

**MAQUOKETA COMMUNITY SCHOOL DISTRICT
BOARD OF DIRECTORS REGULAR MEETING
MONDAY, AUGUST 8, 2011
TIME: 6:00 PM
PLACE: CENTRAL OFFICE**

- I. ROLL CALL
- II. CONSENT AGENDA
 - A. APPROVAL OF AGENDA
 - B. MINUTES OF PREVIOUS MEETING (S)
 - C. REGISTRATIONS, REIMBURSEMENTS, AND SELECTED ACCOUNTS PAYABLE
 - D. REVIEW OF FINANCIAL REPORTS
 - E. RESIGNATIONS: CARDINAL TEACHER ASSOCIATE
 - F. RECOMMENDATIONS TO HIRE:
 - 1. BRIGGS 3RD GRADE INSTRUCTOR
 - 2. BRIGGS ELEMENTARY TEACHER ASSOCIATE
 - 3. FOOD SERVICE WORKER (TRANSFER)
 - 4. PART-TIME FOOD SERVICE WORKER
 - G. CONTRACTS FOR SUBSTITUTE BUS DRIVERS
 - H. CONTRACT FOR SUBSTITUTE CAR/SUBURBAN DRIVER
- III. RECEPTION OF VISITORS AND INFORMAL COMMENTS FROM THE PUBLIC
- IV. GOOD NEWS: ADMINISTRATIVE REPORTS
- V. BOARD COMMENTS
- VI. GENERAL BUSINESS OF THE BOARD
 - A. POLICY AND INSTRUCTION
 - 1. PROFESSIONAL DEVELOPMENT & TEACHER QUALITY COMMITTEE APPOINTMENTS
 - 2. CONSIDERATION AND POSSIBLE ACTION REGARDING HIGH SCHOOL BOWLING TEAM
 - 3. 2010-2011 ADEQUATE YEARLY PROGRESS REPORT
 - 4. REVISION OF BOARD POLICY: 503.3 FINES, FEES, CHARGES
 - B. BUSINESS AFFAIRS
 - 1. SUPPLEMENTAL EDUCATION SERVICES: EDU-CARE – PURCHASE SERVICES AGREEMENT
 - C. PERSONNEL
 - 1. AUTHORIZATION TO EXTEND ATHLETIC OFFICIALS CONTRACTS
 - 2. REVIEW REGISTRATION DATA TO ESTABLISH NUMBER OF KINDERGARTEN SECTIONS
- VII. LEGISLATIVE UPDATE
 - 1. MARK PAPE – LEGISLATIVE ACTION NETWORK REPRESENTATIVE
- VIII. SUPERINTENDENT’S REPORT
 - 1. 2011 SCHOOL BOARD ELECTIONS
 - 2. MAQUOKETA PATRONS FILING SCHOOL BOARD NOMINATION PAPERS
 - 3. IASB CONVENTION – NOVEMBER 16-17, 2011
 - 4. UPDATE REGARDING PENDING STAFFING ISSUES
 - 5. OPEN MEETINGS AND PUBLIC RECORDS AMENDMENT
 - 6. IOWA EDUCATION SUMMIT
- IX. ADJOURNMENT

**The next regular scheduled meeting of the Board will be held on Monday,
September 12, 2011 at 6:00 PM at the Central Office.**

I. ROLL CALL

[AI] **II. CONSENT AGENDA**

A. APPROVAL OF AGENDA

B. MINUTES OF THE REGULAR MEETING HELD ON JULY 18, 2011.

C. REGISTRATIONS, REIMBURSEMENTS, AND SELECTED ACCOUNTS PAYABLE

- a. Enclosed is a list of bills being presented for approval at the August 8, 2011 meeting.

D. REVIEW OF FINANCIAL REPORTS

- A. ACCOUNT BALANCE
B. COMBINED STATEMENT OF REVENUE AND EXPENDITURES

E. RESIGNATIONS

1. CARDINAL TEACHER ASSOCIATE

The District has received a letter of resignation from Amanda Phanor from her position as a Teacher Associate at Cardinal Elementary effective immediately.

2. OTHER - [IF ANY]

F. RECOMMENDATIONS TO HIRE:

1. BRIGGS 3RD GRADE INSTRUCTOR

Briggs Elementary Principal, Pat Bollman, is recommending the hiring of Megan Machovec as the 3rd Grade Instructor for the 2011-2012 school year. Pending the outcome of the criminal background check, Ms. Machovec will be placed at BA Step 1 of Schedule C of the Master Contract at a salary of \$30,706.61. All other terms and conditions are as per settlement conditions of the Master Contract for teachers.

2. BRIGGS ELEMENTARY TEACHER ASSOCIATE

Briggs Elementary Principal, Pat Bollman, is recommending the hiring of Rachael Griebel as the Special Needs – Multi-Categorical Behavior Disorder Program Teacher Associate for the 2011-2012 school year. Pending the outcome of the criminal background check, Ms. Griebel will be paid \$8.64 per hour plus a \$0.15 per hour BD Stipend for a total of \$8.79 per hour. All other terms and conditions are as per settlement conditions for Teacher Associates.

3. FOOD SERVICE WORKER (Transfer)

Laurie Morehead is recommending that Teri Hicks contract be amended to reflect working hours to be 8:30 AM to 2:00 PM. Ms. Hicks contract wage will remain unchanged at \$8.30 per hour. All other terms and conditions are as per settlement conditions for Food Service Workers. This transfer is necessary to fill a vacancy created by the transfer of Jessica Green.

MAQUOKETA COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
MONDAY, JULY 18, 2011

The Maquoketa Community School Board of Education held a regular meeting on Monday, July 18, 2011. President Schwenker called the meeting to order at 5 p.m. at Central Office. Directors Hawks, Tabor, Pape, Hudrlik and Schwenker were present. Supt. Huckstadt, Board Secretary McKeon, and Administrators C Snell, Bowman and Wilkins were present. Also in attendance were Paulette Horner, Catherine Fuchs, Susan Risinger, Mike Wing, and Dustin Cogan. Kelly Gerlach of Maquoketa Sentinel Press, Sherri Melvold of KMAQ and Kayla Gerardy of Maquoketa Access Cable represented press.

MOTION #001-11/12: Motion/Pape, 2nd/Hudrlik to go into closed session for the purpose of conducting the Supt. annual performance review as allowed by Iowa Code 21.5.1.i. Roll call vote taken: Pape-aye, Hudrlik-aye, Hawks-aye, Tabor-aye, and Schwenker-aye. Motion carried.

MOTION #002-11/12: Motion/Pape, 2nd/Hudrlik to adjourn the closed session and reconvene the regular meeting at 6:05 p.m. Roll call vote taken: Pape-aye, Hudrlik-aye, Hawks-aye, Tabor-aye, and Schwenker-aye. Motion carried.

Pres. Schwenker announced the Board would take a short recess. The meeting reconvened at 6:14 p.m.

MOTION #003-11/12: Motion/Pape, 2nd/Hudrlik to approve the following consent agenda items:
Agenda – Approved as presented.
Minutes – Approved the minutes of the joint meeting with Delwood School Board and the regular meeting held on June 13, 2011 as presented.
Registrations, Reimbursements and Selected Accounts Payable – Approved as presented totaling \$1,653,117.60.
Financial Reports – The following reports for period ending June 30, 2011 were reviewed: Account Balance; Combined Statement of Revenues and Expenditures; and Quarterly Investment Report.
Resignations – Approved the following resignations: Scott Jess as the Middle School Guidance Counselor, Varsity Girls Basketball Coach, Cross Country Coach, Varsity Boys Track Coach, and Freshman Girls Softball Coach effective immediately; and Elizabeth Graham as the Cardinal Title 1 Instructor effective immediately. By submitting her resignation, Ms. Graham has forfeited her opportunity to be recalled to the third grade classroom position at Briggs Elementary for the 2011-12 school year.
Recommendations to Hire – Approve the hiring of the following, pending the outcome of the criminal background checks: **Brian Hinrichs** as the Information Systems Technician to serve primarily at Briggs and Cardinal Elementary with a salary of \$25,000 for a 220-day contract beginning on July 18, 2011 through June 30, 2012. All other terms and conditions are as per settlement conditions for the Information Systems Technician; **Laura Kremer** as a Middle School Math Instructor for the 2011-12 school year at BA Step 1 of Schedule C of the Master Contract at a salary of \$30,706.61; **Catherine Fuchs** as a Middle School Counselor for the 2011-12 school year. Ms. Fuchs will have 8 extended contract days (total of 195 days) and will be placed at MA+15 Step 3 of Schedule at a salary of \$35,358.33 plus \$1,370.24 for extended days totaling \$36,728.57; **David Lakin** as a Middle School Physical Education Instructor for the 2011-12 school year. Mr. Lakin will be placed at BA Step 1

of Schedule C of the Master Contract at a salary of \$30,706.61; **Jessica Green** to transfer from Food Service to the Middle School At Risk/BD Teacher Associate position for 5.5 hours per day for \$8.64 per hour plus \$.15 stipend for BD; **Mindy Orris** as the Head Varsity Girls Basketball Coach for the 2011-12 school year at Level I, Year 3 with a salary of \$4,166.40; **Laura Kremer** as the 9th Grade Girls Basketball Coach for the 2011-12 school year at Level III, Year 1 with a salary of \$2,343.60; **Sara Nelson** as the Head Cross Country Coach for the 2011-12 school year at Level II, Year 1 with a salary of \$3,124.80; **Daryl Schepers** transfer from Assistant Wrestling Coach to the Head Varsity Wrestling Coach for the 2011-12 school year at Level I, Year 5 with a salary of \$4,687.20; **David Lakin** as the Sophomore Boys Basketball Coach for the 2011-12 school year at Level III, Year 1 with a salary of \$2,343.60; **Danny Mayo** as the Head Varsity Boys Track Coach for the 2011-12 school year at Level II, Year 1 with a salary of \$3,124.80; **Laura Kremer** as the Head Girls Golf Coach for the 2011-12 school year at Level II, Year 1 with a salary of \$3,124.80; **Danny Mayo** as the 8th Grade Boys Basketball Coach for the 2011-12 school year at Level IV, Year 1 with a salary of \$1,822.80; **David Lakin** as the 7th Grade Football Coach for the 2011-12 school year at Level IV, Year 1 with a salary of \$1,822.80; and **David Lakin** as the 7th Grade Boys Track Coach for the 2011-12 school year at Level IV, Year 1 with a salary of \$1,822.80.

Pre-approval Request - Approve the pre-approval request for fiscal year 2011-12 to pay officials, judges, starters, entry fees, vocal music transportation, vocal music awards, and Harmony Helpers tour expenses for athletics and activities from the activity fund and the general fund.

Teacher Contract Amendments-approved the following:

	From:	To:
Andrea Raker	BA Step 4	BA+15 Step 4
Schedule C	\$33,031.40	\$33,777.27

Administrator Contract Amendment – Approve the contract amendment of High School Principal Mark Vervaeck for attaining a Specialist Degree in Educational Administration. Mr. Vervaeck will receive an additional stipend for two fiscal years, \$1,500 each year starting 2011-12.

School Resource Program – Approved the continuation of the 28-E Agreement with the City of Maquoketa to share the cost of the School Resource Officer Program for 2011-12 at a cost of \$35,366.95.

Five ayes, motion carried.

Under Good News, the following gave Administrative Reports: Middle School Principal C Snell; High School Activities Director Wilkins; Middle School Activities Director Bowman; Technology Director D Cogan; and Transportation and Operation/Maintenance Supervisor Wing. P Horner, Maquoketa Education Association Representative reported on a trip to Washington, D.C. Under Board Comments, Director Hawks and Tabor expressed the scoreboards and fields look great. Pres. Schwenker thanked the support staff for their hard work on the many summer projects.

MOTION #004-11/12: Motion/Tabor, 2nd/Hawks to approve the modification to Board Policy 401.7 – Employee Travel Compensation as presented. Five ayes, motion carried. The meal reimbursement amounts changed to include the tip with maximum reimbursement of \$7.50 for breakfast, \$11.50 for lunch and \$17.50 for dinner.

MOTION #005-11/12: Motion/Hawks, 2nd/Hudrlik to forward the following legislative priorities to Iowa Association of School Boards: #6 – Supports funding to ensure all 3- and

4- year-olds have access to a high quality public school preschool program, and allow 4- year olds to be included in the enrollment count, if those programs can demonstrate meeting the collaboration and quality standards requirements of the state voluntary preschool program; #10 -- Supports setting allowable growth at a rate that encourages continuous school improvement and reflects actual cost increases experienced by school districts and AEAs; #21 – Supports the use of Physical Plan and Equipment Levy (PPEL) funds for the purchase of computer software, payment of software licensing fees and maintenance and repair of equipment or infrastructure that can be purchased or financed with PPEL funds; #24 – Supports Tax Increment Financing (TIF) limitation, reform and regulation. Reforms should increase accountability and transparency or local government entities utilizing TIF. School districts should have the ability to implement TIF for certain types of facility expenditures and must be an equal partner with cities when implementing new TIFs. In addition, we oppose residential TIFs unless the impacted school district(s) approve; and #32 – Opposes unfunded mandates.

MOTION #006-11/12: Motion/Tabor, 2nd/Hudrlik to designate Director Pape as Maquoketa School Board's Legislative Network Representative (LAN). Five ayes, motion carried.

Discussion was made of the previously proposed Diversity Club and a brief summary of the Federal Equal Access Act of 1984 that was provided for the Board's review.

MOTION #007-11/12: Motion/Pape, 2nd/Tabor to approve the formation of the Diversity Club at Maquoketa High School during the 2011-12 school year. Roll call vote taken: Pape-aye, Tabor-aye, Hudlik-aye, Hawks-nay, and Schwenker-aye. Four ayes, motion carried.

MOTION #008-11/12: Motion/Pape, 2nd/Hudrlik to amend the wage and settlement conditions for the following non-certified employee groups as presented: Central Office; Executive Secretaries/Administrative Assistants; Special Education Car/Suburban Driver; Operations Support Staff. Five ayes, motion carried. The agreements reflect a \$.20 cent increase per step on the salary schedules (from \$.15 per step increase for 2011-12), for 2012-13 a \$.20 cent increase per step on the salary schedules; and for groups with health insurance and the Letter of Understanding, the 2nd year of the two year agreement will include an increase of up to an additional \$40 per month insurance premium credit.

MOTION #009-11/12: Motion/Pape, 2nd/Hudrlik to approve adopting language as presented into Settlement Conditions of support staff whom are hired after July 1, 2005 with a single only health plan, to allow them to purchase a family health insurance policy at their own expense. Five ayes, motion carried.

MOTION #010-11/12: Motion/Tabor, 2nd/Pape to approve the staffing proposal of the Alternative High School Program as presented. In so doing, approve the increase in the contract of Barb Besch from .375 FTE to .50 FTE at a salary of \$24,147.15 (.5 FTE of MA+30 Step 11 of Schedule C). Five ayes, motion carried.

MOTION #011-11/12: Motion/Tabor, 2nd/Hawks to renew Supt. Huckstadt's three year contract retroactive to July 1, 2011 and that the salary for 2011-12 reflect a 2.5% increase. And that for this year only he has until December 31, 2011 to use any

unused vacation days from 2010-11 contract. Five ayes, motion carried. Supt. Huckstadt's contract will be \$133,076.82 for 2011-12.

MOTION #012-11/12: Motion/Pape, 2nd/Hawks to approve the form of contract to be entered into with Little Shepherd Preschool; Kids of the Kingdom Preschool; and Sunshine Preschool and Daycare for participation in the Statewide Voluntary Preschool Program for the Four-Year-Old Children for the 2011-12 school year. Five ayes, motion carried. Taking into consideration the decrease in state funding and the additional costs for transportation, the reimbursement rate to providers this year will be \$1,900 per student (from \$2,228 per student).

MOTION #013-11/12: Motion/Hudrlik, 2nd/Tabor to approve payment of the 2012-12 IASB membership dues in the amount of \$4,878.00. Four ayes, Hawks-nay, motion carried.

MOTION #014-11/12: Motion/Tabor, 2nd/Pape to approve the revised sharing agreement with the Delwood Community School District as presented. Five ayes, motion carried.

Director Pape, Legislative Network Representative, reported the legislative session has ended and that allowable growth for 2011-12 is set at zero and for 2012-13 at 2%. Pre-school funding for 2011-12 is reduced to .5 from .6 of district cost per pupil. Property Tax Equity Relief will only be funded at approximately 50%.

Under Superintendent's report: Registration will be held on Monday, August 1, 2011 and Tuesday, August 2, 2011 for all grade levels at the High School from 11 a.m. to 7 p.m. daily; a preliminary August In-Service schedule was provided. The welcome-back assembly will be held on Friday (not the traditional first day of return); the following staffing issues/positions are still pending/vacant: 3rd Grade Instructor; Assistant Varsity Wrestling; Assistant Boys Soccer; Freshman Softball; and consideration of High School Bowling; the Dept. of Education has informed the District that the levy rate for 2011-12 is \$14.83017 per thousand dollar valuation. Adopted in April 2011 was \$14.97526. Even with the \$.80 increase from prior year, the rate is still lower than what it was in 2008-09; the IASB Fiscal Conference Report is July 20, 2011 in Ames; the Iowa Education Summit is July 24-25, 2011 in Des Moines; provided was an IASB Special Report on Director Districts and Methods of Election for the Board's review. The Board will need to adopt a resolution sometime between November 2011 and May 2012, establishing director districts for school elections; and anyone interested in serving on the School Board may contact Central Office for required forms and information about the position and roles/responsibilities. Completed forms need to be returned by 5 p.m. on August 4, 2011. The school election will be held on Sept. 13, 2011.

The End of Year Summary for the Maquoketa Alternative Classroom was provided.

Pres. Schwenker announced the next regular meeting of the Board of Education would be held on Monday, August 8, 2011 at 6 p.m. at Central Office.

Pres. Schwenker adjourned the meeting at 7:55 p.m.

Bill Schwenker, President

Barbara A. McKeon, Secretary

08/04/2011 10:57 AM

Posted; Check Date 8/4/2011, 7/28/2011, 7/27/2011, 7/20/2011; Month 08/2011, 07/2011

User ID: SRR

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1 76005	07/20/2011	IAASSO4	IA ASSO OF SCHOOL BOARDS (CORP)	Check	4,878.00
IASBMBR0002550	07/20/2011		11-12 MEMB DUES	10 0000 2310 000 0000 811	4,878.00
1 76007	07/20/2011	IAHIGH	IA HIGH SCHOOL ATHLETIC ASSO	Check	6,130.00
JULY 15,16,18	07/20/2011		BB GATES/ JULY 15, 16, 18	91 499 000 0000 000	6,130.00
1 76039	08/04/2011	AGVANAGEFS	AG VANAGE FS INC	Check	31.63
266374	08/02/2011		BULLZEYE/ SUPPLIES	10 0000 2600 000 0000 680	31.63
1 76040	08/04/2011	AREASUBSTA	AREA SUBSTANCE ABUSE COUNCIL	Check	12,179.82
JUNE 2011	06/30/2011		JUNE 2011/GRAA GRANT EXPS	10 421 000 0000 000	6,107.41
JUNE 2011	06/30/2011		JUNE 2011/GRAA GRANT EXPS	10 421 000 0000 000	6,072.41
1 76041	08/04/2011	BARRON	BARRON MOTOR SUPPLY (CORP)	Check	55.67
246823	07/22/2011		PARTS	10 0000 2600 000 0000 680	27.30
247008	07/26/2011		FILTER	10 0000 2600 000 0000 680	28.37
1 76042	08/04/2011	BLACKHILLS	BLACK HILLS UTILITY HOLDINGS INC	Check	449.23
JUNE/JULY 2011	07/31/2011		JUNE/JULY SERVICE	10 0000 2600 000 0000 621	29.00
JUNE/JULY 2011	07/31/2011		JUNE/JULY SERVICE	10 0097 2600 000 0000 621	44.71
JUNE/JULY 2011	07/31/2011		JUNE/JULY SERVICE	10 0098 2600 000 0000 621	29.00
JUNE/JULY 2011	07/31/2011		JUNE/JULY SERVICE	10 1909 2600 000 0000 621	118.07
JUNE/JULY 2011	07/31/2011		JUNE/JULY SERVICE	10 1909 2600 000 0000 621	29.00
JUNE/JULY 2011	07/31/2011		JUNE/JULY SERVICE	10 1918 2600 000 0000 621	89.82
JUNE/JULY 2011	07/31/2011		JUNE/JULY SERVICE	10 3201 2600 000 0000 621	35.92
JUNE/JULY 2011	07/31/2011		JUNE/JULY SERVICE	10 3209 2600 000 0000 621	73.71
1 76043	08/04/2011	BOWMAN2	BOWMAN OIL COMPANY	Check	1,702.66
54396	07/20/2011		498 GAL GAS	10 0000 2700 000 0000 626	1,702.66
1 76044	08/04/2011	CEDARR	CEDAR RAPIDS COMMUNITY SCHOOLS	Check	2,883.60
0015770	07/18/2011		10-11 SP ED TUITION	10 421 000 0000 000	2,883.60
1 76045	08/04/2011	CITYOF3	CITY OF MAQUOKETA	Check	1,040.05
JUNE/JULY 2011	07/31/2011		JUNE/JULY 2011 SERVICE	10 0000 2600 000 0000 411	41.78
JUNE/JULY 2011	07/31/2011		JUNE/JULY 2011 SERVICE	10 0000 2600 000 0000 421	2.84
JUNE/JULY 2011	07/31/2011		JUNE/JULY 2011 SERVICE	10 0000 2600 000 0000 421	2.84
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JUNE/JULY 2011	07/31/2011		JUNE/JULY 2011 SERVICE	10 0097 2600 000 0000 411	41.78
JUNE/JULY 2011	07/31/2011		JUNE/JULY 2011 SERVICE	10 0098 2600 000 0000 411	46.80
JUNE/JULY 2011	07/31/2011		JUNE/JULY 2011 SERVICE	10 1909 2600 000 0000 411	59.68

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JUNE/JULY 2011	07/31/2011		JUNE/JULY 2011 SERVICE	10 3201 2600 000 0000 411	41.78
JUNE/JULY 2011	07/31/2011		JUNE/JULY 2011 SERVICE	10 3209 2600 000 0000 411	19.37
JUNE/JULY 2011	07/31/2011		JUNE/JULY 2011 SERVICE	10 3209 2600 000 0000 411	67.31
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1 76046	08/04/2011	CLARKS2	MICHAEL J CLARK	Check	26.90
92842	06/08/2011		SPOOL/STRING	10 421 000 0000 000	26.90
1 76047	08/04/2011	DAGUEE	DAGUE EQUIPMENT	Check	10.00
101828	08/01/2011		FITTING	10 0000 2600 000 0000 680	10.00
1 76048	08/04/2011	DELWOO	DELWOOD COMMUNITY SCHOOL	Check	26,168.64
10-11/SP ED	07/28/2011		10-11 SP ED TUITION	10 421 000 0000 000	15,084.00
10-11/SP ED	07/28/2011		10-11 SP ED TUITION	10 421 000 0000 000	11,084.64
1 76049	08/04/2011	DICKBL	DICK BLICK CO	Check	345.50
9652688	07/13/2011		MATBOARD 61439	10 3209 1000 102 0000 612	345.50
1 76050	08/04/2011	FAREWA	FAREWAY STORES INC	Check	55.70
247406	07/18/2011		MEETING REFRESHMENTS	10 0000 2310 000 0000 618	29.88
247408	08/02/2011		REGIST/FOOD	10 0000 2310 000 0000 618	25.82
1 76051	08/04/2011	GERARD	GERARDY WELDING INC	Check	47.50
5292	07/14/2011		BRACKETS	10 0000 2600 000 0000 680	47.50
1 76052	08/04/2011	GRAING	GRAINGER INDUSTRIAL SUPPLY (CORP)	Check	115.14
9588329004	07/19/2011		MAINT SUPPLIES	10 0000 2600 000 0000 680	115.14
1 76053	08/04/2011	GRANTW	GRANT WOOD AREA EDUCATION AGENCY	Check	1,588.68
10-11 FINAL TUI	07/19/2011		10-11 FINAL SP ED TUITION	10 421 000 0000 000	1,588.68
1 76054	08/04/2011	GREATPRAIR	GREAT PRAIRIE AEA	Check	2,533.08
10-11 SP ED TUI	06/30/2011		10-11 SP ED TUITION	10 421 000 0000 000	2,533.08
1 76055	08/04/2011	GREENW	GREENWOOD CLEANING SYSTEMS INC	Check	67.23
337089-000	07/20/2011		CUSTODIAL SUPPLIES	10 0000 2600 000 0000 680	72.00
337199-000	07/20/2011		RETURNED ITEM	10 0000 2600 000 0000 680	(32.94)
337689-000	07/28/2011		PARTS	10 0000 2600 000 0000 680	28.17
1 76056	08/04/2011	IAASSO4	IA ASSO OF SCHOOL BOARDS (CORP)	Check	805.00
IASBEVT00016970	07/22/2011		K HUCKSTADT REGIST FEE	10 0000 2320 000 0000 320	105.00
IASBSUB0002443	07/02/2011		11-12 POLICY ONLINE	10 0000 2310 000 0000 611	700.00
1 76057	08/04/2011	IADEPTOFHU	IA DEPT OF HUMAN SERVICES	Check	3,986.42
10068897	06/30/2011		MEDICAID PAYMENT	10 421 000 0000 000	3,986.42

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1 76058	08/04/2011	IATEST	IOWA TESTING PROGRAMS	Check	292.50
11-1533	06/20/2011		END OF COURSE ASSESSMTS US	10 421 000 0000 000	292.50
1 76059	08/04/2011	JOHNDEEREF	JOHN DEERE FINANCIAL	Check	151.20
2670036	06/20/2011		THEISENS/SUPPLIES	10 421 000 0000 000	5.99
2671741	06/23/2011		THEISENS/SUPPLIES	10 421 000 0000 000	55.92
2680629	07/11/2011		LINK/SNAPS	10 0000 2600 000 0000 680	33.37
2680927	07/12/2011		CUTTING WHEELS	10 0000 2600 000 0000 618	43.93
2685524	07/22/2011		TOILET SEAT	10 0000 2600 000 0000 680	11.99
1 76060	08/04/2011	MAQUOK7	MAQUOKETA MUNICIPAL ELECTRIC	Check	13,649.25
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 0000 2600 000 0000 622	221.54
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 0097 2600 000 0000 622	212.43
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 0098 2600 000 0000 622	89.11
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 1909 2600 000 0000 622	3,040.89
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 1918 2600 000 0000 622	28.59
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 1918 2600 000 0000 622	1,412.92
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 1927 2600 430 4501 622	16.94
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 2009 2600 000 0000 622	1,791.18
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 3201 2600 000 0000 622	90.98
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 3209 2600 000 0000 622	26.71
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 3209 2600 000 0000 622	150.84
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 3209 2600 000 0000 622	401.63
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 3209 2600 000 0000 622	2,640.44
JUNE/JULY 11	07/29/2011		JUNE/JULY SERVICE	10 3209 2600 000 0000 622	3,525.05
1 76061	08/04/2011	MIDLAN	MIDLAND COMMUNITY SCHOOL DISTRICT	Check	1,787.94
FY11 SPED FINAL	08/03/2011		10-11 SP ED TUITION/FINAL	10 421 000 0000 000	206.58
FY11 SPED FINAL	08/03/2011		10-11 SP ED TUITION/FINAL	10 421 000 0000 000	1,581.36
1 76062	08/04/2011	MIDWES2	MIDWEST BUSINESS PRODUCTS CORP	Check	241.39
204185	07/14/2011		COPIES	10 3209 1000 100 0000 618	24.95
204186	07/14/2011		COPIES	10 3209 1000 214 3302 612	13.35
204187	07/14/2011		COPIES	10 3209 1000 100 0000 618	203.09
1 76063	08/04/2011	MISSBE2	MISS BEND AREA EDUC AGENCY	Check	111.50
122946	07/25/2011		500 MAINT REQUEST FORMS	10 0000 2520 000 0000 611	46.50
122947	07/25/2011		500 TRANSP REQUEST FORMS	10 0000 2520 000 0000 611	65.00
1 76064	08/04/2011	MITCHELLMA	MITCHELL MASKREY INC	Check	42.00
274160	07/28/2011		25#GRASS SEED/FTBALL PRACT	10 0000 2600 000 0000 680	42.00
1 76065	08/04/2011	MURRAY2	BL MURRAY	Check	64.17
72317	07/28/2011		BUS SOAP	10 0000 2700 000 0000 618	64.17
1 76066	08/04/2011	NAEIR	NAEIR	Check	59.00
H433134	07/18/2011		GRAB BAG/ HANDLING FEE	10 0000 2310 000 0000 618	40.00

08/04/2011 10:57 AM

Posted; Check Date 8/4/2011, 7/28/2011, 7/27/2011, 7/20/2011; Month 08/2011, 07/2011

User ID: SRR

Check #	Check Date	Vendor ID	Vendor Name	Account Number	Check Total
Invoice #	Inv Date	PO #	Description		Amount
H433151	07/19/2011		SPOTLIGHT ASSTMT/ MATERIALS	10 0000 2310 000 0000 618	19.00
1 76067	08/04/2011	NORTHE	NORTHEAST COMM SCHOOLS		4,298.36
FY11 SPED FINAL	08/03/2011		10-11 SP ED TUITION/FINAL	10 421 000 0000 000	4,298.36
1 76068	08/04/2011	PERMARSECU	PER MAR SECURITY SERVICES CORP		97.56
677890	07/08/2011		AUG 2011 ALARM MONITORING	10 1909 1000 100 0000 490	24.39
677890	07/08/2011		AUG 2011 ALARM MONITORING	10 1918 1000 100 0000 490	24.39
677890	07/08/2011		AUG 2011 ALARM MONITORING	10 2009 1000 100 0000 490	24.39
677890	07/08/2011		AUG 2011 ALARM MONITORING	10 3209 1000 100 0000 490	24.39
1 76069	08/04/2011	PIONEER	PIONEER MANUFACTURING CO		3,539.50
411408	07/22/2011		FIELD MARKING PAINT	10 0000 2600 000 0000 680	3,539.50
1 76070	08/04/2011	QUILLC	QUILL CORPORATION		43.00
5363639	07/11/2011		20 BINDERS 70006	10 0000 1000 100 3202 612	43.00
1 76071	08/04/2011	RICHSE	RICH'S ELECTRIC SERVICE		120.00
30515	07/20/2011		CAPACITOR/ CHECK MOTOR	10 0000 2600 000 0000 680	45.00
30531	08/02/2011		FLOOR BUFFER RPR	10 0000 2600 000 0000 680	75.00
1 76072	08/04/2011	SCHMIT	SCHMITT TELECOM PARTNERS INC		361.88
32791D	07/27/2011		HS/ MOVE EXTENTIONS	10 3209 1000 100 8755 490	361.88
1 76073	08/04/2011	SCHOOL	SCHOOL ADMINISTRATORS OF IOWA		125.00
20110628=3067	06/28/2011		VERVAECKE REGIST 8-3-11	10 3209 2410 000 0000 320	125.00
1 76074	08/04/2011	SHERWIN-WI	SHERWIN-WILLIAMS CO		265.73
0966-0	07/15/2011		ALUMINUM PLANK	10 0000 2600 000 0000 680	265.73
1 76075	08/04/2011	STAPLES	STAPLES		68.89
109453162	07/20/2011		OFFICE SUPPLIES	10 0000 1000 100 3202 612	68.89
1 76076	08/04/2011	STICKL	STICKLEY ELECTRIC SERVICE, INC		27.51
14159	07/26/2011		ELECT SUPPLIES	10 0000 2600 000 0000 680	27.51
1 76077	08/04/2011	SUNSHI	SUNSHINE CHILD DELVLP		244.78
JULY 2011	07/31/2011		JUL 1-31/TUITION	10 0000 1000 237 3303 320	244.78
1 76078	08/04/2011	USPOST	US POST OFFICE		83.00
POSTAGE ACCOUNT	07/29/2011		POSTAGE EXP	10 0000 2510 000 0000 531	83.00
1 76079	08/04/2011	VANMET	VAN METER INDUSTRIAL INC		353.37
S6550612.001	07/07/2011		BULBS	10 0000 2600 000 0000 680	353.37
1 76080	08/04/2011	VOY	DENNIS W VOY		16.00
77229	07/31/2011		ADVERTISING	10 0000 2520 000 0000 540	16.00
1 76081	08/04/2011	WALMAR	WAL MART COMMUNITY BRC		107.36

Check #	Check Date	Vendor ID	Vendor Name	Account Number	Check Total
Invoice #	Inv Date	PO #	Description		Amount
9812	06/29/2011		CARD PLAYGRD/BUNS, KETCHUP	91 421 000 0000 000	6.38
JULY 2011	07/26/2011		686/CARD PLAYGRD SUPPLIES	91 499 000 0000 000	19.72
JULY 2011	07/26/2011		512/CARD PLAYGRD SUPPLIES	91 499 000 0000 000	49.46
JULY 2011	07/26/2011		7067/CARD PLAYGRD SUPPLIES	91 499 000 0000 000	21.80
JUNE 2011	06/30/2011		CARD PLAYGRD/BUNS	91 421 000 0000 000	10.00
1 76082	08/04/2011	WALMAR	WAL MART COMMUNITY BRC		Check 56.01
5071	07/29/2011		GRAA GRANT/SADD SUPPLIES	10 0000 1000 100 4329 618	56.01
1 76083	08/04/2011	WILDWO	WILDWOOD LODGE		Check 185.92
5054	07/27/2011		HUCKSTADT/2 NTS	10 0000 2320 000 0000 580	185.92
1 76084	08/04/2011	WINDSTREAM	WINDSTREAM		Check 1,333.75
JUN/JULY 2011	07/15/2011		LOCAL SERVICE JUNE/JULY 2011	10 0000 2320 000 0000 532	206.40
JUN/JULY 2011	07/15/2011		LOCAL SERVICE JUNE/JULY 2011	10 0097 2600 000 0000 410	76.78
JUN/JULY 2011	07/15/2011		LOCAL SERVICE JUNE/JULY 2011	10 0098 2600 000 0000 410	41.52
JUN/JULY 2011	07/15/2011		LOCAL SERVICE JUNE/JULY 2011	10 1909 2410 000 0000 532	218.40
JUN/JULY 2011	07/15/2011		LOCAL SERVICE JUNE/JULY 2011	10 1918 2410 000 0000 532	218.35
JUN/JULY 2011	07/15/2011		LOCAL SERVICE JUNE/JULY 2011	10 2009 2410 000 0000 532	282.97
JUN/JULY 2011	07/15/2011		LOCAL SERVICE JUNE/JULY 2011	10 3209 2410 000 0000 532	247.81
JUN/JULY 2011	07/15/2011		LOCAL SERVICE JUNE/JULY 2011	10 3209 2410 300 4531 532	41.52
Checking Account Total:					92,827.02

Check #	Check Date	Vendor ID	Vendor Name	Account Number	Check Total
Invoice #	Inv Date	PO #	Description		Amount
2 19840	08/04/2011	CAMPUS	CAMPUS TEAM WEAR INC	Check	252.40
P0253974	07/31/2011		FREE SHIPPING CERTIFICATE	21 3209 1000 920 6695 619	(17.67)
P025397400020	07/12/2011		CHEER/APPAREL RESALE 71005	21 3209 1000 920 6695 619	270.07
2 19841	08/04/2011	FAREWA	FAREWAY STORES INC	Check	78.69
247407	07/19/2011		GBB/ SUPPLIES	21 3209 1000 920 6811 618	78.69
2 19842	08/04/2011	GOVANGOGHS	GO VAN GOGH'S	Check	240.00
294234	07/25/2011		VBALL TEAM T'S 71012	21 3209 1000 920 6816 619	240.00
2 19843	08/04/2011	IACHEERLEA	IA CHEERLEADING COACHES ASSO	Check	40.00
EDWARDS MEMB	08/03/2011		11-12 EDWARDS MEMB	21 3209 1000 920 6693 810	40.00
2 19844	08/04/2011	MONTIC2	MONTICELLO SPORTS (CORP)	Check	533.00
7141132	07/14/2011		FTBALLS/KICK TEES	21 3209 1000 920 6720 618	533.00
2 19845	08/04/2011	NEFF	NEFF	Check	268.65
1937339	07/23/2011		FTBALL/DECALS	21 3209 1000 920 6721 618	268.65
2 19846	08/04/2011	SPORTD	SPORT DECALS INC	Check	218.45
189327	07/12/2011		GBB/SHIRTS RESALE	21 3209 1000 920 6811 619	218.45
2 19847	08/04/2011	WALMAR	WAL MART COMMUNITY BRC	Check	85.64
5147	07/15/2011		FABRIC, SHEETS, PAINT CLUBHOPE	21 3209 1000 950 7004 618	85.64
2 19848	08/04/2011	WOODBARNDE	WOOD BARN DESIGNS	Check	125.85
112	07/19/2011		GBB TROPHIES	21 3209 1000 920 6811 618	125.85
Checking Account Total:					1,842.68

<u>Check #</u>	<u>Check Date</u>	<u>Vendor ID</u>	<u>Vendor Name</u>		<u>Check Total</u>
<u>Invoice #</u>	<u>Inv Date</u>	<u>PO #</u>	<u>Description</u>	<u>Account Number</u>	<u>Amount</u>
4	3388	07/28/2011	HOGLUNDBUS	HOGLUND BUS CO INC	Check 79,389.00
839		07/01/2011		2012 BUS 36 0000 2700 000 0000 732	79,389.00
4	3389	08/04/2011	HERMES3	HERMES AUTO & UPHOLSTERY INC	Check 616.00
054731		07/21/2011		MS GYM FABRIC/REFURBISHMT 36 0000 4600 000 0000 618	616.00
4	3390	08/04/2011	INTEGRITYH	INTEGRITY HARDWOOD FLOORS INC	Check 5,629.00
3250		07/21/2011		HS/MS GYM FLOORS FINISHED 36 0000 4700 000 0000 490	5,629.00
4	3391	08/04/2011	KLUESNERCO	KLUESNER CONSTRUCTION INC	Check 6,053.84
11106		07/22/2011		HS,MS,CA/CRACK SEALING 36 0000 4600 000 0000 490	6,053.84
4	3392	08/04/2011	TRENKAMPEL	TRENKAMP ELECTRIC	Check 82,650.00
CARD LIGHTING		07/24/2011		CARDINAL LIGHTING UPGRADE 33 1909 4700 000 0000 450	82,650.00
4	3393	08/04/2011	VALUEI	VALUE INSPIRED PRODUCTS & SERV	Check 37,261.90
110211		07/13/2011		CARD/CARPET, INSTALLATION 36 0000 4600 000 0000 618	13,276.36
110213		07/13/2011		BRIGGS/CARPET, INSTALLATION 36 0000 4600 000 0000 618	16,949.22
110515		07/13/2011		M.S. CARPET, INSTALLATION 36 0000 4600 000 0000 618	7,036.32
Checking Account Total:					211,599.74

7

<u>Check #</u>	<u>Check Date</u>	<u>Vendor ID</u>	<u>Vendor Name</u>		<u>Check Total</u>	
<u>Invoice #</u>	<u>Inv Date</u>	<u>PO #</u>	<u>Description</u>	<u>Account Number</u>	<u>Amount</u>	
5	4930	08/04/2011	CONNELL	SUE CONNELL	Check	5.20
LUNCH ACCT RFND	07/22/2011		LUNCH ACCT REFUND	61 0000 1611 000 0000		5.20
5	4931	08/04/2011	DERGAN	DERGANZ ELEC & REFRIGERATION	Check	927.85
21818	06/30/2011		OUTSIDE FREEZER RPRS	61 421 000 0000 000		927.85
5	4932	08/04/2011	MANGLER3	SONIA MANGLER	Check	13.35
LUNCH ACCT RFND	08/03/2011		SKYLER/LUNCH ACCT REFUND	61 0000 1611 000 0000		13.35
5	4933	08/04/2011	MUEWIL	WILLIAM MUELLER	Check	12.07
LUNCH ACCT RFND	07/21/2011		LUNCH ACCT REFUND	61 0000 1611 000 0000		12.07
5	4934	08/04/2011	SPRMAR	MARGO SPRENGER	Check	16.74
LUNCH REFUND	08/03/2011		LUNCH ACCT REFUND	61 0000 1611 000 0000		16.74
5	4935	08/04/2011	THODIA	DIANA THOMAS	Check	9.70
LUNCH REFUND	08/03/2011		LUNCH ACCT REFUND	61 0000 1611 000 0000		9.70
5	4936	08/04/2011	WINDSTREAM	WINDSTREAM	Check	41.52
JUN/JULY 2011	07/15/2011		LOCAL SERVICE JUNE/JULY 2011	61 0000 2410 000 0000 532		41.52
Checking Account Total:						1,026.43

<u>Check #</u>	<u>Check Date</u>	<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Account Number</u>	<u>Check Total</u>
<u>Invoice #</u>	<u>Inv Date</u>	<u>PO #</u>	<u>Description</u>		<u>Amount</u>
6	2279	07/20/2011	BLUECR	WELLMARK INC	Check 36,000.00
7-20-11	07/20/2011		WEEKLY DRAW	71 0000 3200 000 0000 279	36,000.00
6	2280	07/27/2011	BLUECR	WELLMARK INC	Check 36,000.00
7-27-11	07/27/2011		WEEKLY DRAW	71 0000 3200 000 0000 279	36,000.00
6	2281	08/04/2011	MAQUOK5	MAQUOKETA FAMILY CLINIC	Check 300.00
D JACOBS-	07/13/2011		D JACOBS PHYS	71 0000 3200 000 0000 271	150.00
S KUHLMAN	07/18/2011		S KUHLMAN PHYSICAL	71 0000 3200 000 0000 271	150.00
6	2282	08/04/2011	MEDICA	MEDICAL ASSOCIATES OF MAQUOKETA	Check 107.00
C PUETZ PHYS`	07/20/2011		C PUETZ PHYSICAL	71 0000 3200 000 0000 271	107.00
6	2283	08/04/2011	BLUECR	WELLMARK INC	Check 36,000.00
8-3-11	08/03/2011		WEEKLY DRAW	71 0000 3200 000 0000 279	36,000.00
Checking Account Total:					108,407.00

Maquoketa Community School District
Account Balance Analysis
July 2011

Maquoketa State Bank

Hot Lunch Fund #93971

High Balance	Low Balance	Average Daily Balance
\$50,512	\$39,708	\$46,349

General account #94870

High Balance	Low Balance	Average Daily Balance
\$1,197,449	\$195,291	\$607,750

Schoolhouse Fund account #94897

High Balance	Low Balance	Average Daily Balance
\$903,290	\$799,668	\$862,275

Activity Fund account #96326

High Balance	Low Balance	Average Daily Balance
\$34,894	\$20,139	\$29,203

MAQUOKETA COMMUNITY SCHOOL DISTRICT
2010/11 COMBINED STATEMENT OF REVENUES AND EXPENDITURES
 Includes Intrafund transfers

7/31/11
 Created 8/4/11

FD #	FUND	EST. 7/1/2011 BEGINNING BALANCE (CASH & INVEST.)	EOFY AUDITORS ADJUST. FD BAL June-11	RECEIPTS TO DATE	EXPENDITURES TO DATE	7/31/11 EST. BALANCE
10	GENERAL	\$ 1,624,220.25		\$ 1,559.15	\$ 92,110.18	\$ 1,533,669.22
21	ACTIVITY	\$ 136,058.42		\$ 5,504.00	\$ 1,048.27	\$ 140,514.15
22	MANAGEMENT	\$ 170,285.62		\$ -	\$ 160,322.00	\$ 9,963.62
23	PPEL	\$ 518,107.23		\$ -	\$ 99,780.96	\$ 418,326.27
33	LOCAL OPT SALES TAX	\$ 1,151,373.40		\$ 14,200.00	\$ 43,168.98	\$ 1,122,404.42
35	CAP PROJ-CA PLYGRND	\$ 98.55		\$ -	\$ 14,200.00	\$ (14,101.45)
40	DEBT SVCE G.O. BONDS	\$ -				\$ -
41	DEBT SVCE REV BONDS	\$ 1,065,038.46		\$ 43,168.98	\$ 415,250.00	\$ 692,957.44
61	NUTRITION	\$ 131,650.14		\$ 138.01	\$ 6,190.50	\$ 125,597.65
71	HEALTH	\$ 3,126,031.63		\$ 186,682.91	\$ 146,701.10	\$ 3,166,013.44
27/81	TRUST FUNDS	\$ 479,260.92		\$ 3.29	\$ -	\$ 479,264.21
91	AGENCY	\$ 3,449.24		\$ 8,007.03	\$ 6,130.00	\$ 5,326.27
FLEX		\$ 6,098.52		\$ -	\$ -	\$ 6,098.52

BUDGET RECAP FISCAL YEAR 2011-12

CATEGORIES	YTD INSTRUCTION (1000-1999)	YTD SUPPORT SVCES (2110-2899)	YTD NON INSTR PROG (3100-3499)	YTD OTHER SVCES (3500-5999's)	TOTAL YTD	2011-12 Aprvd Budget 4/11 GAAP	OTHER FIN SVCES Transfers
Expenditures:							Budgeted - \$512,600
Total General-10	\$ 42,365	\$ 49,745			\$ 92,110	\$ 16,678,928	
Total Nutrition Fund-61		\$ 3,822	\$ 2,368		\$ 6,191	\$ 845,227	
Total Activity Fund-21	\$ 974	\$ 74			\$ 1,048	\$ 427,500	
Total Mgmt Fund-22		\$ 160,322			\$ 160,322	\$ 404,540	
Total Trust Funds-27 & 81					\$ -	\$ 35,000	
Total Capital Projects CA					\$ -	INCLUDED IN #33	\$ 14,200
Local Opt S & S Tax-33		\$ -			\$ -	\$ 1,200,000	\$ 43,169
Total Debt Svce Fund-40 & 41				\$ 415,250	\$ 415,250	\$ 518,100	
Total PPEL Fund-36	\$ -	\$ 79,389		\$ 20,392	\$ 99,781	\$ 503,909	
Total	\$ 43,340	\$ 293,352	\$ 2,368	\$ 435,642	\$ 774,702	\$ 20,613,204	\$ 57,369

FY11 All Fds YTD Trsnfr Out

FY'12 EXPENDITURES AS
 APPROVED IN Apr '11
 % Spent YTD to Adopted

\$12,743,349 0% \$4,524,969 6% \$829,127 0% \$2,515,759 17% \$ 20,613,204 4%

\$ 512,600 11%

Barbara A. McKeon, Board Secretary 8-4-11

Amanda Phanor
amthord@gmail.com

July 26th, 2011


3172 17th Ave
Monmouth, IA 52309
563-357-0585

Dear Mr. Huckstadt,

I am writing to inform you of my resignation as Teacher Associate at Cardinal Elementary School. It is also to thank you for the opportunity to work with such a caring, understanding, and overall wonderful staff that is Cardinal.

Due to recent family changes I will not have the time or energy to dedicate to helping educate the children for the 2011-2012 school year. I have enjoyed the opportunity to work with the special education department and if given the opportunity in the future I would be delighted to work with them again. I wish you all the best for the upcoming year.

Sincerely,

A handwritten signature in black ink, appearing to read "Amanda Phanor". The signature is written in a cursive style with a large initial "A".

Amanda Phanor

Maquoketa Community Schools Staff Selection Recommendation

Date: July 19, 2011

Building: Briggs Elementary

Vacancy: Third Grade

Individual Being Recommended: Megan Machovec

Effective Date: August 10, 2011

Position on salary schedule and recommended base amount for contract:

- BA Step 1 @ \$30,706.61 (Schedule C)

Extra duties being recommended: None

Number of applicants being screened for position: 102

Screening committee: Patrick R. Bollman

Number of interviewees: 7

Interviewing team and time with each interviewee:

- Patrick R. Bollman, Karen Penningroth, Roberta Rosheim, and Mary Kay Wirth
- Each interview along with building tour lasted one hour.

Procedures used for checking finalist:

- Review of application materials, review of interview, and reference checks.

Reasons this person recommended over other finalists:

- Qualified by certification
- Strong Interview
- Strong References

Procedures that will be used to ensure first year success:

- Mentoring Program
- Supervision by building Administrator

Signed: *Patrick R. Bollman*

Approved
[Signature]
7.21.11

MEGAN E. MACHOVEC

2969 267TH St. DeWitt, Iowa 52742

Ph. (563) 320-9832

megan.machovec@central-clinton.k12.ia.us

EDUCATION

The University of Northern Iowa, Cedar Falls, Iowa

December 2010

Bachelor of Arts

Major: Elementary/Early Childhood Education

Endorsement: ED: 100 Special Education

CERTIFICATIONS

State of Iowa Licensure, PK-3 Regular/Special Education, K-6 Teacher Elementary Classroom

State of Iowa Coaching Authorization

PROFESSIONAL CLASSROOM EXPERIENCE

Central DeWitt High School, Alternative School, DeWitt IA

January 2010 - Present

Alternative School/At-Risk Program

- Manage mixed-ability classroom and assume all associated responsibilities including daily lessons, communication with parents, and student assessment.
- Design and implement a student-centered curriculum to foster engagement, comprehension, and achievement.
- Differentiate student instruction to improve learning and proficiency and to support variations of individual learning styles.
- Enhance learning by regularly incorporating PowerPoint, Microsoft Word and other technologies into daily lessons.
- Collaborate with colleagues on a grade-level.
- IRIS mentor for a freshman student.

TEACHING INTERNSHIP

Virgil Grissom Elementary, Princeton, IA

Fall 2010

3rd grade classroom/ Pre-K classroom

- Facilitated higher-order thinking skills through FOSS science kits and Everyday Math to increase student understanding and engagement.
- Developed a student-centered unit and assessments that allowed students to be hands-on, creative, and higher order thinkers.
- Constructed and utilized rubrics for student group work, as well as individual responses, in order to better communicate assessment with students.
- Regularly participated in faculty meetings, in-service sessions and outside-of-school functions.

STUDENT PRACTICUMS

Hansen Elementary, Cedar Falls, IA

Spring 2010

5th grade classroom

- Assisted with daily teaching responsibilities such as whole class discussion, individualized instruction, and grading.
- Developed and executed lessons for all academic subjects including leading literature circles, FOSS kits, and Everyday Math.

EMA Head Start, Waterloo, IA

Spring 2010

3-5 year old classroom

- Implemented a six-week physical science learning center, which included hands-on activities, productive questions, guidance strategies, and higher order thinking techniques.
- Observed, mocked, and defined different teaching styles that were displayed by the teachers in the classroom.

Child Development Center, Cedar Falls, IA

Spring 2010

1-2 year old room

- Worked with small and large groups during center time with the children.
- Designed and differentiated six lessons working on motor skills with small and large groups of children.

- Price Laboratory School, Cedar Falls, IA** **Fall 2009**
 6th grade classroom
- Designed and implemented 14 lessons for a single student throughout a math unit.
 - Monitored and assessed the students progress.
- Blessed Beginnings, Cedar Falls, IA** **Fall 2009**
 Early Childhood Center
- Supervised, monitored, and redirected behavior for whole class periods.
 - Implemented four group lessons/centers for the children to work on their cognitive and social skills.
- Price Laboratory School, Cedar Falls, IA** **Spring 2009**
 3rd grade classroom
- Constructed eight differentiated lessons plans dealing with integrating the arts into the core subject areas.
 - Worked with small groups of students and assessed their progress.
- Price Laboratory School, Cedar Falls, IA** **Spring 2009**
 1st grade classroom
- Supervised and helped students in daily activities.
 - Observed the student-teacher collaboration, and assessed building relationships.
- Lincoln Elementary School, Waterloo, IA** **Spring 2008**
 1st grade classroom
- Designed and administered numerous literacy lessons with numerous students.
 - Monitored and reflected upon the student's progress throughout the semester.
- Orange Elementary School, Waterloo, IA** **Spring 2008**
 Kindergarten classroom
- Constructed, differentiated, and assessed students' on a regular basis.
 - One-on-one tutoring with children specialized in the areas of math and reading.

ADDITIONAL EMPLOYMENT

- DeWitt Aquatic Center** **Summer 2003-2008**
 DeWitt life guard/ WSI swimming lesson instructor
- Maintained safe and enjoyable environment for patrons.
 - Instructed, planned, and implemented swimming lesson plans for all ages.

PROFESSIONAL DEVELOPMENT

- Project Wet, Cedar Falls, IA** **Spring 2010**
 Dr. Christiansen shared his research findings regarding scientific methods. Specific issues addressed included using manipulatives, differentiated instruction, learning techniques, and motivation.
- UNI UpClose, Cedar Falls, IA** **Spring 2010**
 Dr. Christiansen and Dr. McCartney administrated an event for students to come to campus and have a closer look at what makes UNI unique.
- Kindergym, Cedar Falls, IA** **Fall 2010**
 Dr. Marston's workshop was developed around the philosophy that young children benefit by being exposed to a variety of activities that require the utilization of an array of physical, social, and cognitive skills.

RELATED EXPERIENCES AND ACHIEVEMENTS

- Deans List, 3-year member**
- University of Northern Iowa Softball team, 4-year player**
- 2009 and 2010 All Conference/All Academic Team
- Freshman Softball Coach, 2-year coach**
- U12 Soccer Coach, 1-year coach**
- U17 Volleyball Coach, 1 year coach**
- U14 ASA Softball Coach, 1 year coach**
- Project Wet, 1-year member**

**Maquoketa Community Schools
Staff Selection Recommendation Form**

Date: August 2, 2011

Building: Briggs Elementary School

Vacancy: Special Education Associate
Multi-Categorical / Behavior Disorder Classroom (Jaymee Johnson Lead Teacher)

Person Recommended: Rachael Griebel

Effective date: August 15, 2011

Position on salary schedule and recommended base amount for contract:
Year 1: \$ 8.64 per hour + \$0.15 BD Stipend = \$8.79 per hour for 34 hours / week

Extra duties being recommended: None

Number of applicants being screened for position: 12

Screening committee: Patrick R. Bollman

Number of interviewees: 3

Interviewing team and time with each interviewee:
Patrick R. Bollman
Each interview along with building tour lasted 45 minutes.

Procedures used for checking finalist:
Review of application materials, review of interview, and reference checks.

Reasons this person recommended over other finalists:
College Degree in Elementary Education
Strong Interview
Strong References

Procedures that will be used to ensure first year success:
Supervision by building Administrator
Supervision by classroom teacher Jaymee Johnson

Signed:

Patrick R. Bollman

Rachael Griebel

27832-399th Avenue
Bellevue, IA 52031

(563) 872-4653
argriebel@ivuenet.com

EDUCATION

University of Dubuque Dubuque, IA
Bachelor of Science Anticipated graduation: August 2011
Major: Elementary Education (K-6) GPA: 3.7/4.00
Endorsement: Reading (K-8)

Frostburg State University Frostburg, MD
Bachelor of Science May 2002
Major: Liberal Arts GPA: 3.6/4.00

CAREER-RELATED EXPERIENCE

Pre-Service Teaching, First Grade January 2011-Present
Bellevue Community School Bellevue, IA

- Implement a variety of lessons for a first grade classroom of 16 students and create various lessons taught throughout the semester
- Communicate with supervising teacher to identify students' needs
- Participate in all faculty and school-wide professional development meetings
- Responsible for full supervision and instruction in the first grade classroom for six weeks
- Communicate with parents through a weekly letter sent home as well as email and phone calls when necessary

10-Day Urban Teaching Experience May, 2002
Hamilton Elementary School Baltimore, MD

- Taught and observed in a first grade classroom of 10 students
 - Collaborated with cooperating teacher to determine appropriate teaching strategies
-

INVOLVEMENT

Volunteer, Bellevue Elementary School Family Carnival Night February 2011

Parent panel, Bellevue Community School's Preschool Grant November 2010

Volunteer, Jefferson Middle School Arboretum Day October 2010

Volunteer, Roosevelt Middle School Rocket Day October 2010

PROFESSIONAL DEVELOPMENT

Visual Phonics Workshop May 2011

Ethics Training March 2011

IEP Workshop March 2011

Waiting for Superman movie and discussion panel November 2010

Recommendation to amend the contract of Teri Hicks, Food Service Worker, to read
8:30 a.m. – 2:00 p.m. instead of 11:00 a.m. – 2:00 p.m.

Laurie Morehead
MCSD Food Service Director

[AI] II. CONSENT AGENDA, CONTINUED

4. PART TIME FOOD SERVICE WORKER

Laurie Morehead is recommending the hiring of Kathy Duffy as a Part-Time Food Service Worker for the 2011-2012 school year. Ms. Duffy's contracted hours will be from 11:00 AM to 2:00 PM. Ms. Duffy's contract wage will be \$8.30 per hour with all other terms and conditions as per settlement conditions for Teacher Associates. This vacancy was created by the transfer of Teri Hicks.

5. OTHER - [IF ANY]

G. CONTRACTS FOR SUBSTITUTE BUS DRIVERS

Per the recommendation of the Iowa Association of School Board, the district will be extending contracts to substitute bus drivers for the 2011-12 school year as follows:

- Dalena Acton	\$16.10 per hour (pending outcome of criminal background check)
- Paul Brady	\$16.10 per hour
- Bruce Current	\$16.10 per hour
- Paul Eads	\$16.10 per hour
- Richard Conklen	\$16.10 per hour
- Skott Gent	\$16.10 per hour
- Jim Manderscheid	\$16.10 per hour
- Al Muhlhausen	\$16.10 per hour
- Craig Muhlhausen	\$16.10 per hour
- Dennis Scott	\$16.10 per hour
- Larry Zickel	\$16.10 per hour

H. CONTRACT FOR SUBSTITUTE CAR/SUBURBAN DRIVER

The district will be extending a contract to substitute car/suburban drivers for the 2011-12 school year as follows:

Melissa Dostal	\$10.70 per hour
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Recommendation: Approve items in the consent agenda as presented.

Motion required to approve items in the consent agenda.

III. RECEPTION OF VISITORS AND COMMENTS FROM THE PUBLIC

**Maquoketa Community Schools
Staff Selection Recommendations**

Date: August 8, 2011

Building: High School

Vacancy: Food Service Worker

Person being recommended: Kathy Duffy

Effective date: 8/15/2011

Position on salary schedule and recommended base amount for contract:
3 hours per day (11:00 a.m. – 2:00 p.m.) @ \$8.30 per hour as per
2011-2012 settlement conditions

Extra duties being recommended: as required by Kitchen Operations
Manager

Number of applicants being screened for position: 2

Screening committee: Laurie Morehead, Food Service Director
Sandy Dell, Kitchen Operations Manager

Number of interviewees: 2

Interviewing team and time with each interviewee: L. Morehead, S. Dell
 $\frac{1}{2}$ hour – $\frac{3}{4}$ hour

Procedures used for checking finalist:
Interviews, reference checks

Reasons this person recommended over other finalists:
Positive interview

Procedures that will be used to ensure first year success:
Evaluation and Job Shadow with co-workers.

Signed: *Laurie Morehead*
MCSD Food Service Dir.

IV. GOOD NEWS: ADMINISTRATIVE REPORTS

1. PACK THE PLAYGROUND – AUGUST 19, 2011

Representatives from Club hOpe will be at the meeting to share plans for the “Pack the Playground” event being hosted in support of the Cardinal Playground Fund.

2. ADMINISTRATORS MAY MAKE BRIEF REPORTS

V. BOARD COMMENTS:

VI. GENERAL BUSINESS OF THE BOARD

A. POLICY AND INSTRUCTION

[AI] 1. 2011-12 PROFESSIONAL DEVELOPMENT & TEACHER QUALITY COMMITTEE APPONTMENTS

To comply with state requirements, a Teacher Quality Committee comprised of an equal number of Board appointed administrators and union appointed teacher representatives must be established. The duties of the Teacher Quality Committee are focused on the utilization of funding appropriated by the legislature to support professional development.

The Teacher Quality Committee’s primary focus will be to continue to develop and implement the district's Iowa Core Curriculum Plan. Since the committee is authorized in statute, meetings are subject to the open meetings law. The committee will need to do everything the Board has to do before, during and after its meetings except publish minutes.

Recommendation: It is recommended that the Board appoint School Improvement Coordinator, Helen Snell, Briggs Principal, Pat Bollman, Middle School Principal, Christine Snell and Superintendent Huckstadt to serve as district representatives on the 2011-12 Teacher Quality Committee

Motion Required.

VI. GENERAL BUSINESS OF THE BOARD

A. POLICY AND INSTRUCTION

[AI]

2. CONSIDERATION AND POSSIBLE ACTION REGARDING HIGH SCHOOL BOWLING TEAM

Over the past several months, information has been provided to the Board and discussions have been held regarding the possibility of initiating Bowling Teams at Maquoketa High School. A summary of the information previously presented to the Board is included for review.

In May 2011, a bowling coach stipend was added to the Supplemental Salary Schedule at a cost of \$600. The coach would serve both the boys and girls teams with practices to be held together. The Maquoketa Bowling Association has committed up to \$500 to help offset the costs of the bowling program and has discussed helping with additional fundraising initiatives that may be needed to support the program.

If it is the Board's intent to initiate Bowling Teams for the 2011-12 season, a decision should be reached as soon as possible to allow adequate time for hiring a coach and developing a competition schedule.

Recommendation: It is recommended that the Board of Directors approve the initiation of Bowling Teams for the 2011-12 school year with the understanding that all costs (travel, equipment, lane rental, entry fees) beyond the \$600 coaches' stipend be covered through donations.

Motion Required.

[II]

3. 2011-2012 ADEQUATE YEARLY PROGRESS REPORT

The district recently received the Adequate Yearly Progress (AYP) Report from the Department of Education for the 2010-2011 academic year. The test results are based on the ITBS and ITED results for the past year. Enclosed for the Board's review is an Adequate Yearly Progress Report for each building and the district, developed by Director of School Improvement, Helen Snell.

Briggs has been a SINA building, but all groups at Briggs met AYP in 2010-2011 and the building is now on "Delay Status". Delay means that a building needs to meet AYP requirements for two consecutive years before being removed from the SINA List. Because Briggs Elementary will continue to be identified as a SINA school in 2011-2012, it is a federal requirement to "reserve" or "set aside" 20% of the district's total Title I allocation for Supplemental Education Services and an additional 10% of the Title I allocation for professional development. For Maquoketa, the amount of money set aside will likely be in excess of \$90,000.

Pat Bollman, Helen Snell, and Superintendent Huckstadt recommend again contracting with the approved provider, *EduCare*. This company provided supplemental services at Briggs in 2010-2011. Their program provided 30 hours of supplemental tutoring and instruction in an after-school program, with positive results in achievement for students. The cost for all SES programs is determined on a per-pupil basis utilizing a statewide formula.

Information Item – No Action Required.

Addition of Bowling Information

1. Season as defined by State Association (IGHSAU & IAHSAA)
 - a. November-February
 - b. Tournament begins Feb. 18th
 - c. State Tournament is Feb. 24th
 - d. 12 meets, no scrimmages
 - e. Both boys & girls teams (no co-ed)
2. Conference & Areas Teams with programs
 - a. WaMaC Teams: Marion, Western Dubuque, West Delaware, Dewitt
 - b. Area Teams: North Scott, Davenport North, Davenport West, Camanche, Bellevue, Dub. Sr., and Dubuque Hempstead

Conference Schools Bowling Programs

3. Costs
 - a. Transportation
 - b. Lane Rental (\$500-\$1200)
 - c. Tournament Entry Fees
 - d. Coaches Salary
 - i. Dewitt, & W. Delaware—No Salary
 - ii. Marion & W. Dubuque pay coaches salary (approx.. Level III)
 - e. All Schools fund bowling programs strictly through fundraiser & admissions \$5/\$4
 - f. State Qualifiers (hotel & meal expenses)
4. Participation
 - a. High percentage of the bowlers are individual that typically don't participate in other sports
 - b. Average participation is 25-30 kids (due to high interest W. Dub. had to hire a 2nd coach)
 - c. Participants would have to follow the same rules, procedures and guidelines as all athletes
 - i. Required physical
 - ii. Good conduct
 - iii. Scholarship Rule (Academic eligibility)
5. All coaches must be certified including volunteers to work with the bowling team

MAQUOKETA USBC BA

Dear Board Members.

This letter is to let you know that on April 6th, 2011, the Maquoketa USBC BA had a Board Meeting. At this meeting one of the subject that we discussed was helping fund the start up of the High School bowling program. Jake Bickford motioned, second Verl Howell that we give up to \$500. The motion carried. After the vote we discussed that we would try and help Louie raise money as we could.

Thank you for your time!



John Daehler
Manager Maquoketa USBC, BA
contact#563-219-4558

VI. GENERAL BUSINESS OF THE BOARD

A. POLICY AND INSTRUCTION

[II] 3. 2011-2012 ADEQUATE YEARLY PROGRESS REPORT

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Information Item – No Action Required.

Adequate Yearly Progress Report for 2010-2011

All buildings met AYP for participation of students tested. Our district also met the K-8 Attendance Rate and the Graduation Rate.

MATH Grades 3-5 District		2010-2011 State Trajectory 81%		
		<u>10-11</u>	<u>09-10</u>	<u>08-09</u>
All Students	Met AYP	82%	75%	79%
Low SES	Met AYP-Safe Harbor	77%	72%	77%
Spec. Ed.	Met AYP-Safe Harbor	52%	40%	52%

READING Grades 3-5 District		2010-2011 State Trajectory 82%		
		<u>10-11</u>	<u>09-10</u>	<u>08-09</u>
All Students	Met AYP	85%	76%	81%
Low SES	Met AYP-Safe Harbor	81%	72%	78%
Spec. Ed.	Met AYP-Safe Harbor	60%	51%	52%

Briggs is on "Delay Status for SINA" and must meet AYP for 2 consecutive years to be removed from SINA.

MATH Grades 6-8 District		2010-2011 State Trajectory 79%		
		<u>10-11</u>	<u>09-10</u>	<u>08-09</u>
All Students	<i>Missed AYP</i>	68%	72%	68%
Low SES	<i>Missed AYP</i>	58%	59%	59%
Spec. Ed.	<i>Missed AYP</i>	22%	37%	17%

READING Grades 6-8 District		2010-2011 State Trajectory 78.7%		
		<u>10-11</u>	<u>09-10</u>	<u>08-09</u>
All Students	Missed AYP	65%	70%	73%
Low SES	Missed AYP	54%	62%	66%
Spec. Ed.	Missed AYP	22%	29%	44%

MATH Grade 11 District		2010-2011 State Trajectory 84.5%		
		<u>10-11</u>	<u>09-10</u>	<u>08-09</u>
All Students	Met AYP	82%	74%	82%
Low SES	Met AYP-Safe Harbor	72%	55%	72%
Spec Ed < 30				

READING Grade 11 District		2010-2011 State Trajectory 84.5%		
		<u>10-11</u>	<u>09-10</u>	<u>08-09</u>
All Students	Met AYP-Safe Harbor	77%	72%	87%
Low SES	Met AYP	77%	48%	81%
Spec Ed <30				

VI. GENERAL BUSINESS OF THE BOARD

A. POLICY AND INSTRUCTION

[AI] 4. REVISION OF BOARD POLICY: 503.3 FINES, FEES, CHARGES

Changes in the IASB policy necessitate the revision of policy 503.3 Fines, Fees, Charges. The proposed changes are noted in the enclosed policy. The modified policy is presented for the Board's consideration and approval.

Recommendation: It is recommended that the Board approve the proposed revisions to Board Policy 503.3 as presented.

Motion Required

B. BUSINESS AFFAIRS

[AI] 1. EDU-CARE – PURCHASE SERVICES AGREEMENT

Briggs Elementary was designated a "School In Need of Assistance" (SINA II), for the 2008-2009 and 2009-2010 school years. Even though the students showed significant growth during the 2010-2011 school year, 20% of the district's Title I - Part A funds again must be utilized in 2011-2012 to provide Supplemental Education Services.

The Edu-Care After-School Tutorial Program is one of the approved providers in the state of Iowa and was utilized during the previous school year. Enclosed for the Board's review is a Scope of Services and Purchase Services Agreement for Supplemental Educational Services as required by Federal Title I regulations.

The \$1,389 per pupil cost for the SES services is based on the 2010-2011 per pupil funding calculated by the Iowa Department of Education using a prescribed formula. The per pupil funding may change slightly pending final confirmation of Title I Funding for the 2011-2012 school year. The service agreement with Edu-Care is subject to parental choice. A detailed overview of the program is provided in the enclosed "Scope of Services" document.

Recommendation: It is recommended that the Board approve the enclosed Purchase Service Agreement with Edu-Care, Inc. to provide supplemental education services as required by Section H-1 (p. 33) of the document No Child Left Behind Supplemental Services Non-Regulatory Guidance - January 14, 2009.

Motion Required.

Policy Title: Fines -- Fees – Charges

The board believes students should respect school district property and assist in its preservation for future use by others. Students may be assessed fines, charges, or fees for the materials, for participating in activities, or for misuse of school property.

The superintendent shall inform the board of the dollar amount to be charged to students or others for fines, charges, or fees annually. Parents of students meeting specific financial eligibility standards will be eligible for a waiver of student fees or a reduction of student fees based upon the request of the parent. It shall be the responsibility of the superintendent, in conjunction with the principal, to develop administrative regulations regarding this policy.

Legal Reference: Iowa Code §§ 256.7(20); 279.8; 280.10, .11; 282.6; 285.1; 301.1 (2011)
281 I.A.C. 18.
1994 Op. Att’y Gen. 23.
1990 Op. Att’y Gen. 79.
1982 Op. Att’y Gen. 227.
1980 Op. Att’y Gen. 532.

Cross Reference: 501.16 Homeless Children & Youth
502.2 Care of School Property/Vandalism

Reviewed and Discussed 07-15-96
First Reading 08-12-96
Second and Final Reading 09-09-96
Reviewed by Policy Committee 02-28-05, 01-28-08

STUDENT BOOK FEE WAIVER AND REDUCTION PROCEDURES

The board recognizes that while certain fees charged students are appropriate and authorized, certain students and their families are not financially able to pay the fees. The school district will grant either full waivers, partial waivers, or temporary waivers depending upon the circumstances and the student or student's parents' ability to meet the financial criteria.

A. WAIVERS

1. **Full Waivers** – a student will be granted a full waiver of book fees charged by the school district if the student or student's parents meet the financial eligibility criteria for free meals under the Child Nutrition Program or Family Investment Program, ~~Supplemental Security Income guidelines, or transportation assistance under open enrollment.~~ Students in foster care are also eligible for full waivers.
 2. **Partial Waivers** – a student will be granted a partial waiver of book fees charged by the school district if the student or the student's parents meet the financial eligibility criteria for reduced price meals offered under the Child Nutrition program. The reduction percentage will be fifty (50) percent.
- B. Application** – Parents or students eligible for a fee waiver shall make an application on the form provided by the school district. Applications may be made at any time but must be renewed annually.
- C. Confidentiality** – The school district will treat the application and application process as any other student record and student confidentiality and access provisions will be followed.
- D. Appeals** – Denials of a waiver may be appealed to the superintendent of schools.
- E. Fines** or charges assessed for damage or loss to school property are not fees and will not be waived.
- F. Notice** – the school district will annually notify parents and students of the waiver. The following information will be included in registration materials and printed in the student handbook:

Students whose families meet the income guidelines for free and reduced price lunch, the Family Investment Program (FIP), ~~Supplemental Security Income (SSI), or transportation assistance under open enrollment,~~ or who are in foster care are eligible to have their student fees waived or partially waived.

STANDARD BOOK FEE WAIVER APPLICATION

FREE/REDUCED MEAL APPLICATION FORM MUST ACCOMPANY THIS WAIVER (one per family)

Date _____ School Year _____

All information provided in connection with this application will be kept confidential.

Name of student: _____ Grade in school _____

Attendance Center/School: _____

Name of parent, guardian:
or legal or actual custodian: _____

Please check if the student or the student's family meets the financial eligibility criteria or is involved in one of the following programs:

Full Waiver

_____ Free or reduced priced meals offered under the Children Nutrition Program

_____ The Family Investment program (FIP)

~~_____ Supplemental Security Income (SSI)~~

~~_____ Transportation assistance under open enrollment~~

_____ Foster care

~~_____ Student or the student's family meets the financial eligibility criteria~~

Signature of parent, guardian:
or legal or actual custodian: _____

Note: Your signature is required for the release of information regarding the student or the student's family financial eligibility for the programs checked above.

FOR OFFICE USE ONLY:

Full waiver _____

Partial waiver _____

Scope of Services

1. Statement of Work:

The Provider will ensure that adequate opportunities are made available to meet with parents and district personnel to develop specific achievement goals for each student who will receive services from the Provider through the Supplemental Educational Services program.

The Provider will provide Supplemental Educational Services for the term specified consistent with the KewUp! Supplemental Model for the duration of the contractual period.

The Provider will follow the Individual Learning Plan as developed with parents and district personnel. The Provider will measure student progress using a combination of formative assessments and pre- and post- testing which are consistent with state content standards and the objectives set in the Individual Learning Plan documents.

In the case of special population students the Provider will ensure, to the extent possible, that services are aligned with the student's Individual Education Plan. The Provider will ensure, to the extent possible, that services will support the timeline for goal attainment written in the Individual Educational Plan.

The Provider will provide Progress Reports to parents and the District on a regular basis. If parents desire more frequent reporting the Provider may agree to provide additional reports as a part of the Individual Learning Plan.

2. Key Personnel:

The Provider will employ individuals in keeping with the non-discrimination clause of the agreement. The individuals who will serve the students for Supplemental Educational Services must meet all of the criteria for the District's volunteers in the schools, including a criminal background check. The cost of the background check will be the expense of the Provider or the individual, not of the District. District Equity Statement and Volunteer Policies are available from District offices.

3. Monitoring Plan/Goals and Objectives:

The goal of this program is the demonstration of increased student achievement in Reading or Math. The Provider will use strategies consistent KewUp! Supplemental Model and with objectives as written in the student Individual Learning Plan. Standardized pre- and post-assessments to will be used to verify student achievement.

The student progress reports, formative assessments, pre- and post-assessments, provider summary report, and state assessments will be used to determine the effectiveness of the Provider in increasing student achievement.

The parent will be given the opportunity to approve and sign the Individual Learning Plan so that consultation is evident.

4. Delivery or Performance Schedule:

The Provider will schedule, in conjunction with the District, a sequence of 30 instructional hours of service, not including pre- and post-assessment activities, in support of the achievement of the goals agreed to for each student. The 30 hours of service will be within the budget of the district as determined by available funding stipulated in the *No Child Left Behind Act of 2001*

5. Plan for Performance Measurement:

The Provider will complete standardized pre- and post-assessments to determine objective completion and goal attainment. Reporting to parents and schools will include the results of assessments with strengths and weaknesses being stressed.

6. Payment Terms:

Payment for students enrolled in the program shall be issued from the District to the Provider in two equal installments. Payment of the first installment shall be paid, upon invoice, for half of the total per pupil rate based on student enrollment at the half-way point (15 hours) of the scheduled instructional hours. The second installment shall be paid to the Provider, upon invoice, for half of the per pupil rate based on student enrollment at the conclusion of the scheduled instructional hours (30 hours).

7. Contract Monitoring Plan:

The district representative for monitoring student progress and attendance is the building principal. He or she will provide monitoring duties of scheduled reports that are submitted from the Provider. Student attendance will be monitored and lack of consistent attendance could result in termination of the contract. Billing information and invoices shall be sent to district/offices listed below.

Business Office Maquoketa Community Schools, 612 S. Vermont St. Maquoketa, IA 52060

The District or Iowa Department of Education representative can, within limitations of the Federal Statute and related guidelines, monitor other functions of the program.

8. Provider Information for SES Tutoring to students in the District:

Kevin McCarville, Ph.D. President
EduCare Learning Centers, Inc. 1965 51st St. NE Cedar Rapids, IA 52402
Taxpayer Identification Number 421473551

①.
Time Period: Anticipated Approximate Start Date: 9-15-11
Anticipated Approximate Completion Date: 6-30-12

Payment Amount: \$ 1389.00 per student

Source of Funds: Title I Part A Allocation 2011-12 Maquoketa Community School District

District School(s) Receiving SES Services: Briggs Elementary

SESCOPEOFSERVICES

VI. GENERAL BUSINESS OF THE BOARD

C. PERSONNEL

[AI] 1. AUTHORIZATION TO EXTEND ATHLETIC OFFICIALS CONTRACTS

It is requested that the Board authorize High School Activity Director, Tracy Wilkins, and Middle School Activity Director, Kevin Bowman, to process and approve contractual agreements with athletic officials for the 2011-12 school year. If this authorization is not given, the Board would be required to take action on all of the individual official contracts.

Enclosed for the Board's review is a summary of official's fees for the 2011-12 school year. High School Activity Director, Tracy Wilkins, has indicated soccer, baseball and softball may change slightly.

Recommendation: It is recommended that the Board authorize High School Activity Director, Tracy Wilkins, and Middle School Activity Director, Kevin Bowman, to process and provide preliminary approval for contractual agreements with athletic officials for the 2011-12 school year as required.

Motion Required.

[AI] 2. REVIEW REGISTRATION DATA TO ESTABLISH NUMBER OF KINDERGARTEN SECTIONS

Earlier in the spring, it was determined that the number of sections of Kindergarten sections for 2011-2012 would be established pending the outcome of registration numbers.

Following registration on August 1-2, 2011, follow-up contacts will be made in an attempt to determine enrollment numbers for the start of school. A report will be presented to the Board of Directors on Monday, August 8th.

Recommendation: Pending

VII. LEGISLATIVE UPDATE

1. MARK PAPE – LEGISLATIVE ACTION NETWORK REPRESENTATIVES

Officials Pay

Sport	Rate	Total per game	
Football			
So/Varsity (5)	\$125.00	\$625.00	moving to \$140 per official 2012
Freshman (4)	\$60.00	\$240.00	
JV (4)	\$60.00	\$240.00	
Volleyball			
9th/10th/Vars	\$120.00	\$240.00	gas for both
So/Varsity (2)	\$85.00	\$170.00	gas for both
Freshman Volleyball	\$60.00	\$120.00	
Vars. VB Tourney (4)	\$160.00	\$640.00	gas for all
Basketball			
Boy/Girl Vars. DH	\$95.00	\$285.00	
Varsity (3)	\$85.00	\$255.00	(gas for one)
JV/Varsity (3)	\$85.00	\$255.00	
Freshman (2)	\$50.00	\$100.00	
JV (2)	\$50.00	\$100.00	
Wrestling			
Dual (1)	\$100.00	\$100.00	
Double Dual (2)	\$120.00	\$240.00	
Invitational Tournament (5)	\$160.00	\$800.00	
Dual Tournament (3)	\$140.00	\$280.00	
JV			
Track			
Starter	\$150.00	\$150.00	(includes shells)
Soccer			
Varsity Center	\$95.00	\$95.00	
JV Center/Varsity side	\$90.00	\$90.00	
Side	\$85.00	\$85.00	
Baseball			
Varsity DH	\$100.00	\$200.00	(\$35 for one driver)
JV/Varsity	\$100.00	\$200.00	
Soph DH	\$90.00	\$180.00	
9th	\$90.00	\$180.00	
Softball			
Varsity DH	\$80.00	\$160.00	(\$35 for one driver)
JV/Varsity	\$80.00	\$160.00	
Soph DH	\$70.00	\$140.00	
Fresh DH	\$70.00	\$140.00	

MIDDLE SCHOOL

8-Volleyball (1)	\$ 50.00	\$ 50.00
5-Football (3)	\$ 50.00	\$ 150.00
3-Wrestling (1 or 2)	\$ 50.00	\$50.00 or \$100.00
Basketball	\$ 50.00	
2-Track	\$ 85.00	
12-GBB		
12-BBB		

VIII. SUPERINTENDENT'S REPORT

1. KEY DATES: SEPTEMBER 2011 SCHOOL BOARD ELECTION
 - August 4, 2011: Last day to file nomination papers - Deadline 5 p.m.
 - August 5, 2011: Nomination papers delivered to county auditor. Deadline 5 p.m.
 - August 9, 2011: Last day candidates may withdraw; last day written objections to nomination papers or eligibility of candidate may be filed.
 - September 2, 2011: Voter registration closes. Deadline 5 p.m.
 - September 13, 2011: School Election Day
 - September 16, 2011: Election Canvass
 - Organization Meeting: No date is legally specified for the organization meeting; it is the local board's first regular meeting following the canvass of the votes.

2. MAQUOKETA PATRONS FILING NOMINATION PAPERS:
 - District 2: Mr. Todd Green
 - District 3: Mr. Michael Hayward
 - District 4: Ms. Susan Risinger
Dr. David Sybesma

3. IASB CONVENTION - NOVEMBER 16--17, 2011
Featured Speakers Include:
 - Doug Reeves - Expert on Assessment and School Reform
 - Jamie Vollmer - Public Education Advocate, author
 - Jason Glass - Director, Iowa Dept. of Education
 - Iowa Governor - Terry Branstad

4. UPDATE REGARDING CURRENT STAFFING VACANCIES
 - High School Guidance Counselor (Anticipated)
 - Assistant Varsity Wrestling Coach
 - Assistant Boys Soccer Coach
 - Freshman Softball Coach

5. OPEN MEETINGS AND PUBLIC RECORDS AMENDMENT
 - Enclosed for the Board's review is a summary of Senate File 289 which makes numerous changes related to Open Meetings and Public Records.

6. IOWA EDUCATION SUMMIT TALKING POINTS
 - Enclosed for the Board's review are key talking points from various speakers at the Iowa Education Summit held on July 25-26, 2011.

IX. ADJOURNMENT

**The next regularly scheduled meeting of the Board of Directors will be on
Monday, September 12, 2011 at 6:00 PM at Central Office.**



Special Report

Commentary on Education Issues

SF 289 – Open Meetings and Public Records Amendments

The legislature passed, and the governor signed, Senate File 289 on May 12, 2011. The bill was effective upon the governor's signature. The bill makes numerous changes to the open meetings and public records law. Most of the changes are minor but the change regarding personnel records will be fairly significant for record custodians. Below is a summary of the changes and a summary of the bill as it passed. IASB will provide further guidance as we begin to work with and interpret the changes.

Reconvened Meetings – Requires governmental bodies to give notice of a reconvened meeting unless the meeting was reconvened within four hours of the start of the recess of the scheduled meeting. A meeting held by a formal subunit of the board (e.g. standing committee) may be held during a recess of the board or immediately following the board meeting if the meeting of the subunit was announced during the scheduled meeting of the board. (This provision will not likely affect too many school board meetings.)

Sale of Real Estate – One of the current exceptions to the open meetings law allows boards to go into closed session to discuss the purchase of property if the premature disclosure of discussion could be reasonably seen to increase the price of the property. The new law also includes the sale of real estate. Boards can now go into a closed session to discuss the sale of real estate if premature disclosure could reasonably be seen to reduce the price the board could receive for the property.

Tape Recordings of Meetings – Changes the word “tape” to “audio” to include other types of recording devices.

Fines – The new law has increased fines for violations of both the open meetings law and public records law for “knowingly” violating either of the laws. The current fine is up to \$500 per violation for all violations. The new law includes penalties for the “known” violations with penalties ranging from \$1000 - \$2500 per violation. The bill did eliminate the criminal penalties for violation of the open meetings and public records law, so only civil penalties remain.

Defenses to Open Meetings Challenge – The law currently has a defense to an open meeting challenge if the board member reasonably relied on a court decision, formal opinion of the Iowa Attorney General, advisory opinions of the Iowa Attorney General, if written, or a formal opinion from the attorney for the school district. The law now states that the opinion of the school district's attorney must either be

- Given in writing, or;
- Memorialized in the minutes of the meeting at which a formal oral opinion was given.

Appraisals – Now allows appraisal information to be withheld from the public until a sale, not just a purchase, is completed.

Personnel Records - Made significant changes to the personnel information exception in the public records law by saying the items bulleted below are public information

- The name and compensation of the individual, including any written agreement establishing compensation or any other terms of employment, except for that information that is otherwise protected. “Compensation” includes the value of benefits conferred including, but not limited to: casualty, disability, life or health insurance, other health or wellness benefits, vacation, holiday and sick leave, severance payments, retirement benefits and deferred compensation;
- The dates the individual was employed by the government body;
- The positions the individual holds or has held with the government body;
- The educational institutions attended by the individual, including any diplomas and degrees earned, and the names of the individual’s previous employers, positions previously held and dates of previous employment;
- The fact that the individual was discharged as the result of a final disciplinary action upon the exhaustion of all applicable contractual, legal and statutory remedies; and,
- Personal information in confidential personnel records of government bodies relating to student employees shall only be released pursuant to the Family Educational Privacy Rights Act (FERPA.)

Settlement Agreements - The law makes settlement agreements between governmental bodies and others a public record when the governmental body reaches a final, binding, written settlement agreement resolving a legal dispute claiming monetary damages, other relief or a violation of the law. Upon request for a copy of the settlement agreement, the governmental body must prepare a brief summary of the agreement, which is also a public record, including specific information, unless the settlement agreement already includes the information:

- Identities of the parties
- Nature of the dispute
- Terms of the settlement including payments made
- Actions to be taken by the governmental body

If, however, the information is confidential, such as the identification of a student, that information can still be withheld.

Should you have questions about applying the new law, please contact IASB or your local counsel.

***Please Note** - This publication is designed to provide accurate and authoritative information about the subject matter covered. It is furnished with the understanding that IASB is not engaged in rendering legal or other professional service. If legal advice or other expert assistance is required, the services of a competent professional person should be sought.*



Iowa ASCD: Summit Debrief - Day 1

July 25, 2011

Keynote Speaker: Arne Duncan, Secretary of United States Department of Education

Arne Duncan, Director of United States Department of Education, emphasized that Iowa cannot rest on its laurels to assure our Iowa students return to #1 status in the world. Other states have surpassed Iowa in preparing students. Iowa "has stagnated" and "even declined," he noted. Iowa is 53rd in the world, following 22 other states and 30 countries.

Four factors that have impacted this decline in education, according to Duncan, include 1) low standards, until recently; 2) limited innovations (e.g., extended learning time, charter schools); 3) ineffective education, including a poor evaluation system of teachers and lack of alternative systems like Teach for America; and 4) lack of free pre-school to all children.

High-performing countries assure the most talented professionals through quality education and appropriate pay. They make sure they have lots of "hands-on" teaching opportunities and understanding and use of formative assessments.

We need more great schools, according to Duncan, whether they are charter or not! Kids need the opportunity to learn at high levels - and they need those opportunities 24/7!

He is hopeful for Iowa but encouraged us not to tinker. We must take the tougher challenge and deal with the "new norm." Education must be the great equalizer!

Panel: Great Teachers and Principals - Improving Educator Effectiveness

Key points made by the panelists included the following:

James G. Cibulka, President of the National Council for Accreditation of Teacher Education

In This Issue

Arne Duncan Keynote
Great Teachers and Principals

System School Reform
World's Best-Performing Schools

Principals as Instructional Leaders

Linda Darling-Hammond

Fall Institute: Unlocking the Strategy: RT12: Response to Intervention II

October 20, 2011. Doug Fisher will guide educators in identifying components of quality core instruction; defining guided instruction, including robust question, prompts, and cues; analyzing teaching videos to determine needed interventions; and exploring a feed-forward model for taking action on formative assessments.

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- We have a very uneven system of comparing teachers; that must be changed.
- Extensive clinical experience is necessary with an emphasis on pedagogical content practices.
- Content expertise is a must! New INTASC standards go beyond delivery to address teachers' impact on students' learning.
- The best educators must be in the lowest-achieving schools.
- We tend not to look at teaching as a career continuum. We need to assure that the professional development is linked to the classroom and is developmental. If we do not, we will continue to lose 50% of our new teachers.

Kate Walsh, President of the National Council on Teacher Quality

- "Capable and competent" must be the goal of every teacher preparation program.
- Present programs are not producing what we need and want. If we are to teach to the National Core, our teachers need a broader program of development - including a focus on history.
- Iowa must get serious about teachers' knowing how to teach reading. We need to look at California and Massachusetts.
- Iowa must get serious about teachers' knowing how to teach mathematics.
- We cannot build an effective system based on firing, but we do need a system that assures the ineffective are taken out of the system.

Ross Danis, Executive Director of Newark Education Trust

- He is an advocate for early childhood education as were all the panelists.
- We need a continuum of practice development, beginning in pre-service and continued through the teaching career. Pick a framework and move forward with it.
- School reform should not have a piffling approach - we shouldn't beat something to death, hoping we will get the reward we want.
- Money and merit pay will never compensate for what teachers really long for - intellectual stimulation, nurturing of the soul, support for passion.

Linda Hammond-Darling, Professor of Education at Stanford University

- We need to build a profession of teachers and leaders, where they are trained and supported for their work! Leaders must not be an "afterthought."
- We can learn from other countries and states.
- ETS studies: Teachers are in top quarter - much like Singapore - but

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Curriculum Leadership Academy
Sue Wood

Fall Institute
Kelly Adams

Summer Institutes
Julie Davies
Cindy Swanson

there is great variability across the states' expectations.

- Preparation to teach in Finland and Singapore are financed by the government, which results in the best becoming teachers.
- 85% of graduates of teacher program at Stanford stay in the profession.
- Look at the best and then scale it! Take those innovative steps!
- Look at restructuring time for teaching - providing for coaching and mentoring of each other. Successful countries assure 25% of time for observation and collaboration.
- There is huge variability of success of traditional programs as well as alternative programs. Content and content pedagogy must become the focus of both.
- Teacher Evaluation: Toledo, Ohio, has had a framework in place for a long time - getting help for those who needed it and eliminating those who did not provide the evidence. We cannot "Fire our Way to Finland." We have to have support systems in place, a necessary component to a quality education system.

Technology
Chris Welch

Membership Relations
and E-Learning
Amy Wichman

Executive Director
Lou Howell

Mike Johnston, State Senator of Colorado

- Teacher evaluation must be about "growth and balance."
- Teachers must have access to the best teachers across the state and nation - their profiles, their lessons based on learning outcomes, their wisdom.
- We need great principals - this is about leadership!
- We need to address "improvement" through quality evaluation. We need to focus on effective feedback.

Steve Tozer, Professor of College of Education at the University of Illinois in Chicago

- Most teachers' learning takes place when they enter the classroom.
- We must frame our work around quality *instruction*!
- Leadership is the most cost-effective way to advance the changes we need.
- We know how to produce great principals! We just don't follow what we know.
- We need to have better accountability for those programs that develop teachers, including traditional and alternative programs, large and small programs. We need to be looking at alternative data - number and success of teachers going into high-need schools, for example.
- The organization cannot do better than the level of its leadership! Get the right principal in place and you can get the results you want and need.

The Case for Systemic School Reform

The Honorable James B. Hunt Jr., Chairman of the James B. Hunt Jr. Institute for Educational Leadership and Policy and former four-term Governor of North Carolina, made the following key points:

- Evaluation - 1) look at student learning; 2) have qualified evaluators observe the teaching, including quality teachers; and 3) listen to the students (student feedback). Students can tell us how good the teachers were in controlling the classroom and in challenging students with rigorous work.
- There should be some pay for performance. This might be for individuals or North Carolina's solution with Quality Circles, where they looked at the whole school. Those making a year's growth in progress get a basic bonus; if higher, then an additional bonus is given.
- We need to support national board certification and increase the pay for those who achieve it. North Carolina provides a 1.2% pay increase.
- We need to be paying attention to school leadership by developing great programs, assuring quality principals, and focus, a laser-like focus, on student achievement.
- We must give our families the supports they need by involving all of us in volunteering, revitalizing supports for parents, and getting involved with the faith community.
- Hunt wrote the book, *First in America*, challenging North Carolina to lead our nation.

What the World's Best-Performing School Systems Have in Common

Key points include the following from the participating panelists:

Thomas Forsgren, Des Moines Central Academy International Baccalaureate Teacher and Global Youth Institute Director:

- The International Baccalaureate teachers are teachers of their content but also of reading and writing.
- There is an innovative focus on global education for these students.
- Critical thinking is a focus of all learning.
- Multiple measures are used to assure the learning.

Jim Gibbons, Alberta School Boards Association Senior Education Advisor:

- Each province has its own educational council. There is not a national organization like our United States Department of Education.

- Ongoing assessments are important and the exit exam counts for 50% of the final grade.
- The goal is to have learning anytime, any place.
- Many high schools have a college on their campus.

Pasi Sahlberg, Finland's National Center for International Mobility and Cooperation Director General:

- Norway is 2.5 times the size of Iowa and has twice the people.
- They are a country with a "spirit of survival."
- There is no standardized testing; teaching for learning is based on trust and responsibility.
- All teachers have a master's degree.
- Curriculum and Learning have priority over Standards and testing.
- Students start school when they are seven years old; students have a shorter day and shorter school year than those in the Iowa.
- Reform must be inspiring, moving our hearts as well as our hands.
- Don't look to your past as the solution for the future.
- Equity is key in Finland.

Vivien Steward, Asia Society Senior Advisor for Education:

- PISA Exam: Five of the top eight are Asian nations.
- Singapore
 - Focus is on "nation building"
 - In order to survive, they had to assure 1) vision leadership and 2) rigorous standards. (Note: Their students are two years ahead of U.S. students in mathematics.
 - There is a commitment to equity.
 - International benchmarking allows them to continuously look for new ideas and practices.
 - Teacher candidates are recruited from the top third; they are paid during their training and must then teach for at least three years. They are evaluated on multiple measures, including impact on under-performing students, parent engagement, contributions to the school.
- Go beyond reading and math. Prepare your students for a global job; make languages a priority.

Dave Wilkerson, Waukee School District Superintendent:

- Our top students continue to score #1 but others keep passing us.
- Waukee will have all 15-year-old students complete the PISA exam.
- Algebra is beginning in grade 5 and all students will have

completed Algebra I by the end of grade 8.

Beyond Building Management: Principals as Instructional Leaders

A panel of experts shared the following key points:

- First of all, we all need to see Michael Fullan's article (www.michaelfullan.ca/home_articles/SeminarPaper204.pdf) on the drivers that make a difference in education: collective capacity, group quality, quality pedagogy, and "systemness"
 - The "wrong drivers" are accountability, individual quality, technology (should be in service to pedagogy), and fragmentation of strategies. These four need to be in the reform, but should NOT *drive* the reform. They should be in service of the right drivers.
- High Minority, High Poverty, High Achievement - Moving from the Low Achieving to the Higher Achieving Schools
 - Get the structures in place for increased learning - and teaching for that learning.
 - Core practices with rigor of implementation and analysis must address a focus on kids and their learning, assessment for learning, and deep relationships.
 - Leadership is key - set expectations that each will learn, monitor for demonstration of those expectatons, and help teachers build the learning environment.
- Getting it right!
 - Specialized expertise of principals get the results when we focus on the following:
 - Curriculum - making curricular choices/revisions that respond to kids' needs.
 - Quality Instruction - assuring systems/structures that allow for improvement all the time!
 - Assessment - generating assessments that change teaching for the learning.
 - Personnel Management - counseling out those who aren't making the positive impact on kids.
 - Professional Learning Communities - assuring they are robust and support the previous four.
 - Body of Expertise in Today's World
 - We must go beyond just assuring good relationships with kids.
 - We must make a change for the low-SES kids. If we are not doing that, then we are not a master principal.
- Brand New Principals: Principal as Leader (PAL)
 - Assure them an effective mentor.
 - Focus on Iowa Standards for School Leaders and the Iowa Teaching Standards and Criteria; they create a common language

- Focus on evaluation of teachers - observations around quality instruction
- Support conversations with and among these new principals. Talk about effective teaching and its impact on learning.
- What makes a difference? Being effective with students! Using resources smart! Eliminating "islands of excellence"!
- Benchmarking the data and partnering with the community is key.
 - An effective strategy is the SAM's (School Administrator Manager) Project, allowing principals to become instructional leader.
 - The "job description" of principals has to change; and they need the time and "how to" to make that change.
 - Data walls is another effective strategy where teachers share the progress of kids - individuals and as a group.
 - One Team! One Mission! Success for Each and Every Student!
- Preparing great principals is the most cost-effective way to increase the success of non-proficient students.
- It takes "collective action" for the change to happen. No one can do it alone! No more "lone cowboys"!

What Supports Effective Teaching

Linda Darling Hammond, Professor of Education at Stanford University, shared the following key points about effective teaching.

- Learning is so unpredictable so we must have teachers who understand that and can adjust their teaching to achieve the intended learning. Reteaching and feedback are key to achieving that learning.
- What do effective teachers know and do?
 - Engage students in active learning
 - Provide intellectually ambitious tasks
 - Use a variety of teaching strategies - at the right time, for the right reason, and with the right students
 - Assess student learning continuously and adapt teaching to students' needs
 - Create effective scaffolds and supports
 - Provide clear standards, **constant formative feedback**, and opportunities for revising work
 - Develop and effectively manage a collaborative classroom in which all students have membership.
- We must address our diverse populations - they need our support.
- PISA Tests
 - US: Reading #14 out of 40
 - US: Math #31 out of 40
- We have the highest rate of poverty of highly industrialized

nations.

- High achieving nations assure:
 - Societal supports for children's welfare
 - Substantial investments in initial teacher education and ongoing support
 - Schools designed to support teaching and learning
 - Equitable access to a rich, thinking curriculum
 - Performance assessments focused on higher order skills (Quality over Quantity)
 - Equitable resources with greater investments in high-need schools and students. (We do the opposite - our poorest schools get fewest dollars)
 - Extensive initial preparation that includes clinical training in model schools (Finland pays college students during their teacher education program.)
 - Intensive mentoring for new educators
 - Sustained learning opportunities embedded in practices
 - 15-25 hours a week for collaboration plus 100 hours a year for professional learning (Teachers in US have about 3-5 hours per week for planning. She believes teachers should have 10 hours a week to collaborate with others and 10 days a year of professional development.
 - Regular practice in lesson study, action research, and peer observation and coaching to evaluate and improve practice are musts. She suggests we find the best and replicate it.
 - Singapore has strong evaluation system:
 - Focus on whole child development
 - Observation and feedback on practice by expert teachers and principals
 - Examination of curriculum and student work
 - Emphasis on collaboration and contributions to whole-school improvement (Effect size is larger in these schools)
 - Development of talent - always cultivating in 3 tiers (i.e., master teacher, curriculum lead, principal development)
 - Support for sharing expertise - take the best practices to scale
 - Theories of Change
 - Theory X - Key problem is motivation. Carrots and sticks are needed because there is no motivation.
 - Theory Y - Key problem is learning; people want to be competent. (High-performing nations focus on this theory!)
 - Reform Approaches
 - Teachers/Teaching - is the focus on developing and

- sharing expertise?
 - Standards/Curriculum, and Testing: Do we emphasize higher order thinking? Do our assessments ask students to demonstrate high-quality work? Are teachers involved in assessment design and scoring?
 - Accountability and Improvement: Are assessment results used to improve teaching? Do policies foster collaboration?
- Incentives alone do not improve outcomes: annual bonus pay is not working. (Nashville experiment - Springer, 2010; New York City (Fryer, 2011); Portugal experiment (Martins, 2010)
- Investments in Teacher Knowledge matter a lot: quality preparation, certification in field taught, experience greater than 3 years. What doesn't work is reduced preparation for teaching; kids lost achievement in those programs.
- What works - National Board certification (even offering it "schoolwide"); career ladders that enable leadership roles for accomplished teachers; effective teams with time and opportunity to work collaboratively; focused opportunities to enhance expertise.
- Well designed professional development: 50 hours over 6 to 12 months increased students achievement by 21 percentile points. Professional development of 14 hours or less had no impact.
 - Professional development needs to be focused on effective professional development.
 - Iowa - #1 in nation in support for beginning teachers; strong increase in access to professional development on reading (78%); but we are less than national average for collaborative time.. Iowa focuses on content areas (47%), reading (33%), special education (8%), and only 3% on meeting needs of English language learners.
- Support great leaders: build strong professional learning communities; foster teacher professional development; provide instructional feedback to teachers; work with teachers to improve teaching practices; use data to monitor school progress; identify problems and propose solutions; redesign school organization.
- Principals, like teachers, need strong internships. Mentoring and coaching are important to development of leaders; so are school visits, and peer observation.
- Students must be able to communicate, adapt with change, work in teams, manage oneself, create/innovate; analyze and conceptualize.

- We cannot improve teaching if we don't think about what we want kids to be learning!
- Those who can, do. Those who understand, teach.
- She is pleased that Iowa is involved in the SMARTER assessment group.
- Stay away from "popcorn reform." The states and nations that are making the growth Iowa wants find a focus and stick to it.
 - North Carolina and Connecticut were fast implementers for their change.
 - Appropriate and equitable pay for teachers.
 - Higher standards for licensing and supports in place.
- Allocation of funds should be based on student needs.
- As a result of NCLB, we have looked at our sub groups. The new ESEA needs to be based on growth; use of evidence to inform stronger teaching, curriculum, assessments. We have to do away with the idea that "flogging will continue until morale is up."
- Our students tend to see twice the number of teachers as those in high-performing nations.
- Looping definitely has a positive impact.

Her many publications include, "The Flat World and Education: How America's Commitment to Equity Will Determine Our Future" (Teachers College Press, 2010)

Iowa ASCD is the source for developing instructional leadership. Serving more than 575 educators - teachers, principals, superintendents, directors of curriculum, technology specialists, college professors, AEA staff - Iowa ASCD strives to develop the collaborative capacity to impact the learning of each and every student in Iowa.

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Iowa ASCD: Summit Debrief - Day 2

July 26, 2011

Opening Remarks: Iowa Lieutenant Governor Kim Reynolds

Kim Reynolds, Lieutenant Governor of Iowa, shared that Iowa is very much involved in STEM, and the Iowa STEM Roadway is underway with the lieutenant governor working closely with the University of Northern Iowa. An advisory team is working to consider ways to grow in math and science in Iowa. They are focusing on opportunities for internships, connections with businesses, and increasing skills of math and science teachers.

How Massachusetts Became the Top Education State, and Next Steps for the United States to Be Globally Competitive

David P. Driscoll, Former Education Commissioner of Massachusetts and Chair of the National Assessment Governing Board shared these points:

- Context is important in reform.
- Learning from others is just as important. They stole many ideas from Kentucky and Texas.
- We must expect bumps and contention.
- Framing of discussions is important.
- Their theme was "Every Child a Winner" and title of a guiding document that was the basis of change, beginning in 1993.
- The government gave to schools what they needed, and this included money to make it happen. Even more important than money were the tools for the classroom.
- There was an increase in accountability - "higher standards and higher expectations" were key terms. They found this easy to say, even easy to do initially, but was hard work along the way.

In This Issue

Arne Duncan Keynote
Great Teachers and Principals
System School Reform
World's Best-Performing Schools

Fall Institute: Unlocking the Strategy: RTI2: Response to Intervention II

October 20, 2011. Doug Fisher will guide educators in identifying components of quality core instruction; defining guided instruction, including robust question, prompts, and cues; analyzing teaching videos to determine needed interventions; and exploring a feed-forward model for taking action on formative assessments.

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- Massachusetts started with standards *established by teachers*. They were applauded by the AFT.
- Assessments followed the development of the standards. All students in grades 4, 8, and 10 take tests in social studies, science, math, language arts, and foreign language. Students have to score proficiently on the grade 10 tests in order to graduate. (72% of tenth grades passed in language arts in 2001, the first year the assessment was given. 68% passed in math. See reminder of the "bumps and contention" mentioned above.)
- The relationship of the standards and assessments is very important.
- A test is given to all "entrance teachers." The first time given, 61% failed the communications assessment. They also learned that elementary teachers did not have content expertise or content pedagogy in math.
- System issues beg for "fixing it together." One issue was the lack of transparency in data, especially among their sub-groups. They adapted Texas's system and gradually have seen growth in their sub-groups.
- He reminded the audience of the power of effort - reform is about hard work! He encouraged teachers to get kids engaged in their learning because they found that the #1 reason high school students don't like schools is that they are bored. He also encouraged all educators to use formative assessments to inform their instruction.
- We need, he said, to invest in education, including our pre-schools.
- "You gotta' come together! That is the most important thing."

Right Direction on Standards, Assessments, and the Achievement Gap

A panel consisting of the following made these points:

- David P. Driscoll, Former Education Commissioner of Massachusetts and Chair of the National Assessment Governing Board:
 - Assessments of the National Core
 - School assessments need to complement the national assessments. These are part of the tools in the classroom that are a must if teachers are to be successful in helping students achieve the standards.
 - NAEP - Do/Will we need it?

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Leadership Council (ASCD)
Pam Armstrong-Vogel
Susan Pecinovsky

Curriculum Leadership Academy
Sue Wood

Fall Institute
Kelly Adams

Summer Institutes

- Yes, we need an outside, independent verifier.
 - NAEP has many test beyond reading and math; they test the arts, economics, geography, for instance.
 - They provide lots of supporting and trend data that we need to use.
- Todd Hellman, Battelle for Kids Managing Director of Strategic Measures:
 - Assessments of the National Core
 - Formative assessment are *for* learning and should guide us in our teaching for the standards and the national assessment.
 - Their organization observed in classrooms to identify what teachers say and do, what students say and do, and what learning tasks are available. They noted problems of practice that need to be resolved include lack of student engagement, limited use of formative assessments to inform instruction, and use of meaningful tasks to achieve the learning.
 - Feedback must be part of assessment, where we extend the opportunity for learning.
- Matthew Ladner, Senior Advisor for Foundation for Excellence in Education:
 - Achievement Gap
 - Florida has made great strides in eliminating the achievement gap for all sub-groups. They have assured real transparency in test scores, which has resulted in ownership by teachers and students. They have also raised the standards and assured incentives for success. They also increased the dollars to poor schools.
- Gene Wilhoit, Executive Director of the Council of Chief State School Officers
 - Rigor of the National Core
 - "Thoughtfully developed" describes the work behind the standards.
 - The National Core (Common Core) was internationally influenced by high-performing countries.
 - Resources behind the standards are shared at <http://www.corestandards.com/>
 - Attention was paid to learning progressions to allow for spiraling of the curriculum to achieve the intended learning.
 - There is more depth, more writing, more research, and more coherence in these standards than in those seen across the United States in state standards.
 - Assessments of the National Core
 - There is close alignment of the assessments with the standards.
 - There is a focus on cognitive application. While there is

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The American Legislative Exchange Council has released the "Report Card on American Education: Ranking State K-12 Performance, Progress, and Reform" by Dr. Matthew Ladner, Andrew T. LeFevre, and Dan Lips. This 16th edition contains a comprehensive overview of educational achievement levels (performance and gains for low-income students) for the 50 states and the District of Columbia. The Report Card details what education policies states currently have in place and provides a roadmap for legislators to follow to bring about educational excellence in their state.

The authors analyzed student scores, looking at both performance as well as how scores have improved over recent years. The authors also assign each state a grade based on its current education policies. A snapshot of each state is also provided. (Iowa is ranked 31st in the nation with Vermont and Massachusetts #1 and #2.)

The document can be downloaded at http://www.alec.org/AM/Template.cfm?Section=Report_Card_on_American_Education

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