

School District of Gibraltar Area
Fish Creek, Wisconsin
Special Meeting of Gibraltar Board of Education
Minutes of August 11, 2016
Community Room #266
10:00am

Call to Order

President Mark Weborg called meeting to order at 10:00 a.m.

Roll Call

Present: Lynn Herman, Wendy Minten, Britt Maltby, Mike Peot, Mark Weborg, Fred Anderson, Lynnea Hickey

Excused: None

Also Present: Tina Van Meer, Superintendent; Brian Annen, Elementary Principal; Gereon Methner, Secondary Principal; Shaun Young, Director of Learning; Tim Mulrain, Dean of Students; Evelyn Eckhardt, Board Secretary; 1 visitor

Approve Employee Resignation

Mr. Annen received a letter of resignation from Christine Pariso declining the elementary physical education position.

Moved Minten/Hickey to approve the resignation of Christine Pariso. Aye – All. Opposed – None. Motion carried.

Approve Posting for Elementary Physical Education Teacher

Moved Anderson/Peot to approve posting for Elementary Physical Education Teacher. Aye – All. Opposed – None. Motion carried.

Progress Report on District Growth Goals

Tina Van Meer went through an overview for the year and started with celebrations in the District. District and Building Leadership Teams were implemented, programming was maintained despite problems with state funding, and a District professional development team was established.

Tim Mulrain celebrated the PBIS Tier 1 model in the elementary school and the work of the District Safety Team.

Shaun Young celebrated Rtl criteria development and S.A.I.L. meetings.

Brian Annen celebrated a successful Writers Workshop implementation, a very successful playground fundraiser, expansion of the Multi-Age program, and completion of evaluations for all elementary teachers at the end of the school year.

Gereon Methner celebrated the success of the Secondary BLT, updating the code of conduct and student handbook, beginnings of Secondary IMC remodeling process, and excellence in the 4 As.

Van Meer went over progress on the District Growth Goals.

Educational Goal #1, Instruction/Professional Development: Implemented governance structures at all levels, implemented Building Leadership Teams, created a District Professional

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Development Team, continued external coach work, and continued National Board Certification process.

Educational Goal #2, Fiscal/Human Resources: Expanded roles of administrators for observations and evaluations of teachers, expanded the Multi-Age program, continued Innovation Grants, and implemented a district-wide governance structure.

Educational Goal #3, Assessment: Principals will continue S.A.I.L. and data meetings and retooling the Educator Effectiveness process.

Educational Goal #4, Technology Integration: Implemented a Technology PLC, researching BrightBytes, and secured a TEACH grant.

Educational Goal #5, School/Home/Community Communication: continue S.A.I.L. meetings, a new website was implemented, continued use of the School Messenger system, using Facebook as a communication tool, and updating the Superintendent Report to keep everyone updated on a District, State, and National level.

Presentation of School Growth Plans

The District Student Learning Outcome (SLO) focused on reading.

- By May 2015, 90% of ELL students in grades 1-12 will achieve a student growth percentile (SGP) score of more than 34 as measured by the STAR reading assessment.

69% have a 34 or more SGP score, 31% have a SGP less than 34.

- By May 2015, 90% of students in grades 1-12 will achieve a student growth percentile (SGP) score of more than 65 as measured by the STAR reading assessment.

43% have a 65 SGP or higher, 57% have a SGP less than 65.

By moving the SGP score to 50, it will be a more realistic SLO. Reading and writing curriculum will help growth in this area.

Brian Annen went over a year summary for the Elementary, highlighting Writing Workshops, Phonics, Building Leadership Team, professional development, evaluations for teachers and support staff, new hires, playground fundraiser, student handbook, and District Registration Days.

The Elementary SLO this year focused on math and reading.

- 90% of students achieve an SPG of 68 in reading.

2015-16: 44% of students achieved an SPG of 68 in reading.

63% of ELL students scoring 34 SPG and higher achieved the District Growth Rate Goal and 43% of elementary students achieved the District Growth Rate Goal of more than 65 SPG in Reading.

- 90% of students achieve an SPG of 55 in math.

2015-16: 65% of students achieved an SPG of 55 in math.

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Looking forward for the Elementary, challenges include building level climate, Multi-Age rollout, and the low enrollment trend. Next areas of growth include continuing leadership role with Reading Curriculum Inquiry Process and enhancement/streamlining of math curriculum.

Continued work with the BLT on math and literacy goals, continued work with PBIS and DLT, updates with NEOLA policies, and developing a parent advisory group are all goals for next year.

Gereon Methner went over highlights of the 2015-2016 school year including: Secondary BLT work, professional development inservices, 1/3 of staff completed Educator Effectiveness cycle, support staff evaluations completed, new hires, revision of the Secondary Code of Conduct and student handbook, IMC remodel coordination, and KidTalk meetings.

The Secondary SLOs concentrated on growth in Reading and Math and Building Climate.

- 100% of students in grades 7-12 will meet the district-level goal of displaying a SGP of 60 or higher in both STAR Reading and Math at the end of the spring testing window.

Only the Junior class met this goal this year with an average of 67.3 SGP in Reading.

75% of Middle School ELL students and 85% of High School ELL students met the District Growth Rate Goal for 2015-2016 of scoring 34 SPG or higher. 43% of Secondary students met the District Growth Rate Goal with a SGP of 65 or higher.

- 80% of secondary staff will report that the Building Leadership Team will have a positive impact (as reflected as a 3 or higher on the 5-point likert-scale survey of staff perceptions of the Secondary Building Leadership Team) on instruction by the end of the school year.

Only 13 of 25 (52%) of teachers surveyed reported that the BLT had a positive impact on instruction.

Looking forward, challenges include building level climate with staff, attendance, policy/code enforcement, and issues with gray areas for graduation requirements, such as Spanish and Algebra II. Next areas of growth will be to continue to build relationships with staff and students as well as spending more time in the classrooms. Working with the BLT planning for Middle School revision, developing a perpetual calendar, improving attendance, updating NEOLA policy, and creating a parent advisory group are all goals for next year. Methner also shared his Professional Practice Goal (PPG) of partnering with UWSP to develop tailored on-campus graduate course offerings for our teachers and ultimately from other districts as well.

Mentor/Mentee Program Update

Shaun Young presented information on Gibraltar's Mentor/Mentee program, which helps support new teachers. Young received a lot of feedback from former Mentors and Mentees and used it to update the program. Letters were sent out to all employees to find who was interested in joining a pool of Mentors for Gibraltar and has received 8 requested to date. Mentors/Mentees will attend weekly meetings, attend trainings, and participate in PLCs.

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Advanced Learning Program Update

Shaun Young presented Gifted and Talented & Advanced Learning. A G/T handbook is being created that aligns with Rtl, DPI guidelines, and best practices. The Director of Learning oversees the program, implemented through Instructional Coaches, inservice trainings, and participation in PLCs.

District PBIS Update

Tim Mulrain shared a 2014-15 Behavior report and a 2015-2016 Behavior report which were reviewed side by side. Additions were made for the PBIS committee for the 2016-2017 school year, they are currently looking for a parent member. Mulrain explained the main focus of PBIS for the Elementary and Secondary School for 2016-17. Elementary focus: Playground, hallway & bathroom, and continuing to build on Viking Way. Secondary focus: Staff buy-in, Viking Way appreciation notes, PEP Homerooms, Quarterly Fun Trips.

District Safety Committee Update

Tim Mulrain shared highlights of district safety work including a review/update of the handbook and strong relationships with local emergency services. Gibraltar also met the requirements for fire, tornado, and incident drills. Goals for 2016-2017 include staff CPR/AED certification, periodical visits from School Safety Police Officer, update fire/tornado evacuation/shelter routes, removal of old/unused chemicals, and update exterior door signs.

Educator Effectiveness Update

Tina Van Meer shared the 1/3 of all PK-12 teachers were evaluated under the Educator Effectiveness system during 2015-16. In the future, Teachscape will be no longer used for Educator Effectiveness data, moving towards a Google model. Teachers and administration found TeachScape very difficult to use. Danielson Educator Effectiveness Model will still be used with some changes.

District Leadership Team Update

Tina Van Meer shared work completed with the District Leadership Team. Improving organization climate is the whole goal of their work at this time. Next areas of growth include improving relationships with coworkers, improving roll-out procedures for new initiatives, and establishing a productive and fun work environment.

District Growth Plan

The board reviewed the current Gibraltar Growth Plan and discussed possible changes/additions. Board will work on the plan to be approved at a future meeting.

District Exit Survey

The board has asked for an exit survey for employees who leave the district. Van Meer shared a draft of the exit survey created by administration and asked for feedback from the board.

Board Meeting Locations

Mark Weborg explained how historically Gibraltar School Board meetings were held in different towns every other meeting. Board would like to try out the choir room for future board meetings

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to see if audience members can hear better than in the Community Room. There was also discussion of having one business meeting and one information meeting a month instead of a mixed agenda.

Adjourn to Executive Session per §19.85(1)(c), Wis. Stats., to Discuss Employee Personnel Matters

Moved Anderson/Minten to adjourn to Executive Session per §19.85(1)(c), Wis. Stats., to Discuss Employee Personnel Matters at 2:41 p.m.

Aye – Herman, Minten, Maltby, Peot, Weborg, Anderson, Hickey. Opposed – None. Motion carried.

Reconvene to Open Session

Moved Anderson/Hickey to reconvene to Open Session at 3:55 p.m. Aye – Herman, Minten, Maltby, Peot, Weborg, Anderson, Hickey. Opposed – None. Motion carried.

Adjourn

Moved Peot/Herman to adjourn at 3:55 p.m. Aye – All. Opposed – None. Motion carried.

Respectfully submitted,

Evelyn Eckhardt
District Administrative Assistant
School Board Secretary