



Wenatchee School District Board Workshop/Special Meeting

Minutes of October 10, 2013 – 3:30 p.m.
Lincoln Elementary School

Board Members Present

Jesús Hernández
Laura Jaecks
Gary Callison
Walter Newman

Staff Present

Brian Flones, Superintendent
Cabinet

I. Board Workshop

Jesús Hernández, Board President, opened the board workshop/special meeting at 3:30 pm with the Pledge of Allegiance. He announced that Kevin Gilbert had a work related emergency and would not be present.

Jesús Hernández, Board President, asked for a motion to approve the consent agenda.

MOTION MADE: Laura R. Jaecks made the motion to approve the consent agenda.

SECONDED: By Walter Newman

PASSED: 3 yea with 1 abstention (Gary Callison)

Consent Agenda included:

MINUTES: 9/24/13 Regular Board Meeting

PERSONNEL REPORT PREPARED BY: Lisa Turner, HR Director:
October 10, 2013 personnel report: on file

PAYROLL PREPARED BY: Tami Hubensack, Director of Payroll:
None

VOUCHERS & CONTRACTS PREPARED BY:

Karen Walters, Director of Accounting –
Oct. 10, 2013

General Fund
Check numbers 564638 through 564829 totaling \$537,810.03

Capital Projects Fund

Check numbers 564830 through 564839 totaling \$323,635.95.

4) Contracts

Associated Student Body Fund

Check number 564840 through 564879 totaling \$54,747.67.

Date	New or Renewal or Revision	Agency	Purpose	Amount	Effective Dates	Staff Person Responsible for Contract has read and has recommended this contract for Board approval	Reviewed by Les?	PO Required?
09/27/13	Renewal	Illuminate Education, Inc.	Addendum to provide test database.	\$8,818 Budget Code 9700 72 7000 000 2320	9/26/13 - 8/31/14	Ron Brown	YES	Yes
09/24/13	New	Special Olympics of Washington	Facility Use for OMS & MV for Basketball	N/A Budget Code N/A	March 1 & 2, 2014	LeAnne Branam	YES	No
09/26/13	Renewal	Dynamic Measurement Group, Inc	DIBELSnet Use Agreement	No cost to District Budget Code N/A	10/31/13 - until 30 days prior written Notice	Ron Brown	YES	No
09/16/13	New	Jobs for WA Graduates	memorandum of Understanding for pullout program for Skills Center Students	N/A Budget Code N/A	2013-2014 School Year	Jon Torrence	YES	No

Date	New or Renewal or Revision	Agency	Purpose	Amount	Effective Dates	Staff Person Responsible for Contract	Approved by Les?	PO Required?
09/05/13	New	N/A	Skill Center construction program	\$0 Budget Code	N/A	Jon Torrence I have read this contract and recommend it for Board approval. Signature: [Signature] Date: 9/13/2013	[Signature]	N/A

5) Surplus Report

SURPLUS REPORT PREPARED BY:

Karen Walters, Director of Accounting: Oct. 10, 2013 On file for review

6) Policies 2nd Reading

BOARD POLICIES 2nd Reading:

Policy #2410 – Graduation Requirements

III) Special Meeting

NOTICE OF SPECIAL MEETING

NOTICE is hereby given that the Board of Directors (the “Board”) of Wenatchee School District No. 246, Chelan County, Washington (the “District”) will hold a Special Meeting on October 10, 2013 at 3:30 PM in the gym/auditorium of Lincoln Elementary School, located at 1224 Methow, Wenatchee, Washington. The October 10, 2013 special meeting is called for the purpose of considering and acting upon Resolution No. 07-13, which provides for the submission to the District’s voters, at a special election to be held on February 11, 2014 of a proposition authorizing the District to issue its general obligation bonds for the purpose of paying costs of certain capital improvements to District education facilities. For more information, please call 663-8161.

WENATCHEE SCHOOL DISTRICT NO. 246

CHELAN COUNTY, WASHINGTON

/s/ Brian Flones

Secretary to the Board of Directors

Contact Person: Brian Flones

Superintendent
Wenatchee School District
(509) 663-8161

1) RESOLUTION NO. 07-13 PRESENTED TO THE BOARD FOR APPROVAL IN 2ND READING:

WENATCHEE SCHOOL DISTRICT NO. 246
CHELAN COUNTY, WASHINGTON

BONDS TO REMODEL, CONSTRUCT AND IMPROVE SCHOOLS

RESOLUTION NO. 07-13

A RESOLUTION of the Board of Directors of Wenatchee School District No. 246, Chelan County, Washington, providing for the submission to the voters of the District at a special election to be held on February 11, 2014, of a proposition authorizing the District to issue general obligation bonds in the principal amount of no more than \$66,500,000, for the purpose of paying costs of remodeling and expanding Lincoln Elementary School, constructing and equipping a new Washington Elementary School, remodeling Special Education/Early Childhood Learning Center, making safety improvements and remodeling gymnasium at Pioneer Middle School and making safety improvements at Mission View Elementary School, the principal of and interest on such bonds to be payable from annual excess property tax levies; designating the Secretary to the Board and bond counsel to receive notice of the ballot title from the Auditor of Chelan County, Washington; authorizing a request for a Certificate of Eligibility from the State Treasurer pursuant to chapter 39.98 RCW; designating the Secretary to the Board and/or the District’s Chief Financial Officer as the District officials authorized to file with the State Treasurer, on behalf of the District, the request for a Certificate of Eligibility; and providing for other matters properly related thereto, all as more particularly set forth herein.

ADOPTED: OCTOBER 10, 2013

This document prepared by:

FOSTER PEPPER PLLC
West 422 Riverside Avenue, Suite 1310
Spokane, Washington 99201
(509) 777-1602

WENATCHEE SCHOOL DISTRICT NO. 246
CHELAN COUNTY, WASHINGTON

RESOLUTION NO. 07-13

A RESOLUTION of the Board of Directors of Wenatchee School District No. 246, Chelan County, Washington, providing for the submission to the voters of the District at a special election to be held on February 11, 2014, of a proposition authorizing the District to issue general obligation bonds in the principal amount of no more than \$66,500,000, for the purpose of paying costs of remodeling and expanding Lincoln Elementary School, constructing and equipping a new Washington Elementary School, remodeling Special Education/Early Childhood Learning Center, making safety improvements and remodeling gymnasium at Pioneer Middle School and making safety improvements at Mission View Elementary School, the principal of and interest on such bonds to be payable from annual excess property tax levies; designating the Secretary to the Board and bond counsel to receive notice of the ballot title from the Auditor of Chelan County, Washington; authorizing a request for a Certificate of Eligibility from the State Treasurer pursuant to chapter 39.98 RCW; designating the Secretary to the Board and/or the District’s Chief Financial Officer as the District officials authorized to file with the State Treasurer, on behalf of the District, the request for a Certificate of Eligibility; and providing for other matters properly related thereto, all as more particularly set forth herein.

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF WENATCHEE SCHOOL DISTRICT NO. 246, CHELAN COUNTY, WASHINGTON, as follows:

Section 1. Findings and Determinations. The Board of Directors (the “Board”) of Wenatchee School District No. 246, Chelan County, Washington (the “District”), hereby makes the following findings and determinations:

(a) Overcrowding (due to enrollment demands, failing building infrastructure systems, educationally outdated classrooms and the institution of new educational programs) and the need for improved student safety require that the District remodel and expand Lincoln Elementary School, construct and equip a new Washington Elementary School, remodel Special Education/Early Childhood Learning Center, make safety improvements and remodel gymnasium at Pioneer Middle School and make safety improvements at Mission View Elementary School, all as more particularly defined and described in Section 2 herein (collectively, the “Projects”). The Projects are urgently required to correct the existing conditions.

(b) The District lacks sufficient money with which to pay costs of the Projects.

(c) To pay costs of the Projects, it is necessary and advisable that the District issue and sell unlimited tax general obligation bonds in the principal amount of no more than \$66,500,000 (the “Bonds”), or such lesser maximum amount as may be legally issued under the laws governing the limitation of indebtedness or required to carry out and accomplish the Projects.

(d) The District is authorized pursuant to Article VII, Section 2(b) of the Washington Constitution and laws of the State of Washington, including Revised Code of Washington (“RCW”) 28A.530.010, RCW 28A.530.020, RCW 39.36.050 and RCW 84.52.056, to submit to the District’s voters at a special election, for their approval or rejection, the proposition of whether the District shall issue the Bonds to pay costs of the Projects and levy annual excess property taxes to pay and retire the Bonds.

(e) The best interests of the District’s students and other inhabitants require the District to carry out and accomplish the Projects as hereinafter provided.

Section 2. Description of Projects. The Projects to be paid for with proceeds of the Bonds, including interest earnings thereon (“Bond Proceeds”), are more particularly defined and described as follows:

(a) Remodel and expand Lincoln Elementary School, all as deemed necessary and advisable by the Board.

(b) Construct and equip a new Washington Elementary School on or near the existing site, all as deemed necessary and advisable by the Board.

(c) Remodel the Special Education/Early Childhood Learning Center adjacent to Washington Elementary School, all as deemed necessary and advisable by the Board.

(d) Make safety improvements and remodel the gymnasium at Pioneer Middle School, all as deemed necessary and advisable by the Board.

(e) Make safety improvements at Mission View Elementary School, all as deemed necessary and advisable by the Board

(f) Acquire, construct and install all necessary furniture, equipment, apparatus, accessories, fixtures and appurtenances in the foregoing, all as deemed necessary and advisable by the Board.

(G) Pay incidental costs incurred in connection with carrying out and accomplishing the Projects described above pursuant to RCW 39.46.070. Such incidental costs shall be deemed part of the Projects and shall include, but not be limited to: (1) costs related to the issuance, sale and delivery of the Bonds; (2) payments for fiscal and legal expenses; (3) costs of obtaining ratings and bond insurance; (4) costs of printing, advertising, establishing and funding accounts; (5) payment of interest due on the Bonds for up to six months after completion of construction; (6) necessary and related engineering, architectural, planning, consulting, inspection, permitting and testing costs; (7) administrative and relocation expenses; (8) site acquisition and improvement costs; (9) demolition costs; (10) costs related to demolition and/or deconstruction of existing school facilities to recycle, reclaim and repurpose such school facilities and/or building materials; (11) costs of on-site and off-site utilities and road improvements; and (12) costs of other similar activities or purposes, all as deemed necessary and advisable by the Board.

The Projects, or any portion or portions thereof, shall be acquired or made insofar as is practicable with available Bond Proceeds, together with any other money of the District legally available therefor, and in such order of time as shall be deemed necessary and advisable by the Board. Subject to Section 6 of this resolution, the Board shall allocate the Bond Proceeds, together with any other money of the District legally available therefor, between the various parts of the Projects so as to accomplish, as near as may be, all of the Projects. The Board shall determine the exact order, extent and specifications for the Projects. The Projects are to be more fully described in the plans and specifications to be prepared by the District’s architects and engineers and to be filed with the District.

Section 3. Calling of Election. The Auditor of Chelan County, Washington, as *ex officio* Supervisor of Elections (the “Auditor”), is requested to call and conduct a special election in the District, in the manner provided by law, to be held therein on February 11, 2014, for the purpose of submitting to the District’s voters, for their approval or rejection, the proposition of whether the District shall issue the Bonds to pay costs of the Projects and levy annual excess property taxes to pay and retire the Bonds.

If the proposition is approved by the requisite number of voters, the District will be authorized to issue, sell and deliver the Bonds in the manner described in this resolution, spend the Bond Proceeds to pay costs of the Projects, and levy annual excess property taxes to pay and retire the Bonds. The Bond Proceeds shall be used, either with or without additional money now available or hereafter available to the District, for capital purposes only, as permitted by law, which shall not include the replacement of equipment.

Section 4. Authorization to Issue the Bonds. The Bonds authorized may be issued as a single issue, as a part of a combined issue with other authorized bonds, or in more than one series, all as deemed necessary and advisable by the Board and as permitted by law. Further, the Bonds may be issued, as deemed necessary and advisable by the Board, as taxable bonds, tax-exempt bonds and/or any other type of tax credit bonds that are now or in the future may be authorized under applicable state and federal law, including, but not limited to, “build America bonds” or “qualified tax credit bonds” within the meaning of Section 54A(d)(1) of the Internal Revenue Code of 1986, as amended (the “Code”) (generically, “Tax Credit Bonds”).

Each series of the Bonds shall be issued as fully registered bonds; shall bear interest payable as permitted by law; shall mature within 20 years from the date of issuance of such series of the Bonds (but may mature at an earlier date or dates as fixed by the Board); shall be paid by annual property tax levies sufficient in amount to pay both principal and interest when due, which annual property tax levies shall be made in excess of regular property tax levies without limitation as to rate or amount but only in amounts sufficient to meet such payments of principal and interest as they come due; and shall be issued and sold in such manner, at such times and in such amounts as shall be required for the purpose for which each series of the Bonds are to be issued, all as deemed necessary and advisable by the Board and as permitted by law. The life of the Projects to be financed with the Bond Proceeds shall exceed the term of the respective series of Bonds that finance such Projects. The Board hereby authorizes and directs the Secretary to the Board (the “Secretary”) to determine for each series of Bonds whether such series should be sold by negotiated or competitive sale, and with respect to such series of Bonds that are to be sold by competitive sale, to: (a) specify a date and time of sale of such Bonds; (b) give notice of that sale; (c) determine any bid requirements and criteria for determining the award of the bid; (d) provide for the use of an electronic bidding mechanism if the Secretary deems electronic bidding to be beneficial to the District; and (e) specify other matters in his or her determination necessary, appropriate or desirable to carry out the sale of the Bonds. Notwithstanding the foregoing, the amount, date, denominations, interest rates, payment dates, final maturity, redemption rights, price, and other terms and conditions of the Bonds (or parameters with respect thereto) shall be hereafter fixed by one or more resolutions of the Board authorizing the issuance, sale and delivery of such series of Bonds, all as deemed necessary and advisable by the Board and as permitted by law.

Pending the issuance of any series of the Bonds, the District may issue short-term obligations pursuant to chapter 39.50 RCW (which may be issued as Tax Credit Bonds, if permitted under applicable law) to pay for any portion of the costs of the Projects. Such obligations may be paid or refunded with the Bond Proceeds.

If the District receives voter approval to issue the Bonds in the manner described in this resolution, the Board authorizes and directs the Secretary and/or the District’s Chief Financial Officer (the “Chief Financial Officer”) to: (a) review and “deem final” (within the meaning of Rule 15c2-12 of the Securities and Exchange Commission), if necessary and upon such official’s satisfaction, any preliminary official statement prepared in connection with the sale of each series of the Bonds by the District; (b) authorize the “deemed final” preliminary official statement to be distributed prior to the date any underwriter or purchaser bids for, purchases, offers or sells each series of the Bonds; and (c) acknowledge in writing any action taken pursuant to clauses (a) and (b) of this paragraph.

Section 5. Intent to Reimburse. The Board declares that to the extent, prior to the date the Bonds, or other bonds or obligations (which includes the Bonds, or other bonds or obligations, issued as tax-exempt bonds and/or Tax Credit Bonds) are issued to pay costs of the Projects, the District shall make capital expenditures for the Projects from money that is not (and is not reasonably expected to be) reserved, allocated on a long-term basis or otherwise set aside by the District under its existing and reasonably foreseeable budgetary and financial circumstances to pay costs of the Projects, those capital expenditures are intended to be reimbursed out of the Bond Proceeds, or proceeds of other bonds or obligations, issued in an amount not to exceed the principal amount of the Bonds provided by this resolution.

Section 6. Sufficiency of Bond Proceeds. If Bond Proceeds are more than sufficient to carry out and accomplish the Projects (the “Excess Bond Proceeds”), and state or local circumstances require, the District may use the Excess Bond Proceeds to: (a) acquire, construct, install, equip and make other capital improvements to the District’s facilities; or (b) retire and/or defease a portion of the Bonds or other outstanding bonds of the District, all as the Board may determine by resolution, after holding a public hearing thereon pursuant to RCW 28A.530.020. In the event that the Bond Proceeds, together with any other money of the District legally available therefor, are insufficient to carry out and accomplish all of the Projects, the District shall use the Bond Proceeds and other available money for paying the cost of that portion of the Projects that is deemed by the Board most necessary and in the best interest of the District.

Section 7. Use of State Financing Assistance. It is anticipated that the District may receive some money from the State of Washington as state financing assistance under chapter 28A.525 RCW with respect to the Projects (the “State Financing Assistance”). The State Financing Assistance shall be used, when and in such amounts as it may become available, to carry out and accomplish the Projects. If the State Financing Assistance is more than sufficient to carry out and accomplish the Projects (the “Excess State Financing Assistance”), and state or local circumstances require, the District may use the Excess State Financing Assistance to: (a) acquire, construct, install, equip and make other capital improvements to the District’s facilities; (b) retire and/or defease a portion of the Bonds or other outstanding bonds of the District; or (c) provide for other purposes, all as the Board may determine by resolution, after holding a public hearing thereon pursuant to RCW 28A.530.020.

Section 8. Alteration of Expenditures. If the Board shall subsequently determine that state or local circumstances, including, but not limited to, changed conditions or needs, regulatory considerations or incompatible development, should cause any alteration to the Projects, the District shall not be required to accomplish the Projects and may apply the Bond Proceeds or State Financing Assistance (or any portion thereof) to: (a) other portions of the Projects; (b) acquire, construct, install, equip and make other capital improvements to the District’s facilities; or (c) retire and/or defease a portion of the Bonds or other outstanding bonds of the District, all as the Board may determine by resolution after holding a public hearing thereon pursuant to RCW 28A.530.020.

Section 9. Form of Ballot Title. Pursuant to RCW 29A.36.071, the Chelan County Prosecuting Attorney is requested to prepare the concise description of the aforesaid proposition for the ballot title in substantially the following form:

PROPOSITION 1
WENATCHEE SCHOOL DISTRICT NO. 246
BONDS TO REMODEL, CONSTRUCT AND IMPROVE SCHOOLS

The Board of Directors of Wenatchee School District No. 246 adopted Resolution No. __-13, concerning a proposition to relieve overcrowding and improve student safety. This proposition would authorize the District to remodel and expand Lincoln Elementary School, construct and equip a new Washington Elementary School, remodel Special Education/Early Childhood Learning Center, make safety improvements and remodel gymnasium at Pioneer Middle School and make safety improvements at Mission View Elementary School; issue no more than \$66,500,000 of general obligation bonds maturing within 20 years; and levy annual excess property taxes to repay the bonds, all as provided in Resolution No. __-13. Should this proposition be:

Approved.....☐
Rejected.....☐

Section 10. Authorization to Deliver Resolution to Auditor and Perform Other Necessary Duties. The Secretary or his designee is directed to: (a) present a certified copy of this resolution to the Auditor no later than December 27, 2013; and (b) perform such other duties as are necessary or required by law to submit to the District’s voters at the aforesaid special election, for their approval or rejection, the proposition of whether the District shall issue the Bonds to pay costs of the Projects and levy annual excess property taxes to pay and retire the Bonds. All actions of the District or its staff or officers taken prior to the effective date of this resolution and consistent with the objectives and terms of this resolution are ratified and confirmed.

Section 11. Notices Relating to Ballot Title. For purposes of receiving notice of the exact language of the ballot title required by RCW 29A.36.080, the Board hereby designates the (a) Secretary (Brian L. Flones), telephone: 509.663.8161; fax: 509.663.3082; email: flones.b@mail.wsd.wednet.edu; and (b) bond counsel, Foster Pepper PLLC (Jim McNeill), telephone: 509.777.1602; fax 800.533.2284; email: mcnej@foster.com, as the individuals to whom the Auditor shall provide such notice. The Secretary is authorized to approve changes to the ballot title, if any, deemed necessary by the Auditor or the Chelan County Prosecuting Attorney.

Section 12. Authorization to Request Participation in Washington State School District Credit Enhancement Program Authorized. The Board hereby finds and determines that, if the District receives voter approval to issue the Bonds in the manner described in this resolution, it will be in the best interests of the District’s taxpayers to request the State of Washington’s guaranty for payment of the Bonds under chapter 39.98 RCW, the Washington State School District Credit Enhancement Program. Accordingly, the Board hereby requests the State Treasurer to issue a Certificate of Eligibility to the District pledging the full faith, credit, and taxing power of the State of Washington to guarantee the payment, when due, of the principal of and interest on the Bonds pursuant to chapter 39.98 RCW and the rules promulgated thereunder by the State Finance Committee. The Board designates the Secretary and/or the Chief Financial Officer as the District officials authorized to file with the State Treasurer, on behalf of the District, the request for a Certificate of Eligibility.

Section 13. Authorization to Request Authority to Issue Tax Credit Bonds. The Board hereby (a) authorizes the District to request authorization from Office of the Superintendent of Public Instruction (“OSPI”), if applicable, to issue all or a portion of the Bonds as Tax Credit Bonds for the purpose of paying costs of the Projects, and (b) designates the Secretary and/or the Chief Financial Officer as the District officials authorized to prepare, sign and submit to OSPI the appropriate applications (or other required forms or documents) to issue the Tax Credit Bonds.

Section 14. Severability. If any provision of this resolution shall be declared by any court of competent jurisdiction to be invalid, then such provision shall be null and void and shall be separable from the remaining provisions of this resolution and shall in no way affect the validity of the other provisions of this resolution, of the Bonds or of the levy or collection of the taxes pledged to pay and retire the Bonds.

Section 15. Effective Date. This resolution shall become effective immediately upon its adoption.

[Remainder of page intentionally left blank; signature page follows]

ADOPTED by the Board of Directors of Wenatchee School District No. 246, Chelan County, Washington, at a special open public meeting thereof, of which due notice was given as required by law, held this 10th day of October, 2013, the following Directors being present and voting in favor of the resolution.

MOTION MADE: Gary Callison made the motion to approve the Bond Resolution No. 07-13 as presented by Jim McNeill, Attorney, Foster Pepper, PLLC.

Discussion: None

SECONDED: By Laura Jaecks

PASSED: Unanimous (4 yea 1 absent)

IV. Workshop. 3:40 p.m.

Welcome: Tim Sheppard, Principal of Lincoln Elementary, welcomed the board and guests. He gave a brief summary of some of the good things Lincoln is doing. The board thanked Mr. Sheppard and the Lincoln teachers who attended: Tanya Iwaasa (part of the presentation team)
Michelle Connor Dianna Williams
Susan Reed Kathy Anderson
Lisa Pattison Kathy Moody
Sandra Schmidt Jim Bowen
Additional teachers and coaches from other schools also attended along with WenEA President Kathy Sadler. The board thanked them all for attending.

Workshop Agenda Summary: Superintendent Flones gave a summary of the agenda .

WORKSHOP

Vision Focus

Strategy 3- Use the best tools and resources for staff

Key Objective: The right tools and resources for staff

Topics

Marzano Instructional Framework

Teacher/Principal New Evaluation Model

Professional Development- Teachers and Principals

Implementation Plan

Presentation/Questions:

Overview of Teacher and Principal Models

Jon DeJong & Jodi Smith Payne

Evaluation Table - Jon DeJong

Teacher Academy - Jodi Smith Payne

How does the evaluation system work?

Donna Moser, Tim Sheppard, Tanya Iwaasa, and Keith Collins

Goal Setting – Discuss goal setting process - Tim Sheppard & Tanya Iwaasa

Observation cycle – using iObservation - Donna Moser

Principal 1-on-1- Keith Collins

How do we measure growth in evaluation model? How does student growth fit? Jon DeJong & Jodi Smith Payne & Bill Eagle

Principal scoring and impact rating - Jon DeJong

Scoring system/matrix for comprehensive & focused - Bill Eagle

Teacher impact rating - Jodi Smith Payne

Jon DeJong presented the following Teacher/Principal Evaluation Tool Overview Comparison and talked about how the Teacher/Principal tools mirrored each other.

Mr. DeJong embedded the links in the electronic document for easy review:

LINKS

- Marzano Instructional Framework
- Comprehensive
- Focused
- Evaluation
- Student Growth Impact Rating
- Student Rubrics
- Student Growth inquiry
- Goal Setting process
- Monthly one on one meetings
- Observation Cycle
- Organized by Domains
- Professional Growth and Teacher Academy

Teacher/Principal Evaluation Tool
Overview Comparison

Teacher Evaluation Components	Principal Evaluation Components
Based upon Marzano Instructional Framework	Based upon Marzano Leadership Framework
Organization and language of instructional framework and evaluation model similar to leadership model	Organization and language of leadership framework and evaluation model similar to instructional model
Based on meta-analysis of research	Based on meta-analysis of research
Comprehensive & Focused Evaluations <ul style="list-style-type: none">Comprehensive includes all 8 criteria plus the student growth impact rating.Focused is based upon 1 criterion plus student growth rubrics (SG 3.1 and SG 6.1).Both Comprehensive and Focused require a minimum of 60 minutes of observation per year.	<ul style="list-style-type: none">Comprehensive: all 8 criteria plus the student growth rubrics .Focused is based upon 1 criterion plus one student growth rubric. There is no student impact growth rating, but a score of 1 on the student growth rubric will result in a student growth inquiry.
A 4 point rating scale and example evidences are provided for each component of the evaluation .	A 4 point rating scale and example evidences are provided for each component of evaluation
<ul style="list-style-type: none">Student Growth Impact Rating: Based upon scores from student growth rubrics(SG3.1, SG3.2, SG6.1, SG6.2, SG8.1)Low impact rating results in student growth inquiry, distinguished rating is lowered to proficient.	<ul style="list-style-type: none">Student Impact Growth Rating: Based upon student growth rubrics(SG 3, SG 5, and SG 8)Low impact rating results in student growth inquiry, distinguished rating is lowered to proficient.
Goal setting process includes self-assessment, instructional goals and student growth goals	Goal Setting Process includes self-assessment, professional practice goal(s), and student growth goals
Observation Cycle (inimum of 60 min./yr.): <ul style="list-style-type: none">Pre-Observation ConferenceObservationPost-Observation ConferenceData is also gathered through informal walk throughs	Monthly 1 on 1 Meetings (Approx. 1 hr./mo.): <ul style="list-style-type: none">Evaluation data is gathered through guiding questions and artifacts that are shared in monthly meetings with supervisor
Organized by Domains : There are a total of 4 domains, but Domain 1, Observable Classroom Strategies and Behaviors, has the greatest impact on student achievement.	Organized by Domains : There are 5 domains total, but Domain 2, Continuous Improvement of Instruction, has greatest impact on student achievement.
Emphasis is on professional growth	Emphasis is on professional growth
iObservation supports teacher/evaluator communication, observation, evidence and feedback electronically	iObservation supports principal/evaluator evidence, feedback, rating electronically
Fluent, flexible use of iObservation will take time and practice	Fluent, flexible use of iObservation will take time and practice
Process is time-intensive	Process is time-intensive
Teacher is responsible for providing evidences of non-observables	Principal is responsible for providing evidences of non-observables
Professional development is job-embedded and achieved through August training days, collaborative team meetings, late-start Monday LIT meetings, job-alike meetings, Teacher Academy , iObservation videos, instructional coaching, instructional rounds, and GLAD training	Professional development is job-embedded and achieved through September training days, principal collaboration meetings, routine pro-growth meetings, iObservation videos, evaluator coaching
Anxiety is high!	Anxiety is higher!

OCTOBER 2013

Overview of Teacher and Principal Models

Jon DeJong & Jodi Smith Payne: Evaluation Table & Teacher Academy

Mr. DeJong explained the Criterion 1-8 and the Domains and Components of each for principals and Mrs. Payne for teachers.

Principals:

- Criterion 1: Creating a school culture that promotes the ongoing improvement of learning
- Criterion 2: Providing for school safety.
- Criterion 3: Leading the development, implementation, and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements
- Criterion 4: Assisting instructional staff with alignment of curriculum , instruction, and assessment with state and local district learning goals
- Criterion 5: Monitoring, assisting, and evaluating effective instruction and assessment Practices
- Criterion 6: Managing both staff and fiscal resources to support student achievement and legal responsibilities
- Criterion 7: Partnering with the school community to promote student and teaching for students and staff.
- Criterion 8: Demonstrating commitment to closing the achievement gap

Teachers:

- Criterion 1: Centering instruction on high expectations for student achievement.
- Criterion 2: Demonstrating effective teaching practices.
- Criterion 3: Recognizing individual student learning needs and developing strategies to address those needs.
- Criterion 4: Providing clear and intentional focus on subject matter content and curriculum.
- Criterion 5: Fostering and managing a safe, positive learning environment.
- Criterion 6: Using multiple student data elements to modify instruction and improve student learning.
- Criterion 7: Communicating and collaborating with parents and the school community.
- Criterion 8: Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.

Discussion points:

- Law requires comprehensive review every 4 years
- Teacher Academy served over 100 teachers in 4 weeks
- Professional growth shows evidence of working on goals
- Rubrics measure –
 - Classes are interactive not video
 - Keeping ones where there’s interest
 - We will look where they want to improve
- Instructors are from in-district and brought in from the outside as in:
 - GLAD trainers
 - Marzano experts brought in before school year started
 - Instructional Rounds utilized
 - Instructional Coaches work with Ms. Payne and Mr. Waldren to help train

How does the evaluation system work?

Donna Moser, Tim Sheppard, Tanya Iwaasa, and Keith Collins led in this presentation and discussion:

Discussion:

- Challenges in following the framework – 400 students, work in progress
- Rubrics in front of teachers- makes them aware of strengths in self-assessment
- i-observation, Teacher Academy important tools
- Scoring on the evaluation can different for individual and student growth
- System catches all elements of the evaluation
- One on Ones with the principals
- Demonstration of observation conference
 - Can access goals in web anytime – not office bound
 - Regularly updated
 - Initiate pre-conference, can put into plan book, plenty of warning and know expectations, takes the pressure and anticipation off the situation for teacher
 - Used a real teacher’s example on web – teachers are all overachievers
 - Clear picture is drawn on what they need to work on to show evidence
- Allows the Elementary Principals to communicate needs and allows collaboration
- A lot of work – yes, go back – no, no one wants to return to the old ways
- Short training videos to demonstrate skills and examples, 2-3 minutes
- Communication opens up on many difference levels
- Growth models available to help focus and target areas
- Feedback an important element of process
- Everyone wants to achieve proficiency in their areas

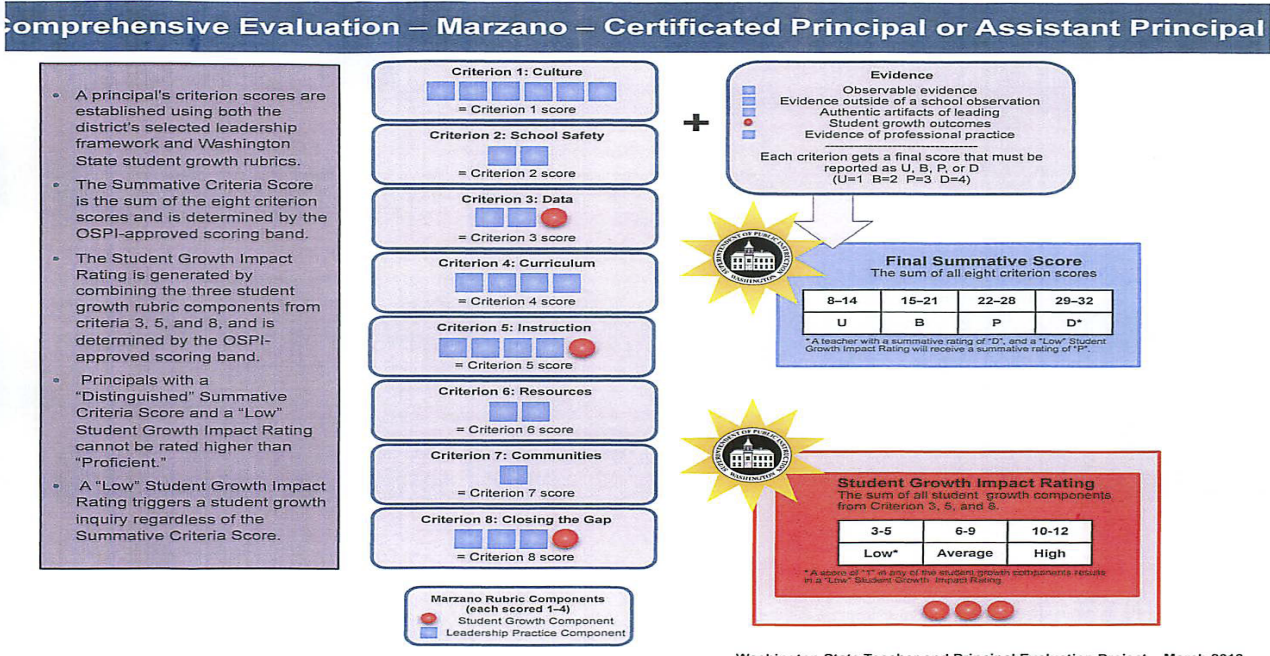
Mr. DeJong reminded everyone that this is robust, new and stressful for all the teachers and principals but they are working very hard trying to learn it. Mr. Hernandez asked Kathy Sadler, WenEA President what she and the teachers are thinking. She responded by noting that some real conversations are occurring between the teachers and principals and that can only be a good thing. The teachers know this is a growth model and are viewing it in that way and the communication is open and good.

Mr. Collins, Washington’s Principal, pointed out that principals are learning from both directions, to be in alignment with the Marzano framework.

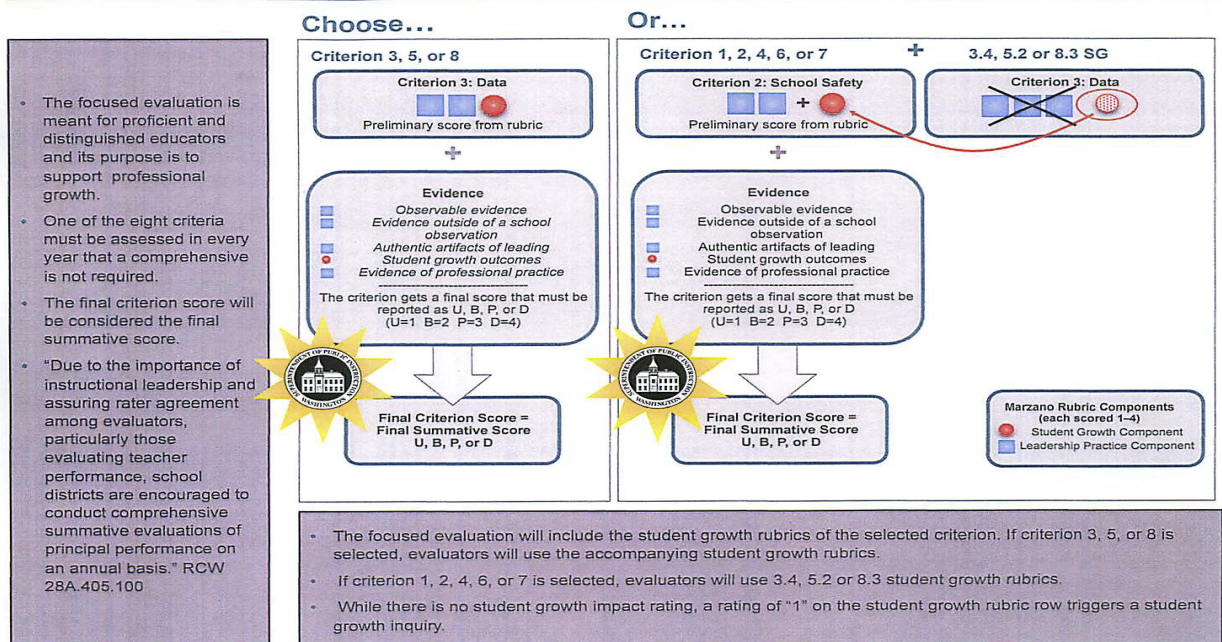
- They are learning their own principal evaluation framework also
- Teacher evaluation framework in order to evaluate their teachers. This takes an incredible amount of time.
- They have one-on-one’s with their own administrator supervisors on a monthly basis,
 - Set their own goals,
 - Goals work in conjunction with the teachers’ goals,
 - Evaluated monthly based on supervisors assigned questions at one-on-one meetings,
 - Impact on student achievement

The discussion continued to answer some of the board’s questions about thinking outside the box and getting parents involved in student learning. They also expanded on examples of the principals’ assigned questions from their supervisors. In addition they discussed the data produced in the evaluation process and i-observation. Discussion continued about artifacts that are collected for evidence portion of the evaluation. This keeps all focused on the same things; this information is uploaded and saved for future reference. The goal is to keep it basic and simple so it is manageable in a complex system.

Bill Eagle, Principal of Columbia Elementary, provided a detailed explanation of the comprehensive scoring card. He explained how it is used by using various scenarios, how a principal and school can have different scores.



Focused Evaluation – Marzano – Certificated Principal or Assistant Principal



After answering all the boards questions Superintendent Flones supported all the efforts of the staff, principals and administrators to get this launched in the district. It has been a huge undertaking. He pointed out that this is going to be a hot subject at the next legislative session. We are doing everything that the state requires.

Mr. Eagle agreed with the board that the principals and teachers are engaging the parents in this process and he feels their input in the students' education is extremely important for the success of the students.

The board thanked everyone for the impressive work and effort put into this process and for the presentation. They thanked the teachers who attended the meeting also.

V. Meeting Adjournment

MEETING ADJOURNED President Jesús Hernández adjourned the meeting at 5:30 p.m.

President

Superintendent

Date_____