brian Vissers, Public Information Officer

My report is for: Staff or Student Recognition

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Communication Committee?

To inform the School Board and public of recognitions for staff or student recognition. Isaac Pulliam

B. What information must the Communication Committee have to understand the topic/concern and provide any requested action?

No action is requested at this time this is just for informational purposes.

C. If you are seeking Communication Committee action, what is the rationale for your recommendation?

No action is needed at this time.

D. What are your conclusions?

Recognition of a student

MOTION: No motion needed.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: current budget

Long Term Committed Funds? No

BUDGET LOCATION: 808 Public Information Office/Community Relations

FISCAL IMPACT: No additional cost for this training.



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Which area(s) of the Strategic Plan does this support? Communication

Your Name and Title: David Wilson, Chair Communication Committee

Others assisting you in the presentation: Brian Vissers, Public Information Officer

My report is for: Staff or Student Recognition

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Communication Committee?

To inform the School Board and public of recognitions for staff or student recognition.
August Braatz

B. What information must the Communication Committee have to understand the topic/concern and provide any requested action?

No action is requested at this time this is just for informational purposes.

C. If you are seeking Communication Committee action, what is the rationale for your recommendation?

No action is needed at this time.

D. What are your conclusions?

Recognition of a student

MOTION: No motion needed.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: current budget

Long Term Committed Funds? No

BUDGET LOCATION: 808 Public Information Office/Community Relations

FISCAL IMPACT: No additional cost for this training.



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Topic or Concern: Staff /Student Recognition

Which area(s) of the Strategic Plan does this support? Communication

Your Name and Title: David Wilson, Chair Communication Committee

Others assisting you in the presentation: Brian Vissers, Public Information Officer

My report is for: Staff or Student Recognition

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Communication Committee?

To inform the School Board and public of recognitions for staff or student recognition.
Karina Cerros

B. What information must the Communication Committee have to understand the topic/concern and provide any requested action?

No action is requested at this time this is just for informational purposes.

C. If you are seeking Communication Committee action, what is the rationale for your recommendation?

No action is needed at this time.

D. What are your conclusions?

Recognition of a student

MOTION: No motion needed.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: current budget

Long Term Committed Funds? No

BUDGET LOCATION: 808 Public Information Office/Community Relations

FISCAL IMPACT: No additional cost for this training.



I. BASIC INFORMATION

Topic or Concern: Staff /Student Recognition

Which area(s) of the Strategic Plan does this support? Communication

Your Name and Title: David Wilson, Chair Communication Committee

Others assisting you in the presentation: Brian Vissers, Public Information Officer

My report is for: Staff or Student Recognition

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Communication Committee?

To inform the School Board and public of recognitions for staff or student recognition. Avery Labunski

B. What information must the Communication Committee have to understand the topic/concern and provide any requested action?

No action is requested at this time this is just for informational purposes.

C. If you are seeking Communication Committee action, what is the rationale for your recommendation?

No action is needed at this time.

D. What are your conclusions?

Recognition of a student

MOTION: No motion needed.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: current budget

Long Term Committed Funds? No

BUDGET LOCATION: 808 Public Information Office/Community Relations

FISCAL IMPACT: No additional cost for this training.



I. BASIC INFORMATION

Topic or Concern: Staff /Student Recognition

Which area(s) of the Strategic Plan does this support? Communication

Your Name and Title: David Wilson, Chair Communication Committee

Others assisting you in the presentation: Brian Vissers, Public Information Officer

My report is for: Staff or Student Recognition

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Communication Committee?

To inform the School Board and public of recognitions for staff or student recognition. Ms. Pearlena Douglass

B. What information must the Communication Committee have to understand the topic/concern and provide any requested action?

No action is requested at this time this is just for informational purposes.

C. If you are seeking Communication Committee action, what is the rationale for your recommendation?

No action is needed at this time.

D. What are your conclusions?

Recognition of staff member

MOTION: No motion needed.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: current budget

Long Term Committed Funds? No

BUDGET LOCATION: 808 Public Information Office/Community Relations

FISCAL IMPACT: No additional cost for this training.



I. BASIC INFORMATION

Topic or Concern: Staff /Student Recognition

Which area(s) of the Strategic Plan does this support? Communication

Your Name and Title: David Wilson, Chair Communication Committee

Others assisting you in the presentation: Brian Vissers, Public Information Officer

My report is for: Staff or Student Recognition

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Communication Committee?

To inform the School Board and public of recognitions for staff or student recognition. Dr. Darrell Williams

B. What information must the Communication Committee have to understand the topic/concern and provide any requested action?

No action is requested at this time this is just for informational purposes.

C. If you are seeking Communication Committee action, what is the rationale for your recommendation?

No action is needed at this time.

D. What are your conclusions?

Recognition of staff member

MOTION: No motion needed.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: current budget

Long Term Committed Funds? No

BUDGET LOCATION: 808 Public Information Office/Community Relations

FISCAL IMPACT: No additional cost for this training.



I. BASIC INFORMATION

Topic or Concern: Community Partners

Which area(s) of the Strategic Plan does this support? Communication

Your Name and Title: David Wilson, Chair Communication Committee

Others assisting you in the presentation: Brian Vissers, Public Information Officer

My report is for: Community Partners Update

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Communication Committee?

To inform the School Board and public on our community partners and what is the latest with these. (Ebates School Supply Donation)

B. What information must the Communication Committee have to understand the topic/concern and provide any requested action?

No action is requested at this time this is just for informational purposes.

C. If you are seeking Communication Committee action, what is the rationale for your recommendation?

No action is needed at this time.

D. What are your conclusions?

Discussion on our Community Partnerships, etc.

MOTION: No motion needed.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: current budget

Long Term Committed Funds? No

BUDGET LOCATION: 808 Public Information Office/Community Relations

FISCAL IMPACT: No additional cost for this training.



I. BASIC INFORMATION

Topic or Concern: Traffic Controls at Robinson

Which area(s) of the Strategic Plan does this support? Students, Staff, Infrastructure, Fiscal

Your Name and Title: Dr. Don Childs, Interim Superintendent

Others assisting you in the presentation:

My report is for: Information

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To update the board and public on the traffic signal situation at the crosswalk in front of Robinson Elementary School.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Dr. Childs will be giving an update after speaking with city officials on Monday, October 22nd.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

D. What are your conclusions?

MOTION: NA

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: NA

Long Term Committed Funds? No

BUDGET LOCATION NA

FISCAL IMPACT: NA



I. BASIC INFORMATION

Topic or Concern: School Improvement Plans

Which area(s) of the Strategic Plan does this support? Students

Your Name and Title: Don Childs, Interim Superintendent

Others assisting you in the presentation: Anthony Bonds, Assistant Superintendent, Teacher, Learning and Innovation, Latricia Johnson, Director, Teaching Learning and Innovation and Building Principals

My report is for: Information

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

The purpose of presenting this information is to inform the board members, staff and community about the School Improvement Plans for each school.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

The schools highlighted at Tuesday's meeting will be Beloit Memorial, Merrill, Converse and Cunningham. Principals from these schools will be presenting their School Improvement Plans (SIPs) on Tuesday evening.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

This report is for information only.

D. What are your conclusions? N/A

MOTION: This report is for information only

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: N/A

Long Term Committed Funds? N/A

BUDGET LOCATION: N/A

FISCAL IMPACT: N/A

Merrill School Improvement Plan

Executive Summary 2018-19



Address: 11635 Nelson Avenue | Phone: 608-361-2605 | Grades: 4k - 3rd | Principal: Ms. Sheila Marshall

Program Focus

Merrill is a 4K -3rd grade school, we proudly serve 265 students on Beloit's westside. Merrill is a Title 1 School PBIS school that received the Bronze award for our Positive Behavior Intervention System (PBIS) Program during the 2017-2018 school year. At Merrill we believe in the development of the whole child, our goal is build the emotional, social and academic skills for all our students.

School Vision / Mission

At Merrill Elementary School, we are committed to building an united team of learners that includes students, parents, staff and community members. The responsibility of this team is to make positive contributions while valuing all voices. We will hold each other accountable for high student achievement and continued success.

Strengths in 2017-2018 (Math, Literacy, Learning Environment)

Math:

- Hispanic students meet or exceed the school average (except Grade 2 in 2015-16).
- Class cohorts increased their RIT score from 2015-16 to 2016-17.
- Students with disabilities made gains from First Grade 2015-16 to Second Grade 2016-17.

Literacy:

- African- American students demonstrate the highest overall achievement of all subgroups in Grades K-2 in 2016-2017
- Class cohorts demonstrate growth from 2015-2016 to 2016-2017.

Learning Environment:

- Students have fewer referrals when engaged in small group/partner and independent work.
- 5.1% of students were identified as Tier III in 2016-17.

Progress in 2017 - 2018 (Math, Literacy, Learning Environment)

Math: Subtraction Fact Fluency (increased from previous years)

Literacy: High Frequency words

Learning Environment: Families feeling more comfortable through the addition of Academic Parent Teacher Teams (APTT) and usage of the Class Dojo program.

Areas for Growth for 2018-2019 (Math, Literacy, Learning Environment)

Math:

- All MAP averages are below the district and national means. The gap between the school grade level mean and district mean increased from 2015-16 to 2016-17.
- Class cohorts show various areas of skill weaknesses (number and operations, measurement and data, etc.)
- White students are the lowest performing subgroup in First and Second Grade during 2016-2017.

Literacy:

- All MAP averages are below the district and national means.
- Students struggle most in Foundational Skills.

Learning Environment:

- A disproportionate number of African American students and male students received referrals in 2016-17.
- 19% of students were identified as Tier II in 2016-17.

Primary Goals for 2018-2019 (Math, Literacy, Learning Environment)

Math: Decrease the % of students in the LoAvg (26-51%tile) by 5% and increase the % of students above the 41st%tile by 5-7%

Literacy: By Spring 2019, we will decrease the %age of students in the LoAvg (26-51%tile) by 7% and increase the %age of students above the 41st %tile by 7%. (*cell size is too small to attain goal as written, 2nd Grade will decrease the number of students below the 26th %ile by 7%)

Learning Environment: By the end of the 2018-2019 school year, 20% or less of Merrill students in grades 5K-3 will require Tier II or Tier III behavior intervention.

Key Strategies for 2018-2019 (Math, Literacy, Learning Environment)

Math:

- Implement Go Math with fidelity.
- Use Go Math teacher manuals and materials and the online Personal Math Trainer to deliver Math content. Provide professional development at a school and district level to meet the needs of teachers implementing Go Math
- Pre and post test data will be collected and reviewed by classroom teachers and the principal at least monthly during grade level PLCs
- Teach Math concepts in small groups to differentiate instruction
- Math Interventionist will work with students in Tier 2 and 3

Literacy:

- Deliver appropriate Tier III Reading interventions for struggling students\Reading Specialist
- Implement a Reading foundational skill for APTT Grades 1-3 (high frequency words for Grade 1, word features for Grades 2-3).
- Implement Tier 1 (Reading and Writing Units of Studies/Word Work) with fidelity
- Building Specialist will work with small groups of students using COW and PALS activities

- 2nd Grade will pilot Units of Study Phonics Curriculum and will collaborate with Converse through PLC

Learning Environment:

- Deliver Second Step instruction with fidelity
- Meet weekly with Student Services staff to review ODRs and discipline data.
- Implement an effective Check In Check Out (CICO) program for students with significant ODRs and/or chronic behaviors
- PBIS 5-5-5 Plan Behavior Management System

Professional Learning for 2018-2019 (Math, Literacy, Learning Environment)

Math:

- Go Math DP Days
- During PLC teachers will discuss Math data/ pre/post test, Show and Tell
- District Math Interventionist will coach teachers on Tier 1 instruction

Literacy:

- Reading Specialist will coach classroom teachers in the implementation of Reading and Writing Units of Studies/Word Work
- Reading Specialist will provide training to Building Specialist on how to deliver COW and PALS instruction

Learning Environment:

- Staff will participate in APTT training with WestEd/student goal setting and parent meetings

Family and Community Engagement for 2018-2019

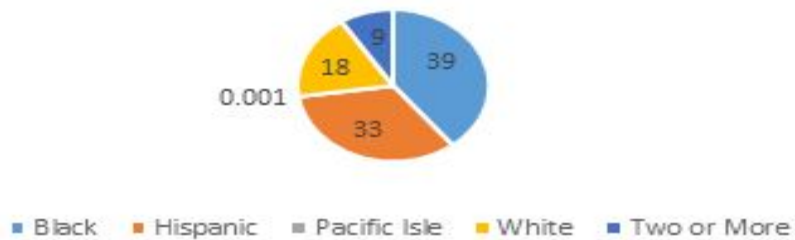
- An annual orientation “Back to School Night” where parents will meet their child’s teacher and be reassured of their right and responsibility to be engaged in their child’s education.
- Throughout the year Merrill staff will participate in APTT planning with WestEd and parent meetings
- Merrill’s Parent Teacher Organization (PTO) will hold monthly meetings

School Name	Address	1635 Nelson Avenue	Developmental Bilingual Education	Yes
	Principal	Ms. Sheila Marshall	Dual Language Immersion	No
	Phone	608-361-605	AGR	Yes
	4K	Yes	Attendance Rate	91.5%
	Title I	Yes	Total Enrollment	208
	Report Card Score	48.7	Report Card Rating	Fails to Meet Expectations

2018-19 Data
Profile

Demographics

Merrill Demographic Percentages



Strategic Plan Goal #1: Students – Build a school system of choice by improving student performance in a safe and diverse school atmosphere.

Teaching, Learning and Innovation

1. The number of students scoring proficient or advance in literacy will increase between 5 – 7% as measured by the Wisconsin Forward Exam each year.
2. All students will increase in math between 3-5% each year as measured by the Wisconsin Forward Exam.

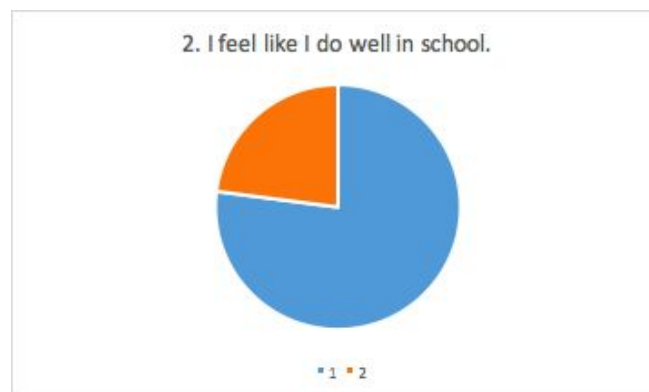
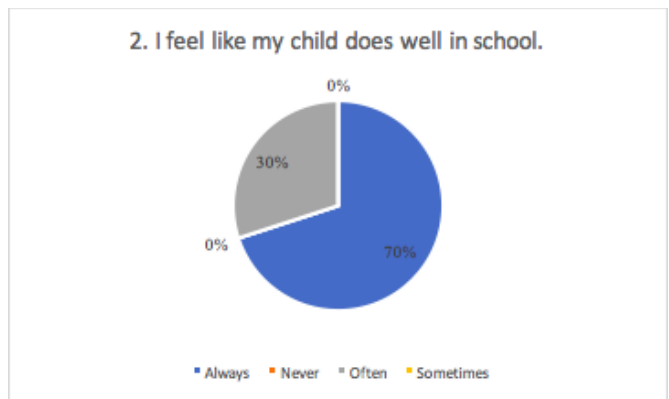
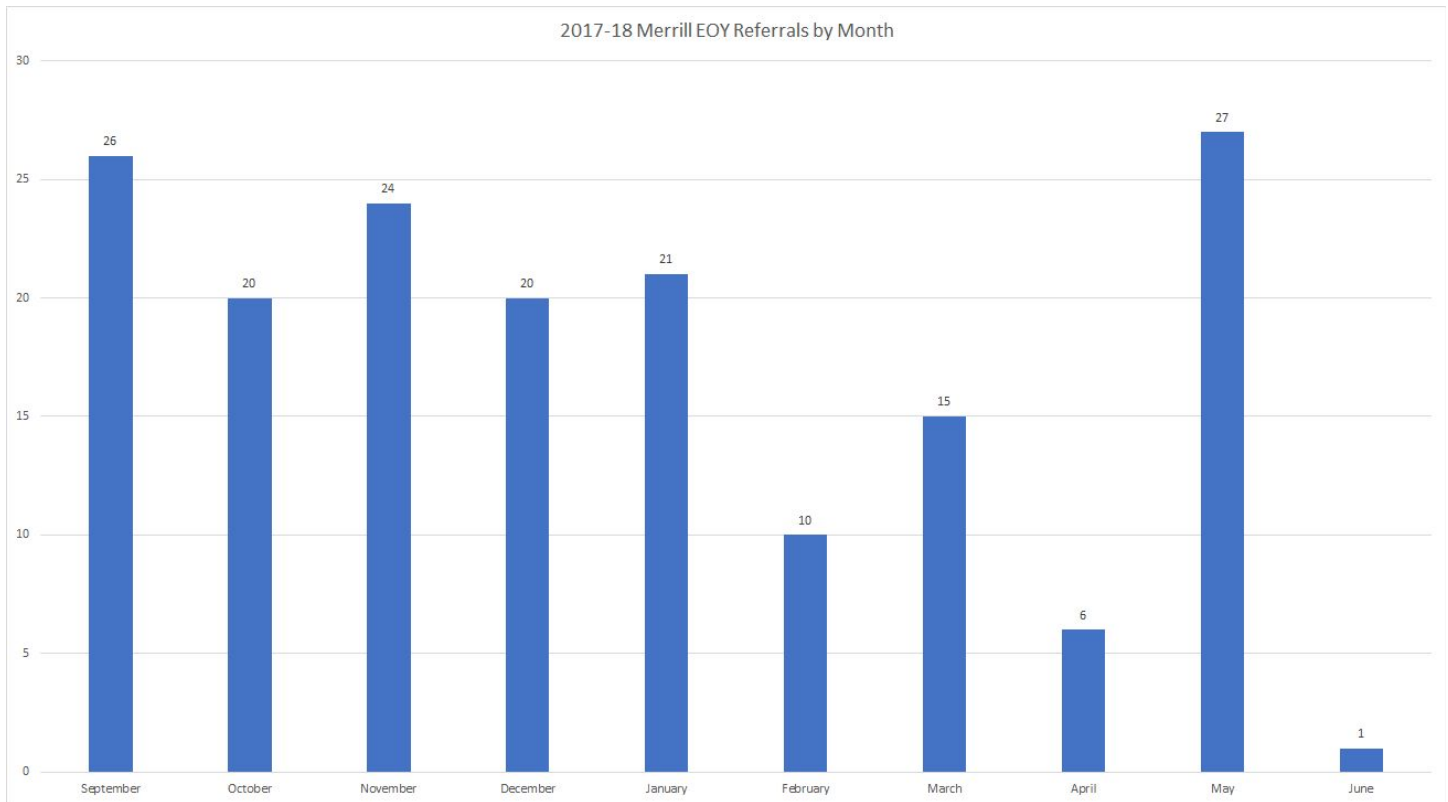
Merrill Elementary

Percentage of Students Proficient or Advanced



Learning Environment

9. School will improve the implementation of social emotional learning by effectively implementing evidence-based practices that will be monitored to measure the impact of student behavior on the school climate as measured by observational, survey and discipline data.



Cunningham Intermediate School Improvement Plan Executive Summary



Address: 910 Townline Avenue | Phone: 608-361-2200 | Grades: 4th - 8th | Principal: Mr. Devon LaRosa

Program Focus

The Cunningham community supports and believes in the following:

- ☐ Taking calculated academic risks
- ☐ Putting Students FIRST
- ☐ PBIS
- ☐ Restorative Practice
- ☐ Curricular Fidelity
- ☐ PLCs
- ☐ DLI
- ☐ Diversity
- ☐ Giving students vehicles to express who they are
- ☐ Collaborative Decision Making between staff and stakeholders

Our school implements the Advancement Via Individual Determination (AVID) framework. This framework provides resources and supports for teachers to implement instructional strategies that yield positive academic results for students. In addition, students receive ongoing support around organizational, study, and college preparatory skills to ensure they are successful in high school, as well as their post secondary educational experiences.

School Vision / Mission

Our Mission...

The mission of Cunningham Intermediate School is to promote growth and to prepare each student to compete, contribute, and thrive.

Our Vision...

As a Cunningham team of staff, students, and families, we will work together and support one another to put this achievement within reach of everyone. Our main focus is student achievement. In order for us to provide the best instructional practices for our students, we must continue to grow as a Cunningham team. We will work together and support one another as we focus on Rti, Early Learning Targets, authentic assessments that drive instruction, and the Common Core State Standards.

Strengths in 2017-2018 (Math, Literacy, Learning Environment)

Math

- ☐ We are implemented/implementing the new math curriculum for grades 4 and 5.
- ☐ Created MAP goals individually with students.
- ☐ Math 24 team continues to have strong performances at district and regional level.

Literacy

- ❑ Continuous support and implementation of Springboard and Reading Units of Study.
- ❑ Created MAP goals individually with students.

Learning Environment

- ❑ We were able to build on Restorative Practices which in turn led to a major decrease in student discipline referrals (roughly 1000 referrals.)
- ❑ Teachers developed two organic mentoring groups to engage students and help introduce soft skills: Men of Honor and Girls of Power.
- ❑ Staff developed and implemented a Gender Sexuality Alliance group to provide a safe and respectful environment for all students to come together and just be themselves.

Progress in 2017 - 2018 (Math, Literacy, Learning Environment)

Math and Literacy

- ❑ Implemented a new math curriculum.
- ❑ Increased usage of Dreambox math program as well as assigning individual lessons to students that are at their level.
- ❑ Increasing the use of PLCs (Professional Learning Communities) to share best practices, analyze student data, and use data to drive decision making process.
- ❑ Worked to implement Springboard universally in grades 6-8.
- ❑ In grades 4 and 5 we have worked to implement Reader's and Writer's Workshop with fidelity.

Learning Environment

- ❑ Implemented a restorative circle request system.
- ❑ Successfully implemented Saturday School.
- ❑ Implementing a mentor program for students with high behavior needs.
- ❑ Provided two restorative refreshers for staff.

Areas for Growth for 2018-2019 (Math, Literacy, Learning Environment)

Math

- ❑ Statistics and Probability strand
- ❑ Measurement and data
- ❑ Fact Fluency

Literacy

- ❑ Vocabulary and acquisition
- ❑ Language Craft and Structure
- ❑ Informational Text: Key Ideas and Details

Learning Environment

- ❑ There are significant disparities in discipline data for students of color.
- ❑ Overall slight increase (5.5%) in the number of referrals.
- ❑ Want to improve the overall student and staff culture.

Primary Goals for 2018-2019 (Math, Literacy, Learning Environment)

Math

- ❑ For the 2018-2019 school year, Cunningham Intermediate will increase the percentage of student that are proficient in math as measured by the MAP assessment (51-%ile) by 3%.
- ❑ Cunningham Intermediate will increase the percentage of students who meet their RIT growth goal for Math Map test.

Literacy

- ❑ For the 2018-2019 school year, Cunningham Intermediate will increase the percentage of student that are proficient in reading as measured by the MAP assessment (51-%ile) by 3%.
- ❑ Cunningham Intermediate will increase the percentage of students who meet their RIT growth goal for Reading Map test.

Learning Environment

- ❑ For the 2018-2019 school year, Cunningham Intermediate will decrease the total number of referrals by 10%.

Key Strategies for 2018-2019 (Math, Literacy, Learning Environment)

Math and Literacy

- ❑ Cunningham Staff has participated in an educational skills inventory survey to highlight their exceptional practices. The next step is to have all staff, regardless of grade level and content area, observe each other. We are calling it #CunninghamObserveme!
- ❑ We met before school started to discuss as a staff what actions steps will help us move our school forward. Staff were asked to generate a list of educational best practices (identified by Marzano, Haitte etc.) as a group. We then narrowed down the best practice list to 10-12 strategies, staff were then asked to commit to a minimum of two strategies they would implement throughout the school year. My job is to support teachers and provide resources to support the staff
 - ❑ Most staff selected the follow:
 - ❑ Providing Specific and Direct Feedback to Students
 - ❑ Making school more real world
 - ❑ Implementing focused note taking
 - ❑ Problem based learning

Learning Environment

- ❑ We developed an anti-bullying survey known as the Safe Academic Environment For Everyone. The goal of this survey is to proactively ask students if they are experiencing any bullying. The survey is three questions and is administered to all grades several times throughout the school year. Immediately after the survey is administered, the student services team analyzes the “Yes” responses and meets with students to dive into presented concerns. The student services team then refers students to groups or administration based on data.
- ❑ We purchased Happy Or Nots (see attached). The goal of this purchase is to help us gauge day to day culture of students, staff, and parents alike. To date we have run 4 surveys to gauge student, staff, and parent thoughts and feelings about school for the 2018-2019 school year. Survey questions we have

asked: How happy were you with your registration experience at Cunningham?, How ready are you for the start of school?, How was your day today?, How safe do you feel in school?

- ❑ We developed a system for resolving conflict before it escalates. We developed a platform where teachers can request a restorative circle when they see students having conflict with each other or if a student is having a conflict with a teacher. Student services and administration conduct the restorative circles. To date, between the 2017-2018 and 2018- 2019 school year we had 93 circles requested.
- ❑ Administration and Students Services are working together to provide a once a week 30 minute opportunity for students with the highest discipline referrals in the building and students who have reported being bullied to practice being positive and supportive of each other through playing and making connections. The group is called Cunningham Cavalier Connections (C-cubed).
- ❑ Our SDB Volunteer Coordinator has allocated our building a volunteer from the Retired and Senior Volunteer Program of Rock County from 11am to 1:30pm to provide students with an opportunity to utilize the Innovation Room as a quiet alternative to outside recess. Students self select and are allowed to read, write, draw, or play quiet games.

Professional Learning for 2018-2019 (Math, Literacy, Learning Environment)

Professional Learning, PLCs, and PD

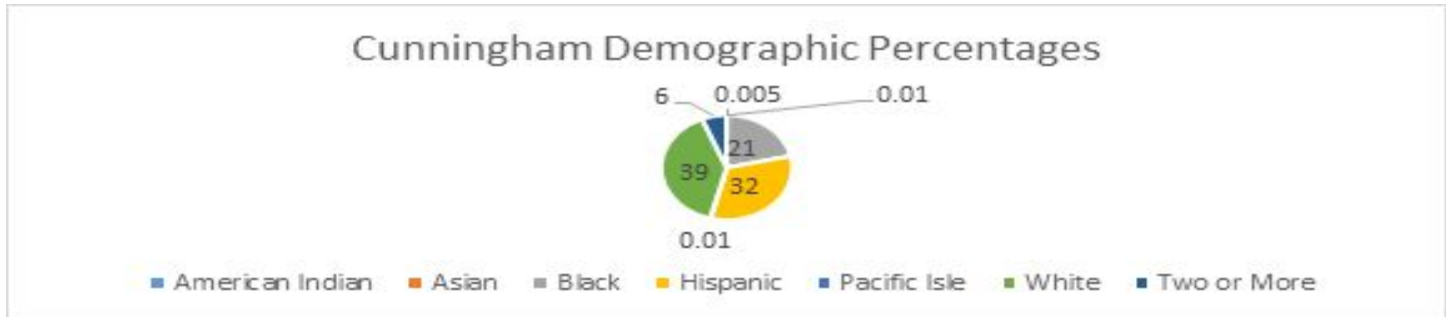
- ❑ We have developed a comprehensive Professional Learning Community (PLC) handbook to help shape our professional learning communities. The handbook provides resources for the PLC teams. Additionally, we are working with Central Office to plan grade level PLCs across the district, so that staff can collaborate and share best practices.
- ❑ All staff were asked to take a comprehensive PLC survey. Once we had the results, we analyzed our greatest area of need and we began researching ways to increase our PLC productivity.
- ❑ We purchased trending differentiation books to infuse in our PLCs to help shape the classroom landscape.
- ❑ Lastly and additionally, we are using the Seven Stages of PLCs to guide our bi-weekly PLC work.

Family and Community Engagement for 2018-2019

- ❑ Last year we created the position of Bilingual Family Support Specialist. We then hired a Bilingual Specialist to help increase parent involvement in the Latino community. We planned literacy nights, coffee with the principals, Pepsi with the principals, fall carnival night, winter family night, and field day lunch with family.
- ❑ We have engaged our community by inviting them in to support our 21st Century Learning Community after school program.
- ❑ We are partnering with the district's volunteer coordinator to garner additional community resources to help adopt us as a school. This would help us get lunch mentors, additional classroom 1 on 1 support, and just extra support in the building.
- ❑ We are currently recommitting to build a stronger PTO by involving all staff members, multiple families within our school, and administrator support.
- ❑ We are also planning to work with our feeder schools to develop a stronger relationship between the respective schools, which will ultimately increase student and family engagement.

School Name	Address	910 Townline Avenue	Developmental Bilingual Education	Yes
	Principal	Mr. Devon LaRosa	Dual Language Immersion	Yes
	Phone	608-361-2200	AGR	No
	4K	No	Attendance Rate	
	Title I	Yes	95.7%	
<i>2018-19 Data Profile</i>	Report Card Score	59.5	Total Enrollment	608
			Report Card Rating	Meets Few Expectations

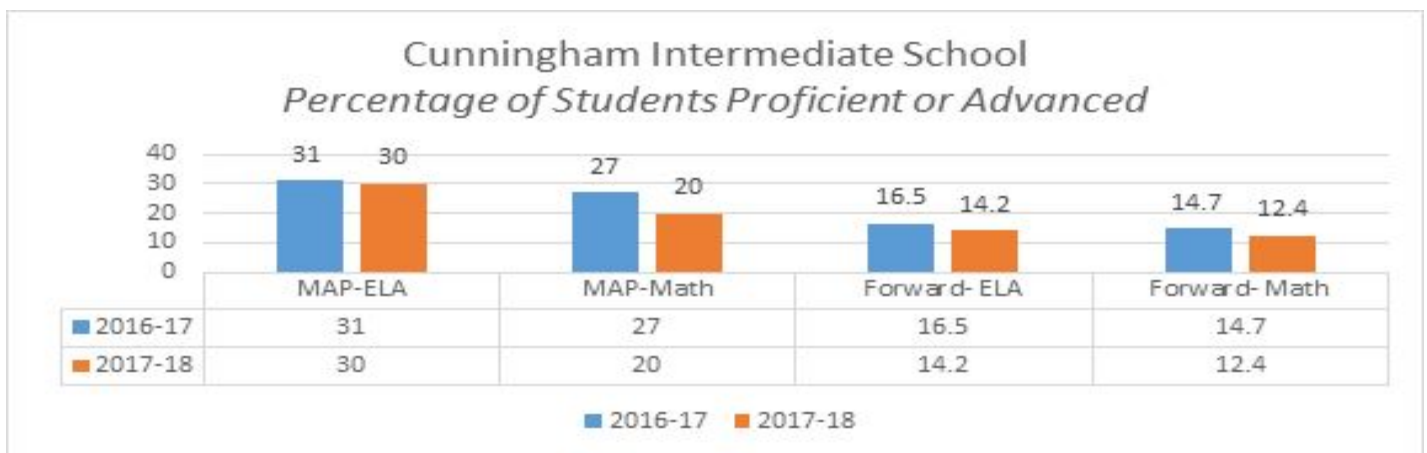
Demographics



Strategic Plan Goal #1: Students – Build a school system of choice by improving student performance in a safe and diverse school atmosphere.

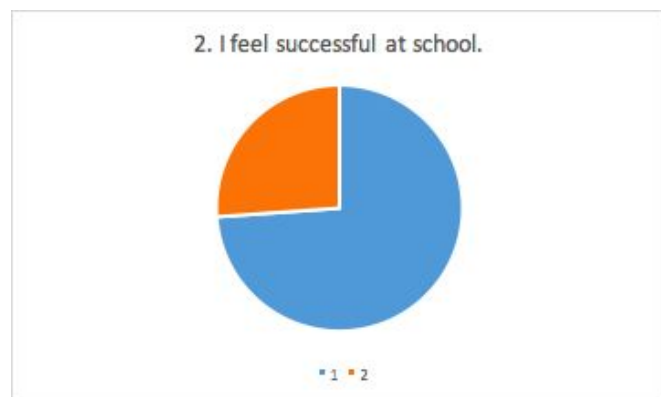
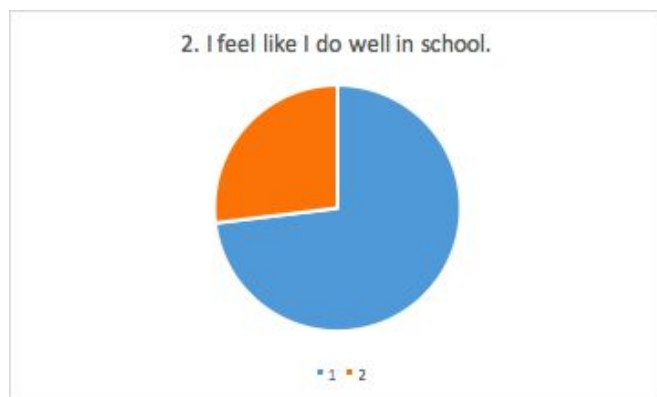
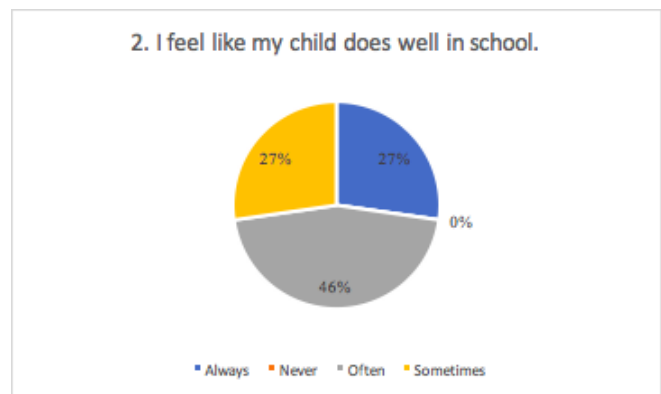
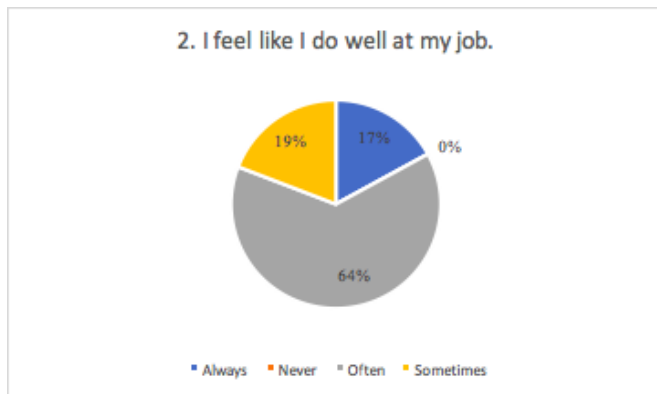
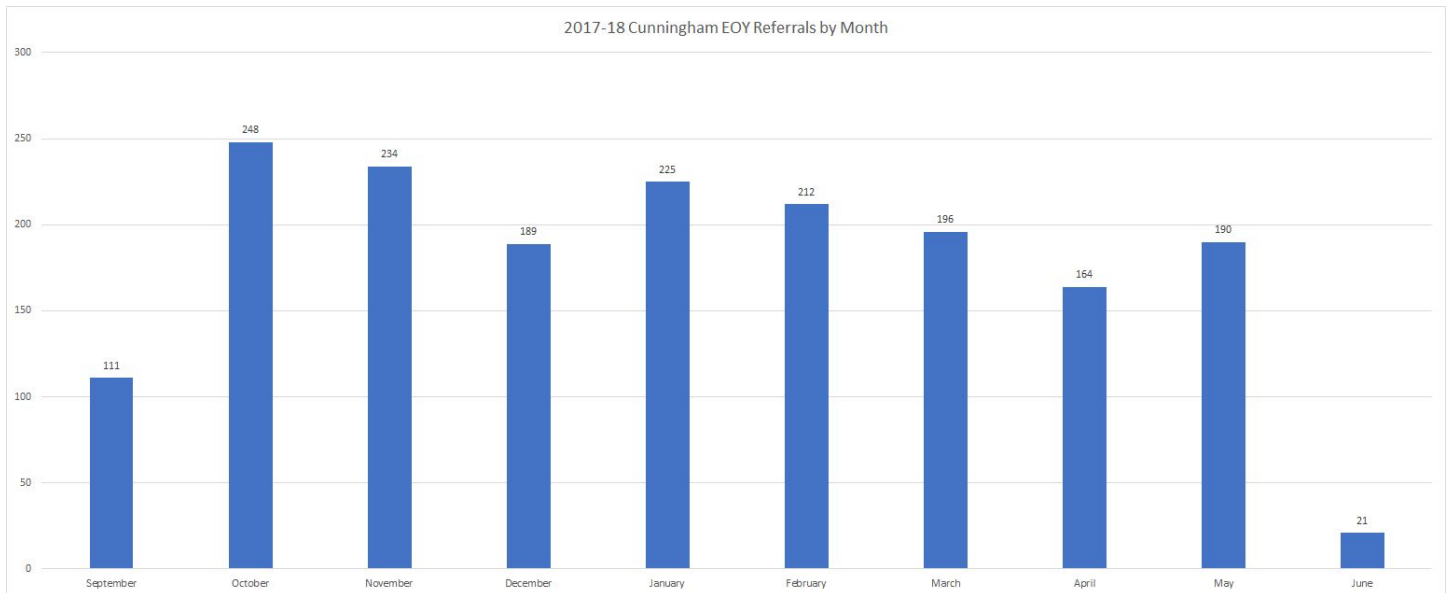
Teaching, Learning and Innovation

1. The number of students scoring proficient or advance in literacy will increase between 5 – 7% as measured by the Wisconsin Forward Exam each year.
2. All students will increase in math between 3-5% each year as measured by the Wisconsin Forward Exam.



Learning Environment

School will improve the implementation of social emotional learning by effectively implementing evidence-based practices that will be monitored to measure the impact of student behavior on the school climate as measured by observational, survey and discipline data.



Beloit Memorial High School Improvement Plan



Executive Summary

Address: 1225 Fourth Street Phone: 608-361- 3005 Grades: 9-12 Principal: Orlando Ramos

Program Focus

Our school implements the Advancement Via Individual Determination (AVID) framework. This framework provides resources and supports for teachers to implement instructional strategies that yield positive academic results for students. In addition, students receive ongoing support around organizational, study and college preparatory skills to ensure they are successful in high school, as well as their post secondary educational experiences. Our school proudly emphasizes Teacher Leadership in moving the academic program forward. Teacher leaders motivate, strategize, implement and support other teachers in significantly increasing student time on disciplinary literacy strategies. All students are expected to submit a high quality writing sample as part of their grade in every content area.

School Vision / Mission

The mission of Beloit Memorial High School, a diverse learning community, is to prepare and empower each student to compete and achieve to one's potential in a changing global society by engaging students in challenging, diversified and relevant educational experiences.

Strengths in 2017-2018 (Math, Literacy, Learning Environment)

- Departments have embedded ACT sample tasks into daily practices.
- BMHS is working with WI health grant to learn and implement trauma informed practices.

Progress in 2017 - 2018 (Math, Literacy, Learning Environment)

- Many on staff have received training in restorative practices and are knowledgeable about the practice.
- All departments are familiar with infusing literacy practices into their content areas.

Areas for Growth for 2018-2019 (Math, Literacy, Learning Environment)

- We will reduce student course failure rates.
- We will demonstrate increase in ACT scores.

Primary Goals for 2018-2019 (Math, Literacy, Learning Environment)

- To decrease the "achievement gap"
- To increase student critical thinking skills
- To increase performance on ACT
- To decrease the number of student course failures

Key Strategies for 2018-2019 (Math, Literacy, Learning Environment)

- Implement disciplinary literacy strategies in all content areas
- Develop and empower Teacher leaders to support other teachers/staff
- Focus professional development on disciplinary literacy strategies
- Introduce strategy of review, revise and redo for all submitted student work

Professional Learning for 2018-2019 (Math, Literacy, Learning Environment)

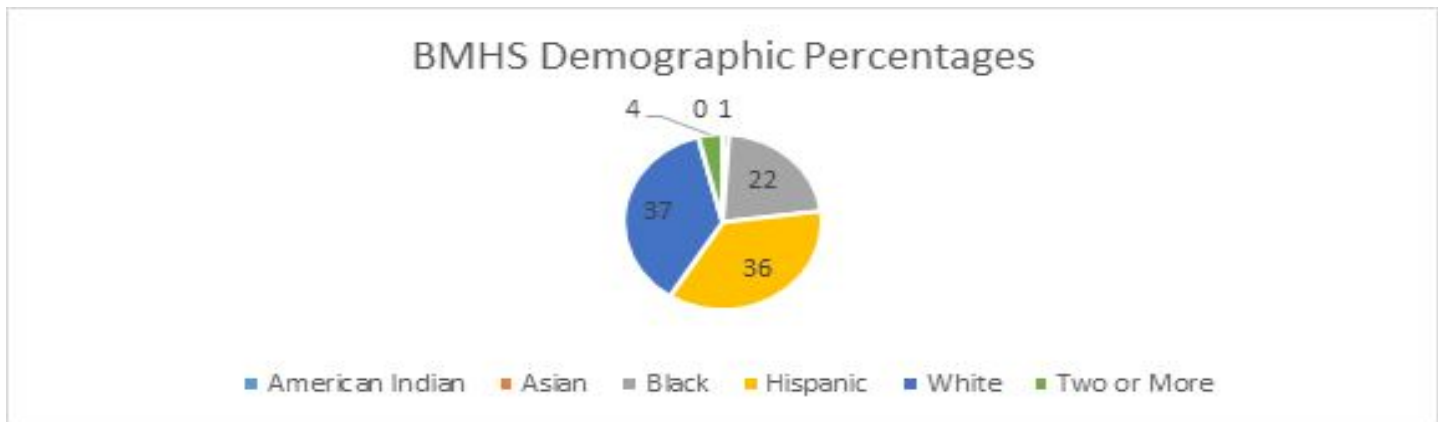
- Empower teacher leaders to support other teachers and staff by providing in house professional development and support
- Employ curriculum writer to assist staff with professional development
- Increase time spent on professional development and support for teachers

Family and Community Engagement for 2018-2019

- Awards nights
- Sporting and activities events
- School performances
- Open house
- Parent-Teacher conferences
- Report cards
- Positive phone calls/positive postcards sent home

School Name	Address	1225 Fourth Street	Developmental Bilingual Education	Yes
	Principal	Mr. Orlando Ramos	Dual Language Immersion	No
	Phone	608-361 - 3005	AGR	No
	4K	No	Attendance Rate	
	Title I	No	91.2%	
2018-19 Data Profile	Report Card Score		Total Enrollment	1709
	58.3		Report Card Rating	Meets Few Expectations

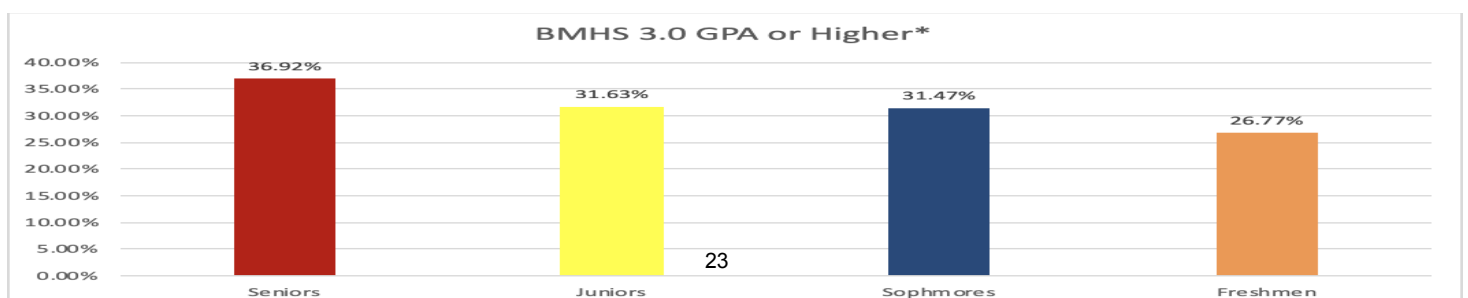
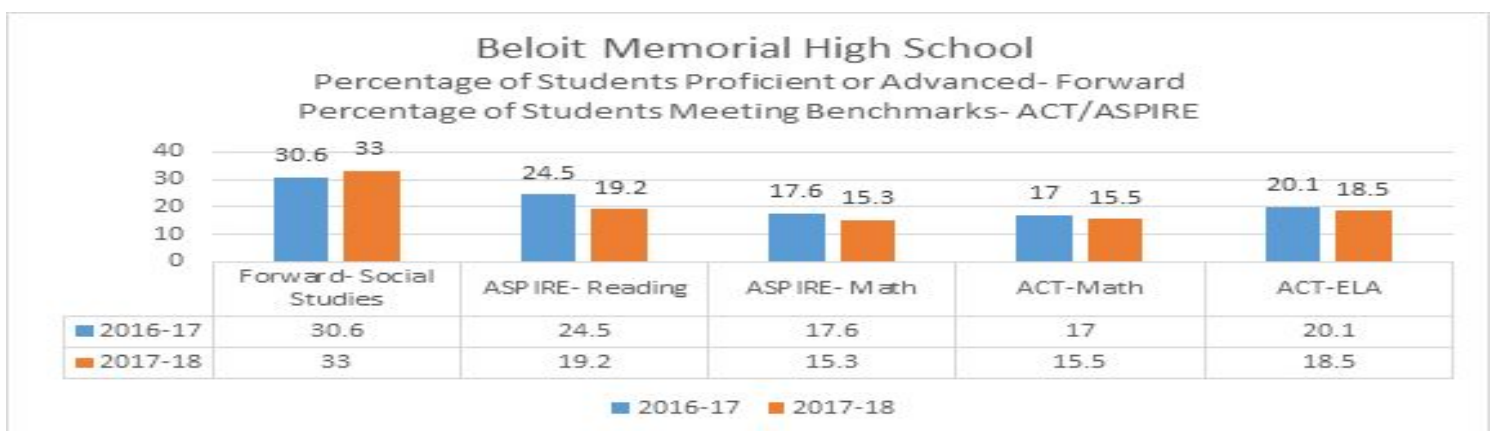
Demographics

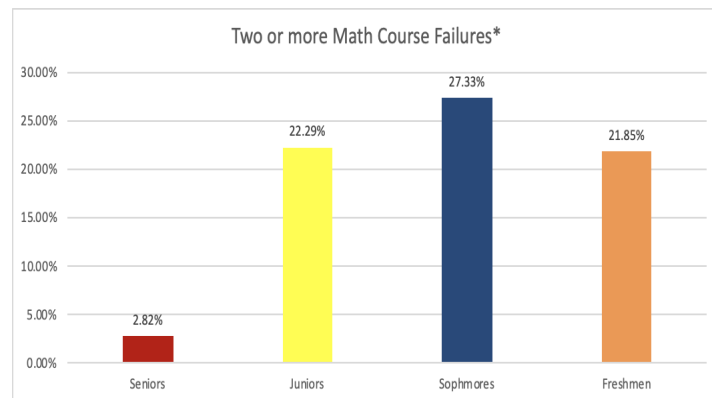
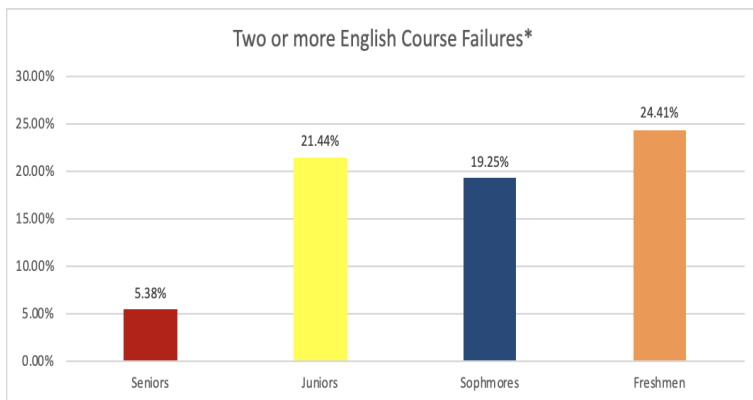


Strategic Plan Goal #1: Students – Build a school system of choice by improving student performance in a safe and diverse school atmosphere.

Teaching, Learning and Innovation

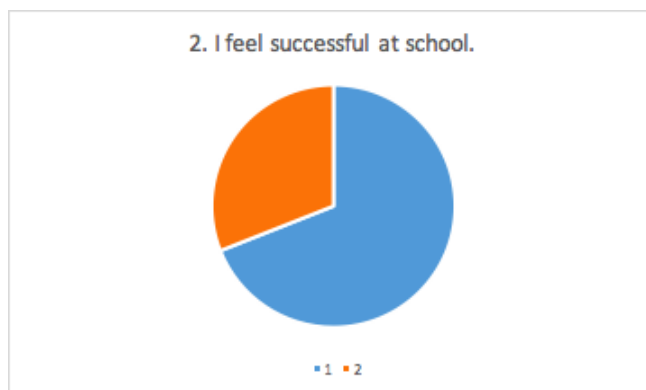
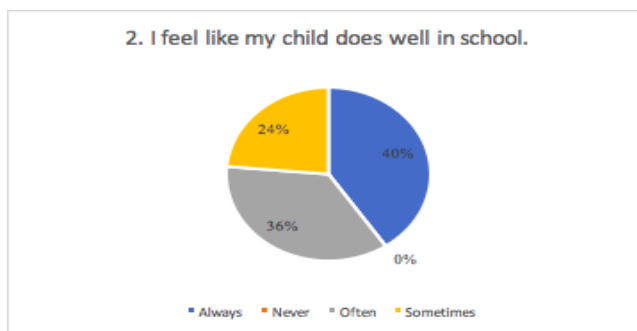
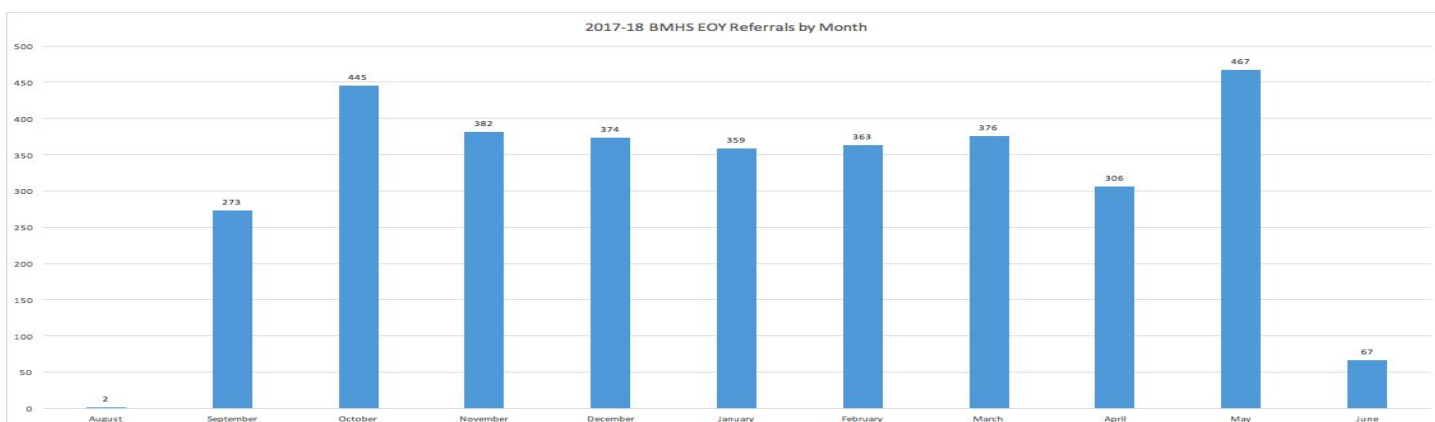
1. The number of students scoring proficient or advance in literacy will increase between 5-7% as measured by the ACT/ACT Aspire Exams each year.
2. All students will increase in math between 3-5% each year as measured by the ACT.





Learning Environment

9. School will improve the implementation of social emotional learning by effectively implementing evidence-based practices that will be monitored to measure the impact of student behavior on the school climate as measured by observational, survey and discipline data.





School District of Beloit Board of Education Report

October 23, 2018

I. BASIC INFORMATION

Topic or Concern: Equity Plan Update

Which area of the Strategic Plan does this support? Students, Staff, Communication

Your Name and Title: Darrell Williams, Assistant Superintendent, Administration, Operations & Equity

Others assisting you in the presentation: NA

My report is for: Information

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To share updates on the district's progress on the equity plan as well as implementation of recommendations from the Ad Hoc Diversity Committee work.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Dr. Williams will provide a verbal update on Tuesday of any items that have occurred since last month.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Not applicable.

D. What are your conclusions?

Not applicable.

MOTION: Not applicable.

I propose using N/A

Long Term Committed Funds? No

BUDGET LOCATION: Not applicable.

FISCAL IMPACT: Not applicable.

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2018-2019
Speaking at events (such as orientation) and written materials for the same are not always in Spanish as well as English.	Anecdotal - Personal parental experiences.	Increased Spanish translation in presentations and information materials. 1) Slides are in both English and Spanish 2) A separate event in all Spanish when necessary or needed. 3) Copies of speeches or slides available in printable form for the events.	Attended DPI Presentation to Educator Preparation Program Dr. James Meredith NAACP Freedom Fund Banquet (Oct. 25th)
Social Media not always bilingual.	Anecdotal - Personal parental experiences.	1) Every post will be posted in English and Spanish.	PIO (ongoing)
Student mental health issues - depression, bullying, self-esteem. Welcoming of all students, and celebrating of the diversity each student brings can be improved in Beloit Schools.	At Risk Report about Safety/ Violence - Bullying/Harassment Sad or Hopeless >30%, 1 of 8 attempting suicide. Drugs/Alcohol/Gangs ALL THE LEVELS REPORTED ¹ ON THESE SHOULD BE RED FLAGS.	Programs such as "Project Semicolon" ² or "Tell Me about Your Day Bracelets" ³ Continue or expand the Mental Health Clinic. Encourage greater awareness of its services.	Ho Chunk Cultural Presentation on Professional Development Day (Oct. 12th) Ho Chunk Leadership Conference (Oct. 18-19) Ho Chunk Nation Cultural Pow Wows for all schools (Oct. 24-25)
Student acceptance and involvement can be improved. After School Programs for High School - Limited at this time outside of sports and clubs. We feel that the kids that are in the most need of activities to do after school do not get involved in sports and clubs. This could be due to grades, lack of self-esteem, it being looked at as "uncool", etc.	Anecdotal - It was brought to our attention by the student rep. that she witnessed each day, kids would gather in the High School after school and then get shooed out. From At Risk Report - Percentage of students who strongly agree or agree students have lots of chances to get involved in sports, clubs and other activities outside of class. 2013 composite over 84% AND percentage of student s who strongly agree or agree that there are lots of	Expand after school programming, by partnering with businesses, organizations & reaching out to corporations and agencies to help staff it. (e.g. Boy's and Girl's club, The Castle, ABC.) All staff would still need to go through background checks and other needed training.	Partnership between Community Action and LULAC Tuesday evenings (Ongoing)

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2018-2019
But these kids may be the ones that are going home to an empty or unsafe house and need a "safe place" to be for a couple more hours.	chances to be part of class discussions or activities. 2013 composite over 75% - HOWEVER, does this mean that 15 to 25% don't find a fit?		
Schl/Parent Communication Policy/Practice are not always in sync. Tracking missing assignment/failing students (different practices for each school and or each teacher.)	Anecdotal (E)Quality Committee minutes of 2-9-15 <i>Group 1 Goal:</i> ⁴	Better efforts to update Skyward Strive for greater and earlier teacher/parent communication, especially when assignments are not turned in or student is failing to master the work.	
Gaps in Parent/School Relations Engagement & being supportive of community members, particularly parents is weak. Parental involvement is weak in schools and what students are expected to learn is too often NOT clear to parents. When 43% Disagree or Strongly Disagree student expectations are clear, this should be a RED FLAG about how we are doing in involving parents in schooling our children, and is at least somewhat AT ODDS with reported communication with parents. School Images can be improved in our community.	(E)Quality Committee minutes of 2-9-15 <i>Group 1 Goal:</i> ⁴ lists many areas to address and from the All Staff Survey parent involvement is strong in this school. Question #31 26% Agree or Strongly Agree vs. 43% Disagree or Strongly Disagree ⁵ and I communicate with parents often about their child's progress #30 over 80% Agree or Strongly Agree ⁶ and what students are expected to learn is clear to their parents #32 43% Disagree or Strongly Disagree. ⁷ I believe that this school has a good image in the community. ⁸ With 20% neutral and 23% disagree or strongly disagree there is an image problem - what is this based on?	Teacher Home Visits ^{10,11} and/or Liaisons/Navigators to make visits with parents (help them navigate school system), gather information and share it with teachers	Latino Service Providers Meeting LULAC 50+ Student Members Visited student in the hospital United Way Day of Caring

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2018-2019
<p>Gaps in Student/School Relations Perceptions by STUDENTS teachers care about them and STUDENTS have a VOICE or SAY in ACTIVITIES AND RULES is too low.</p> <p>Perceptions by TEACHERS/ STAFF that STUDENTS respect them is too low.</p>	<p>Percentage of students who strongly agree or agree their teachers really care about them and give a lot of encouragement.</p> <p>Percentage of students who strongly agree or agree that students have lots of changes to help decide things like class activities and rules.</p> <p>2013 composite below 50% - At Risk Report 1 (both statements above)</p>	<p>Teacher Home Visits ^{10,11} and/or Liaisons/Navigators to make visits with parents (and help them navigate the school system) and gather information and share it with teachers</p>	<p>Working with Bridge and Build: Sports with a Purpose to create opportunities for our students to learn more about the Business of Professional Sports and Academics</p> <p>Bridge and Build (www.Bridgeandbuild.com) - Shot /Shout Heard Around the State</p>
<p>Home School Liaison Hackett Grant</p> <p>Parent Skyward training at some schls for Open House</p>	<p>P5 Documentation, Hackett Liaison, Attendance Reports, Skyward Access Numbers and Data</p> <p>Number of access by parents in Skyward</p>	<p>Hire Home School Liaisons to address truancy, ensure frequent contact for parents who do not or cannot access Skyward, improve connections between home and school</p> <p>Train parents at workshop,PTA, conferences, summer orientation</p>	
Internet access needed for Skyward and homework		<p>Develop list of internet access centers</p> <p>Example: Library, McDonald's, Boys and Girls Club, Merrill Center, churches</p>	
No District wide or school wide homework policy	<p>Board homework policy</p> <p>Administrators at each level/school</p>	<p>Each school should develop consistent homework policy - school wide or by grade level</p> <p>Use homework hotlines, school websites, homework agendas</p>	
<p>Report Cards</p> <p>Elementary - given to student and parents return signed envelope</p>	Administrators/Skyward	<p>Intermediate parents return form indicating they have seen report card</p> <p>Home School Liaisons/Teachers/ Counselors to contact those not returned</p>	

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2018-2019
Intermediate - mailed High School - Skyward		Fan out phone calls to parents to let them know when report cards are available	
After school programs more focused at Elementary schools Knights table for athletes	School site plans	Tutoring programs and after school tutoring and study groups/hall - especially for math and language arts	African American and Latino Tutoring/Mentoring Program (Starting soon)
Summer school focused only on academics not attracting students who need it most	Summer school reports	Allow student to take one fun course and one academic course in an area recommended by his/her teacher	Mr. Bonds (ongoing)
Mentor Programs --Lunch and Learn --Lunch Buddies --One on One --ABC Supply tutors/ Merrill School	Students have a role model	Community organized volunteers/adopt a school Organizations --Black Male Role Model Group --BAREA --Companies --UW Whitewater (i.e. fraternities, sororities, etc.) --Beloit College --Churches	2018 Dr. MLK Essay Contest (TBA)
PTA, PTSO, Home and School, Minority Parent Organization	Parent involvement directly correlates to student achievement	Encourage schools/community to reinvigorate these groups	
Porter Scholar Program	Apply as Juniors through counselors	Better recruitment effort through counselors, social media and websites	
Transition from 5th to 6th Middle School Counselors and Students visited 5th graders, 5th grade visit to Middle Schools summer/school orientation	Students develop confidence and level of comfort	5th grade parents & student orientation day at their location-no transportation needed due to new grade configuration Offer summer school transition class, same could be done for 8th grade transitioning to BMHS	
Parent individual or school level surveys P-5 requirement, site teams	Survey results and actions taken to resolve issues Comparison to previous years	Required for each site to be given beginning of 2nd semester so results can be analyzed and acted on before the next school year	
Text adoption by staff and approved by Board	Not always culturally relevant to all	Look at images used, topics, inclusion of all cultures, races, ethnicities & genders	

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2018-2019
Parents unaware of curriculum goals & standards for each grade	State standards first introduced well and communicated, on some report cards	Each grade or area should give out benchmarks/goals	
School websites	Often out of date, newsletters posted, not used for continuous communication	Staff directory should be included, monthly calendar, code of conduct summary sheet, staff email and school phone numbers listed	
Implementation of the Code of Conduct & Zero Tolerance Police Intervention	Disproportionate # of minority students are affected by Zero Tolerance Policies. 2014-2015 school yr. 69 students were expelled up from 58 in previous yr. BDN interview quoted then Asst. Supt. Johnson as stating, "There is a wide body of research that has discounted zero tolerance for a litany of disciplinary infractions as not effective. In addition, zero tolerance has been shown to cause racial disproportionality, negative educational outcomes, elevated dropouts and increasing rates of suspensions and expulsions."	Complete review of code of conduct. Reexamination of zero tolerance policy. Reduce need for police intervention. Explore wrap around services to be restructured in school suspensions. These include conflict mediation (peer & staff) training, restorative justice (with parent, student and referring school personnel), youth court, parenting courses, out of school behavioral services or any other interventions to address the problem. Recognize those who are displaying good behavior ex: PBIS recognitions. Hearing officer should be included in cultural competency training.	Merrill Center (B.A.S.S.) started
Truancy Letters sent to parents, Fines, Truant Officer contacts	Attendance data 2014-2015 (up to end of December 2014) Hispanic and African American students are 27.5% of moderate or severe chronic absences.	Be sure calls are made to home if not notified by parent. Truancy letters should be sent in a timely manner. Truancy officer(s) should be used at all grade levels. Create a task force of district officials and community	

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2018-2019
		members to address chronic attendance problems. Explore options other than fines for truancy. Re-evaluate staffing needs for truant officer at elementary & intermediate levels.	
Scholarship Banquets Honor Rolls	Athletes receive a lot of recognition. Elementary students and intermediate students receive less public recognition	Academic accomplishments need to be more widely recognized at all grade levels. Use newspapers, websites and newsletters.	
Counselors at all levels Social Workers at all levels	Caseloads are too high.	Increase staff at all levels to decrease caseload and improve level of service. Determine a specific # of counselor contacts/students each at the high school.	
Mid quarter progress reports have been sent home by some schools and individual teachers.	Administrators, individual teachers, school site plans	Mid quarter reports need to be sent out to students who are failing, not meeting proficiency standards or have multiple missing assignments. Provide signature slip so parents can confirm receipt.	
Low % of minority professional educators	Children relate more easily to those they can identify with.	Increase efforts to hire more minority teachers. Use inservice/retired minority teachers to recruit.	Recruitment Efforts (Ongoing) Grow Your Own Kick-off (Approximately \$10,000 thus far) Diversity and Inclusion Plan (seeking approval) https://www.gazettextra.com/archives/blacks-hired-to-smooth-janesville-schools-transition-to-diversity/article_6c3eab97-3bac-53559e56-9ef82cc7c5c8.html Blackhawk Tech Diversity Certificate
Career Center staff hired	No apparent start up	Expedite a startup. Enabling students to see a reason for education and career path for a promising future.	

Equity Update Report

Current Practice	Data - What data can be used to measure this? What does the data show?	Proposed practices/strategies to address this:	District Action 2018-2019
CESA Parent advocate	No formal advocate program or referral to CESA advocate	Connect with CESA or other agencies for parent advocacy training for volunteers	
Elementary Conferences Scheduled 6-8 unscheduled - go from room to room at McNeel & Cunningham BMHS Unscheduled - All educators located in gym	Anecdotal from parents The conference process for 6-8 is time consuming and frustrating at some intermediate sites. Many times parents are not able to conference with all of their children's teachers in the time allotted, especially when they have more than one child.	If 6-8 teachers were all located in one area like the high school, Aldrich and Fruzen, parents would be able to see which teachers are available and it would cut out the unnecessary travel time back and forth to classes to check availability. This would increase parent teacher contacts.	Ongoing Communication
Roy Chapman Andrews and Beloit Learning Academy often unable to attend or unaware of events at BMHS	Site Calendars Parent/Board member from sites Event Registration and attendance list.	BMHS, Beloit Learning Academy and Roy Chapman Andrews Academy administrators need to coordinate their calendars so there are no conflicting events to allow students to be involved in fairs and other BMHS activities. Parents at RCAA/BLA need to be made aware that their children can participate in these activities.	

Recommendation #1:

The Beloit Board of Education must articulate a broad vision that converts a district-wide commitment to diversity into a concrete achievable plan to recruit and retain a diverse body of high quality faculty and administrators. This must then be integrated with the district's larger strategic plans while also reflecting the diversity of the student body. Further, the board must affirm its commitment and intent to assess successes in order to ensure that the district reaches and maintains the visionary goal it sets. The goals, assessment criteria, and progress toward goals must be shared with community members through board meetings at regular intervals.

Recommendations #2:

The Beloit Board of Education and the district administration must articulate the importance of producing and maintaining an organizational climate that is inclusive, respectful, and effective in allowing employees to work to their highest potential. This goes hand-in-hand with acknowledging the importance of a diverse workforce. In order to establish baseline and other data sets about climate, it is crucial that periodic (at least annual) climate and exit surveys be administered to ALL employees. These data must then be used to both assess and improve the climate on an ongoing basis.

(E)Quality Committee Minutes
Monday, October 8, 2018
4:00 PM - Kolak Board Room

Present: Tasha Bell, Student Rogelio, Tulio Duran, Darrell Williams, Tony Bosco, Megge Casique, Anya Ramsey Martinez, Amber Ball, Kevin Murph, Nicole Davidson, Lisa Haar, Anthony Bonds, Don Childs, Dorothy Harrell, Linda Fair, Emma Harrell, Tracey Caradine, Brandye Hereford, Syretha Washington, Vicki Brown, India Phillips, Melody Wirgau, Kenda Schiffman, Michelle Hendrix-Nora,

Membership: asked for a response last week to confirm membership - if you had not done after last meeting, you have been removed. Tasha needs to present the membership to the Board of Ed., so email her right away, and she will add you.

New position in district: Volunteer Coordinator - Kevin Murph - from Beloit, new role in Beloit. Assessment, recruitment and sustainment of volunteers. Will do so through seeking input from administrators. What is needed? → Kevin will go out and recruit. Build and sustain partnerships with community organizations. Right now, schools have some of their own partnerships and volunteer pools... looking to make a one-stop-shop, vetting and training process, etc. - build onto existing relationships, develop a pool. Names that come to us, we should direct them to Mr. Murph. Having a coordinator does not negate the need for us to all be continually reaching out to community as well.

Bilingual Family Support Specialist - Tulio Duran - outreach, connection, supports for our Spanish speaking families

Message from Dr. Childs, Interim Superintendent - wants to learn more about the work the committee does, which seems very aligned with the work we are doing in the district.

Diversity, Inclusion and Recruitment Plan - updates: Presented at last televised board meeting, At this time, seems like all are somewhat unclear about roles and relationships between BOE and Equality. Diversity, Inclusion and Recruitment plan should be embedded within the District Strategic Plan and it seems as if the Diversity plan is reflective of the Strategic plan- many crossover in people who were involved across committees and teams. Discussion of next steps with the plan, how to move ahead and forward:

- - feels it should stand separate from Strategic Plan - goes into more specifics than the Strategic plan does
- - where does it exist now - under the strategic plan?
- - in many districts, you would see multiple plans that are in different places due to the specific scope of the work - feels that our diversity plan is embedded within the strategic plan, but we have our own document. Wants to address the concern - where do we go from here? We know the importance of the work - if we don't believe in the plan, it

doesn't have life. We want to get to the point where we are addressing the issues and concerns that the board has around the document, but be able to move forward with the work.

- Reference to last board meeting 9/25/18
<https://www.youtube.com/watch?v=sBDKX2vEfqY> - timeframe - starts at 1 hour 59 min - goes for about a half hour.
- - begin with the mission - excellence / diversity - can the board say they are in agreement? If the mission of the board does not reflect the mission of the district, why do we have it? Real reason / good reason... strong concern with this... what is it that you don't like
- - is there a board rep assigned to the committee? - still David Wilson, but not clear if it comes through the student committee
- Don Childs - happy to go to the board and ask them directly what they need to know, what are they asking...what is their concern?
- - feels strongly that the plan needs to stand alone - watched the board meeting - too many unknowns about what the board understands - what is equality, diversity ad hoc, etc - what is being brushed aside, yet we pride ourselves on diversity? Doesn't make sense not to have it. Doesn't know what to ask to get beyond the first step.
- - The impact of change can be measured by the resistance to the change... lift your voices, don't be discouraged from participating in additional committees - keep on pushing...
- Tasha - the position paper and original work was shared with the entire board
- Are there additional questions you'd like Dr. Childs to ask the board - email them to Darrell Williams or Tasha Bell

ICE - presence in our community - on the agenda, because in the Rock / Dane County area, around 20 families were recently picked up... we know that this leads to several families hiding, and impacts students who are in our schools, worrying about day to day safety. What are steps that we could try to take to provide the best environment for our students to support our students and families? The impact on the youth and community is significant. Rock County law enforcement leadership has a united front to say they will not let ICE in to our communities, yet they are still coming... many of those who come do so in darkness or secrecy.

Dr Childs - guidance from attorneys of what we can / cannot do if ICE were to come to our schools - passive resistance - we need to keep school as a safe place. Current understanding is that they're no longer in the area - came and took approx 80 families into custody.

Tony Bosco - help families understand how to connect with networks of support / immigration lawyers and groups who can help.

What CAN we do - can't hurt ourselves trying to help others - but how can we become informational hubs - assist.

Immigrant Outreach worker at YWCA - part of Latino Service Providers - can help families with dual citizenship

Is staff receiving any sort of PD / training or information regarding sensitivity to this issue? Last year a communication went out - would be good to have that go out again this year- Tony will do this

FUTURE TOPICS for the year:

- New BMHS principal, Orlando Ramos - plan for the school year (note: all principals are presenting at board meetings - last month there were a few, then two more meetings with more)
- Curriculum updates - math, reading, science, DLI
- Avid / Academies - other initiatives
- How does staff guide students early on toward post secondary options - what supports do we provide, especially for first time families? Do we talk about alternatives to college before students get to high school? Broad and comprehensive scope...
- Project AIU - always looking to get more community participation :)
- In the past - used to have schools come in and look at the failure rates, etc. - identify and address strategies toward increasing student engagement and achievement - the more knowledgeable we are, the more we can spread the word! Focus on the positive, and celebrate! WE are the greatest media people :)

Book talked about in meeting: <https://www.amazon.com/Guide-White-Women-Teach-Black/dp/1506351689>

It's not about our color, it's about our kids... one district 97% white still reading it...

Announcements:

Merrill - Hispanic Heritage Event this Thursday 8:30 am - all day!

McNeel - Lancer Pachanga - Wednesday 5:30 - 7:30pm

Converse - Bully Prevention 10/26 Wear Blue Day! - Fridays Captain Compassion!
<https://www.cfchildren.org/resources/bullying-prevention-information/>

NAACP Freedom Fund Banquet October 25 - \$65 includes membership - James Meredith speaker

Thursday 11/18 6:30 - 8pm - Monthly Diversity Action Team - Adverse Childhood Experiences - will be held at Craig HS (all meetings will be held at Craig this year since they were held in Beloit last year)

Thursday 11/8 - YWCA Racial Justice Conference
http://www.ywcarockcounty.org/site/c.bjIVK7NFLdJ2E/b.9517923/k.715F/Racial_Justice_Conference.htm

Y2Y - hosting a candidate forum specific AODA issues Tuesday 6 - 7:30 at Voigt Music Center

Latino Parent Community focus group - 4:30 Wednesday at McNeel

Blackhawk Tech - Tech Exploration Days start Friday - all day / transportation provided - for HS students to come out and have a hands on day to check out programs, meet with academic advisors - lunch is provided 10/12 - Health Sciences

BTC Cupboard - food pantry for students - opened through Second Harvest - looking for donations of hygiene product

We need volunteers and mentors in the SDB!

Youth Sports - intramural sports coming up in partnership with city rec department - elementary - but future opportunities as well to provide opportunities for students

Adjourned 5:08 pm

Minutes by: J. Paepke

COMMUNICATION COMMITTEE MINUTES
SCHOOL DISTRICT OF БЕLOIT
September 27, 2018

1. CALL TO ORDER

The Communication Committee was called to order by David Wilson, Chair at 2:08 p.m. at the Kolak Education Center, Room 106, Superintendent's Conference Room.

Members present: Megge Casique, Nora Gard, LaMikka James, Hanna Martin-McArron and David Wilson.

Members excused: Deanne Arp and Ana Kelly. Others present: Brian Vissers, Liaison and Anthony Bonds.

2. APPROVAL OF THE AGENDA

Gard moved approval of the agenda. Seconded by Casique. Motion carried.

3. KNIGHT NEWS, MONTHLY NEWSLETTER

Vissers reviewed the monthly newsletter sample. He asked for feedback which included posting on the website, sending to all staff, sending as a mass notification to families or community and whether paper printed copies should be sent to schools or local businesses.

4. 2-PAGE DATA DOCUMENT

Vissers indicated the document would be handed out when persons go out to speak. Members offered feedback and suggestions on the document and layout.

5. COMMUNICATIONS PLAN UPDATE

Vissers shared a sample communications plan that he found to use. He stated he could begin completing the plan and bring it back to the next meeting and then members can provide feedback. Gard suggested helping by filling it out with suggestions. Vissers asked that any assistance, suggestions, etc. be emailed to him as well.

6. SOCIAL MEDIA POSTS AND COMMUNICATIONS TO DATE

Vissers indicated that the district does have a bilingual Facebook page. He also just created a Spanish twitter page called ESPBeloitSchools so that Tulio Duran, located in the Bilingual Programs Office will be able to re-tweet what Vissers tweets in Spanish for families, staff and students.

7. COMMUNITY PARTNERSHIPS

Vissers indicated that he has not begun meeting with community partners: businesses or organizations yet, but will be soon. Casique indicated that Youth 2 Youth was just discussing meeting with Vissers so he could start with them. James indicated that Head Start is always looking for community volunteers if there are students who are looking for community volunteer/service hours.

Gard asked what the goal is for community partners. Vissers indicated that he is hoping to meet with businesses or community organizations so if they are looking for volunteers he can help connect students to the community. He also stated that another avenue would be to bring the partners into the schools more as volunteers or for presentations. Casique also shared that Youth to Youth holds presentations and would certainly benefit from partnerships that could help message to students and families when their events are being held.

Bonds indicated that Vissers will be invited to the next Greater Beloit Economic Development Council meeting to become familiar with the council and community.

8. FREQUENCY OF FUTURE MEETING DATES, TIMES AND LOCATIONS

Wilson explained that originally the committee started in the summer and therefore meetings were being held earlier in the day. As school has started and it is more difficult for the staff to be involved, therefore, meetings will now be held at 4:00 p.m.

Wednesday, October 24 at 4:00 p.m. Is the next meeting date and time and will be held at Kolak in Room 106.

9. FUTURE AGENDA ITEMS

Communication Plan, Strategic Plan for Communications, Site Visit Purpose, Communication Policies, Community Engagement, and a new promotional video.

10. ADJOURNMENT

Casique moved to adjourn. Seconded by Gard. Motion carried to adjourn the meeting at 3:42 p.m.

**FISCAL COMMITTEE MINUTES
SCHOOL DISTRICT OF BELOIT
October 10, 2018**

1. CALL TO ORDER

The Fiscal Committee was called to order by Nora Gard, Chair at 5:03 p.m. at the Kolak Education Center, Room 106, Superintendent's Conference Room.

Members present: Torie Champeny, Nora Gard, Chair, John Malizio, Wendy Sanchez, Vice Chair and Evan Sepulveda. Member excused: Others present: Bob Thom, Liaison.

2. APPROVAL OF THE AGENDA

Sanchez moved approval of the agenda. Seconded by Champeny. Motion carried.

3. APPROVAL OF SEPTEMBER MINUTES

Sanchez moved approval of the September minutes with the correction. Seconded by Champeny. Motion carried.

4. REVIEW OF PO'S BETWEEN \$15,000 - \$25,000

Members reviewed the purchase orders between \$15,000 - \$25,000.

5. 2018-2019 60 FUND STUDENT ACTIVITY GROUPS

Bob explained that most of the list is for existing clubs with only a couple new clubs. Sepulveda asked if there is an attendance requirement for clubs to continue. Thom indicated that the club needs to have a President, Vice President and Treasurer. Gard asked if the new clubs submitted their budget and other necessary paperwork. Thom indicated they did in order to be on the approval list.

Sepulveda moved to recommend that the Board of Education approve the attached student activity groups for the 2018-2019 school year, as presented in the fiscal packet. Seconded by Sanchez, motion carried.

6. EQUALIZED VALUE

Thom shared that the equalized value is the value of all the property in the district and was certified at the beginning of October. This is a 5.11% increase from last year. When the property value goes up, the tax rate goes down; however, state aid can also drop. He did say that the entire state is up 4.43% so the district is only up slightly over the state average and therefore, the district may not see a big change in state aid.

Champeny asked what the open enrollment number actually ended up to be. Thom indicated that it actually dropped from 721 last year to 714 this year. However, he did also state that 70 students from last year did not stay open enrolled; they either re-enrolled into the district or moved away. The public hearing is scheduled for October 23rd.

7. SCHOOL DISTRICT DEPOSITORIES POLICY 661 RULE 1

Thom explained that the list of depositories is supposed to be updated annually. It has not been updated for a few years so it needs to be updated to reflect who is actually utilized. It was noted that the policy will move forward to the full Board of Education.

8. TC NETWORKS EXTENSION

Thom explained that the extended contract is up at the end of December. He is proposing that the contract be extended again through the end of June so that an RFP and bidding process can be done properly. There have been a few updates and clarifications made to the contract for the extension with no change in fee.

9. WAIVER – APOSTOLIC TABERNACLE

Members discussed the policies around the waiver of rental fees. After reviewing Policy 830 RULE 1, it was decided that the Executive Director of Business Services will make the determination whether or not to waive rental fees and the committee will receive a monthly report.

10. WAIVER – BELOIT ELKS

No motion needed due to the discussion above.

11. FUTURE MEETING DATES AND TIMES

The next meeting date will be Wednesday, November 14 at 5:00 p.m.; the second Wednesday of the month.

12. FUTURE AGENDA ITEMS

Future agenda items include a review of new fiscal reports.

13. ADJOURNMENT

Sanchez moved to adjourn. Champeny seconded the motion. The meeting adjourned at 5:40 p.m.

**STAFF COMMITTEE MINUTES
SCHOOL DISTRICT OF BELOIT
October 9, 2018**

1. CALL TO ORDER

The Staff Committee was called to order by Kyle Larsen, Chair at 5:03 p.m. at the Kolak Education Center, Room 106, Superintendent's Conference Room.

Members present: Cristina Douglas, Jeff Klett, Sarah Weiss and Kyle Larsen, Chair. Members excused: Brevin Buggs, Sam Carter, Matthew Champeny, Crystal Cribbs, and Leighia Francis. Others present: John Wong, Anthony Bonds, Darrell Williams(5:18), Tracey Caradine, Liaison, and Dr. Don Childs, Interim Superintendent.

2. APPROVAL OF THE AGENDA

Douglas moved approval of the agenda. Seconded by Weiss. Motion carried.

3. APPROVAL OF MINUTES - SEPTEMBER

Klett moved approval of the September minutes. Seconded by Douglas. Motion carried.

4. APPOINTMENT OF LABOR LIAISON

Larsen appointed himself as the labor liaison.

5. STAFFING UPDATE

Tracey Caradine, Liaison and HR Executive Director, provided an update on staffing. The department has visited three elementary schools and will be going to Gaston tomorrow. They are also working on making new hire forms fillable and online to reduce the amount of paperwork to complete. They are recruiting for para educators, substitutes and crossing guards by doing round table luncheons at local colleges.

6. PBIS CLIMATE SURVEY DISCUSSION

Larsen asked for committee members thoughts on the climate survey information last month. Bonds indicated that this year's survey is active and is being done through survey monkey instead of google docs for more anonymity. Klett stated that he wanted to hear and know that the information is being shared with staff as a learning tool.

7. EXIT INTERVIEW DISCUSSION

Caradine indicated that the board has indicated that they want to use an outside vendor for exit interviews. Klett indicated that he knows a local Beloit person who could come in and make a presentation for the committee to help make a decision about if that is the route the committee wants to go. Caradine indicated that there are exit interviews from the last couple of years to compare any new data to. Douglas agreed that it would be a good idea to have an outside person look at things. She likes that the district is moving forward and things are changing. Weiss stated that she would like more information so that she can make a better informed decision. Dr. Childs stated that they should be sure to exit interview administrators who have left as well as teachers and support staff.

8. FUTURE AGENDA ITEMS

Future items requested included presentation for exit interviews and BEA President Tim Vedra - Climate.

9. FUTURE MEETING TIMES

Larsen announced that the next staff meeting will be held on November 13th at 5:00 p.m.

10. ADJOURNMENT

The meeting adjourned at 5:34 p.m.

STUDENT COMMITTEE MINUTES
SCHOOL DISTRICT OF БЕLOIT
October 9, 2018

1. CALL TO ORDER

The Student Committee was called to order by John Wong, Chair at 4:00 p.m. at the Kolak Education Center, Room 106, Superintendent's Conference Room.

Members present: Heidi Andre, Kathy Crawford, Brian Gile, Andrea Heckner, JoAnne Ruch, Sara Webster, David Wilson and John Wong. Members excused: Heidi Andre and Kathy Crawford. Others present: Anthony Bonds, Lisa Haar, Jen Paepke, Darrell Williams and Don Childs, Interim Superintendent.

2. APPROVAL OF THE AGENDA

Heckner moved approval of the agenda. Seconded by Gile. Motion carried.

3. APPROVAL OF SEPTEMBER MINUTES

Webster moved approval of the September minutes. Seconded by Gile. Motion carried.

4. ADDITIONAL REPRESENTATIVES TO THE AD HOC STUDENT DISCIPLINE AND GOVERNANCE COMMITTEE

Committee members reviewed the list and verified that areas lacking in representation had been added or sought to fill. Childs indicated that Emily Pelz and Jen Paepke will also be serving on the committee and that Pelz can represent the special education area as the director.

Wilson moved approval of the additional representatives to the ad hoc student discipline and governance committee. Seconded by Ruch. Motion carried.

5. PBIS STUDENT CLIMATE SURVEY RESULTS

Paepke indicated that the climate survey results are in the packet and it has been transferred to Survey Monkey this year. She stated over a thousand students have taken the survey so far this year. Gile asked about the number of persons taking the survey at some schools versus others. Paepke indicated that there has been a bigger push to have all students take the survey during a common time. Gile asked about specific questions and how the results varied. Others commented on the results as well.

Members also discussed how data is used and will be used. Paepke shared how the data will be used at Friday's Professional Development day. Bonds shared how data is used throughout the year. Heckner asked if the terms used in the survey are ever defined for students. Paepke indicated that the scale was changed to make it clearer.

6. BMHS STUDENT PARKING COST DISCUSSION

Bonds indicated that Dr. Ramos was here to answer questions about the information provided. Wilson asked if the money is put into the general fund and used for what? It was clarified that the money is not targeted for anything in particular, but put into the general fund. Comments were made that other districts are known to charge as well for student parking. It was asked if students can pay by the quarter or semester or if a student who only attends part of the day can pay a smaller fee. Bonds suggested finding out if this is currently happening, if not, what it would cost to make some changes, what the administrative burden would be, etc. There was also discussion about what the money for the parking passes should go toward.

7. FUTURE AGENDA ITEM REQUESTS

Items requested included results of new PBIS surveys, review results of Forward results.

8. ADJOURNMENT

Wong adjourned the meeting at 4:58 p.m.



School District of Beloit Board of Education Report

I. BASIC INFORMATION

Topic or Concern: Consent List

Your Name and Title: Pam Charles, President, Board of Education

Others assisting you in the presentation:

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To facilitate Board action.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Consent List items are noted with an asterisk (*). Statement of action requested is included in the normal sequence in the agenda packet.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

All items listed with an asterisk (*) will be enacted by one motion. There will be no separate discussion of the items unless a Board member or citizen so requests, in which event the items will be removed from the General Order of Business and considered in their normal sequence on the agenda.

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

MOTION: The Board of Education of the School District of Beloit approves the items on the Consent List.

FISCAL: Any fiscal impact is noted on the individual agenda pages.

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
September 25, 2018**

The Board of Education held a special board meeting on September 25, 2018 at the Kolak Education Center in the boardroom. President Charles called the meeting to order at 5:06 p.m.

Members Present via Secretary Roll Call: Pam Charles, Nora Gard, Jeff Klett, Kyle Larsen, Wendy Sanchez and John Wong. Wilson joined the meeting at 5:13 p.m. Also present: Anthony Bonds, Tracey Caradine, Emily Pelz, Darrell Williams and Dr. Don Childs, Interim Superintendent.

Larsen moved approval of the agenda. Seconded by Klett. Motion carried unanimously of the members present.

Larsen moved to convene the Board of Education into Closed Session pursuant to Section 19.85(1)(f) of the Wisconsin Statutes for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par.(b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations and/or and Section 19.85(1)(e) for purposes of deliberation or negotiating 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. Seconded by Sanchez. Motion carried on a roll call vote 6-0.

Charles indicated the board would move to closed session in Room 106 following a five minute recess. Charles convened the meeting in closed session at 5:13 p.m. in Room 106.

Klett moved to return to open session at 5:42 p.m. following a five minute recess and returning to the boardroom. Seconded by Wilson. Motion carried unanimously of the members present. Charles reconvened the meeting in the boardroom at 5:50 p.m.

Members reviewed the RFP draft developed by Monisha Lozier, of Promise 54. Lozier joined the meeting via telephone and indicated the draft is based on the previous RFP. Members offered suggestions to the RFP including indicating how quickly the vacancies on the board were filled, there will be four open seats in April, 2019 election, what Beloit has to offer for spouses, etc. Members discussed submitting ideas to Lozier before the end of day on Thursday and she have a final version to Charles by Noon on Friday for everyone to review over the weekend. The goal is to get the RFP out to firms by next week. Lozier indicated that she reordered some items and added some bullet points in the general conditions. Members offered other suggestions or changes to the RFP. Charles asked who the RFP will be sent to. Lozier indicated she has been forming a list of companies to submit the RFP to and asked if there are any others. Childs indicated that the National School Board Association, the Wisconsin Association of School Boards and the American Association of School Administrators would be good places to send the RFP to in order to reach other search firms.

Gard moved approval of the revisions and layover of Policy 167.2 Anonymous Communication for first reading. Seconded by Larsen. Charles made a friendly amendment to the motion to add additional language, "Other anonymous communications received by a board member may be forwarded to the board president or superintendent at the discretion of the person who received it." Seconded by Gard. Klett indicated that he did not like anonymous at all. The amendment failed 2-5 with Charles and Gard voting in

the affirmative and Klett, Larsen, Sanchez, Wilson and Wong voting in the negative. Discussion continued on the threat being reported to law enforcement directly. Charles asked for a clerical revision to add the references 411.1 and 411.1 RULE 1 regarding Student Sexual Harassment. Motion to approve revisions and layover failed 0-7 with everyone voting in the negative so the policy could come back as a separate policy addressing threats being sent directly to law enforcement.

Charles indicated that revisions to the communication policy were made to remove anything in the policy that should be done by administration. Gard moved approval of the revisions and layover of Policy 185.5 Communication Committee for first reading. Seconded by Wilson. Motion carried unanimously of the members present.

Gard moved approval of the revisions and layover of Policy 443.5 Student Use of Cellular Telephones for first reading. Seconded by Wong. Members asked clarifying questions. Motion carried unanimously of the members present.

Gard moved to adjourn the meeting at 7:00 p.m. Seconded by Larsen. Motion carried unanimously of the members present.

Michelle Shope, Board Secretary

Approved at the Regular Board Meeting on October 23, 2018

Pam Charles, President

**REGULAR MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF БЕLOIT
September 25, 2018**

The Board of Education held its regular meeting on September 25, 2018 at the Kolak Education Center in the Board Room. President Charles called the meeting to order at p.m.

Roll Call by the Board Secretary declared members present: Pam Charles, Nora Gard, Jeff Klett, Kyle Larsen, Wendy Sanchez, David Wilson and John Wong. Others Present: Dr. Don Childs, Interim Superintendent.

Gard moved approval of the agenda with the removal of Policy 185.5 Communication Policy. Seconded by Larsen. Motion carried unanimously of the members present. Keimora Black from Merrill Elementary School and her brother, led the group in the pledge of allegiance. Klett gave the announcements.

Brian Vissers, Public Information Officer recognized several businesses who are community partners for their donations of school supplies. Vissers recognized Dawn Lemirand-Poepping, 2018 Yale Educator Award Winner and he introduced Tony Bosco, Director of Bilingual Programming who recognized district teachers from Spain.

Charles opened up the podium for citizens to speak on items not on the agenda. No one came forward to speak.

Charles introduced Rachelle Elliott, however, Anthony Bonds provided a brief update on the Department of Teaching and Learning including areas the department has been focused on such as improving student performance and aligning goals to the district strategic plan before bringing Elliott up to share the Beloit's Literacy for Life Initiative. Elliott and Bill Flanagan shared information regarding the progress of the program. Bonds then introduced principals, Joe Vrydaghs, Aldrich Intermediate; Brandye Hereford, Gaston Elementary; Melody Wirgau, Todd Elementary; Ryan McReynolds, Hackett Elementary and Matt Kleinschmidt, Fruzen Intermediate who presented their School Improvement Plans. Bonds also introduced Charo Chaney, Director of Data and Professional Development who shared information on the professional development offered to staff from June through August, 2018.

Charles welcomed Lakya Jackson as the new student representative. She asked Lakya to introduce herself and give her monthly report of activities at the high school and concerns from the students.

Gard moved to extend the meeting. Seconded by Larsen. Motion carried unanimously of the members present.

Bell gave the (E)Quality Committee report for September 10th. There was additional discussion with regard to the committee's concerns, the board's concerns, the Equity plan, the committee's charge, committee membership, and goals of the committee. Discussion also included whether the equity plan should be included in the strategic plan or left as a separate document. Childs indicated that he asked cabinet members to blend the equity plan into the strategic plan. The (E)Quality Committee would like board support, to be treated like other committees, and feedback from the board before it moves forward.

Gard reviewed the topics of the Fiscal Committee meeting on September 10th. Sanchez reviewed the topics of the Infrastructure Committee meeting on September 6th, Larsen reviewed the topics of the Staff Committee meeting on September 11th, and Wong reviewed the topics of the Student Committee meeting on September 18th.

Klett moved approval of the items on the consent list which included 1) Special Board Meetings of July 27, July 31, August 1, August 14, August 28, September 11 and September 18, 2018; 2) Regular Business Meetings of July 31 and August 28, 2018; 3) July Financial Summary. Seconded by Wilson. Motion carried 6-0-1 with Gard abstaining.

Thom gave the 2018-19 proposed budget overview. He stated that he is proposing a balanced budget for the year. He did remind members that pupil count and open enrollment numbers are still not finalized. State aid and equalized value numbers will not be known until mid-October so numbers in the presentation are estimates. The total budget will be approximately \$120M which is up from the \$109M last year but it includes the welcome center and the revenue limit energy exemption. Members asked about school choice and where that falls in the budget.

Charles explained that she and Dr. Childs discussed the evaluation process and determined that the superintendent evaluation is a good communication tool and offers avenues for goal setting. Gard moved to go forward with beginning discussions on evaluation process, tools and timelines. Seconded by Sanchez. Motion carried unanimously of the members present.

Larsen moved to award the camera upgrade RFP to TC Networks in the amount of \$158,772.19. Seconded by Klett. Motion carried unanimously of the members present.

Larsen moved approval of moving forward with an RFP to replace the fire panel at Beloit Memorial High School. Seconded by Wong. Motion carried unanimously of the members present.

Dr. Childs indicated that additional representation will be coming forward from the high school and the west side. Charles stated she would like to see the hearing officer and others such as school resource officers to be involved. Larsen moved approval of the initial membership for Ad Hoc Student Discipline and Governance Committee as presented in the September 25th board packet with the addition of Emily Pelz. Seconded by Sanchez. Motion carried unanimously of the members present.

Sanchez moved approval of the revisions of Policy 345.6 RULE 1 Specific Graduation Requirements for final reading. Seconded by Larsen. Motion carried unanimously of the members present.

Larsen moved to table the revisions to Policy 185.3 Staff Committee until the next board meeting. Seconded by Gard. Motion carried unanimously of the members present.

Gard moved approval of the revisions to Policy 185.4 Infrastructure Committee for final reading. Seconded by Larsen. Shope clarified that the committee composition is boxed due to being inadvertently left off of the policy and no change is being requested at this time. Motion carried unanimously of the members present.

Sanchez moved approval of any board members who wish to attend the Wisconsin State Education Convention in January, 2019 in Milwaukee, Wisconsin let Ms. Shope know by October 31st. Seconded by Larsen. Klett made a friendly amendment to approve the funding for registration and expenses for any board member attending the Wisconsin State Education Convention in January in Milwaukee per board policy. Seconded by Charles. Motion carried unanimously of the members present.

Larsen moved approval of the employment recommendations Exhibit A and Exhibit B as presented in the September 25th board business meeting packet. Seconded by Klett. Motion carried unanimously of the members present.

Gard requested a discussion on the (E)Quality Committee, discussion/charge and information Wilson has on the initial charge, Charles would like a discussion on all ad hoc committees, PLC's and what they are, frequency, compensation for extra time, etc. Larsen requested information on driver's education even if just for the summer, Childs reminded the governance workshop needs to be rescheduled, Larsen asked for background check information including depth of the check. Tech Ed program update including relationship with Career Tech. Charles announced future board meetings.

Larsen moved adjournment at 10:31 p.m. Seconded by Wilson. Motion carried unanimously of the members present.

Michelle Shope, Board Secretary

Approved at the regular meeting of October 23, 2018

Pam Charles, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
September 26, 2018**

The Board of Education held a special board meeting workshop on September 26, 2018 at the Kolak Education Center in the boardroom. President Charles called the meeting to order at 5:09 p.m.

Members Present: Pam Charles, Nora Gard, Jeff Klett, Kyle Larsen, David Wilson(5:10) and John Wong. Member absent: Wendy Sanchez. Also present: Anthony Bonds, Tracey Caradine, Emily Pelz, Bob Thom(6:14), Darrell Williams and Dr. Don Childs, Interim Superintendent.

Bonnie Wetter provided a workshop on Robert's Rules of Order for the board members. She began by sharing some background information on herself and how she became interested in parliamentary procedures. Roberts Rules of Order began in 1874 and was 16 pages long. It is now over 669 pages long. The website is robertsrules.com. There you can find the most commonly asked questions and someone will answer your questions. Why Robert's Rule of Order? It's a great way to practice obedience, self-control, courtesy and brings about order.

Rules of Procedure for meetings which include a published notice and a published agenda. This is the road map for your meeting. When the agenda is called to order and you are approving the agenda, you have the ability to add or delete anything from the agenda which requires a second and a vote. There is discussion, proposition, propositions may yield to privilege, may ask for a motion of privilege. A motion made has gone before the assembly; you can talk about it, discuss the pros and cons but you cannot discuss it again until all persons who have not discussed it have talked, then you can only talk one more time.

Majority decides most of the time, there are times when you need a super majority. Silence gives consent but not a yes vote. If you choose not to vote, that is not a yes vote. If you abstain, that is a no vote, per Wetter.

Minutes are important, everyone should take the time to review the minutes. It is important so that you can make corrections or clarifications. The current minutes should reflect that the minutes were approved as corrected.

Only one motion can be on the floor at a time. They must be seconded. Mostly require a majority vote. You can consider or dispose of the motion. The chairperson puts the motion to a vote. The chair announces the vote.

The member making the motion asks permission from the chair to make the motion. The chairperson gives permission. The member then makes the motion stating "I move to...." When that motion is made it really needs to be clear and as uncomplicated as possible. It is difficult for the chair and the body to remember. One tip that she gives is that if there is a motion it should be in writing. The chairperson can also ask for assistance in restating the motion from the secretary. If it is seconded it is not any longer owned by the person making the motion, it is now owned by the group. It cannot just be changed by making another motion. Cannot just change, you need to make an amendment. Once the motion is made then the chair asks for debate. The group debates the motion and at that time it can no longer be changed or withdrawn without the consent of the body by voting. Think of multiple motions as going up a ladder and then you have to come back down. If the top motion happens, the other two are null and void. If the top motion fails, then go down to the next motion, which was the amendment. If you send it off to the committee, you should give them some direction and a timeframe to work in and bring it back. The chairperson is the one

who keeps control of the time. Roberts Rules recommends no more than 10 minutes for any one person, but that is just a suggested amount of time and can be changed. According to Roberts Rules, you cannot yield your time to anyone so that they get more time to debate the item. Common courtesy also says it is courteous to use the person's name. She suggested using formal names rather than first names.

Subsidiary motions are postponing indefinitely without voting on it. Amending a motion before the group votes on it, sending it to a committee, postponing until an expressed time, limit or extend the debate, close debate and amendment by asking the question, lay it on the table to bring up at a later time. Charles asked if there is the ability to call the question before any debate has occurred. Wetter indicated that as the chair, she could indicate that there has not been sufficient time to debate the matter. If the person pushes back, then you would need to take the vote and hope it fails so there is time to debate.

Privileged motions help explain the rank of questions. Adjournment closes the meeting. Be careful with this. If someone calls for the closure, it needs a second and a vote. If all business is concluded, then the chair can just adjourn the meeting. Incidental Motion - can take away from the chairperson and give it to the group. Division of the question - motion can be divided if you feel it will not be understood clearly and dividing it will help it be understood.

According to Robert's Rules of Order, an abstention is a no vote. However, the district's by-laws may speak to abstentions and quorum differently.

Call the Question, Previous Question, and Table - were asked by board members to be clarified. Call the question is for when you are in the middle of a debate. Caution is when someone is talking, and someone calls the question, that is out of order. The person has to be recognized in their order or turn and then they can call for the question or move to call for the question. Previous question is to ask for a vote when you have a ladder of motions that get you back to the main motion. Table is often miss used. It means to put the item on the table and have hopes to be taken back up at the end of the meeting. It is better to postpone the item and associate a timeline with it such as the next meeting or two meetings from now. Friendly amendment should only be for a word or two and should be done before the second. Once it has been seconded then it is not a friendly amendment.

Jason Stein, Research Director at the Wisconsin Policy Forum, provided a workshop on school funding for the board members. He began by explaining how the Wisconsin Policy Forum was formed as a merger of two groups: the Public Policy Forum and The Wisconsin Taxpayers Alliance as well as background information on what they do.

Stein provided a history of school finance and property taxes including local control, teacher strikes and contract talks, revenue limits and biennial budgets in odd numbered years as well as Act 10 which repealed collective bargaining. He reviewed the post mediation-arbitration and property taxes climbing. He discussed revenue limits indicating the big shift in control in 93-94 when revenue caps were imposed.

Per pupil aid started as a modest amount but has been coming up in the last few years. They are outside the revenue limits. The general aids are inside the revenue limits. Federal aids are designed to help with special student needs etc. General aid is by far the most important for those districts that do not have a lot of property tax per student.

The district's characteristics such as rural urban special needs students, location, state general aid, determine general aid and federal aid.

Revenue limit calculated per student. Increase used to be tied to inflation but that is no longer the case. General aids or equalization aids are meant to ensure that district that have the same spending also have the same tax rate regardless of property value. The same mill rate per value of home is the same from district to district although in the real world it isn't that simple but that is the general concept. Some districts don't receive general aid, however this number is low and there are several that receive high aid and a range in between that is spread out.

Shared costs refer to the eligible spending that is not already covered by something else like categorical aid, general aid, etc. equalized property aid is important as well. There are three tiers of levels that get to the calculations. Each tier is added or subtracted to get to your aid amount. The first level is the first \$1,000 per student. Most districts are aided at this level and this aid cannot be lost. The secondary level is \$1,000-\$9,539 and can lost in part or whole as property values rise. At each level the amount gets cut in about half. At the tertiary level, many districts are above the aid level and then the district gets negative. Aid in the tertiary level reduces the aid received. Aid is also based on your prior year spending and reduced spending now can lead to less aid next year.

Charles asked how voucher programs affect the school district. Stein indicated that there are many voucher programs that affect each program differently, for example the Racine program changed and merged. For Beloit, there would be less students going into the schools and the program than the monies going into the district.

Bob Thom indicated that the revenue limit was a three year rolling average and it took three years for it to catch up to you. Now that it is in per pupil aid, it is hitting a district immediately when there is a decrease or even an increase.

Members discussed defendants and how the aid is received on borrowed monies now that affects other districts if those aided funds can be lost from the district etc.

Michelle Shope, Board Secretary

Approved at the Regular Board Meeting on October 23, 2018

Pam Charles, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
October 3, 2018**

The Board of Education held a special board meeting workshop on October 3, 2018 at the Kolak Education Center in the boardroom. President Charles called the meeting to order at 5:06 p.m.

Members Present: Pam Charles, Nora Gard, Jeff Klett, Kyle Larsen, and Wendy Sanchez. Member absent: David Wilson and John Wong. Also present: Anthony Bonds, Darrell Williams and Dr. Don Childs, Interim Superintendent.

Members discussed revisions to the RFP version 5.0 with Monisha Lozier. Members also discussed the process for submission of the RFPs, answering questions, posting the questions for firms, deadline for the RFP submission, as well as the timeline for selecting firms for interviews, interview dates and final selection of a firm to conduct the superintendent search. Members agreed one night of interviews followed by deliberations would be best.

Larsen moved approval of the RFP for superintendent search firms with the changes discussed at the meeting tonight. Seconded by Klett. Motion carried unanimously of the members present.

With no more business, the meeting adjourned at 5:46 p.m.

Michelle Shope, Board Secretary

Approved at the Regular Board Meeting on October 23, 2018

Pam Charles, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
October 9, 2018**

The Board of Education held a special board meeting workshop on October 9, 2018 at the Kolak Education Center in the boardroom. President Charles called the meeting to order at 6:00 p.m.

Roll call by the board secretary indicated the following members present: Pam Charles, Nora Gard, Jeff Klett(6:03), Kyle Larsen, Wendy Sanchez and John Wong. Member absent: David Wilson. Also present: Anthony Bonds, Darrell Williams and Dr. Don Childs, Interim Superintendent.

Gard moved approval of the agenda. Seconded by Wong. Motion carried unanimously of the members present.

Larsen stated that he felt the New York version of the evaluation was the best because the rubric made the most sense to him. Charles and Sanchez agreed. Gard asked about the terminology used in the evaluation. Childs indicated the terminology was fine. A rubric is a little better way to go but defining some of the terms is best. Klett stated the importance of defining the meaning of the evaluation terms so they are clear for each board member. Gard asked about combining aspects of the tools such as using the Boyceville rating system with clear definitions. Childs indicated that having a manageable number of goals is important as well. There was discussion about mid-term reviews or quarterly reviews. Klett also suggested having a moving target whereas the goals may change from quarter to quarter. Gard stated to make sure that the timelines established match the policy or the policy may need to be tweaked.

Members continued to discuss the evaluation tools. Boyceville terminology and weighting each area was discussed as a modification to using the New York evaluation. Board members went through the New York evaluation reviewing each area and making any necessary revisions or recommendations using the Boyceville terminology and a weight system.

Board members discussed the Interim Superintendent's proposed goals for the 2018-19 school year. Members clarified the goals proposed by asking questions. Members agreed to keep all of the proposed goals following the discussion.

Members agreed to use the revised evaluation with ranking the relationship with the board at the highest weight, followed by the goals and then the remaining categories. The evaluation is a draft and will be reviewed again.

Sanchez moved approval of rescheduling the superintendent search firm selection from October 16 to October 18, 2018. Seconded by Wong. Motion carried unanimously of the members present.

The meeting adjourned at 8:22 p.m.

Michelle Shope, Board Secretary

Approved at the Regular Board Meeting on October 23, 2018

Pam Charles, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
October 11, 2018**

The Board of Education held a special board meeting workshop on October 11, 2018 at the Kolak Education Center in the boardroom. President Charles called the meeting to order at 5:30 p.m.

Members present: Pam Charles, Nora Gard, Kyle Larsen, Wendy Sanchez, David Wilson(5:34) and John Wong. Member absent: Jeff Klett. Also present: Anthony Bonds(5:59), Tracey Caradine(5:50-6:01), Emily Pelz(5:59), Darrell Williams(5:46) and Dr. Don Childs, Interim Superintendent(5:46).

Charles introduced Dan Nerad from WASB who introduced himself and provided his background. Charles then introduced the board members including their length of time.

NSBA identified five core areas of school board function. They are relationships, vision, community leadership, policies, and accountability. Nerad shared information from several studies that have shown what qualities make effective school boards. He discussed vision with the board and goals. He stated that there has to be a metric piece to measure the goals to see if progress is being made. Not all five areas must have goals, nor does each area have to have multiple goals; the work for goals just needs to be intentional. Policy represents the intersection of vision and accountability. There was discussion about administrative rules being written by the administration and shared with the board, whereas the board writes policy. Community Leadership (advocacy) is when board members act as ambassadors or advocates for district interests. Through public advocacy and community engagement, boards share information, actions and concerns.

The roles of School Board and Superintendent are different, but connected. They need to be talked through and defined. Each needs to understand the others' roles and responsibilities. Peaceable relationships are those where there are disagreements without becoming personal. Members discussed how to set an overall goal that will be sustainable through elections and new board members. Nerad discussed starting with culture, and building from there.

Nerad discussed board and administrator roles. He stated that a focus on improvement of learning for all students is a key focus and there should be a dual focus on excellence and equity. Within this, key responsibilities for board and administrators are different however, must support each other. Communication builds and creates the basis for trust. A district is judged by memorable events. He stated that it is not what you do, but how you do it.

Nerad discussed listening sessions. He stated it is probably best to have a specific topic to listen about versus open topics. He did not say you could not have an open listening session, but felt it was more beneficial to have a specific topic. It was asked if sessions could be tailored to certain audiences such as staff versus the community and Nerad stated they could.

Goals drive growth, development and improvement. Nerad believes in developing a common way to share goals and they should be aligned to key governance functions. Smart Goals should be specific, measurable, achievable, relevant and timebound. Superintendent goals align to the overall supervision and management of the district. He believes they should be defined to learning development, improving the organization and leadership development based on a 360 degree feedback.

Nerad provided Items to avoid: don't make a discussion about the strategic plan a "gotcha". If the discussion is what is going well, what are you doing, what do you need, it goes a long way and keeps it more open and healthier.

There was also discussion regarding board members being in the schools. Nerad stated that members need to have a specific reason to be in the school. If the purpose is to be negative, that is not a good role for the board member. Members shared ideas or reasons to be in the schools.

Meetings are open with certain circumstances that can be closed. Postings have to show if you are going into a closed session and why. Emails can create a walking quorum as well as phone calls. Email accounts are public record if doing public business. There are very few reasons to be denied of having to release those emails. He also discussed participating by telephone and stated the best way is to have a policy that defines the participation.

Members discussed setting goals, having a vision and how to get things accomplished throughout the year. Board members decided to submit ideas to Shope who will compile them all and get them back out to all members to review prior to the October 23rd special board meeting.

The meeting adjourned at 7:15 p.m.

Michelle Shope, Board Secretary

Approved at the Regular Board Meeting on October 23, 2018

Pam Charles, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
October 16, 2018**

The Board of Education held a special board meeting workshop on October 16, 2018 at the Kolak Education Center in the boardroom. President Charles called the meeting to order at 5:06 p.m.

Roll call by the board secretary indicated the following members present: Pam Charles, Nora Gard, Jeff Klett, Kyle Larsen, Wendy Sanchez, David Wilson and John Wong. Also Present: Diana Freeman, Implementation Specialist for BoardDocs

Wilson moved approval of the agenda. Seconded by Sanchez. Motion carried unanimously of the members present.

Gard moved approval of Larsen's attendance at the Nationals School Board Association Conference in April 2019. Seconded by Klett. Motion carried unanimously of the members present. Charles asked that Larsen come back and share the information he learns at the conference.

Charles then turned the meeting over to Freeman for the BoardDocs training. Freeman introduced herself and helped the board members get logged into the software program. She provided training on how to use the software to view their board meeting agendas including reports, attachments, and linked articles or websites that may be provided, and pictures that may be inserted or linked. She also reviewed the various areas of the software such as where policies will be housed once they are all uploaded into the new software, the library area and how that might be best utilized by the board members and administrative staff. She explained the archiving feature and the different types of search features available to both the public as well as district staff, administration and board members.

As part of the training, Freeman had board members run a sample meeting while she trained board members how to do the online feature voting in the software and trained Shope, Board Secretary how to run the meeting software on the screen for the audience as well as opening and closing the voting features.

Throughout the meeting and training, board members asked various clarifying questions regarding the program, how the voting feature works as well as how this will change their current practice of running meetings. Freeman explained that the software has been built using Robert's Rules of Order and that very little should change in how meetings are run other than the online voting feature which will then display the results of the vote for the audience and actually be even more transparent as to who voted yea or nay.

Wilson left the meeting at 7:25 p.m. and following a few more clarifying questions and no further business, the meeting adjourned at 7:38 p.m.

Michelle Shope, Board Secretary

Approved at the Regular Board Meeting on October 23, 2018

Pam Charles, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
October 17, 2018**

The Board of Education held a special board meeting workshop on October 17, 2018 at the Kolak Education Center in the boardroom. President Charles called the meeting to order at 5:00 p.m.

Roll call by the board secretary indicated the following members present: Pam Charles, Nora Gard, Kyle Larsen, Wendy Sanchez, David Wilson and John Wong(5:10). Members absent: Jeff Klett. Also present: Anthony Bonds, Tracey Caradine(5:10), Emily Pelz, and Dr. Don Childs, Interim Superintendent.

Larsen moved approval of the agenda. Seconded by Sanchez. Motion carried unanimously of the members present.

Charles asked Interim Superintendent Childs to present his workshop, Governing for Excellence, Policy Governance for Boards.

Childs provided each member with the book, *Boards that Make a Difference* by John Carver. He shared information about Carver's findings in his book such as types of governance such as Overview Management and Micro-management. He explained why those types of governance fail like spending time on trivial items, short-term bias, "leaky" accountability, diffuse authority, and methods outliving the justifying problem. Other reasons may include the board is at the end of the accountability chain, they have no direct supervisor overseeing their work, the board is a set of individuals acting as a single entity, the board is further removed from the next level of management than anyone else in the organization physically and they are part-time.

Childs shared Carver's ideal state of governance which is cradles vision, encourages dreaming, thinking out-of-the box, addresses fundamental values of the organization, forces an external focus - who are the customers and constituents, enables an outcomes-driven system, separates large from small issues and allocates time accordingly, facilitates diversity and unity both, describes relationships to constituencies, defines a common basis for board self-discipline, and uses board time efficiently.

Policy Governance should be a leadership tool that reflects the organization's enduring values beliefs through its board, it ought to clarify, inspire and set a tone. The board's job is to set a vision and direction with outcome expectations.

Four reasons policy focused leadership is a governance hallmark are leverage/efficiency or time and availability limitations; expertise - rarely are board members experts in in the organization; fundamentals - get through volumes of material and focus on those that are most important; vision and inspiration - dreaming is obligatory and laboring over details squelches inspiration. In other words, don't sweat the small stuff.

Four policy categories: end policies - identify outcomes to be achieved, by organization for whom and at what cost; executive limitations - determine what superintendent and staff can and cannot do - everything else is permissible; board-executive relations - manner in which authority is passed to the superintendent and the manner in which the authority will be assessed; board process - manner in which the board provides strategic leadership to the organization including board conduct and practices.

If a board uses policy-governance, how do they know if its policies are being carried out? Childs stated it is through monitoring reports. One such report is the principals' reports currently being given at the board meetings. He also stated there are measures of students success other than student test scores, what are those and how will those be reported to the board and how will the district administration show progress. The key between a policy governance board and a micromanaging board is the policy governance board says how are you, the administration, going to make changes to make improvements and show progress, whereas the micro-managing board will say, this is how you are going to change, this is what you are going to change and how to do it; come back and prove it worked. Childs also suggested using longitudinal data instead of just the snapshot data that the state mandates. Other measures or metrics can be how many students have earned certifications in their field of study, how many take dual credit courses, how many win competitions, named top jazz bands in country, etc.

How does a policy-governance board know whether it is accurately representing the organization's owners? The town hall meeting with the staff was not the board's to have, that was the administrative team's job. The board's job is to listen to the Hispanic community, the NAACP, the business community, etc.

Childs discussed the board committee structure stating that the committees are doing a lot of administrative work. Members discussed how the committees have changed, wanting specific examples of what is wrong, Members discussed what the purpose of the committees is, how they might change them, whether they should be changing the committees, etc. Members seemed to be open to making changes to the committees, however cautioned how to communicate the changes so staff and the public understand the purpose for the changes and that the doors are still open. Wong asked the administrators for their input on the discussion and proposed changes.

Charles requested a detailed description of what the committees would look like, what happens to the members on the committees and how all of the changes will affect the board meetings and members. Childs suggested changing in December since he will be gone for two weeks in November. Wong suggested discussing the changes with the committee members at the November committee meetings. One noted change is that the board will no longer have committee reports to the board at the televised meetings.

The meeting adjourned at 7:27 p.m.

Michelle Shope, Board Secretary

Approved at the Regular Board Meeting on October 23, 2018

Pam Charles, President

**SPECIAL MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT OF BELOIT
October 18, 2018**

The Board of Education held a special board meeting workshop on October 18, 2018 at the Kolak Education Center in the boardroom. Clerk Sanchez called the meeting to order at 5:01 p.m.

Roll call by the board secretary indicated the following members present: Pam Charles(5:03), Nora Gard, Jeff Klett, Kyle Larsen, Wendy Sanchez, and John Wong. Members absent: David Wilson. Also present: Dr. Don Childs, Interim Superintendent.

Wong moved approval of the agenda. Seconded by Gard. Motion carried unanimously of the members present.

Larsen moved to convene the Board of Education into Closed Session pursuant to Section 19.85(1)(e) of the Wisconsin Statutes for the purpose of deliberation or negotiating 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. Seconded by Klett. Motion carried on a roll call vote 6-0.

Klett moved to convene to open session. Seconded by Larsen. Motion carried unanimously of the members present.

Monisha Lozier, Promise 54 consultant joined the meeting at 6:10 p.m. Via video conference. She had members discuss the proposals and state which one of the five proposals they would eliminate to see if everyone eliminated the same one or two. Everyone stated WASB as their 5th choice and by consensus agreed to eliminate their proposal. The next step was to determine their top three choices to see who pulled ahead by the group choices. The consensus determined votes as: 1 for BWP, 4 for HYA, 6 for McPherson/Jacobson and Ray and Associates. Members discussed whether to interview 3 or 4 firms. It was consensually decided to only interview the three with the most votes.

Lozier's suggestion was to then determine specific questions for the firms. There was discussion around what the firms are charging, whether they will truly go out and search for superintendents vs. running an ad in a paper or online. Dr. Childs shared information about the firms from his perspective as a Superintendent. Members discussed calling references and doing checks to determine if the firms did their due diligence. Members agreed that they would prefer Lozier make the reference checks so that there is consistency in the calling and questions asked of each reference. Lozier reviewed questions she would ask references. Childs asked Lozier to ask the references who the consultants were that performed their search. Shope indicated she could reach out to her counterparts in the districts from recent searches. Members decided to submit 2-3 questions to Lozier for her to combine and refine for the actual interviews. Interviews will take place on the 29th of October and Lozier will get the information to members from the background checks. Lozier and Shope will contact firms for interviews which will be held in the boardroom with the welcome held in Room 106 with the pictures of the new building up for the consultants to see.

The meeting adjourned at 7:47 p.m.

Michelle Shope, Board Secretary

Approved at the Regular Board Meeting on October 23, 2018

Pam Charles, President



I. BASIC INFORMATION

Topic or Concern: Approval of August Financial Summary

Which strategy in the Strategic Plan does this support?

Your Name and Title: Robert Thom, Executive Director of Business Services

Others assisting you in the presentation:

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

Information to support legal action as required by Wisconsin Statutes.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

See attached summary or full reports online.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Comply with legal requirements and Wisconsin Statutes.

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

MOTION: The Board of Education approves the financial summary for the month of August, 2018.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List:

Long Term Committed Funds?

BUDGET LOCATION:

FISCAL IMPACT:

Board Report Summary
August 2018

<u>Fund</u>	<u>Description</u>	<u>Revenue</u>	<u>Expense</u>	<u>Net Change</u>
Fund 10 & 27	General Fund & Special Ed	166,972.80	4,543,701.17	(4,376,728.37)
Fund 21	Donation	7,813.06	5,488.50	2,324.56
Fund 38 & 39	Debt Service	33,445.01	59,875.00	(26,429.99)
Fund 50	Food Service	127,933.20	215,567.01	(87,633.81)
Fund 60	Student Activities		(2,236.37)	2,236.37
	Total Revenue & Expense	\$ 336,164.07	\$ 4,822,395.31	\$ (4,486,231.24)

This is to certify that the expenditures listed above have been incurred and that the Board of Education has audited and approved the same.

President

Secretary

School District of Beloit
Revenue and Expense By Object Fund 10 & 27 (August 2018)

OBJ	OBJ	2018-19 Anticipated Budget	Aug-18 Monthly Activity	2018-19 FYTD Activity
	110 GENERAL OPERATI	9,518,566.00		
1--	INTERFUND TRANS	9,518,566.00		
	211 PROPERTY TAXES	12,528,696.00	0.01	0.01
	213 MOBILE HOME TAX	20,000.00	1,213.39	3,596.33
	244 PYMTS FOR SERVI	65,000.00		
	262 RESALE OF OBJEC	-	12,562.00	12,571.00
	271 ADMISSIONS	30,000.00	1,045.00	1,045.00
	279 OTHER SCHOOL AC	8,000.00	1,030.00	1,445.00
	280 INTEREST ON INV	95,000.00	30,822.14	74,115.47
	292 STUDENT FEES	135,000.00	49,711.78	50,262.78
	293 RENTALS	20,000.00	2,676.20	4,023.90
	297 STUDENT FINES	550.00	127.60	127.60
2--	REVENUE FROM LO	12,902,246.00	99,188.12	147,187.09
	343 CO-CURRICULAR A	3,800.00		654.30
	345 GENERAL TUITION	1,106,250.00		
	348 TRANSP FEES FRO	41,800.00		
3--	INTERDISTRICT P	1,151,850.00		654.30
	611 HANDICAPPED AID	2,806,530.00		
	612 TRANSPORTATION	30,000.00		
	613 LIBRARY AID STA	250,000.00		
	618 BILINGUAL/BICUL	192,960.00		
	621 EQUALIZATION AI	63,592,127.00		(1,447.00)
	625 HIGH COST SPEC	80,000.00		
	628 HIGH POVERTY AI	595,100.00		
	630 SPECIAL PROJECT	168,000.00		
	650 SAGE PROGRAM RE	3,098,790.00		
	691 STATE TAX EXEMP	231,279.00		
	695 PER PUPIL AID	4,718,610.00		
	699 MISCELLANEOUS	274,231.00		3,449.49
6--	REVENUE FROM ST	76,037,627.00		2,002.49
	713 FEDERAL VOC ED	92,916.00		
	719 OTHER FEDERAL A	91,247.00		
	730 FED SPECIAL PRO	2,875,060.00		
	751 EASA TITLE I	3,161,898.00		
	780 FED REV THRU ST	900,000.00		
	799 OTHER FEDERAL R	40,000.00	3,311.85	6,623.70
7--	REVENUE FROM FE	7,161,121.00	3,311.85	6,623.70
	971 AIDABLE REFUND	26,000.00	40,102.13	41,378.48

	989 OTHER MEDICAL	3,000.00	390.00	728.00
	990 MISCELLANEOUS R	104,000.00	23,980.70	29,506.50
9--	OTHER REVENUES	133,000.00	64,472.83	71,612.98
---		106,904,410.00	166,972.80	228,080.56
	111 TEACHER SALARY	30,549,741.00	270,255.01	412,858.91
	112 ADMINISTRATOR S	3,734,640.00	278,185.79	451,524.10
	114 ADMIN ASST SALA	1,409,948.00	100,610.89	174,655.78
	115 CLERICAL SALARY	1,156,571.00	90,891.89	157,162.62
	116 INSTRUCTIONAL S	1,187,233.00	23,491.82	28,337.02
	117 COORDINATOR SAL	116,164.00	3,477.12	5,215.68
	118 PARA PROFESSION	2,333,022.00	85,831.95	126,888.03
	119 CUST/MAINT SALA	284,596.00	14,629.18	29,269.18
	120 CROSSING GUARD	46,000.00	1,606.95	2,369.14
	122 MONITOR/NOON HR	4,500.00		
	124 TUTOR SALARY	43,000.00		
	125 STUDENT WORKER	7,200.00		
	132 EVENT WORKER SA	26,180.00		
	133 ADDENDUM SALARY	870,471.00	22,639.54	28,015.54
	135 TEACHER SPEC ED	2,000.00		
	136 TEACHER ADDL CL	43,500.00		
	141 TEACHER OTHER S	517,885.00	37,191.33	44,612.03
	144 ADMIN ASST ADDL	14,100.00	2,538.99	5,115.33
	145 CLERICAL ADDL/O	11,415.00	125.42	449.19
	146 INST SUPPORT AD	28,790.00	469.00	469.00
	148 PARA ADDL/OVTM	70,950.00		109.83
	149 CUST/MAINT OVTM	-	1,056.32	1,062.14
	171 SUB TEACHER	905,266.00		187.50
	172 SUB SECURITY	40,300.00		
	174 SUB CLERICAL SA	30,150.00	2,765.08	2,967.26
	175 SUB AIDE SALARY	215,301.00	136.31	205.08
	178 SUB CROSSING GU	2,000.00		
	179 SUB NURS/HRA	8,622.00	2,448.00	3,112.00
	181 TEMP/SEASONAL S	7,000.00	82.00	82.00
	182 BOARD OF ED SAL	39,900.00	3,325.00	5,225.00
1--	SALARIES	43,706,445.00	941,757.59	1,479,892.36
	212 EMPLOYER'S RETI	2,750,220.00	56,009.06	87,885.48
	218 OPEB	1,814,226.00	26,355.76	42,761.11
	220 SOCIAL SECURITY	3,301,131.00	72,424.78	113,110.74
	230 LIFE INSURANCE	65,498.00	801.11	1,282.55
	242 HEALTH INSURANC	10,942,287.00	112,811.81	180,954.94
	243 DENTAL INSURANC	936,925.00	9,434.63	15,082.87
	245 HSA	1,593,179.00		250.00
	251 INCOME PROTECT	113,383.00	1,393.25	2,231.81
	290 OTHER EMPLOYEE	75,000.00	13,416.00	13,416.00
	291 COLLEGE CREDIT	65,000.00		5,082.72
	297 EMPLOYEE PHYSIC	37,000.00	2,635.83	3,070.83

	298 MEMBERSHIPS	25,000.00	2,385.00	18,415.00
2--	EMPLOYEE BENEFI	21,718,849.00	297,667.23	483,544.05
	310 PERSONAL SERVIC	2,152,013.00	165,135.79	257,971.79
	320 PROPERTY SERVIC	11,366,733.00	2,616,447.41	2,724,864.27
	321 TECH REPAIR	68,000.00		
	331 GAS FOR HEAT	309,200.00	2,578.00	2,578.00
	336 ELECTRIC OTHER	904,300.00	60,072.48	60,072.48
	337 WATER SERVICES	29,200.00	2,589.81	5,972.35
	338 SEWERAGE SERVIC	61,350.00	2,032.01	6,169.06
	339 STORM WATER	32,400.00	2,718.10	5,436.20
	341 PUPIL TRAVEL	2,124,366.00	60,890.85	60,890.85
	342 EMPLOYEE TRAVEL	224,162.00	18,080.37	22,307.11
	343 SERVICE TRAVEL	-	28.00	28.00
	345 PUPIL LODGING &	374.00		
	348 VEHICLE FUEL	133,100.00	6,926.04	6,926.04
	351 ADVERTISING	19,900.00	1,256.59	1,312.59
	353 POSTAGE	54,165.00	2,397.03	2,397.03
	354 PRINTING/BINDIN	45,214.00		
	355 TELEPHONE/TELEG	81,663.00	11,815.41	23,880.04
	358 ON-LINE COMMUNI	143,450.00	24,953.91	107,231.02
	360 DATA PROCESSING	-	2,145.00	4,290.00
	370 EDUCATIONAL SER	1,105,582.00	28,468.00	28,468.00
	381 PAYMENTS TO MUN	231,578.00		
	382 PAYMENTS TO WI	4,894,643.00		
	385 PAYMENT TO COUN	20,000.00		
	386 PAYMENTS TO CES	147,414.00	20,510.90	34,743.90
	387 PAYMENTS TO STA	681,000.00	13,546.83	13,546.83
	389 PAYMENTS TO VTA	60,000.00	7,952.28	7,952.28
3--	PURCHASED SERVI	24,889,807.00	3,050,544.81	3,377,037.84
	411 GENERAL SUPPLIE	1,087,423.00	51,329.67	65,956.45
	415 FOOD SUPPLIES	102,307.00	2,025.71	2,004.65
	420 APPAREL	31,037.00	1,277.39	12,474.92
	430 INSTRUCTIONAL M	769,670.00	8,047.07	83,647.07
	435 INSTRUCTIONAL C	4,760.00		
	449 OTHER NON-CAPIT	433,342.00	35,030.28	79,058.26
	452 RESALE EXPENDIT	100.00		
	470 TEXTBOOKS	766,820.00	247.80	15,609.40
	480 NON-INSTRUCTION	393,447.00	26,844.50	253,152.92
	490 NON-INSTR NON-C	5,675.00		
4--	NON-CAPTIAL OBJ	3,594,581.00	124,802.42	511,903.67
	511 PURCHASE - ADDI	-		7,614.68
	517 RENTAL	500.00		
	537 BUILDING RENTAL	57,800.00	1,521.92	3,043.84
	551 EQUIPMENT PURCH	142,259.00	2,950.58	20,308.04
	553 EQUIPMENT PURCH	1,346,391.00	33,751.16	75,354.34
	571 EQUIPMENT RENTA	84,178.00	71,583.48	71,583.48

572 VEHICLE RENTAL 200.00

5--	CAPITAL OBJECTS	1,631,328.00	109,807.14	177,904.38
	678 CAPITAL LEASES	1,015,210.00		1,015,208.96
	688 CAPITAL LEASES	15,649.00		15,648.45
6--	DEBT RETIREMENT	1,030,859.00		1,030,857.41
	711 DISTRICT LIABIL	83,459.00	6,150.00	83,534.00
	712 DISTRICT PROPER	154,849.00		154,849.00
	713 DISTRICT WORKER	248,426.00		69,274.00
	730 UNEMPLOYMENT CO	20,000.00	1,350.59	1,350.59
7--	INSURANCE AND J	506,734.00	7,500.59	309,007.59
	827 SP ED INTERFUND	9,518,566.00		
	899 CO-OP TRANSFER	15,555.00		
8--	TRANSFERS	9,534,121.00		
	940 DUES AND FEES	141,686.00	11,621.39	34,283.89
	999 OTHER MISCELLAN	150,000.00		
9--	OTHER OBJECTS	291,686.00	11,621.39	34,283.89
---		106,904,410.00	4,543,701.17	7,404,431.19

School District of Beloit
Revenue and Expense by Object - Fund 21 (August 2018)

OBJ	OBJ	2018-19 Anticipated Budget	Aug-18 Monthly Activity	2018-19 FYTD Activity
291	GIFTS	-	7,813.06	14,981.92
299	MISCELLANEOUS R	-		236,376.22
<hr/>				
2--	REVENUE FROM LO	-	7,813.06	251,358.14
---		-	7,813.06	251,358.14
<hr/>				
310	PERSONAL SERVIC	-	1,605.00	1,605.00
<hr/>				
3--	PURCHASED SERVI	-	1,605.00	1,605.00
411	GENERAL SUPPLIE	-	1,015.67	996.96
415	FOOD SUPPLIES	-	-8.37	-8.37
420	APPAREL	-	2,876.20	2,876.20
<hr/>				
4--	NON-CAPTIAL OBJ	-	3,883.50	3,864.79
969	OTHER ADJUSTMEN	-		4,682.48
<hr/>				
9--	OTHER OBJECTS	-		4,682.48
---		-	5,488.50	10,152.27
<hr/>				

School District of Beloit
Revenue and Expense by Object - Fund 38 & 29 (August 2018)

OBJ	OBJ	2018-19 Anticipated Budget	Aug-18 Monthly Activity	2018-19 FYTD Activity
211	PROPERTY TAXES	5,596,351.00		
280	INTEREST ON INV	-	2,961.10	5,963.04
2--	REVENUE FROM LO	5,596,351.00	2,961.10	5,963.04
971	AIDABLE REFUND	60,968.00	30,483.91	30,483.91
9--	OTHER REVENUES	60,968.00	30,483.91	30,483.91
---		5,657,319.00	33,445.01	36,446.95
675	LONG TERM BONDS	3,857,223.00	59,875.00	59,875.00
685	LONG TERM BONDS	2,011,914.00		
6--	DEBT RETIREMENT	5,869,137.00	59,875.00	59,875.00
---		5,869,137.00	59,875.00	59,875.00

School District of Beloit
Revenue and Expense by Object - Fund 50 (August 2018)

OBJ	OBJ	2018-19 Anticipated Budget	Aug-18 Monthly Activity	2018-19 FYTD Activity
	251 PUPIL	6,000.00		
	252 ADULT	43,762.00		
	280 INTEREST ON INV	139,000.00		
2--	REVENUE FROM LO	188,762.00		
	714 DONATED COMMODI	272,000.00		
	717 FOOD SERVICE AI	5,019,703.00	127,933.20	127,933.20
7--	REVENUE FROM FE	5,291,703.00	127,933.20	127,933.20
---		5,480,465.00	127,933.20	127,933.20
	111 TEACHER SALARY	12,739.00	1,039.42	1,039.42
	122 MONITOR/NOON HR	31,500.00		
	141 TEACHER OTHER S	1,000.00		
1--	SALARIES	45,239.00	1,039.42	1,039.42
	212 EMPLOYER'S RETI	3,072.00	69.64	69.64
	218 OPEB	583.00	54.46	54.46
	220 SOCIAL SECURITY	3,405.00	79.23	79.23
	242 HEALTH INSURANC	2,495.00	191.92	191.92
	243 DENTAL INSURANC	198.00	15.24	15.24
	245 HSA	30.00		
2--	EMPLOYEE BENEFI	9,783.00	410.49	410.49
	310 PERSONAL SERVIC	4,153,594.00	84,224.25	84,224.25
	320 PROPERTY SERVIC	975,000.00	84,152.63	86,327.17
	336 ELECTRIC OTHER	53,269.00		
	348 VEHICLE FUEL	4,000.00	277.39	277.39
	351 ADVERTISING	75.00	101.25	101.25
	354 PRINTING/BINDIN	1,100.00		
3--	PURCHASED SERVI	5,187,038.00	168,755.52	170,930.06
	411 GENERAL SUPPLIE	33,000.00	28,684.65	28,684.65
	415 FOOD SUPPLIES	273,000.00		
	449 OTHER NON-CAPIT	14,000.00	2,909.98	2,909.98
4--	NON-CAPTIAL OBJ	320,000.00	31,594.63	31,594.63
	551 EQUIPMENT PURCH	10,000.00		
	553 EQUIPMENT PURCH	463,000.00	13,752.00	13,752.00
5--	CAPITAL OBJECTS	473,000.00	13,752.00	13,752.00
	940 DUES AND FEES	300.00	14.95	14.95
9--	OTHER OBJECTS	300.00	14.95	14.95
---		6,035,360.00	215,567.01	217,741.55

School District of Beloit
Revenue and Expense by Object - Fund 60 (August 2018)

OBJ	OBJ	2018-19 Anticipated Budget	Aug-18 Monthly Activity	2018-19 FYTD Activity
	990 MISCELLANEOUS		(2,236.37)	(91,507.87)
9--	OTHER OBJECTS		(2,236.37)	(91,507.87)
---			(2,236.37)	(91,507.87)

HISTORICAL GENERAL AID PERCENTAGE

	2017-18	2016-17	2015-16	2014-15	2013-14
General Aid	61,040,957	63,506,694	64,460,827	63,623,377	60,629,853
Shared Cost	73,207,415	77,491,908	78,666,607	76,937,853	74,443,783
% Aided	83.4%	82.0%	81.9%	82.7%	81.4%
Total					
Expenses	91,245,584	92,147,818	92,322,983	92,766,331	85,407,700
% Aided	66.9%	68.9%	69.8%	68.6%	71.0%

Shared cost excludes the total of all revenue from sources other than property tax and general aid. Examples would be grants, admissions, etc.. The idea is that the State doesn't aid expenses that are paid by other revenue sources.

Total expenses is the gross amount of all general fund and debt service expenses.



I. BASIC INFORMATION

Topic or Concern: 2018-2019 60 Fund Student Activity Groups

Which strategy in the Strategic Plan does this support?

Your Name and Title: Robert Thom, Executive Director of Business Services

Others assisting you in the presentation:

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

The Board of Education approves all 60 fund activity accounts.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Each club is asked to provide an extra-curricular activity information sheet explaining the purpose and goal of the student activity. A summary, listed by school of 2018-19 student activity is attached for your review.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Board policy states that student activity clubs must be approved.

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

MOTION: The Board of Education approves the attached student activity groups for the 2018-19 school year, as presented.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List:

Long Term Committed Funds?

BUDGET LOCATION:

FISCAL IMPACT:

2018-2019 Student Activities Summaries

MEMORIAL

Senior Class of 2019 (Existing)

Purpose: To promote and celebrate the class of 2019.

Junior Class of 2020 (Existing)

Purpose: To promote and celebrate the class of 2020.

Sophomore Class of 2021 (Existing)

Purpose: To promote leadership abilities, get sophomore students involved in school activities, plan and create homecoming banner and board.

Freshman Class of 2022 (New)

Purpose: To promote leadership activities, plan homecoming for 2022, and create the float and banner.

Art Club (Existing)

Purpose: Art club is a service club that allows students to create, propose, and execute community art projects for the school and town. To promote field trips to museums.

DECA (Existing)

Purpose: Promotes business club participation in business competitions.

Environmental Club (Existing)

Purpose: To create awareness of and action for environmental issues facing our school and community.

Gay/Straight (Gender Sexuality) Alliance (Existing)

Purpose: To educate others about LGBTQ+ issues. To empower LGBTQ+ students, and socialize with LGBTQ+ students in a safe space. To promote inclusivity for all students, especially LGBTQ+ students.

Increscent Newspaper (Existing)

Purpose: To produce the student newspaper.

International Club (Existing)

Purpose: To work with foreign exchange and share information on culture.

JROTC/Reserve Officer (Existing)

Purpose: To support student initiative and community organizations.

Key Club (Existing)

Purpose: To serve our local and global communities, and to build leadership.

2018-2019 Student Activities Summaries

Memorial continued

Latino Club (Existing)

Purpose: To increase school involvement within the Latino community and therefore increase graduation rates. Latino club is a community service organization. We give back to our community so that Latino students feel a strong sense of belonging and continue volunteerism as they enter the adult world. We celebrate and raise awareness about the Latino culture.

MEO (Existing)

Purpose: To elevate the character of, advance the interest in, promote and introduce young minority students (African-American, American Indian/Alaskan Native, Asian/Pacific Islander, Hispanic/Latino, and Multi-ethnic) to careers within the math, science, English and history disciplines via various colleges, universities, or vocational technical schools.

National Honor Society (Existing)

Purpose: To increase the four pillars of the organization of character, leadership, service, and scholarship.

Purple Knight Catering Club (Existing)

Purpose: To do catering as requested by the school district and the community at large in an effort to promote real life work experience and community service opportunities for student members.

Student Senate (Existing)

Purpose: Student Senate is a leadership organization open to all students at Beloit Memorial High School. Our goal is to give back to the community and surrounding areas and the students at BMHS, as well as, promote school and community spirit while showing those in the community and surrounding areas that our students can, have, and do make a positive influence in society.

Z-Club (Existing)

Purpose: This club is designed to empower women of all ages through service projects at the local, national, and international level.

RCAA

Student Council (Existing)

Purpose: To increase student voice and participation in the overall leadership of student body. To make connections between school and community, students and staff and families, etc. To plan activities based on student interest to increase connection to the school.

2018-2019 Student Activities Summaries

DISTRICT

LULAC (Existing)

Purpose: The mission of the League of United Latin American Citizens is to achieve the economic condition, educational attainment, political influence, housing, health and civil rights of the Hispanic population of the United States.

ALDRICH

Drama Club (Existing)

Purpose: To perform a musical.

Gay/Straight (Gender Sexuality) Alliance (Existing)

Purpose: To support LGBTQ+, students, and their allies through advocacy, education, and the creation of a safe community.

MEO (Existing)

Purpose: Minority Excellence Organization is a district wide club that promotes student leadership in the area of minority excellence and equity. To promote diversity.

Student Council (Existing)

Purpose: To create a student leadership team to help organize school events and activities.

Yearbook (Existing)

Purpose: To represent the school in a positive way with pictures.

CUNNINGHAM

MEO (Existing)

Purpose: To promote pride in our school and show leadership skills to other students.

National Junior Honor Society (Existing)

Purpose: NJHS serves to honor students who demonstrate excellence in the areas of scholarship, service, leadership, character, and citizenship.

Student Council (Existing)

Purpose: To promote school spirit and initiate change that students desire.

Yearbook (Existing)

Purpose: To take photos and design a yearbook.

2018-2019 Student Activities Summaries

FRUZEN

Gay-Straight Alliance (New)

Purpose: To create a safe and welcoming place for all students, especially LGBTQ+, and youth to engage in social activities.

Just Say No (Existing)

Purpose: To inform students and staff about the effects of drug use and bullying.

MEO (Existing)

Purpose: To educate, recognize, and celebrate our different backgrounds and our similarities.

National Junior Honor Society (Existing)

Purpose: The NJHS is an organization established to recognize outstanding middle level students. In addition to honor roll, NJHS serves to honor those students who have demonstrated excellence in the areas of scholarship, service, leadership, character, and citizenship. These characteristics have been associated with membership in the organization since its beginning in 1929.

Student Council (Existing)

Purpose: To promote leadership and decision making. To give a positive understanding of the process of government, build team building skills, and to create positive role models in a school environment.

Yearbook (Existing)

Purpose: To create a yearbook for 4-8 grade.

MCNEEL

Drama/Theater Club (Existing)

Purpose: To give students the opportunity to express themselves through the arts.

MEO (Existing)

Purpose: To promote behavioral and academic excellence, diversity, and unity. To promote community involvement and pride among intermediate students.

National Junior Honor Society (Existing)

Purpose: NJHS serves to honor those students who have demonstrated excellence in the areas of service, leadership, character, and citizenship.

Student Council (Existing)

Purpose: To develop leadership by organizing, and carrying out, school activities and service learning projects.

2018-2019 Student Activities Summaries

MCNEEL continued

Yearbook (Existing)

Purpose: A publication club that reflects the events and lives, of students and staff involved with McNeel, with honesty, thoroughness, and accuracy.

2018-2019 Student Activities Summaries

CONVERSE

Latino Club (Existing)

Purpose: To focus on enriching the Latino Culture through language, music, crafts, food customs, and traditions.

MEO (Existing)

Purpose: To focus on enriching world cultures and groups through music, crafts, food, cultures, and traditions.

Student Council (Existing)

Purpose: To give our students an opportunity to develop leadership by organizing and helping to raise funds for our school through school wide activities and service projects.

GASTON

Student Council (Existing)

Purpose: To provide leadership opportunities for our 2ND and 3rd grade students

HACKETT

Student Council (Existing)

Purpose: To teach 3rd grade students the importance of community service and governance. Student council members will exemplify leadership and good behavior.

MERRILL

MEO (Existing)

Purpose: To empower students through self-love, positive affirmations, and learning about one's own culture. To provide students with opportunities to engage in leadership activities.

Student Council (Existing)

Purpose: To teach students how to be good role models and mentors for other students. To learn responsibilities and help around the school.

ROBINSON

MEO (Existing)

Purpose: To create diversity awareness for student and body.

2018-2019 Student Activities Summaries

ROBINSON continued

Student Council (Existing)

Purpose: To give students experience with leadership and organization, and to be the voice of students.

TODD

Student Council (Existing)

Purpose: To have service learning projects, and to help with school improvement.



I. BASIC INFORMATION

Topic or Concern: TC Networks Extension

Which strategy in the Strategic Plan does this support? Fiscal

Your Name and Title: Robert Thom, Executive Director of Business Services

Others assisting you in the presentation:

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

The contract with TC Networks for technology services expires December 31, 2018. We are extending the agreement to June 30, 2018 in order to create an RFP for a new contract.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Our current agreement is expiring and with the turnover in the business office no new RFP has been done yet.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)

MOTION: The Board of Education approves the extension of the TC Networks contract for technology services to June 30, 2018.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List:

Long Term Committed Funds?

BUDGET LOCATION:

FISCAL IMPACT:



INFORMATION TECHNOLOGY MANAGED SERVICES AGREEMENT

This agreement is made effective as of January 01, 2019 between the School District of Beloit, a school district located in Beloit, Wisconsin, and TC Networks, Inc. of Dubuque, Iowa.

The parties agree as follows:

DESCRIPTION OF SERVICES: TC Networks, Inc will provide the following services:

System Infrastructure

- a) Provide maintenance on all servers and support on all backend infrastructure systems such as anti-virus software, MDM systems, and backup systems.
- b) Database integration services will be reviewed based on scope and requirements of the District.
- c) Network systems administration including design, configuration, management, monitoring, repair and support pertaining to firewall, switching and wireless systems.
- d) TC Networks will provide initial application support and troubleshooting until it is determined that software vendor is needed.
- e) Oversee backup and recovery processes based on the district's disaster recovery plan

Network Assumptions: No changes to network topology, no anticipated building construction, no wireless expansion, only pertains to situations of district growth if TC Networks were needed to add employees to cover new position(s).

- f) TC Networks will provide basic telephone system support, configuration and troubleshooting. We will coordinate with 3rd party vendors for high level support cases.

End User

- f) Interactive whiteboard including TV/projector device support.
- g) Support and deploy district owned computers, tablets, and peripheral hardware. Facilitate repair with 3rd party vendors as needed.
- h) Coordination of application and software deployment
- i) Print management in regards to client and server connectivity. Repairs to printers and copiers are responsibility of the district.

End User Assumptions: no large enrollment changes.

School District

- j) Document new hardware purchases and provide notice as hardware is nearing the end of manufacturer warranty.

- k) Will assist with hardware and software acquisition and specification.
 - l) Assist with technology related RFP development.
 - m) Work with district staff to maintain inventory of district hardware and software will provide a comprehensive inventory of all hardware and software systems.
 - n) Assist with vendors to maintain district's non-instructional infrastructure as it relates to the network
- School District Assumptions: District provides professional development for faculty and staff.

Management

- o) Technology related pricing, ordering, and vendor relations in conjunction with the District.
- p) Represent the district at meetings and conferences, upon request
- q) Assist the district on ensuring the IT infrastructure requirements are in line with the district's curriculum objectives.

Management Assumptions: None

Term:

This agreement shall commence on January 01, 2019 and shall continue until June 30, 2019.

- With the unknown demands of technology in education in the future, both the School District of Beloit and TC Networks will reserve the right to renegotiate this agreement for any upcoming school calendar year and beyond, if so desired. If either party would like to renegotiate, they must provide the other party 120 days written notice. From TC Networks standpoint, this renegotiation option is only for major shifts such as the consolidation of two districts or new demands put forth by the state or federal government.

Compensation:

- I. 6 - Month Contract Pricing: \$405,394.02
- II. Monthly payment option: Payment will be due near the first of each month in the amount of \$67,565.67
- III. Acceptable payment methods: Bank Transfer (ACH), Check or Credit Card/P-Card*
 - * additional 2.5% will be applied (only applicable for Credit Card/P-Card payments)

	Current 12 Month Agreement Pricing	6-Month Extension Jan 1 - June 30, 2019
Annual Contract Cost	\$810,788.04	\$405,394.02
Monthly Payment Option		\$67,565.67
2% Discounted Monthly Pricing		\$66,214.36

Contract Amendment:

At minimum, TC Networks will provide a Help Desk technician daily between the hours of 7:30-9:00 AM and 11:00AM-1:15PM. TC Networks will provide technology coverage between the hours of 7:30AM and 4:30PM weekdays. Weekend and off-hour technology coverage will be provided as needed based on severity and impact of specific issues and projects.

Termination:

This Agreement may be terminated by either party at any time prior to the end of contract period by giving ninety (90) days written notice of termination. The School District of Beloit will compensate TC Networks, Inc. for all services performed through the date of termination.

Non Compete of Services:

The District will not dispute any non-compete agreements that exist between TC Networks and their employees.

I HAVE READ THIS AGREEMENT AND CERTIFY THAT I HAVE THE AUTHORITY TO SIGN AND ENTER INTO THIS AGREEMENT ON BEHALF OF THE PARTY I REPRESENT AND I HEREBY BIND THE PARTY I REPRESENT TO THE TERMS OF THIS AGREEMENT.


Signature: _____

Print Name: _____

Title: _____

Company: SCHOOL DISTRICT OF BELOIT

Date: _____

Signature:  10/03/2018

Print Name: Roger Tyson

Title: President

Company: TC NETWORKS, INC.

Date:

10/03/2018



School District of Beloit Board of Education Report

October 23, 2018

I. BASIC INFORMATION

Topic or Concern: Early College Credit Program for Spring Semester 2019

Which area(s) of the Strategic Plan does this support? Students

Your Name and Title: Anthony Bonds, Assistant Superintendent

Others assisting you in the presentation: None

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

The purpose of this presentation is for Board of Education approval of the Early College Credit Program applications for the 2019 spring semester.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

See the attached list of Early College Credit Program applications and summary of program costs.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Board of Education approval is required.

D. What are your conclusions?

See motion below.

MOTION: The Board of Education approves the Early College Credit Program applications for the 2019 spring semester.

I propose using an existing budget

Long Term Committed Funds? No

BUDGET LOCATION: 805 Curriculum

FISCAL IMPACT: \$80,510.00

Early College Credit Program (Youth Options Program) Costs:

	<u>Anticipated</u>	<u>Actual</u>
2018-2019	\$80,510 (2 nd Semester) \$117,882 (Summer & 1 st Semester)	Not applicable TO DATE: \$2,628 (3 students)
2017-2018	\$222,430	\$49,729 (54 students)
2016-2017	\$85,858	\$18,492 (41 students)
2015-2016	\$111,760	\$34,522 (51 students)
2014-2015	\$99,582	\$42,302 (79 students)
2013-2014	\$89,722	\$44,503 (58 students)
2012-2013	\$72,969	\$36,433 (53 students)
2011-2012	\$104,366	\$45,743 (71 students)
Please note: Local Youth Apprenticeship grants had funds available to help with tuition payments. Beloit received \$1,277.03		
2010-2011	\$107,415	\$46,956 (79 students)
2009-2010	\$106,985	\$53,419 (73 students)
2008-2009	\$179,619	\$42,940 (77 students)
Please note: Local Youth Apprenticeship grants had funds available to help with tuition payments. Beloit received \$8,167.82		
2007-2008	\$106,504	\$46,158 (89 students)
2006-2007	\$179,550	\$76,078 (139 students)
2005-2006	\$73,930	\$49,818 (93 students)
2004-2005	\$48,470	\$36,145 (69 students)
2003-2004	\$53,380	\$42,410 (69 students)
2002-2003	\$56,178	\$44,391 (95 students)
2001-2002	\$21,310	\$10,574 (31 students)
2000-2001	\$25,423	\$9,399 (30 students)
1999-2000	\$20,000	\$5,347 (6 students)
1998-1999	\$10,000	\$477 (1 student)
1997-1998	-	-
1996-1997	-	-
1995-1996	Not Available	\$1,135.70
1994-1995	-	-
1993-1994	-	-
1992-1993	-	-
1991-1992	-	-

The difference between anticipated and actual costs may be due to the following:

- Course is not available (college catalogs not available when students make course choices).
- Not enough students enrolled to hold course (e.g., Fire Suppression—9 enrolled/need 10 to run the course/additional students would need to pay for course themselves).
- Student only wants one course but signs up for four or five hoping that one course will match schedule.
- Student not accepted by the institution of higher learning (e.g., a student wants to take Welding, a 10 credit course at BTC, but most likely would not be accepted because of his/her age).
- Student applies for four or five courses when his/her schedule will only allow him/her to take one or two.

Early College Credit Program Requests

Spring Semesters 2019

Grad		GPA	College	Course	#	Credits	Semester	Start College Now/ Early College Credit (ECC)/	Accept/ Reject	Comparable/ Non	Cost
Initials	Year							H S Special		Comparable	
KG	2019	4.0	UW Rock County	Calculus & Analytical Geo III	MAT 223	4	Spring	ECC	Accept	Non-Comparable	\$808
KG	2019	4.0	UW Rock County	Calculus of Several Variables	MAT 234	4	Spring	ECC	Accept	Non-Comparable	\$808
KG	2019	4.0	UW Rock County	Ordinary Differential Eq.	MAT 271	3	Spring	ECC	Accept	Non-Comparable	\$606
CB	2019	4.0	UW Rock County	Linear Algebra	MAT 262	3	Spring	ECC	Accept	Non-Comparable	\$606
CB	2019	4.0	UW Rock County	Calculus & Analytical Geo III	MAT 223	4	Spring	ECC	Accept	Non-Comparable	\$808
CB	2019	4.0	UW Rock County	Ordinary Differential Eq.	MAT 271	3	Spring	ECC	Accept	Non-Comparable	\$606
BL	2020	4.0	UW Rock County	Calculus & Analytical Geo III	MAT 223	4	Spring	ECC	Accept	Non-Comparable	\$808
BL	2020	4.0	UW Rock County	Linear Algebra	MAT 262	3	Spring	ECC	Accept	Non-Comparable	\$606
BL	2020	4.0	UW Rock County	Calculus of Several Variables	MAT 224	4	Spring	ECC	Accept	Non-Comparable	\$808
AR	2019	3.0	UW Rock County	Intro to Management	BUS 230	3	Spring	ECC	Accept	Non-Comparable	\$606
AR	2019	3.0	UW Rock County	Introduction to Film	CTA 150	3	Spring	ECC	Accept	Non-Comparable	\$606
AR	2019	3.0	UW Rock County	Business Communcation	ENG 210	3	Spring	ECC	Accept	Non-Comparable	\$606
AR	2019	3.0	UW Rock County	Intro to Photography	Art 161	3	Spring	ECC	Accept	Non-Comparable	\$606
JJ	2019	3.7	UW Rock County	Business Statistics	BUS 309	3	Spring	ECC	Accept	Non-Comparable	\$606
DP	2019	4.0	UW Rock County	Concepts of Biology	BIO - 101	5	Spring	ECC	Accept	Non-Comparable	\$1,010
DP	2019	4.0	UW Rock County	Introductory Chemistry	CHE 125	5	Spring	ECC	Accept	Non-Comparable	\$1,010
DP	2019	4.0	UW Rock County	General Survey of Microbio	BIO 251	5	Spring	ECC	Accept	Non-Comparable	\$1,010
DL	2019	4.0	UW Rock County	Introduction to Film	CTA150	3	Spring	ECC	Accept	Non-Comparable	\$606
JJ	2019	3.7	Beloit College	Abstract Algebra	MAT 215	3	Spring	ECC	Accept	Non-Comparable	\$1,332
JJ	2019	3.7	Beloit College	Chaotic Dynamical System	MAT 208	3	Spring	ECC	Accept	Non-Comparable	\$1,332
HW	2020	4.0	Beloit College	Marine Biology	MAT 205	3	Spring	ECC	Accept	Non-Comparable	\$1,332
HW	2020	4.0	Beloit College	Inroduction to Astronomy	PHYS 130	3	Spring	ECC	Accept	Non-Comparable	\$1,332
GM	2019	3.5	Beloit College	Intro to Drawing & Design	ART 115	3	Spring	ECC	Accept	Non-Comparable	\$1,332
GM	2019	3.5	Beloit College	Visual Culture Medieval Europe	ARTH 250	3	Spring	ECC	Accept	Non-Comparable	\$1,332
GM	2019	3.5	Beloit College	Graphic Design	ART 323	3	Spring	ECC	Accept	Non-Comparable	\$1,332
GM	2019	3.5	Beloit College	Book Arts	ART 250	3	Spring	ECC	Accept	Non-Comparable	\$1,332
MM	2019	3.6	Beloit College	Vector Calculus	MATH 201	3	Spring	ECC	Accept	Non-Comparable	\$1,332
MM	2019	3.6	Beloit College	General Physics I	PHYS 101	3	Spring	ECC	Accept	Non-Comparable	\$1,332
MC	2019	3.9	Beloit College	Vector Calculus	MATH 201	3	Spring	ECC	Accept	Non-Comparable	\$1,332

MC	2019	3.9	Beloit College	Abstract Algebra	MATH 215	3	Spring	ECC	Accept	Non-Comparable	\$1,332
CH	2020	3.9	Beloit College	Cross Cultral	Psyc 265	3	Spring	ECC	Accept	Non-Comparable	\$1,332
CH	2020	3.9	Beloit College	Women Race & Class	CRLS 221	3	Spring	ECC	Accept	Non-Comparable	\$1,332
CH	2020	3.9	Beloit College	Personality Psychology	PHYS 250	3	Spring	ECC	Accept	Non-Comparable	\$1,332
CH	2020	3.9	Beloit College	Life Span Development	PHYS 210	3	Spring	ECC	Accept	Non-Comparable	\$1,332
YC	2020	3.1	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
DI	2020	2.1	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
IM	2020	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
DP	2019	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
DP	2020	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
CR	2019	2.9	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
PR	2019	2.0	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
ES	2020	3.4	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
AT	2020	3.5	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
MW	2020	3.6	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
KW	2020	3.2	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
YM	2020	3.0	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
DL	2019	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
AB	2019	3.8	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
JJ	2020	2.4	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
RF	2019	2.6	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
RR	2019	2.5	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
KW	2019	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
CO	2019	4.0	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
JR	2019	2.7	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
PS	2019	2.1	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
ST	2019	2.9	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
TY	2020	3.5	UW Rock County	Intro to Public Speaking	COM-103	3	Spring	ECC	Accept	Non-Comparable	\$606
TY	2020	3.5	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JL	2019	3.2	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
AS	2020	3.6	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
PC	2019	3.0	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JA	2019	3.9	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JB	2019	3.0	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452

DI	2019	2.1	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JC	2019	3.9	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
HW	2019	4.0	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
BM	2019	2.3	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
BC	2019	3.6	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
RW	2020	2.9	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
GB	2020	3.9	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
LH	2019	3.2	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
SF	2019	2.7	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
AP	2019	2.9	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
CR	2019	2.9	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JG	2019	2.2	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
IM	2020	3.9	Blackhawk	Introductio to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
EM	2019	3.7	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
YB	2019	3.3	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JV	2020	3.8	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
KH	2020	3.2	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
PR	2019	2.0	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
TC	2020	3.8	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
AH	2019	2.7	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
HM	2019	2.5	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
HL	2019	1.7	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JC	2019	3.1	Blackhawk	Introduction to Medical Term	505-101	3	Spring	Start College Now	Accept	Non-Comparable	\$452
IS	2019	1.2	Blackhawk	Emergency Med Tech/EMT-B	531-110	3	Spring	Start College Now	Deined	Low-GPA	\$0
AH	2019	2.7	Blackhawk	Communication	801-311	2	Spring	Start College Now	Deined	Comparable	\$0
FS	2020	3.8	Blackhawk	Digital Literacy for Health Care	501-107	2	Spring	Start College Now	Accept	Non-Comparable	\$305
CG	2019	1.9	Blackhawk	Gas Metal Arc Welding 1	442-320	1	Spring	Start College Now	Accept	Non-Comparable	\$139
CG	2019	1.9	Blackhawk	Gas Tungsten Arc Welding I	442-326	1	Spring	Start College Now	Accept	Non-Comparable	\$139
CG	2019	1.9	Blackhawk	Thermal Cutting	442-352	1	Spring	Start College Now	Accept	Non-Comparable	\$139
CG	2019	1.9	Blackhawk	Welding Blueprint Reading 1	442-343	1	Spring	Start College Now	Accept	Non-Comparable	\$139
CG	2019	1.9	Blackhawk	Communication	801-311	2	Spring	Start College Now	Deined	Comparable	\$0
CG	2019	1.9	Blackhawk	Advanced Welding Technicals	442-342	1	Spring	Start College Now	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Shaw 1	442-336	1	Spring	Start College Now	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Shaw2	442-331	1	Spring	Start College Now	Accept	Non-Comparable	\$139

QS	2020	3.3	Blackhawk	Shaw 3	442-338	1	Spring	Start College Now	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Shaw 4	442-339	1	Spring	Start College Now	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Shaw 5	442-340	1	Spring	Start College Now	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Blueprint Reading 2	442-343	1	Spring	Start College Now	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Thermal Cutting	442-109	1	Spring	Start College Now	Accept	Non-Comparable	\$139
QS	2020	3.3	Blackhawk	Mechanics of Learning/Weld	442-352	1	Spring	Start College Now	Accept	Non-Comparable	\$452
HB	2019	3.2	Blackhawk	College Mathematics	804-107-112	3	Spring	Start College Now	Accept	Non-Comparable	\$139
HB	2019	3.2	Blackhawk	General Anatomy & Physiology	806-177-107	4	Spring	Start College Now	Accept	Non-Comparable	\$591
HB	2019	3.2	Blackhawk	Survey of Physics	806-139-104	3	Spring	Start College Now	Accept	Non-Comparable	\$452
HB	2019	3.2	Blackhawk	College Mathematics	806-107-1B1	3	Spring	Start College Now	Accept	Non-Comparable	\$452
HB	2019	3.2	Blackhawk	General Anatomy & Physiology	806-177-109	4	Spring	Start College Now	Accept	Non-Comparable	\$591
AR	2019	3.0	Blackhawk	Business Communcation	102-109	3	Spring	Start College Now	Accept	Non-Comparable	\$452
AR	2019	3.0	Blackhawk	Intro to Business	102-148	3	Spring	Start College Now	Accept	Non-Comparable	\$452
AR	2019	3.0	Blackhawk	Business Finance	102-130	3	Spring	Start College Now	Accept	Non-Comparable	\$452
AR	2019	3.0	Blackhawk	Small Business Management	102-120	3	Spring	Start College Now	Accept	Non-Comparable	\$452
TY	2020	3.5	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JL	2019	3.2	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
AM	2020	3.6	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
PC	2019	3.0	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JA	2019	3.9	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
DI	2019	2.1	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
AH	2019	2.7	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
HM	2019	2.5	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
HL	2019	1.7	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
FS	2020	3.8	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
GB	2020	3.9	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
HL	2020	3.2	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
JC	2020	3.9	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
BC	2019	3.6	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
DD	2019	1.7	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
KH	2020	3.2	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
CG	2019	1.9	Blackhawk	Nursing Assistant	543-300	3	Spring	Start College Now	Accept	Non-Comparable	\$452
TY	2020	3.5	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
JL	2019	3.2	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305

AS	2020	3.6	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
PC	2019	3.0	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
JA	2019	3.9	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
DI	2020	2.1	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
HM	2019	2.5	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
HL	2019	1.7	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
FS	2020	3.8	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
GB	2020	3.9	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
HL	2019	3.2	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
JC	2020	3.9	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
BC	2019	3.6	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
SS	2019	1.7	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
KH	2019	3.2	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305
CG	2019	1.9	Blackhawk	Nursing Assistant Advanced	543-302A	2	Spring	Start College Now	Accept	Non-Comparable	\$305

Total \$80,510

Prepared by Angela Snow
10/4/2018



I. BASIC INFORMATION

Topic or Concern: Policy 830 RULE 3 Partisan and Political Parties' Use of School Facilities and Policy 830 RULE 4 Use of District Local Access Cable TV Channel

Which area(s) of the Strategic Plan does this support? Communications, Fiscal, Staff

Your Name and Title: Dr. Don Childs, Interim Superintendent

Others assisting you in the presentation:

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

New Board Policy requires approval by the Board.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Please see the attached board policy language.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

The policies will clarify the building usage fees for particular usage and types of usage.

D. What are your conclusions?

MOTION: The Board of Education approves the addition of Policy 830 RULE 3 Partisan and Political Parties' Use of School Facilities and Policy 830 RULE 4 Use of District Local Access Cable TV Channel for first reading.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: NA

Long Term Committed Funds? No

BUDGET LOCATION NA

FISCAL IMPACT: NA

Policy 830, Rule 3

Partisan and Political Parties' Use of School Facilities

Political parties and partisan groups may rent school facilities outside of school hours when their planned activities do not conflict with other facilities uses or planned events.

Fee waivers shall not be available for political and partisan activities. All other stipulations in Rule 1 apply.

Policy 830, Rule 4

Use of District Local Access Cable TV Channel

Facilities Renters/Users wishing to use the district local access TV channel will be required to pay an additional fee covering the cost of the operator. This fee will be an hourly rate, is in addition to the rental fee and may not be waived. Only the district cable TV operator may use or manage the cable TV equipment.

Evaluation Process

Important Considerations:

- Year long process
- Process is negotiated up front
- Self-reflection is critical
- Power is in the conversation
- Must be evidence based

Board Member Commitments

- Participate in the agreed upon process with honesty and integrity.
- Each board member should rate all performance indicators and goals based on evidence.
- Evidence should be aligned to the performance standards, the individual indicators, and the goals.
- Identify the Superintendent's strengths and areas for improvement and make recommendation for improving performance.
- Participate in the evaluation discussion, agree to goals for next year.

Superintendent Commitments

- Understand, agree to and participate in the articulated process.
- Gather data, documents and evidence to support performance in relation to the standards and progress toward achieving goals.
- Finalize goals and end-of-year evaluation with the Board.

Appraisal Scale:

Marginal: Performance is clearly below acceptable level. (Does not meet District Standards)

Fair: Performance comes close to being acceptable but the need for further development is recognizable. (Needs Improvement)

Competent: Performance is capable of worthy of being accepted, satisfactory, sufficient. (Meets District Standards)

Commendable: Performance is noticeably better than "acceptable" (Exceeds District Standards)

A. Relationship with the Board

	Marginal	Fair	Competent	Commendable	Rating
Information	Does not provide the information the board needs to perform its responsibilities.	Keeps only some members informed, making it difficult for the board to perform its responsibilities.	Keeps the board informed with appropriate information as needed so it may perform its responsibilities.	Keeps all board members informed with appropriate, regular communication so it may perform its responsibilities.	
Materials and background	Meeting materials aren't available. Members arrive at meetings without any prior information regarding agenda.	Meeting materials are incomplete, and don't include supporting information.	Materials are provided. Some supporting information is included.	Meeting materials are provided with supporting information in order to make informed decisions.	
Board questions	Board questions are rarely answered	Board questions are answered, but not all members are apprised of relevant questions/answers.	Board questions are addressed with occasional follow-up to members	Board questions are answered thoroughly with communication to all members to ensure understanding.	
Policy involvement	Makes decisions without regard to adopted policy.	Is minimally involved in the development, recommendation and administration of district policies.	Is actively involved in the development, recommendation and administration of district policies.	Is proactive in the determination of district needs and policy priorities.	
Board development	Doesn't promote board development.	When asked, provides members with information about board development.	Provides members with information regarding board development opportunities when they arise.	Actively and continuously encourages board development by seeking and communicating opportunities.	
Category Rating					

B. Community Relations

	Marginal	Fair	Competent	Commendable	Rating
District image	Is negative about the district.	Doesn't actively promote the district.	Projects a positive image of the district as expected.	Projects and promotes a positive image of the district.	
Approachability and Communication with Community	Isn't readily available.	Provides appropriate information only when asked.	Actively seeks two-way communication with the community as appropriate.	Engaged and actively participating in community leadership groups that represent demographics of the community. Actively seeks communication, as appropriate, and works to provide alternative means of contact with the community.	
Media relations	Communications with the media only when requested.	Isn't proactive, but is cooperative with the media.	Promotes the district in the media.	Initiates and actively engages the media.	
Category Rating					

C. Staff Relations

	Marginal	Fair	Competent	Commendable	Rating
Internal communications	Doesn't have a specific system to inform staff of important matters.	Is inconsistent in keeping staff informed of important matters.	Keeps staff informed of most important matters.	Establishes a system of keeping staff continually informed of important matters.	
Personnel matters	There is no system to handle personnel matters in a consistent manner. Some situations may be handled with bias.	A system has been established, but it is not applied consistently.	A system is used to address personnel matters with consistency, fairness, discretion and impartiality.	Establishes a system that is proactive with personnel matters. Personnel policies are routinely discussed and promoted.	
Delegation of duties	Doesn't delegate duties. Maintains personal control over all district operations.	Delegates duties to staff, but retains final decision-making authority.	Delegates responsibility to staff within their abilities and then provides support to ensure their success.	Delegates responsibility to staff that will foster professional growth, leadership and decision-making skills.	
Recruitment	There is no formal recruitment process and/or hires are considered in an arbitrary manner.	A formal recruitment process is in place, but is not used consistently.	Follows a formal recruitment process for each hiring opportunity.	Follows a formal recruitment process for each hiring opportunity. Actively recruits the best staff available and encourages their application to the district.	
Visibility	Seldom visits buildings	Is present at building programs and special activities.	Visits buildings/classroom as time permits.	Regular visits to building and classrooms are a priority item.	
Category Rating					

D. Business and Finance

	Marginal	Fair	Competent	Commendable	Rating
Budget development and maintenance	Superintendent's budget knowledge is limited. The budget is developed and managed without taking into consideration current needs of the district.	Superintendent works to develop and manage the budget to meet the immediate fiscal issues. Decisions are primarily reactive to current needs of the district.	Budget actions are proactive and consider the most current information and data. A balance is sought to meet the needs of students and remain fiscally responsible to the community.	Budget actions are proactive and consider both current and long-range information and data. A balance is sought to meet the current and future needs of students and remain fiscally responsible to the community.	
Budget reports	Doesn't report financial information to the board except with the annual audit.	Reports the status of financial accounts as requested by the board.	Regularly reports to the board concerning the budget and financial status.	Constant flow of budgetary/financial information provided with discussion of the ramifications of any changes.	
Facility management	A facilities management plan is not created. Maintenance is only performed when absolutely needed.	Facilities needs are discussed internally, but a plan is not created. Issues are addressed on an as-needed basis.	A facilities management plan is in place that includes the current status of the buildings and the need to improve any facilitates in the future.	Facilities management plan in place, includes current status of buildings and the need to improve facilities in the future, with a projected plan to secure funding.	
Resource allocation	Resources are allocated without consideration of district needs.	Resources are allocated to meet immediate needs.	Resources are distributed based upon district goals and seek to meet immediate objectives.	Resources are distributed based upon district goals and seek to meet immediate and long-range objectives.	
Category Rating					

E. Instructional Leadership

	Marginal	Fair	Competent	Commendable	Rating
Professional knowledge	Is unaware of current instructional programs.	Is somewhat knowledgeable of current instructional programs. Relies on others for info./data.	Demonstrates knowledge of current instructional programs, and is able to discuss them.	Demonstrates knowledge and comfort with current instructional programs. Seeks to communicate with others how the district is implementing best practices.	
Self-improvement	Does not participate in professional development opportunities	Passively participates in some professional development opportunities.	Seeks to learn and improve upon personal and professional abilities. Attends professional conferences when appropriate.	Eagerly seeks to learn and improve upon personal and professional abilities. Is able to apply this new learning for the benefit of the district. Participates actively in professional groups and organizations.	
Focus on students	Focus in on the managements of the district and maintaining day-to-day operations. Student achievement isn't the priority.	Student achievement is a concern, but does not always guide decisions made within the district.	Student achievement is important and guides decisions made within the district.	Places student achievement as the top priority and consistently communications this to others. Bases decisions on improving student achievement. This priority is reflected in the budget.	
Goal development	Goals are not aligned with the strategic plan.	Some goals for administrators and staff are aligned with the goals of the strategic plan.	Goals for administrators and staff are aligned with the goals of the strategic plan.	Measurable progress for strategic plan goals exceeds the board's expectations.	
Staff development	Staff development isn't provided. Staff members are responsible for their own improvement.	Staff development programs are offered based upon available opportunities.	Staff development programs are offered based upon available opportunities that are targeted toward increasing student achievement.	Staff development programs are targeted toward goals of the strategic plan and are sustained to increase student achievement.	
Curriculum	Curriculum isn't a priority in the district.	Allows teachers to define their own curriculum. There is little or no coordination.	There is an on-going review process to be sure the curriculum is aligned to the state standards and meets the needs of our students.	Curriculum is reviewed and modified to align with the goals of the strategic plan.	
Category Rating					

F. District Results (Student Performance)

(Not applicable 2018-19 year)

The superintendent's work is grounded in the work of teachers, principals, and other staff and administrators, and is directly linked to student performance data used in the evaluation of teachers and principals. The idea is to build a parallel and aligned system that links student performance targets, teacher performance targets, administrator performance targets and, ultimately, district performance targets.

Before linking student performance data to a superintendent's evaluation, the superintendent and Board of Education will want to ensure the following SMART conditions are in place:

Establish clear specific annual targets for student performance at the building levels, to be sure that everyone is focused on the same goals for student performance. Strategic three-five year goals set the district's direction for improving student performance, but building level annual targets, aligned to the district goals, provide measurable benchmarks for judging the district's staff's and administration's progress toward those goals.

1. Identify multiple measures that will allow the district and schools to measure progress in meeting the student performance targets. While the state assessments can be on measure of progress, they are not sufficient to provide a full picture of students' progress. The superintendent can identify other measures that can round out the picture of student performance and complement information provided by state assessments.
2. Set achievable improvement targets as a way to measure progress toward the district's long term student performance goals. Making the targets achievable will provide motivation and encourage continuous adaptation to student needs. A good starting point might be one student performance improvement target that cuts across the district and addresses a major improvement need for student outcomes, such as literacy.
3. Establish base lines for making progress toward student performance targets. Baselines give the district and individual schools a clear, relevant and realistic starting point for measuring progress. They can point to critical improvement needs for the general student population and/or sub groups who need special attention.
4. Finally, start small and build. Building a performance review (evaluation) system that accounts for timely student results each year will take time. There are many facets of performance review, and districts are wise to proceed with care and a commitment to grow into better ways to assess the work of teachers, administrators, and even the board.

By linking the superintendent's student performance measure to those established for district goals, the Board of education and superintendent stay focused on the district student performance priorities.

The following specific goals have been developed and agreed upon indicators of District results:

Goal 1: BOARD OF EDUCATION: <ul style="list-style-type: none"> The superintendent will facilitate the board development of a 10-year vision for the district focused on expectations for student outcomes. <i>Other objectives to be proposed after the governance workshops are completed.</i> 					
	Marginal	Fair	Competent	Commendable	Rating
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	

Goal 2: : STUDENTS AND STAFF <ul style="list-style-type: none"> The superintendent will facilitate a review of the Code of Conduct, K-12 and assure that guidance for teachers, principals and support staff are written into the code in regard to comprehensive responses at each tier of the code. At year end, a target of 80% or more of staff will report anonymously that discipline issues were handled effectively and they had appropriate and timely feedback from their principals on dispositions of referrals. Cabinet members and central administrators will evaluate Cabinet and extended-Cabinet meetings as purposeful, productive and modeling a professional learning community in which a) decisions were data-driven; b) deliberations were student outcomes-focused and c) meetings were faithful to the group norms and covenants. An equitable and sustainable compensation plan for teachers, support staff and administrators will be developed. 					
	Marginal	Fair	Competent	Commendable	Rating
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	

Goal 3: COMMUNITY: <ul style="list-style-type: none"> The superintendent will REPRESENT THE DISTRICT ON THE Greater Beloit Economic Developmental Council and the City Center Council. In addition, the superintendent will maintain communications with the African-American and Hispanic communities through regular dialog. 					
	Marginal	Fair	Competent	Commendable	Rating
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	

Determining the Overall Evaluation Rating

Superintendent's Name:	
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School year:	
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RATINGS ON INDIVIDUAL DOMAINS:

Weight: 40%	A. Relationship with Board	Marginal	Fair	Competent	Commendable
Weight: 10%	B. Community Relations	Marginal	Fair	Competent	Commendable
Weight: 10%	C. Staff Relationships	Marginal	Fair	Competent	Commendable
Weight: 10%	D. Business & Finance	Marginal	Fair	Competent	Commendable
Weight: 10%	E. Instructional Leadership	Marginal	Fair	Competent	Commendable
(N/A 2018-19 Yr.)	F. District Results	Marginal	Fair	Competent	Commendable
Weight: 20%	G. Goals	Marginal	Fair	Competent	Commendable

OVERALL RATING:	Marginal	Fair	Competent	Commendable
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Comments by Board of Education:

Comments by the Superintendent:

Superintendent's Signature: _____

Date: _____

Board President's Signature: _____

Date: _____

(The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.)

TIMELINE: INTERIM SUPERINTENDENT EVALUATION 2018-19

October '18: Board receives, reviews and approves proposed goals for the year.

Jan. 2, '19: Board receives superintendent's report on goal progress.

Jan 8, '19: Board meets w/ interim sup't in closed session to review/provide feedback on goal progress, identify issues and redirect or "stay the course."

Mar. 20, '19: Board receives second update from interim sup't.

Mar26, '19: Board meets in w/ interim sup't in executive session to review progress and provide feedback, redirection or "stay the course."

Jun 19, '19: Board receives final report from interim sup't.

June 25, '19: Board meets in final progress review

July 1, '19: Board members submit individual evaluations of interim sup't to board chair.
(*NOTE:* Interim Sup't contract runs through July 19, 2019)

July 8, '19: Board chair reviews final evaluation w/ sup't. Both parties sign.

***ALTERNATIVE:* July 9, '19:** Full board meets w/ interim sup't and chair shares final evaluation in closed session. Board chair & interim sup't. sign.

Agenda Item
Will be
Added
Soon!

(E)quality Membership 2018-2019

Ralph Berkley
Syretha Washington
Alicia Wash
Amber Ball
Anyra Ramsey- Martinez
Barbara Hickman
Candace Link
Carolyn Street
Catherine Froze
Dr. Darrell Williams
Cecilia Ramirez
David Wilson
Dorothy Harrell
Emma Harrell
Heather Churches
Indi Morris- Phillips
Kenda Roman
Kendra Schiffman
Lamikka James
Sean Leavy
Megge Casique
Melody Wirgau
Michelle Hendrix-Nora
Nicole Davidson
Ryan Anderson
Stacy Nemetz
Tasha Bell
Tracey Caradine
Vicki Brown
Vicki Hamilton



I. BASIC INFORMATION

Topic or Concern: Ad Hoc Student Discipline & Governance Additional Membership Approval

Which area(s) of the Strategic Plan does this support? Students

Your Name and Title: Dr. Don Childs, Interim Superintendent

Others assisting you in the presentation: John Wong, Student Committee Chair

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

To have board support and approval on the Ad Hoc committee membership.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

The Student Committee approved the additional recommended membership for this committee. The updated list is attached.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Membership covering all grade levels, both east and west side of the community and all ethnicities has been sought. Representatives serving on the committee are parents, teachers and administrators.

D. What are your conclusions?

MOTION: The Board of Education approves the membership for the Ad Hoc Student Discipline & Governance Committee.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: NA

Long Term Committed Funds? No

BUDGET LOCATION NA

FISCAL IMPACT: NA

Comm BOE Appr.										
Appr. Date	Date	Title	First Name	Last Name	School	Category	Address	City	State	Zip
9/18/2018	9/25/2018	Ms.	Amber	Ball	Robinson	Teacher	1801 Cranston Road	Beloit	WI	53511
9/18/2018	9/25/2018	Ms.	Yvette	Hanson	Aldrich	Teacher	1859 Northgate Drive	Beloit	WI	53511
9/18/2018	9/25/2018	Mr.	David	Garcia	Fruzen	Teacher	2600 Milwaukee Road	Beloit	WI	53511
9/18/2018	9/25/2018	Ms.	Cristina	Douglas	Cunningham	Teacher	910 Townline Road	Beloit	WI	53511
9/18/2018	9/25/2018	Ms.	Jamie	Harrison	Cunningham	Teacher	910 Townline Road	Beloit	WI	53511
9/18/2018	9/25/2018	Ms.	Tasha	Latin	Cunningham	Teacher	910 Townline Road	Beloit	WI	53511
9/18/2018	9/25/2018	Ms.	Monica	Garrett	Aldrich	Parent	1544 Porter	Beloit	WI	53511
9/18/2018	9/25/2018	Ms.	Maria	Ramos	Aldrich	Parent	2054 Corene	Beloit	WI	53511
9/18/2018	9/25/2018	Ms.	Kelly	Olson	Aldrich	Parent	815 Henderson	Beloit	WI	53511
9/18/2018	9/25/2018	Ms.	Melody	Wirgau	Todd	Principal	1621 Oakwood Avenue	Beloit	WI	53511
9/18/2018	9/25/2018	Mr.	Joe	Vrydaghs	Aldrich	Principal	1859 Northgate Drive	Beloit	WI	53511
9/18/2018	9/25/2018	Ms.	Brandye	Hereford	Gaston	Principal	1515 West Grand Avenue	Beloit	WI	53511
9/18/2018	9/25/2018	Mr.	Devon	LaRosa	Cunningham	Principal	910 Townline Road	Beloit	WI	53511
10/9/2018		Ms.	Annie	Anderson	RCAA	Parent	803 St. Lawrence	Beloit	WI	53511
10/9/2018		Ms.	Sara	Webster	Hackett	Parent	718 St. Lawrence	Beloit	WI	53511
10/9/2018		Ms.	Amber	Mayfield	McNeel	Parent	232 Chestnut Avenue	Beloit	WI	53511
10/9/2018		Ms.	Misty	Burnett	McNeel	Parent	2347 South Nye School Road	Beloit	WI	53511
10/9/2018		Mr.	Daniel	Martinez	BLA	Teacher	1033 Woodward Avenue	Beloit	WI	53511
10/9/2018		Ms.	Erica	Moen	RCAA	Teacher	1225 Fourth Street	Beloit	WI	53511
10/9/2018		Ms.	Jen	Paepke	RCAA/KEC	Administrator	1633 Keeler Avenue	Beloit	WI	53511
10/9/2018		Dr.	Orlando	Ramos	BMHS	Administrator	1225 Fourth Street	Beloit	WI	53511
10/9/2018		Ms.	Andee	Douglas	BMHS	Parent	910 Townline Road	Beloit	WI	53511
		Ms.	Shana	Listenbee	BMHS	Teacher	2105 Bootmaker Drive	Beloit	WI	53511

**Emily Pelz, Executive Director of Pupil Services will also serve on this committee along with Superintendent Childs and Board Member Wong



School District of Beloit Board of Education Report

October 23, 2018

I. BASIC INFORMATION

Topic or Concern: Employment Actions - Exhibit A & B– October 23, 2018

Which area(s) of the Strategic Plan does this support? Staff

Your Name and Title: Tracey Caradine, Executive Director Human Resources

Others assisting you in the presentation: Dr. Donald Childs, Interim Superintendent

My report is for: Action

II. TOPICAL INFORMATION

A. What is the purpose of presenting this to the Board of Education?

Employment recommendations.

B. What information must the Board of Education have to understand the topic/concern and provide any requested action?

Information to support legal action as required by Wisconsin Statutes.

C. If you are seeking Board of Education action, what is the rationale for your recommendation?

Comply with legal requirements and Wisconsin Statutes.

D. What are your conclusions?

Employment to meet needs of District to ensure quality education to all students within the District's budgetary guidelines.

MOTION: The administration recommends that the Board of Education approve the Employment Recommendations – Exhibit A & B as requested.


I propose using an existing budget

Long Term Committed Funds? Yes, indefinite

BUDGET LOCATION: all areas - payroll

FISCAL IMPACT: As indicated on report sheet.

EMPLOYEE TRANSFER OF ASSIGNMENT 2018-2019							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
Professional Educators							
Mary Ellen Fuentes	Todd	Behavior Support Teacher / ESL	9/24/2018	80% / 20%	69,695.00		full time teacher - 1-year assignment - was 100% ESL teacher
Terri Gile	Todd	Math Interventionist	9/17/2018	100%	73,387.00		full time teacher - 1-year assignment, grant funded - was Grade 1 teacher
Sarah Lamaster	Todd	Grade 1	9/17/2018	100%	59,400.00		was Kindergarten at Todd
Substitutes							
Robert Schenk	Memorial	Permanent Building Substitute	10/8/2018	100%	110.00	per day	was day to day sub for District
Non Contractual							
Natalie Herd	BLA	In School Support	10/8/2018	Timecarded	20.50	per hour	was Para at Todd
NEW EMPLOYMENT							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
Support Staff							
Scott Ladd	Kolak	Plumber/Maintenance	10/29/2018	100%	31.00	per hour	
Cierra Nelson	Gaston	EC 3K/4K Para	10/22/2018	100%	12.85	per hour	Medically Fragile Pay
Substitutes							
Tisha Anderson	Aldrich	Building Substitute	10/1/2018	100%	110.00	per day	
Perci Smith	McNeel	Building Substitute	10/8/2018	100%	110.00	per day	
Non-Contractual Other							
Renny Klein	Memorial	Avid Tutor	9/25/2018	100%	11.00	per hour	
Dakota Roelof	McNeel	Avid Tutor	9/25/2018	100%	11.00	per hour	
REHIRE							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
Professional Educators							
Myesha Hobson	Aldrich	4th/5th grade English DLI	10/1/2018	100%	31,648.00	base of \$36,606	
Substitutes							
Jean O'Flaherty	Todd	COTA Substitute	9/21/2018	100%	23.55	per hour	
La Shima Grosskopf	BLA	Building Substitute	10/2/2018	100%	110.00	per day	
CHANGES IN EMPLOYMENT OFFER							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
Support Staff							
Lorelei Allen	District	Occupational Therapy Assist.					Rescinded Offer
Substitutes							
DaQuan Sandlin	Varies	Substitute Teacher					Declined Offer
RETIREMENTS / RESIGNATIONS / LAYOFFS							
Name	Location	Assignment	Effective Date	FTE	Years of Service		Notes
Support Staff							
Katherine Minnick	Fruzen	Para	10/12/2018	100%	0		
Substitutes							
Thomas Mason	District	Substitute Teacher	5/22/2018				
Rebecca Ramsey	District	Substitute Teacher	8/1/2018				


Dr Donald Childs, Interim Superintendent


Tracey Caradine, Executive Director Human Resources

Employment Recommendation Report page 1

October 23, 2018

EMPLOYEE TRANSFER OF ASSIGNMENT 2018-2019							
Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
NEW EMPLOYMENT							
Professional Educators							
Winnie Ward	Merrill	1st Grade	10/8/2018	100%	32,415.00	base of \$38,657	
Other Professional Support							
Peggy Teubert	District	Physical Therapy Assistant	11/1/2018	80%	22.00	per hour	
Support							
Ariel Armstrong	Aldrich	Special Ed Para	10/25/2018	100%	12.21	per hour	
Substitutes							
Yamina Adama	District	Substitute Para	10/23/2018		10.78	per hour	
Barry Helms	District	Substitute Para	10/23/2018		10.78	per hour	
Jacquelyn Jackson	District	Substitute School Counselor	9/26/2018		52.38	per hour	
Jean Schukei	District	Substitute Occupational Therapist	10/17/2018		40.00	per hour	
Non-Contractual Other							
Laurette Brown	Memorial	AVID Tutor	9/25/2018	timecarded	25.00	per hour	
Bernetta Williams-Johnson	Fruzen / Memorial	AVID Tutor	9/25/2018	timecarded	25.00	per hour	
REHIRE							
Professional Educators							
Carol Langley	Todd	Special Ed EBD	10/15/2018	100%	56,654.00	base of \$69,284	
CHANGE IN EMPLOYMENT STATUS / WAGE							
Professional Educators							
Lynn Matysiak	Kolak	Reading/Math Private School	10/1/2018	66%	41,408.54	base of 72,567	increase FTE. Was 54% now 66%
RETIREMENTS / RESIGNATIONS / LAYOFFS							
Name	Location	Assignment	Effective Date	FTE	Years of Service	Notes	
Professional Educators							
Marissa Bekken	Todd	Special Ed EBD	10/12/2018	100%	0		
Other Professional Support / Instructional Support							
Kelly Flippin	Cunningham	HRA	10/19/2018	100%	1		
Support Staff							
Jessica Hart	Memorial	Para	10/5/2018	100%	0		
Allyn Jordan	Merrill	Para	10/26/2018	100%	1		

Dr Donald Childs, Interim Superintendent

Tracey Caradine, Executive Director Human Resources

2018 - 2019 Addendums

Exhibit B


10-23-2018	Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
COACHES								
In place of	Douglas, Robert	McNeel	Intermediate Boy's Basketball Coach	12-10-2018		1,428.00		
10-9-18 Meeting	Hereford, Ashley	Fruzen	Intermediate Volleyball Coach	10-19-2018		1,428.00		
	Kleinschmidt, Sue	BMHS	Freshman Boy's Volleyball Coach	08-13-2018		1,107.00	Salary change due to experience	Shared Position
EXTRA-CURRICULAR								
	Allen, Emily	Fruzen	Destination Imagination	08-23-2018		1,000.00		
	Allen, Emily	Fruzen	Grade Level Leader	08-23-2018		1,500.00	Grade 4	
	Allen, Emily	Fruzen	Noon Supervision	09-04-2018		386.40	20% of one contract	
	Ayen, Kassandra	Robinson	PBIS Support	08-23-2018		400.00	Title 1	
	Arp, DeeDee	Fruzen	Grade Level Leader	08-23-2018		1,500.00	Grade 6	
	Bares, Kate	Fruzen	Grade Level Leader	08-23-2018		1,500.00	Grade 7	
	Berg, Teresa	Gaston	Science Liaison	08-23-2018		900.00		
	Birk, Barbara	Converse	Bilingual Program Liaison	08-23-2018		1,000.00		
	Brovick, Deb	BMHS	Skills Standard	08-23-2018		4,614.00	YA Apprenticeship	
	Brovick, Deb	BMHS	Summer Co-Op Hours	Summer 2018		838.80		
	Buchanan, Kathy	Gaston	Art Club	08-23-2018		500.00		
	Buck, Tracy	BMHS	International Club	08-23-2018		500.00		
	Cappozziello, Anthony	BMHS	Skills Standard	08-23-2018		4,614.00	YA Apprenticeship	
	Cappozziello, Anthony	BMHS	Summer Co-Op Hours	Summer 2018		838.80		
	Carr, Sharon	Fruzen	Noon Supervision	09-04-2018		386.40	20% of one contract	
	Carter, Martha	Fruzen	Just Say No	08-23-2018		500.00		
	Carter, Martha	Fruzen	Noon Supervision	09-04-2018		386.40	20% of one contract	
	Champeny, Matthew	Fruzen	Student Council	08-23-2018		800.00		
	Champeny, Matthew	Fruzen	Science Liaison	08-23-2018		900.00		
	Coleson, Catherine	Cunningham	Science Liaison	08-23-2018		900.00		
	Davidson, Nicole	Merrill	MEO	08-23-2018		500.00		
	Dillon, Jillian	Fruzen	Choir	08-23-2018		400.00		
	Dillon, Jillian	Fruzen	Dramatics	08-23-2018		1,000.00		
	Dillon, Jillian	Fruzen	Musical	08-23-2018		1,000.00		
	Douglas, Anderia	Cunningham	Additional work/duties for Summer School			2,000.00		
	Frase, Geraldine	Fruzen	Orchestra	08-23-2018		400.00		
	Frost, Pamela	Aldrich	Bilingual Program Liaison	10-29-2018		760.66	Pro-rated	
	Garay, Karen	Fruzen	Noon Supervision	09-04-2018		386.40	20% of one contract	


2018 - 2019 Addendums

Exhibit B

10-23-2018	Name	Location	Assignment	Effective Date	FTE	Salary	Other salary info	Notes
	Garcia, David	Fruzen	Bilingual Program Liaison	08-23-2018		1,000.00		
	Garner, Renita	Converse	Science Liaison	08-23-2018		900.00		
	Gartland, Therese	Merrill	PBIS Supprt	08-23-2018		400.00		
	Gonzalez, Raquel	Fruzen	Noon Supervision	09-04-2018		386.40	20% of one contract	
	Hagemann, Corey	Merrill	Destination Imagination	08-23-2018		1,000.00		
	Hagemann, Corey	Merrill	Just Say No	08-23-2018		300.00		
	Harteau, Kaela	Fruzen	PBIS Leadership	08-23-2018		775.00	Salary per Principal	
	Hauri, Megan	Hackett	MEO	08-23-2018		500.00		
	Jacobson, Stephen	McNeel	Technology Liaison	08-23-2018		900.00		
	Johnson, Mia	Fruzen	Noon Supervision	09-04-2018		1,932.00		
	Jordan, Steve	Merrill	Lead Professional Educator	08-23-2018		1,000.00	Shared Position	
	Keizer, Mattie	Fruzen	Destination Imagination	08-23-2018		1,000.00		
	Keizer, Mattie	Fruzen	Yearbook	08-23-2018		800.00		
	Keizer, Mattie	Fruzen	Grade Level Leader	08-23-2018		1,500.00	Grade 8	
	Kindschi, Miranda	Todd	Technology Liaison	08-23-2018		900.00		
	Kruse, Michele	Fruzen	Sicial Media Liaison	08-23-2018		500.00		
	Kruse, Michele	Fruzen	Noon Supervision	09-04-2018		386.40	20% of one contract	
	Lathrop, Dan	Aldrich	Grade Level Leader	10-01-2018		1,290.30	Pro-Rated	
	Lovaas, Diane	Aldrich	Additional work/duties for Summer School			2,000.00		
	Lowery, Robin	Cunningham	Science Liaison	08-23-2018		900.00		
	Martinez, Juanita	Gaston	Technology Liaison	08-23-2018		900.00		
	McKnight, Kelsey	Fruzen	Noon Supervision	09-04-2018		966.00	Shared Position	
	Meyers, Kassandra	McNeel	Science Liaison	8-23-2018		900.00		
	Mueller, Sara	Aldrich	Science Liaison	8-23 to 11-30		323.61	Pro-rated	
	Murry, Jennifer	McNeel	Noon Supervision	09-04-2018		966.00	Revised to full contract	
	Nemetz, Stacy	Fruzen	MEO Liaison	08-23-2018		800.00		
	Nemetz, Stacy	Fruzen	PBIS Coach	08-23-2018		775.00		
	Nemetz, Stacy	Fruzen	Student Services Leadership	08-23-2018		1,500.00		
	Nitz, Jennifer	District	District Department Chair - Social Worker	08-23-2018		1,008.78	Pro-Rated	
	Ochoa, Dalia	Hackett/Merrill	Bilingual Program Liaison	08-23-2018		1,000.00		
	Pelishkek, Michelle	McNeel	Science Liaison	08-23-2018		900.00		
	Peterson, Emily	Fruzen	Grade Level Leader	08-23-2018		1,500.00	Grade 5	
	Peterson, Emily	Fruzen	Noon Supervision	09-04-2018		386.40	20% of one contract	
	Rifenbery-Lowrie, Sue	Fruzen	PBIS Support	08-23-2018		775.00		
	Rifenbery-Lowrie, Sue	Fruzen	Exploratory Leadership	08-23-2018		1,500.00		

Exhibit B


Dr. Donald Childs, Interim Superintendent


Tracey Caradine, Executive Director of Human Resources