



The Mission of the Norwood Public Schools is to Foster Success in All Students by Educating Them in a Safe and Respectful Environment.

**MINUTES
BOARD OF EDUCATION**

December 11, 2018

I. CALL TO ORDER

The regular meeting was called to order at 7:02 p.m. by school board vice-president Mr. Ordean. Mr. Sanchez and Mr. Morlang were absent.

A. Pledge of Allegiance

The pledge of allegiance was said by those present.

B. Request for Additional Items

Ms. Barkemeyer requested 8th Grade Algebra I grading and High School Credit be added as Action Item F. Seconded by Mr. Ordean. Roll call vote: "aye's" 3, "no's" 0. Motion Carried.

II. OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD

None

III. COMMUNITY REPORTS

None

IV. STUDENT REPORTS

Ayden Ingram, FFA Student, reported the students had toured the Delta Sale Barn and participated in a Creed Speaking contest. The students helped hand out coats on Noel Night in Norwood. Jacob Gordon received a \$1,500.00 grant award to help him purchase cows. The students will start building crates and chairs next semester.

V. STAFF REPORTS

None

VI. CELEBRATIONS

Lego Club Trip to Durango was a success and the students in the club placed 1st in core values. Our coaches received the best coach awards.

Knowledge Bowl in Ridgway was represented very well.

VII. APPROVE CONSENT ITEMS

- A.** Approve November 19, 2018 Minutes.
- B.** Approve November/December General Fund bills
- C.** Certify the Norwood School District Mill Levy
- D.** Approval of 2018 Norwood School District Financial Audit
- E.** Approval of Co-Middle School Girls BB Coaches, Mrs. Snow and Mrs. Smith

Ms. Barkemeyer made a motion to approve consent items: **A.** November 18, 2018 Minutes **B:** November/December General Fund Bills. Seconded by Ms. McCluer. Roll call vote: "aye's" 3, "no's" 0. Motion Carried.

VIII. ACTION ITEMS

C. Certify Norwood School District Mill Levy

Ms. Barkemeyer made a motion to certify Norwood School District Mill Levy as presented. Seconded by Mr. Ordean. The changes in the mill levy were discussed. Roll call vote: "aye's" 3, "no's" 0. Motion Carried.

D. Approval of 2018 Financial Audit

Ms. Barkemeyer made a motion to approve the 2018 Financial Audit. Seconded by Ms. McCluer. Mrs. Epright stated Mr. Mike Nelson will be here in January to present the audit to the board. Roll call vote: "aye's" 3, "no's" 0. Motion Carried.

E. Approval of Co-Coaches, Mrs. Snow and Mrs. Smith for MS Girls BB

Ms. Barkemeyer made a motion to approve Mrs. Snow and Mrs. Smith for MS Girls Basketball. Seconded by Ms. McCluer. Roll call vote: "aye's" 3, "no's" 0. Motion Carried.

F. Approval Algebra I as High School Credit for 8th Grade Students

Ms. Barkemeyer made a motion to approve 8th Grade Algebra as a High School Credit as per requirements stated. Seconded by Mr. Ordean. Roll call vote: "aye's" 3, "no's" 0. Motion Carried.

IX. MISCELLANEOUS REPORTS

A. DAAC – Next meeting is in January 2019.

B. UNBOCES – None

C. WSCF –Melissa Merrill reported they are working on Phase II and Phase III of the playground. They have been very busy with fund raising projects. The Preschool will start to receive the new Mill Levy Monies next month

D. PTA – Mrs. Brantingham reported they are still looking for members. She reported the Take Your Family to Lunch was a huge success. Santa Workshop is currently in progress for students. The PTA did give each class (K-5) \$150.00 to use as they need it in the classroom.

E. OTHER BOARD REPORTS

None

XI. NEW BUSINESS

Ms. McCluer appreciated the new Agenda Format.

XII. OLD BUSINESS

Community Communications

It was stated the school's Face book Page has made a positive difference in the communication process.

Inside Out/Shift Why

Mrs. Thomas reported she is seeing and hearing great things about our student athletes. Other schools and officials are stating how our athletes show respect and pride in their actions towards others. Mrs. Thomas thinks coaches are on board with the Inside/Out program and students are learning how to be responsible young adults for their future. Student athletes are learning how a great work ethic and attitude is more important than winning.

XII. ADMINSTRATION REPORTS

A. Superintendent Report – See Attached

Ms. McCluer read Mr. Crews' report and various items were discussed.

B. Principal Report – See Attached

XIII. ADDITIONAL ACTION ITEMS –

None

XIV. ADJOURNMENT

Mr. Ordean made a motion to adjourn the meeting at 8:00 p.m. Seconded by Ms. McCluer. Roll call vote: “aye’s” 3, “no’s” 0. Motion carried.

Respectfully submitted,
Susan Epright

December 2018 Superintendent Report

Mill Levy Assessed Valuation 6B The assessed valuation came in a little lower than expected, which means it will take a few more mills to generate the amount of money we need to collect for the bond and the mill levy override. It will be a little more in state equalization also.

CEBT Premium free holiday 6b,6c, 8d, 8e Susan and I have decided on a \$250.00 per employee. We will give this to them on December 20.

PSAT, Instruction, and Friday Support 5a We have received the PSAT scores reviewed the data with middle and high school teachers and talk about strengthening instructional support for our students that is aligned with PSAT/SAT. The College Board and the Colorado Department of Education are hosting workshops that will provide the next relevant details surrounding the 2019 Spring School Day administration. This training will discuss upcoming winter priorities, processes for submitting accommodations, informing juniors about the optional Essay, as well as an in depth look at the content that is assessed and the connection to classroom instruction. They also want to inform the parents of PSAT/SAT support on Fridays.

UIP Training 2b On November 28 the principals, Sheri Hardman, and myself met with Erin Lofton from CDE and reviewed our UIP and began the process of identifying our performance challenges, root causes, and strategies. We have a good base to start with.

Staff Survey 4d,8c I was able to develop an electronic survey through survey monkey (with some help). I will give you the fall and winter results at our January meeting.

CASB Conference 1c. Jackson, Michelle, and I attended the CASB conference this year and brought back some good usable information including grants for retaining teachers, rural educator stipends, and school safety. Also, some good brain development information.

Norwood Public Schools Board of Education
Principals Report
12-11-18

Respectfully Submitted by Perri Gipner and Sara Rasmussen

| Behavior |
|---|
| <p>The Multi Tiered System of Support Leadership team (MLT) met on November 6th and reviewed many forms of data to determine which aspects of Positive Behavioral and Intervention Supports (PBIS) needed improvement. After analyzing the data and meeting again on December 5th to determine the root cause, our team determined that the two areas we will focus on are acknowledgments and PBIS buy in.</p> |
| Communication |
| <p>We continue to utilize our website, Facebook, all-call system, and LCD at Clark's market to keep parents informed. We shared a well-written letter on Facebook and will also shared with staff on 12/7/18 by an elementary principal encouraging open communication between parents and teachers as we as a reminder to assume good intentions. We have attached it for the board's reading pleasure.</p> |
| Personnel Development |
| <p>The third Safe, Supportive and Collaborative Climate (SSaCC) day was December 7th. We began with celebrations and acknowledgements of our amazing staff and students. Teachers also shared their learning targets for the following week to Perri and Sara for feedback. Robyn Shank provided a Positive Behavior Intervention Supports (PBIS) 101 workshop for all teachers. This will be videoed so that we can also provide the support to all staff, including bus drivers, food services, custodial, and so on.</p> <p>Individual Personnel Development Opportunities since the last board meeting:</p> <ul style="list-style-type: none">• Dave Crews, Sara Rasmussen, Sheri Hardman, and Perri Gipner attended an intensive workshop on Unified Improvement Planning (UIP) on November 28th. They were able to use this time to review district data and identify performance challenges. The facilitator helped the team strategize how to bring the UIP down to the staff level and integrate their input on root cause analysis and goals. This dovetails with the work of our MTSS leadership team. |
| Time |
| <p>During the December 7th SSaCC day teachers were given time to review their scope and sequence from 1st semester and and make notes in preparation for one on one work with Sara and Perri next semester. Time was also provided for teachers to hold end of semester parents meetings and discuss scheduling changes for 2nd semester.</p> |

Four-Day School Week

Secondary English and math teachers met and discussed PSAT/SAT data from the fall assessment and developed a plan for student support. This includes identifying patterns of strengths and weaknesses in the data, providing professional development that supports integration of standards, instruction, and alignment to the SAT, develop intervention time on Friday's using Khan Academy, partnering with and educating parents and students on resources, and supporting and training teachers on resources.

Utilizing Friday's for academic intervention for secondary students with failing grades is in discussion. Perri met with students with failing grades and reflected with them on their strengths and areas of improvement. The majority of students indicated that they do not do their work or take their work home to complete. Perri will continue this discussion and bring it to the teachers for their input.

Other Important Information

Recent Grant Recipients:

- MTSS Leadership Team (MLT) was awarded \$11,900 to continue their work on creating a Safe, Supportive, and Collaborative Climate. The MLT is a group; of dedicated staff and a parent who meet monthly with the charge of using implementation science to ensure success in district initiatives.

As an Elementary school we have seen the benefits of having explicit interventions, coaching and training in literacy. Because we know this is best practice, we will be restructuring our math program to include an interventionist. Shelby Thomas will take on this role. She will be supporting our students to fill in some of the gaps they have in 3rd, 4th and 5th grade. She will also be supporting teachers through planning and coaching. We will meet at our next SSaCC Friday to create schedules and determine the needs of our students. This will start at the beginning of next semester.

Secondary Art Show and Sale and Rock and Roll Academy Concert: December 12th at 4:40pm.

Elementary Winter Concert: December 19th at 5:00.

Learning and Leading: A Joyful Leader's Journey

Posted on February 24, 2018 by Bethany Hill

A Plea to Families of Children in School

Dear Families (Parents & Guardians),

I am a principal of an elementary school. Every single day I see teachers and teacher assistants who give their very best to kids...lots of them. They are selfless. They offer extra snacks when a child is hungry. They buy clothes if a child wears the same things to school every day. They spend their evenings and weekends planning lessons, shopping for materials (many times with their own money), and organizing their classrooms. They continue their learning in the summer, and make changes to improve their classroom and instruction. They email, text, and call families on their own time in order to express concerns or celebrate successes. Teachers are a whole different category of superheroes, because they make all professions possible, and serve in multiple roles every day. Caregiver, nurse, counselor, authority figure, mentor, friend, and... sometimes...parent. At any given moment, a teacher may be consoling a child whose parents are divorcing, putting a Band-Aid on a skinned up knee, monitoring students who are working at their seats, answering the secretary on the intercom, helping two kids solve a friendship conflict, and tracking the time because there is so much more to accomplish in the day.

Teachers want you to remember that their intentions are always good. They will make mistakes. They will misunderstand something your child says or does. They might even miss something that happened to your child because they are supervising so many, multitasking, and moving in and out of their multiple roles constantly. When something happens that concerns you, please don't assume that the teacher is being incompetent, mean, unfair, or anything else other than human. Please don't write letters out of anger and send them to school with your child. Please don't call the principal or the superintendent to complain, or demand your child be removed from that classroom. Most of all, I implore you to please refrain from posting your assumptions about a teacher and a class on social media. This is so hurtful, and once damaging words are shared publicly...they are out there for good.

If you're upset, worried, confused, or being influenced by an outside negative force, the absolute best action you can take is to contact the teacher and ask to meet. Talk through things as partners in your child's education. Work together to come to solutions that will empower all involved. Teachers who have the support of families can move mountains for children. Please,

give them that strength by supporting and communicating with them. Refrain from jumping to conclusions based on assumptions and second hand information. Control your emotions, just as you want your child to control their emotions.

Parents, families, and guardians...we need you. You're a piece of the story to success for your child. We want to work with you, love your child with you, celebrate with you, and problem solve with you. You're our students' first teachers. You know them better than us, but we spend as much or more time with them. You don't have to raise them on your own. We will help you, and we want to. It does take a village to raise children up the way they should go.

Lean on us, and we will lean on you.

Sincerely,

Bethany Hill

(A principal who really loves teachers, and who will always be a teacher herself)

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One comment

1. Miladys Cepero-Perez

November 18, 2018 at 2:32 pm

Thank you!!!!

Reply

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