



Knowing, valuing, and appreciating the uniqueness of every child

**Call to Order:** 7 p.m. by Connie Conine, President. Pledge of Allegiance was followed by reading of the district's Mission statement. Roll call taken; quorum established.

**Members Present:** Connie Conine, President; Tom Hoffmann, Clerk; Francis Kleckner, Treasurer; Paul Moore; Rick Hamm; Kendall Thistle; Stacie Stark

**Excused:** Paul Krause, Gerry Orten

**Others Present:** William Harbron, Superintendent; Walter Clark, Business Manager; Kevin Parker; Pam Warner; Cindy Dallman; Kurt Bergland; Barb Peterka; Sean Preisler, OHS student rep; Mark Jaeger, *Ozaukee Press*; Vicki Depies

**Agenda:** Motion to adopt the agenda in print made by F. Kleckner, seconded by S. Stark. *Motion carried unanimously.*

**Public Forum:** Parents Stephanie Valente, Bonnie Dieringer, and Rick Susen addressed the Board with concerns about the new standards-based report cards at the middle school. Concerns included grades not posted online as promised; parents aren't notified of their children's grades; teachers and administration have not responded to calls and have been rude when parents have made contact; teachers won't let parents know what's going on; a packet sent home to parents containing a letter dated October 13 was just received now, almost mid-November. Mrs. Warner responded that the standards-based report card form wasn't complete and GradeBook wasn't online intentionally because of it. At this point, all teachers' grade books are active, but not necessarily up-to-date. Ms. Dieringer stated a packet dated November 1 was received November 7 indicating that all grades are up-to-date and online; she checked today and there's nothing there. Mrs. Warner will check to see what needs to be done to make it live. C. Conine directed Mrs. Warner to find out when parents can expect to see grades, and give a report to the parents and the Board. Ms. Dieringer stated her eighth grader brought home a packet on November 7 containing a letter dated October 13, and asked why there is such a lag in time. Her daughter brought home the exact same packet and letter today. The parents asked how they can help their children when there is no response from teachers or the school. This is a big change from last year, when test scores were in Family Access the same day. Ms. Valente stated this is November 10 and she doesn't have a clue what her son is doing. Last year, her son was a straight A student, but this year, he is very concerned because there is no honor roll and he has no idea how he's doing. A test was taken in October, but they haven't gotten them back yet. Parents don't know if there is still an honor roll; it hasn't been communicated. No tests, quizzes, or homework come home anymore. It is very frustrating not knowing how their kids are doing by mid-November. The kids are told homework and quizzes don't matter; just tests and projects. Ms. Valente stated conferences for her sixth grade student went well, but no grades were provided. She didn't go to 8<sup>th</sup> grade conferences because of how the math teacher spoke to her on the phone. She said the conference couldn't be scheduled according to the *teacher's* schedule. Some eighth grade parents have told her that conferences did not go well; teachers were very abrupt. The parents left clueless and were not happy. Mr. Susen asked why the grading system was changed.

C. Conine replied that the important thing is learning and mastery of course objectives. Mrs. Warner offered clarification on homework completion and assessments. Mr. Susen stated he has no understanding of where his child is. He went on to say that no one understands why it's changing, and in the interim, no one knows where they're at. The traditional method of grading has changed. There appears to be mass confusion; the kids know what As, Bs, and Cs are. W. Harbron explained standards-based report cards at length, stating that they are aligned with the curriculum and essential learnings. Students are no longer measured against other students; they are measured against standards. With the old system, if students didn't get it, you moved on. The standards-based report cards now hold teachers, students, and administration accountable. The standards were developed by the State of Wisconsin and adopted by school districts. The school districts identified critical standards, then developed curricula and benchmarks. Monthly meetings are held at OMS; all parents are welcome. Suggestion was made to form an advisory committee to discuss language associated with the new report cards. The parents feel as though nothing is being done. W. Harbron stated there is a lot being done. The parents feel they're not seeing the results of it. Mr. Susen feels it is important to tell parents what the scorecard is and what the scale is. The parents need to be taught what the gauge is. Ms. Valente stated a lot of parents are frustrated and talking about pulling their kids out. The communication has to be ongoing. T. Hoffmann stated he'd like to see more parents involved and providing feedback. K. Thistle invited the parents to return in two weeks to update the Board concerning access to their students' grades online.

**Celebrations and Announcements:**

C. Dallman stated OES had a good turnout at conferences and the PTR held a successful Fall Fest. K. Bergland expressed appreciation to all parents for their help in getting students to the WKCE testing sites. W. Harbron applauded the OMS faculty members for the tremendous amount of work they have done in developing curriculum and the standards-based report cards. He recognized the multi-age team at OES for their commitment to the concept. Terry Hendrikse, Carol Schumacher, Eric Liebergen, Liz Minz, and Joe Hastreiter were recognized for their participation as teacher leaders at the L to J workshop and for sharing their learning with other staff members. W. Harbron also commended the administrative team for maintaining its positive mindset in conducting state testing this month, while reorganizing schedules and implementing curriculum. WIVA and HHO teachers were not hindered by the materials shipment problems with K12, Inc., at the beginning of the year and were thanked for keeping things running smoothly despite the delays.

**Consent Agenda:**

- Motion to approve **Part I, Business**, made by F. Kleckner, seconded by S. Stark. K. Thistle asked for clarification on the Board's approval last month of the Rtl math position. The contract is through the end of this year. All positions are reviewed every March. If the position meets budget and student needs, we may keep it. If we don't have the resources, we may issue a lay-off at that time. The October 13 minutes will be amended to reflect that the position is contracted through the end of this year, with review in spring to determine need for next year. **Motion carried unanimously.**
- Motion to approve **Part II, Personnel Recommendations**, made by T. Hoffmann, seconded by R. Hamm. W. Harbron stated Lori Marini and Carolyn Olson had shared the second-grade position. Costing was based on Lori Marini. Carolyn prefers to hold the Rtl position; Lori prefers the full-time second-grade position. Carolyn has been contracted as .5 FTE teacher and .5 FTE long-term substitute. Discussion followed. **Motion carried unanimously.**
- **Part III, Governance Policy review:** Motion to state on record that Governance Policies B/SR-3 and B/SR-4 were reviewed made by P. Moore, seconded by S. Stark. Item #2 on B/SR-3 had been revised last year. K. Thistle also questioned appropriateness of the policy's title. Reasoning was clarified. K. Thistle also requested that revision dates be shown on all policies. **Motion carried unanimously.**

**Presentation:**

Barb Peterka, Pupil Services Director, presented a comprehensive report on Special Education services related to students identified with emotional-behavioral disability (EBD). Her report included definition of the term, criteria on which the disability is identified, prevalence rates, etiology, and key factors for improvement within the schools.

**Discussion Item:**

Attachment E: Motion to table discussion of Board Financial Control Structure until the December 8 Board meeting made by K. Thistle, seconded by F. Kleckner. Reasoning to table discussion was that K. Thistle thought we would review the final end results of summer projects rather than the financial control structure as presented in the Board packet. P. Moore questioned terminology on page 27, "Deviate from the budget by more than five percent." Paul suggested that wording include reference to having a balanced budget, rather than plus or minus five percent. He also questioned appropriateness of wording in section B. Analysis of Intent, item #7, "The board desires that the controls not be intentionally circumvented or 'gamed.'" Board Governance Policies make reference to the superintendent acting in an ethical manner and doesn't believe such a statement should be included in the Board Financial Control Structure document. W. Clarke provided clarification. **Motion carried unanimously.**

**Action Items:**

Attachment F: Second policy reading  
Motion to approve revised policy I-4, Section C., Early Graduation Policy, made by S. Stark; seconded by P. Moore. **Motion carried unanimously.**

Attachment G: First Policy Readings

- Video Media Use in the Schools. Policy for NOSD was based on examples from other districts. C. Conine asked how this policy would be disseminated to the staff. It will be distributed in the *Staff Update* with input requested. After the policy is adopted, principals will review with staff members. C. Conine requested that the word 'violence' be added to item #4 under "Guidelines and Specifications for Video Use." P. Moore questioned the need for this type of Board policy. W. Harbron responded that by having a policy such as this eliminates a decision being made solely on the superintendent's opinion versus community standards. Policies are developed for worst-case scenarios. Protocol is established to provide guidelines for professional judgment, such as that used in the medical profession. Paul stated his opinion that if there are too many policies, you have to take your policy book and ask, "Am I stepping on the right square when I'm walking down the hall?"

K. Thistle reminded the Board of its discussion concerning first and second policy readings. Board members debated their opinions for the purpose of first and second readings. Kendall's concern is that, at a second reading where additional revisions are made and the Board then adopts the policy at that second reading, the public is unable to provide input. C. Conine replied that it should be Board responsibility not to adopt a policy if substantial changes are made at second reading. K. Thistle feels our *policy* should say

that. K. Thistle made a motion that grammatical and punctuation changes are acceptable; however, if a word is changed or a sentence added or stricken, the policy will not be adopted at second reading. New policies and those undergoing revision will be placed on the Web site for public scrutiny. K. Thistle would like the Policy Committee to re-review our policy. Straw vote conducted; motion was not seconded.

- Governance Policies 5, 6, and 7 were reviewed. Revision dates are to be added to policies.

Attachment H: Approval of Superintendent's Performance Plan Targets

K. Thistle stated he would like to have the document reviewed at the January 27 workshop. It is the Board's consensus that Bill's mid-year evaluation should still be conducted and the document can be reviewed at the workshop. Motion to approve the Superintendent's Performance Plan Targets made by T. Hoffmann, seconded by R. Hamm. ***Motion carried unanimously.***

**Monthly Reports:**

- Student Learning & Achievement Committee is discussing curriculum matters.
- Finance/Buildings & Grounds Committee: Meeting minutes were distributed in Board folders.
- Negotiations: Discussed negotiations ground rules, meeting schedule, and brainstormed 19 items on both sides for proposals at next Monday's meeting.
- Policy: Minutes were included in Board packet. Next meeting Tues., Nov. 25, at 7 p.m.
- No questions or comments on administrative team reports.
- November 13 MATC Appointment Committee meeting: No NOSD Board members are available to attend.
- Sean Preisler reported that classes and grades at the high school are going well; WKCE testing begins this week.

**Next Agenda:**

Items will consist of those listed on Attachment J, with the addition of final summer projects review.

**Next Meeting:**

Monday, December 8, 2008, OMS/OHS Library: Closed Session 6:30 p.m., virtual schools' negotiations; Regular Session 7:30 p.m.

**Adjournment:**

Motion to adjourn made by R. Hamm, seconded by F. Kleckner. ***Motion carried unanimously.*** Meeting adjourned at 9:26 p.m.

Respectfully submitted,

/s/

Thomas A. Hoffmann  
Board Clerk

TAH:vld