

**WEBER SCHOOL DISTRICT Education**  
**5320 Adams Avenue Parkway**  
**Ogden, UT**

**Special Study Session**  
**March 1, 2024**

The Board of Education of Weber School District held a Study Session in the superintendent's office at 5320 Adams Avenue, Ogden, Utah. The meeting convened at 11:30 p.m. The following Board Members and Superintendency were present:

Paul Widdison	Board President
Jon Ritchie	Board Vice President
Doug Hurst	Board Member
Jan Burrell	Board Member
Kelly Larson	Board Member
Gina Butters	Superintendent
Clyde Moore	Assistant Superintendent
Dave Hales	Assistant Superintendent

Board Members Bruce Jardine, Janis Christensen and Business Administrator Robert Petersen were excused.

President Widdison welcomed everyone to the meeting. Announcements were made regarding high school graduations and assignments made.

Superintendent Butters updated the Board on the legislative session and noted Board Member Janis Christensen is attending the JLC (Joint Legislative Committee) meeting today. The earmark removal was discussed and noted conditions need to be met to receive the support from the JLC. If they are working to increase funding for public education beyond inflation, increase in local control and flexibility, reduction in administrative demands, elimination of unfunded mandates, automatic inflationary adjustment to the certified tax rate, and commitment to items of importance in public education. The following bills were briefly discussed:

- Utah Fits All Scholarship Expansion – Additional \$50 million for the voucher program. JLC opposes.
- HB84 School Safety Amendments – Requires every elementary to have a school guardian, which is an armed employee. JLC opposes.
- HB261 Equal Opportunity Initiatives – DEI (Diversity, equity, inclusion) bill already passed. We will need to change the name of our Equity department. JLC opposes.
- HB415 School Fees Amendments – Would change our current fee schedules and not charge a general fee, only extracurricular. This will put a big burden on districts. JLC opposes.

- SB173 Market Informed Compensation for Teachers – Not good for our teachers to create competitive pay schedules and not good for morale. Districts would put the criteria in place. JLC opposes.
- HB161 School Board Amendments – They would put a cap on local board control and be subject to a referendum. JLC opposes.
- HB173 Local School Board Amendments
- SB69 Income Tax Amendments – Modifies income tax provisions. JLC opposes.
- SB86 Local Government Bond Amendments – Caps our ability to use lease revenue bonds for a three-year period over \$200 million. JLC opposes.

Secondary Education Assistant Director Matt Williams updated the Board on the Junior High Football committee. It was noted we offer football, NAL, basketball, baseball, track, softball, and cheer in our Jr. High Schools. Participation numbers were shared from last year and this year. There are 7,688 junior high students, with 2,537 participating in activities. A committee was put together with a junior high focus. They met with junior high coaches and noted the high turnover of coaches. Three main concerns with football are participation, cost and safety. A survey was sent out and questions were discussed with 1,600 responses and a 50/50 outcome. The committee met again on February 23, 2024 and voted unanimously to propose the Board discontinue Jr. High Football. Optional sports were discussed, possibly boy's volleyball but may postpone for a year.

Justin Skeen, principal at the new elementary updated the Board on the process of putting a committee together with parents from Kanessville, Hooper and Country View Elementary. Seven parents, a city representative, classified and certified employees and Board Member Jan Burrell was also part of the committee chaired by Elementary Education Director Mary Jo Williams. An email was sent out to the community through a Google form. Twelve names were compiled. Haven come out in the naming due to the geographic area. Haven Springs, Haven Bay, Haven Point. Haven Bay was the top choice. The mascot discussion was next and narrowed down to Heron, Huskies, and Bears with Heron number one from the committee. Colors will be decided next.

Superintendent Butters updated the Board on the Strategic Plan outline. The name going forward is Elevate28 for a four-year intensive plan.

Discussion on questions for the Board Imperative included the following suggestions from Board Members:

What are your hopes:

- Jon Ritchie - Community where all children feel loved, respected and encouraged to develop to their full potential. Empowering all students to embrace learning and achieve their personal best and build their emotional and physical wellbeing.
- Kelly Larson - Resilience, lifelong learner, personal growth
- Doug Hurst - Successful

Focus areas and measurable goals were discussed:

### Focus Area 1 – Academic Excellence & Innovation

Priority 1: Future-Ready Learners – Portrait of a Graduate Competencies

Priority 2: Pre-K – 12 Literacy Achievement – The most important foundational skill

Priority 3: Pre-K - 12 Mathematics Achievement – Critical thinking and problem Solving

### Focus Area 2 - Safe & Healthy Schools

Priority 1: Community Engagement & Partnerships -Enhancing communication, modern website, video production team, parent, student, employee, community engagement efforts

Priority 2: Culture of Caring & Safety – Positive teacher-student relationships, sense of belonging, prevention of bullying, suicide, drug/alcohol, digital literacy, internet safety, no cell phones in learning spaces policy

Priority 3: Building Security – Audio Enhancement & Security Alert System

### Focus Area 3 - Positive Behavioral Supports

Priority 1: Positive Behavior Systems Development - PBIS & MTSS

Priority 2: Attendance -24% of students, K-12, are habitually absent

Priority 3: Emotional Regulation – Trauma-Informed Practices

### Focus 4 - Talent Engagement & Development

Priority 1: Recruit and Retain Highly Effective Employees – Competitive compensation and benefits for employees

Priority 2: Develop Our Talent – District-wide PD plan for all employee groups

Priority 3: Talent Engagement & Support – Substitute Teacher Services/Benefits

We will focus on the twelve focal areas over the next four years. Smart Goals for each priority and strategies and what are the expectations for each group and how to measure the goals were discussed.

Assistant Superintendent Dave Hales shared data for Kindergarten growth. Numbers went from 58% to 75% growth so far this year. Math 58% to 73% growth.

Superintendent Butters concluded noting once the framework is completed, we will bring in focus groups. The goal is to have a draft form ready by April 15, 2024. Administrators will visit each faculty in the fall to present the rollout.

Meeting adjourned at 2:16 p.m.