

**Park City School District  
March 17, 2015  
Regular Session 4:00 PM**

**Members present**

Maurice Hickey, Nancy Garrison, Tania Knauer. Julie Eihausen and JJ Ehlers

**Staff Present:**

Ember Conley, Todd Hauber and Lorie Pearce

**Meeting called to order at 4:07 PM**

Board President Knauer called the meeting to order at 4:07 PM. Member Hickey led the pledge of allegiance.

Consent Calendar

**Member Ehlers made the motion to approve the consent calendar as presented. Member Hickey seconded the motion.**

Discussion: Member Garrison asked why we continue to discuss Capital Expenditures as part of the Land Trust Fund. Member Eihausen is asking that funds be set aside so that when funds are needed, they are not going to the SCC or PTO's. Todd Hauber stated that principals are given an allocation, which is based on student enrollment, ranging from \$10,000 to \$20,000 and this is used to cover needs that pop up during the course of the year. Superintendent Conley will address these concerns with the principals. Member Hickey would like the district to conduct another technology review. Dr. Conley stated that as technology continues to grow, we see changes that need to be made, and we will be sending an employee for additional training and they will come back and implement some of the things that are needed.

**Motion passed unanimously.**

- A. Closed Minutes of March 17, March 24 and March 27, 2015
- B. Regular Session Minutes March 17, 2015
- C. Account Payable Registers of March 9, March 25, March 30 and April 3, 2015
- D. Personnel
- E. School Land Trust Update/Amendments for EHMS and JRES
- F. March Revenue and Expenditures

Recommendations to Hire

**LICENSED**

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>
Natalie Star	PCHS	Photography/Multi-Media Teacher	Full-time

**CLASSIFIED**

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>
Leticia Dixon	JRES	Inst. Asst. II ELL	Part-time

Antonio Del Guidance	Transportation	Bus Driver	Part-time
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## Reports

### **Master Planning Update**

Moe Hickey updated the Board with recent events. Prior to the break the first Workshop Session was held, and there are two more Workshop Sessions to follow, April 22, and May 5. The Steering Committee will meet again on Thursday, April 16.

### **Agenda Item Review**

The Board reviewed upcoming agenda items. This list will be updated and added to BoardDocs so that Board Members can add to the list as needed.

### **Board and Cabinet Professional Development Review**

Member Eihausen attended two outstanding classes.

\* The first was, Leading Change to Make Students College and Career Ready. Student achievement, what can we do to enhance that.

\* The second was, Systemic Alignment of Rigorous Supervisor, Principal, and Teacher Evaluations.

This session was amazing. The presenter explained how you could raise the compensation for your best teachers while not raising your overall costs for compensation. It is all based on fair, accurate and rigorous evaluations. Building leadership is paramount and strong building leadership comes from being held accountable and also from being given the tools to perform your job.

We give our principals all the responsibility but not all of the authority.

Member Garrison also attended interesting sessions including:

\* A Power session on Early Literacy and Policy. Closing the achievement gap and improved student performance is all about addressing our ELS. Growth of Latino & Asian immigrants through 2020 is predicted to be 100% (i.e. 1/10 learners will be ELL!) 51% our US students are low SES. Discussed a Bilingual Literacy Seal.

\* Teach to Lead. Essentially this session provided a glimpse into our future when we are a PLC District of distinction. Inspiring and encouraging about the manner in which every aspect of a District is impacted by PLC philosophy. Reinforced it is NOT an initiative of program – it's a way of being. They have experienced remarkable increases in student achievement. 10 of 12 years have resulted in continuous student improvement.

Member Hickey shared his experience:

\* Attended a presentation from Toronto School District regarding the evaluation process. This included community members and principals from other schools. This was a very positive experience for them. The survey is conducted every five years unless there are issues.

\* Projected Based Learning. Students were given a specific presentations and strict timelines, then asked to give their presentation.

\* Attended a great presentation on Blended Learning given by one of our very own community members.

Member Ehlers attended several sessions, and highlighted the following:

\* Managing Communications during a crisis and she was very interested in a school app that is available.

\* Handbook session that she attended with Member Knauer.

Member Knauer

- \* Handbook session outlines a process that can be very helpful.
- \* A Board Calendar and how they have it published on the website, outlining when each items would be discussed such as Board Evaluation, etc.
- \* Improving Board Communications was another great session that she attended.
- \* Creating dashboards and scoreboards. She has some ideas and notes that she would like to discuss with the Superintendent and the Statistician.

Dr. Conley attended the ASCD Conference in Houston.

- \* Pre Conference Session on Principal Evaluation and Leadership. We have been doing extensive professional development with principals to get them up to date.
- \* Also attended leadership workshops as President Elect.

Todd Hauber attended the NSBA Conference with Board Members. Some of the sessions that he attended included:

- \* Attended a Bond session on how to campaign and have a successful bond. The Superintendent and Board need to be the leaders. The Board is the spokesperson to the community.
- \* Interest Based Bargaining presented by people from California. The principles of IBB have to be part of the culture, so everything we do should be IBB principle based.
- \* School lunch run it like a business. Know who you customers are.

### **Board Governance Preview**

Member Knauer discussed having a Board Governance work session on May 5, 2015. Items to be discussed or reviewed at this meeting will be:

- Public Comment
- Agenda items - master schedule and how to submit, do we want to stay with same process?
- Board Handbook/Bylaws
- Policy Committee - membership and process
- Board Goals and Objectives
- Board responsibility with regards to SCCs
- Meeting operation and duration
- Board Philosophy
- Budget Process
- Committee Assignments and Definitions
- Member meeting preparation

Mindset survey, Board Goals and Objectives are also items that maybe discussed. The Board will have a Retreat on August 5 & 6, 2015.

### **Budget Update**

Business Administrator, Todd Hauber, presented an update of the budget. The forecast date reflects information through the month of March. There are several RDA's within the district, so in the next few months, adjustments will be seen in the budget.

Member Hickey asked if changes have been made to the RDA on Woodside with all of the changes that

have been made. Todd is not aware of any changes. The Board will need to appoint someone to the tax committee since Michael Boyle as left the Board.

### Discussion

#### **Board Meeting Dates**

The Board discussed the upcoming Board Meeting Dates. Superintendent Conley is suggesting that we schedule two Regular Sessions each month. Member Eihausen likes the idea of two regular sessions each month and then schedule Work Session as needed. Member Garrison does not like the idea of having meetings longer than six hours. For Members working additional jobs, she would like scheduled meetings not pop up meetings. Member Hickey said that purpose of the work session is to delve into a topic a little deeper so he does not want to get away from the work session. If the plan is to have two regular sessions, there needs to be a time limit.

Member Knauer would like programs highlighted each month as we are doing with school recognitions. Moe said that the difference between a work session and a regular session is that decisions cannot be made and public comment is not entertained.

Member Ehlers would like more time between discussions and decisions, so perhaps two weeks is not enough time.

The Board will review the dates and times and bring the calendar back for review.

#### **Travel**

PCHS Teacher, Mary Purzycki, is asking permission to travel to Anaheim, CA with students to attend HOSA Nationals on June 23-28, 2015.

PCHS Teacher, Jordan Ulrich, is asking permission to travel to TSA Nationals Competition for Engineering and STEM with three students on June 28-July 2, 2015.

Member Hickey made the comment that since we are getting more travel requests from these program, we have to discuss this as we discuss budgets.

#### **Public Comment and Communication**

Board Member Eihausen will begin a discussion around public comment. The Board discussed communication strategies to the public after Board meetings. The information that is reviewed was from Davis School District with some alterations.

The information will be forwarded to the district's attorney for suggestions/concerns. Member Hickey does not believe that questions should be answered during the Board Meeting. Superintendent is concerned that there will be times when a short answer will not suffice the person making the comment and may actually cause more frustration.

Member Eihausen will revise the information once again and bring it back to the Board on May 5.

#### **Grade Realignment**

Superintendent Conley provided information for the grade realignment. Dr. Conley presented a PowerPoint that has been shared in various meetings and also on the website. We are dealing with a major paradigm shift in education and how we are preparing them for careers. The enrollment growth

history indicates that the enrollment within the district will continue to grow. From 2012 to 2015 the average increase could be 2.6%, and the grade levels are growing at different levels.

All day kindergarten will not be run as it currently is. Instead the program will be run inline with the Pre-K program. One year will be spent working with Kathy Anderson and others to develop the program. Moving forward:

- \* Smaller class sizes at K-2 following the preschool program with a class sizes of 20-22
- \* Reading Endorsements for K-3 teachers
- \* After School Program we are not utilizing this program as we should
- \* Summer School Program administrator has been hired and planning has begun with the help of PCEF

As we move forward, we need to review the Dual Language program due to constraints that will happen at Ecker Hill once the French program moves to 6th grade.

The proposal is for a Pre-K - 4, 5-6, 7-8 and 9-12. This proposal will be presented to the Board for a decision on April 28, 2015.

#### Decisions

##### **Travel Requests**

PCHS Track Coach, Steve Cuttitta, is asking permission to travel to several competitions with the track team.

Duck Creek Village, UT on August 10-13, 2015 to attend a cross-country camp and team building activities

Boise, ID on September 25-26, 2015 to attend the Bob Firman Invitational

Case Grande, AZ on November 19-21, 2015 to compete in the Nike Cross Nationals

**Member Eihausen made a motion to approve the travel request to Duck Creek Village, UT, Boise ID, and Case Grande, AZ for the track team. Member Hickey seconded the motion. Motion passed unanimously.**

##### **Reading Program Restructure**

Dr. Einhorn, and Dr. Conley provided a recommendation to the governing Board to restructure the current K-3 Reading Program. Currently there are only 14 classroom teachers out of 90 who have the reading endorsement. We need to step back and ask if we have a high expectation for all of our kids. If we are not, we need to start. We are behind and we need to catch up. What are we going to do:

- \* We are going to stop doing pull out for reading. We will do the step in model which will cut some of the Para-pro positions
- \* Direct training during PLC
- \* Provide Professional Development and identifying tools to supplement our program
- \* Diebels will be switched to a school based team
- \* By Spring 2016 we won't have the need for as much Para-pro support in these programs

**Member Hickey made a motion to approve the restructure of the K-3 Reading Program. Member Eihausen seconded the motion. Motion passed unanimously.**

**Full Day Kindergarten, Planning Budget, and Curriculum Mapping**

Dr. Conley provided the Board with a recommendation to move forward with the full day kindergarten, planning budget, and curriculum mapping.

**Member Hickey made a motion to approve the Full Day Kindergarten program for the 2016-2017 year including the budget and curriculum mapping. Member Eihausen seconded the motion. Motion passed unanimously.**

**Adjourn**

Meeting adjourned at 7:25 pm

**Member Ehlers made a motion to adjourn to Closed Session on April 21, 2015 at 4:00 pm for the purpose of discussing negotiations, and personnel. Member Hickey seconded the motion. A roll call vote was taken. Motion passed unanimously.**

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Tania Knauer, President

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JJ Ehlers, Member

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Maurice Hickey, Member

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Nancy Garrison, Member

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Julie Eihausen, Member

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Todd Hauber, Business Administrator