

The Board of Directors of the Cedar Falls Community School District in the County of Black Hawk, State of Iowa, met in regular session pursuant to the laws and rules of said Board at the James L. Robinson Administrative Center, 1002 West First Street, Cedar Falls, Iowa, at 7:00 p.m. The meeting was called to order by the President and the roll being called there were present James Kenyon in the chair, and the following named Directors: Jim Brown, Jeff Hassman, Susie Hines, Susan Lantz, Jenny Leeper and Doug Shaw. Others in attendance were: Dr. Andrew Pattee, Superintendent, Douglas Nefzger, Director of Business Affairs, Dan Conrad, Director of Secondary Education, Dr. Adrian Talbot, Director of Human Resources and Pam Zeigler, Director of Elementary Education. Also in attendance: Viridiana Barnard, Jodi Olsen, Sarah Eastman, Larry Wyckoff, and Dawn AskMartin.

President Kenyon stated the mission of the Cedar Falls Community School District is to educate each student to be a lifelong learner and caring responsible citizen.

Item No. 1 – Approval of the Following Consent Agenda Items:

1. Director Hassman moved and Director Brown seconded the motion to approve the consent agenda as presented:
2. The agenda of the October 26, 2015 Board of Education meeting
3. Approval of the October 12, 2015 Board of Education minutes
4. Approval of the bills as presented for payment as reviewed by Director Leeper
5. Approval of Human Resource Report
6. Quarterly Transportation Report

**Human Resource Report**

October 26, 2015

2015-16 School Year

*Employment with the Cedar Falls Community School District is contingent upon confirmation of medical examination and acceptable verification of employment, licensure, reference, education, criminal background, child abuse registry, release from current contract (if applicable), and other pre-employment checks deemed necessary.*

Coaching Contracts

Daniel Reid	Holmes	Asst JH Cross Country	\$ 977
Steve Chidester	Senior High	Head Softball (.88 FTE)	\$4,896
Stephanie Pickett	Peet	Head/Asst 8 <sup>th</sup> Women's Basketball	\$2,279

Resignations - Recommended for Approval\*

Jeffrey Bell	Sixth Grade	Lincoln	*Effective Date
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\*Approve request for acceptance of resignation subject to both of the following stipulations:

Resignation effective date no earlier than \_\_\_\_\_, or later date as determined by the Superintendent.

Employment of a suitable replacement on a regular or substitute basis as determined by the Superintendent.

*\*Pursuant to Iowa Code 279.19A (8) any and all coaching contracts in effect with this teacher shall automatically terminate at the end of the current school year.*

Directors voting in favor of the motion: Brown, Hassman, Hines, Kenyon, Lantz, Leeper and Shaw. Those voting “no” none. Motion carried.

Item No. 2 – Public Comment

None

Item No. 3 – Communications

High School Student Senate representative Michael Flanscha presented to the Board on the following activities:

1. Provided an update on the student food drive:
  - Trunk or treat event will be held on October 29, 2015 from 5:00 p.m. to 7:00 p.m.
  - Students will be collecting can goods and empty pop cans on October 30, 2015
  - Students will be bussing tables at the Pizza Ranch on November 4, 2015 from 5:00 p.m. to 7:00 p.m. with a percentage of the sales going towards the food drive total
  - October 27, 2015 the annual volleyball powder puff will take place at the High School with proceeds going towards the food drive
2. A total of 42 band, choir and orchestra students qualified for All State Music Festival, scheduled November 21, 2015.
3. First round of the football playoffs are scheduled for October 28<sup>th</sup>, with the Cedar Falls Tigers traveling to Cedar Rapids Washington.
4. First round of volleyball playoffs is scheduled for October 28<sup>th</sup>, Cedar Falls Tigers will verse Fort Dodge at home.
5. District cross country was held on October 24, 2015 and the State cross country will be held on October 31, 2015 in Fort Dodge.

Board members thanked Mr. Flanscha for his report.

Item No. 4 – Informational Report: AYP and Iowa Assessments

Mr. Conrad and Ms. Zeigler provided the Board with an informational report on adequate yearly progress (AYP) for “No Child Left Behind” (NCLB). Mr. Conrad noted the following NCLB annual goals:

1. All public schools and school districts are held accountable to meet annual measurable objectives (AMOs) in reading and mathematics at grades 3-8, and 11.
2. Beginning in 2011-2012 student proficiency is based on growth for using the National Standards Score (NSS).
3. Beginning in 2011-2012, proficiency is determined through the scores achieved on the Iowa Assessments.
4. All Qualifying subgroups (racial/ethnic, SES, IEP, ELL) within the district/building are subject to the same proficiency percentages in meeting AYP.
5. Iowa NCLB Safeguards may be applied to the AMO by the state (safe harbor, biennium, triennium).
6. Adequate yearly progress also includes the other indicators
  - Exceed the state graduation rate (high School)
  - Exceed the state average daily attendance (elementary and middle schools)
  - At least 95% of all students enrolled must participate in the testing.
7. When a school or district does not meet the AMO for one year, it is referred to as not making adequate yearly progress (AYP). It is then placed on the “Watch List”. If AYP is not met for two consecutive years, the school will be labeled as a school in need of assistance (SINA)
8. Only schools receiving Title I funds are subject to sanctions for not meeting AYP for two consecutive years. Since all districts receive Title I funds, sanctions are applied if a district does not meet AYP for two consecutive years.

Mr. Conrad and Ms. Zeigler reviewed the 2015 Cedar Falls Community School District Iowa Assessment results. The State of Iowa requires assessments for grades 3-8 and 11<sup>th</sup> grades. Cedar Falls Community School District assesses all students in grades 3-11. The assessment testing is administered in the spring of the school year on reading, mathematics and science. In analyzing the results, information was shared in cohort growth, which compares the percent of students in three proficiency levels (not proficient, proficient and advanced proficiency), as well as a new comparison called growth bands that compares the average individual growth within five growth band levels.

Mr. Conrad and Ms. Zeigler reported on the standard score proficiency ranges for not proficient, proficient and advanced proficiency in reading, mathematics and science. Additional data comparing Cedar Falls Community School District students with other schools in AEA 267 and the State of Iowa in the proficiency of reading, mathematics and science in grades 3-11 over the past five school years. The same comparison was done in grades 3-11 in reading, mathematics and science in simple cohort growth that compares the percentage of growth from one year to the next year for that individual grade as it progresses throughout the school district. A new comparison is growth bands where students are categorized into one of five performance levels based on National Standard Score (NSS) and the National Percentile Rank (NPR). The average growth for students within each band is compared with the expected growth of students within that band as determined by the State of Iowa. The expected growth is the realistic growth that is expected for students within that growth band. Mr. Conrad and Ms. Zeigler shared the expected growth for reading, mathematics and science for grades 3-11, as well as the actual number of students who exceeded those growth areas between grades 3<sup>rd</sup> and 4<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> in reading, mathematics and science.

Mr. Conrad and Ms. Zeigler also provided information on the testing results from spring of 2015 in the areas of reading, mathematics and science and compared test scores from Cedar Falls Community School District with scores across the State of Iowa and within AEA 267. Based on these reports, the District was informed that it has been placed on the District State of Assistance (DINA-2) for math proficiency for the next two school years. Mr. Conrad and Mrs. Zeigler noted that while the District has been placed on the DINA-2 list it has made steady growth in all annual measurable objectives (AMO). However, the growth was not sufficient enough to remove it from the district in need of assistance list. Because the District is considered a district in need of assistance, 10% of Title I budget must be reserved for staff professional development and an additional 20% must be reserved for elementary school choice options. Mr. Conrad and Mrs. Zeigler reported on the following strategies the District will be using to assist in correcting these deficiencies:

- Collaborative teams aligning enacted curriculum with essential skills in Iowa Core and in each grade level/course
- Collaborative teams developing and administering common formative and summative assessments and aligned with essential skills and concepts
- Interventions (additional time and support) implemented in all schools when students fail to learn essential skills and concepts (Tiger Time, Power Hour, etc.)
- Assistance from Student Services Coordinator with a focus on special populations
- Additional reading teachers hired for all elementary buildings
- Summer reading program offered at all elementary buildings
- "Read 180" Program implemented at both Junior High Schools.
- "Reading Enhancement" implemented at High School.
- Fusion reading strategies implemented at both junior high schools
- Transition activities for elementary to junior high and junior high to high school.
- New curriculum resources purchased for elementary math and writing programs
- Title I SINA teams participating in school improvement process
- Formative Assessment System for Teachers (FAST) and individual growth and development indicators administered at all elementary schools
- Additional technology integration and a continued involvement of professional development within these Professional Learning Communities

Other items discussed in the report include:

- Early literacy programming
- School in need of Assistance (SINA) committees
- School choice transportation options and costs associated with these choices
- Impact of Title I funds if Title I funds were no longer available

In summary, Mr. Conrad and Ms. Zeigler reported the Cedar Falls Community School students continue to out-perform students within AEA 267 and the State of Iowa. The overall percent of non-proficient students continue to decrease in reading, mathematics and science. While there continues to be gaps in proficiency between sub-groups, the gap is shrinking. The focus on growth (simple cohort and growth bands) will allow staff to sort data and drill deeper into the data in analyzing student by student and skill by skill, as well as by class and building. After discussion the Board thanked Mr. Conrad and Mrs. Zeigler for their time and efforts in preparing and presenting this information.

#### Item No. 5 – Approval of Application to SBRC for LEP Allowable Cost Application

Mr. Nefzger reviewed the application to the School Budget Review Committee (SBRC) for Limited English Proficient (LEP) allowable costs for the 2014-2015 school year. Mr. Nefzger reported the District had total expenditures of \$200,889.26 and revenue of \$120,214.64 for a maximum allowable request to the SBRC in the amount of \$80,674.62. This is the first time the District has made this request to the SBRC for excess costs over and above the LEP allocation. In the 2014-2015 school year the District served 97 students covering 27 different languages. Director Hines moved and Director Lantz seconded the motion to approve the application to the School Budget Review Committee for excess Limited English Proficient (LEP) student costs in the amount of \$80,674.62. Directors voting in favor of the motion: Brown, Hassman, Hines, Kenyon, Lantz, Leeper and Shaw. Those voting "no" none. Motion carried.

Item No. 6 – 2014-2015 Mobility Report

Dr. Pattee reviewed the student mobility report for the Cedar Falls Community School District for the 2014-2015 school year. In summary, the report stated there were a total of 580 elementary transfers, 195 junior high transfers and 105 senior high transfers for a total of 880 transfers. This includes transfers in and out of the school district. Other data reviewed included where transfer students came from and went to, as well as historical data of transfer students for the Cedar Falls Community School District from 2005/06 school year to the present.

Item No. 7 – Facility Discussion

The Cedar Falls Community Schools Board of Education discussed information from the grade alignment report that was presented at the previous school board meeting. The Board also reviewed comments that were received from the grade alignment survey request and commented they wished they would have had more time to review these comments. The Board discussed possible next steps and what future involvement the District Facility Committee may have with the process.

Dr. Pattee reminded the Board that the District Facility Committee had recommended 19 to 1 last school year to leave the grade alignment structure in its current form. The Board discussed short term versus long term decisions and reviewed the facilities committee vote to move forward with the elementary expansion after the first bond referendum in September 2014.

Dr. Pattee reviewed the next two possible bond election dates, which are February 2, 2016 and April 5, 2016.

Dr. Pattee also reviewed the timelines and processes that would need to take place in order to prepare for the next school bond election.

Dr. Pattee and Mr. Conrad briefly reviewed the history of the District Facilities Committee since the inception in 1999. Board members then discussed having a work session to provide high level guidance to the facilities committee for future recommendations back to the Board of Education. Dr. Pattee stated the District will be in need of installing portable classrooms for next school year at multiple district schools. Board members discussed a variety of parameters that maybe set by the Board including: potential future grade alignment, maximum amount of dollars that can be used on any future facility projects, and equity for all students throughout the school district. Dr. Pattee reiterated the Board of Education must reach a consensus on all these questions and the District needs to move forward.

Directors continued to discuss capacity and equity issues, as well as, working towards successful passage of a bond issuance. After considerable discussion, it was agreed to set a board work session in the near future to continue the conversation towards district facility needs.

Item No. 8 – Board of Education Goals Update

Dr. Pattee reviewed the following Board of Education goals as presented for the 2015-2016 school year. Director Lantz moved and Director Hassman seconded the motion to approve the following 2015-2016 Board goals as presented. Directors voting in favor of the motion: Brown, Hassman, Hines, Kenyon, Lantz, Leeper and Shaw. Those voting “no” none. Motion carried.

Goal 1: Student Achievement -The Board will focus on student achievement and undertake a culture of learning and participate in the following:

- Learn, discuss and gain a deeper understanding of the CAPS program
- Receive, discuss and act on a 5 year plan from the World Language Committee:
  1. One board member will serve on this committee
  2. Plan will be sustainable, focus on best practice, be systemic in nature, allow for flexibility/training/support structure and be comprehensive in nature for Elementary, Junior High and High School
- Create and pass a bond referendum to execute the District Facility Master Plan.
  1. Create a plan outlining the next steps for a bond referendum
  2. Work with multiple entities to ensure better understanding of the needs and impact a bond may have on residents and students
  3. Present to organizations and stakeholders information, opportunities for feedback and time for questions to help clarify the direction and needs of the District.

Goal 2: The Board will "model learning" by engaging in reading and discussing topics of culture, climate and character education and the impact programs have on education:

- Read articles and relevant literature regarding character education and culture/climate
  1. Gain a deeper understanding of programs
  2. Explore opportunities that exist in other districts
  3. Research the impact of programs socially and educationally
  4. Collaborative discussions to determine deeper understanding and next steps

Goal 3: The Board will continue to build and support awareness of the PLC process and enhance its engagement and visibility at the building level and at PTO/PTA meetings:

- Attend PTO/PTA meetings to discuss, provide information and gather feedback
- Board information reports regarding PLC and technology in our District
- Board member visits to buildings during PLC time and to see process first hand including technology training
- Include information on PLC when visiting PTO/PTA and other community groups

#### Item No. 9 – Superintendent Goal Update

Dr. Kenyon and Dr. Pattee reviewed the following Superintendent goals for the 2015-2016 school year. Director Shaw moved and Director Lantz seconded the motion to approve the following 2015-2016 Superintendent goals as presented. Directors voting in favor of the motion: Brown, Hassman, Hines, Kenyon, Lantz, Leeper and Shaw. Those voting “no” none. Motion carried.

1. Student Achievement - The Superintendent will work to have the Cedar Falls Community School District become a model professional learning community that supports high levels of learning for all students.
  - Work on the creation of the CAPS like model for the Cedar Falls Community School District
  - Explore deeper next steps on Competency Base/Interest Based/Inquiry Based/Project Based learning
  - Lead the Teacher Leadership and Compensation committee towards development of a plan and application to receive the state allocation to implement a Teacher Leadership model.
2. Culture/Climate and Student Learning - The Superintendent will focus on the Facility Plan and implementation of the next steps.
  - The Superintendent will work to create dashboard indicators of academic and student engagement success
  - The Superintendent will work diligently with the community, staff, facility committee and Board to establish the next steps with the facility plan and future referendum language
3. Culture and Climate -The Superintendent will take part in a culture of learning to continue to sharpen the saw and learn best practices.
  - The Superintendent will take part in a book study “Leaders Eat Last” by Simon Sinek with the Administrative Council
  - Continued support and promotion of the 3 big ideas and 4 critical questions of the PLC process
  - The Superintendent will actively take part in local and statewide leadership and learning activities to connect with and learn from multiple business and educational leaders.

#### Item No 10 - Superintendent’s Report:

Dr. Pattee discussed the following:

1. IASB State Convention – November 18-20, 2015
2. Next school board meeting is scheduled for November 9, 2015 and Legislators are scheduled to attend
3. STEM Festival on November 12, 2015 at the Five Sullivan Convention Center in Waterloo from 4:00 p.m. to 7:00 p.m.

Item No 11 – Questions, Comments and Concerns

Director Lantz reported the First Robotics will be hosting a regional robotics competition in March of 2016 at the McLeod Center and the UNI Dome at the University of Northern Iowa. This is quite an honor for the community to be hosting such an event.

President Kenyon read a portion of the anti-bullying proclamation signed by the City of Cedar Falls and Waterloo

Item No 12 – Adjournment

Director Brown moved and Director Hassman seconded the motion to adjourn. Directors voting in favor of the motion: Brown, Hassman, Hines, Kenyon, Lantz, Leeper and Shaw. Those voting “no” none. Motion carried.

The meeting was adjourned at 9:28 p.m.

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Secretary

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President