

MINUTES OF BOARD MEETING
Manitowoc Board of Education
July 22, 2014

The July 22, 2014, Board of Education meeting began with an optional BoardBook training session. Members present were: Ms. Barbara Herrmann, Ms. Catherine Shallue, Mr. Keith Shaw, Ms. Linda Gratz, Directors Mrs. Shimanek, Mr. Mischler, Ms. Joanne Metzen and Superintendent Marcia Flaherty.

The regular meeting of the Board of Education was called to order by Board President Linda Gratz at 5:00 p.m. Members present were: Ms. Barbara Herrmann, Mr. Dave Nickels, Ms. Catherine Shallue, and Ms. Linda Gratz. Also present were Superintendent Marcia Flaherty and Board secretary Rebecca McLafferty.

Members absent: Keith Shaw, Dave Longmeyer, Karen Rohrer (arrived at 5:07)

Also present: Director of Business Services Ken Mischler, Director of Human Resources Andrea Holschbach, Director of Elementary and Secondary Education Debby Shimanek; and Director of Pupil Services Joanne Metzen.

Superintendent Flaherty welcomed Board members and directors to the annual board summit. She began the session by reading the School Board Guiding Principles and reviewed the summit agenda, highlighting the importance of CommUNITY.

McKinley Academy Principal Kristin Lee reported on 2013-2014 goals. Just finishing its seventh year of operation, Lee emphasized the Academy's student needs and successes. Attendance is targeted at 60 students; the first students graduated in 2010. Her presentation highlighted enrollment, performance/accountability, common trends in prospective students, Dropout Early Warning System (DEWS), graduation and beyond; community partnerships, and feedback.

Manitowoc Education Association (MEA) President Michelle Preussler, accompanied by Vice-President Mark Filer, presented results of recent teacher survey which Preussler deemed to be "a starting point for conversations". Preussler said that the union's main office will move from Sheboygan to Green Bay as of September 1. Jim Carlson, Kettle Moraine UniServ Director who has been serving Manitowoc will still work with MPSD teachers although the position will include a broader territory, now called Region 3.

Board President Gratz announced a break at 6:13 p.m., and called the meeting back to order at 6:23 p.m.

Superintendent Flaherty talked about a vision of unity for the community, and the importance of teachers acknowledging the recent changes in education have been impacting all stakeholders.

Director Metzen reviewed the Student Learning Goal, outlining its objectives and action steps. Board President Gratz requested and Director Shimanek confirmed that a district benchmark would be added, which would list a minimum annual measurable outcome. Metzen then reviewed the second half of the goal.

Keith Shaw arrived at 6:42 p.m.

Superintendent Flaherty added that Smarter Balanced Assessments will provide the opportunity to gather baseline data to monitor student progress toward goal achievement in future years.

Director Holschbach discussed the Staff Goal. The district will include the implementation of Student Learning Objectives/School Learning Outcomes (SLOs), a component of Educator Effectiveness not implemented during the 2013-14 pilot. Teachers and administrators will participate in training in the development of SLOs. Superintendent Flaherty talked about SMART goals: S=specific; m=measurable; a=attainable; r=results-focused; and t=time-bound. Director Shimanek confirmed that SLOs do meet qualifications of SMART goals.

In regard to the Staff Goal, Gratz inquired about a committee which would serve as a sounding board as the district progresses through educator effectiveness. Director Metzen would like to look into the MEA's suggestion for a place to blend ideas. Also discussed were School Improvement Teams (SITs) which most schools have, represented by a principal, grade level representatives, special and regular education teachers, pupil services representation, and some parents. Karen Rohrer emphasized the importance of communicating both problems and solutions between buildings.

Director Ken Mischler addressed the Operations Goal. The District has worked hard to improve safety for both employees and students. Mischler talked about the capital projects and hail damage repair yet to be completed. Mischler updated the Board on technology to be installed, and progress that has been made.

Superintendent Flaherty talked about the Communications Goal, with its added emphasis on collaboration and communication, and the need to keep our district vision vibrant. Gratz suggested adding wording as follows, "Engage in open communication with MPSD staff, School Board, parents, and the community." Flaherty described goal objectives within the context of "Strong Schools= Strong Community". A steering committee is being organized to guide and add structure to the process of educating the public on the forthcoming referendum, seeking a few community representatives with high levels of credibility and respect in the community. The five committees will be communication, outreach, inreach, finance, and get out the vote (GOTV).

Discussion relayed that people can be encouraged to vote, but identified "yes" voters can't receive special treatment. Board rights in regard to the campaign were discussed. Key messages were discussed, with emphasis on what can and can't be done "during school hours" for

administrators. Barbara Herrmann requested documentation on the effects of a successful response to Referendum questions 1, 2, and 3, and a description of the effects if each question would fail.

Superintendent Flaherty referred to a list of frequently asked questions that she distributed to Board members, for uniformity in answering questions to the public. She requested board members in get in touch with her if they have questions to add to the list. Flaherty also requested Board members to furnish her with names of potential committee members.

Motion was made by Dave Nickels, seconded by Catherine Shallue, and carried, to adjourn the meeting at 7:57 p.m.

Respectfully submitted,
Rebecca McLafferty, Secretary

Linda Gratz
Board President