

C-FC Board of Education Agenda Information
May 19th , 2021

8. Consent Agenda

A/B. Minutes

C. Vouchers

D. Approve resignation of John Nelson, Career & Technical Education Teacher

E. Approve recommendation to hire:

- **Abigail Kempf as the new limited term Guidance Counselor**

MS- School Counseling from UW-Stout; DPI License: School Counseling PK-12; 1st yr teacher; \$40,000 scale

9. Recognitions/Donations

A. -None

10. Presentation

A – None

11. Information Items

A. Principal's Report

1. Reading Interventionist Schedule

2. Summer School Update

3. Dual Enrollment

B. Superintendent Report

1. Educator Effectiveness

2. SAT Update

3. Budget Projection

C. CESA Report

12. Action Items

A. Discuss and consider recommendation to approve 2021 Wellness Plan

Discussed in Committee

B. Discuss and consider recommendation to approve 1 yr. Reading Interventionist position

Discussed in Committee

C. Discuss and consider recommendation to approve posting for 7-12 English Teacher

Recommend moving current 7-12 teacher to Reading Interventionist position and posting for vacant 7-12 position

D. Discuss and consider recommendation to approve posting for Career and Technical Education Teacher

Replacement

E. Discuss and consider recommendation to move the June 3rd committee meeting to June 10th

Superintendent not available 6/3

13. Discussion Items

A. - None

15. Future Agenda Items

16. Review Timelines and Items for Future Board Agendas and Meetings.

17. Adjourn

Book	School Board Policies
Section	100 Series: Board of Education
Title	Public Comment Periods During Board Meetings <u>FYI</u>
Code	187
Status	Active
Adopted	April 18, 2018

While the public has the right to attend School Board meetings that have not been convened in a closed session, individuals or groups generally do not have a right to be included on a Board meeting agenda or a right to enter into the discussions or deliberations of the Board. However, without affecting the Board's discretion to authorize other forms of input or participation during Board meetings from persons who are not Board members, the Board expressly authorizes limited public participation during duly-noticed public comment periods as follows:

1. The District Administrator and Board President shall ensure that the agenda and public notice of at least one regular Board meeting each month includes a period for public comment. During a public comment period noticed under this paragraph, interested persons may briefly address the Board on topics that are reasonably germane to some aspect of the District's policies, practices, programs, or operations, regardless of whether the speaker's topic is otherwise noticed as a specific subject matter of the meeting in question.
2. Subject to any more specific decision or directive of the Board, the President has discretion to include a period of public comment on the agenda and public notice of additional Board meetings. In exercising such discretion, the President may specify on the public notice of the meeting that speaker comments during the public comment period will be limited to topics that are sufficiently germane to the noticed subject matter of the meeting in question.

When a public comment period is expressly included on the public notice of a Board meeting and there is sufficient interest in addressing the Board, the period shall either include at least 5 individual speakers or extend for 15 actual minutes, whichever limitation permits the greater total number of speakers. However, the Board may extend the total duration of a noticed public comment period at any meeting by a majority vote.

The District Administrator, or his/her designee, will implement a viewpoint-neutral speaker registration process that establishes an order for speaking in the event that the interest in appearing before the Board at any meeting may exceed the time that is allocated for the public comment period. Each speaker, upon being recognized by the presiding officer, will state his/her name and identify his/her connection to the District and to any group they are representing in connection with their remarks. Each speaker's presentation is normally limited to a maximum of three minutes. However, a speaker's time may be extended with Board approval provided that a similar extension is granted to other speakers who request a similar extension at the same meeting. Any individual may speak only once during the public comment period at any meeting.

The purpose of the public comment period is to present information to the Board. Speakers should not expect an immediate response or reaction to their comments. If time or other limitations preclude an interested person from addressing the Board at a specific meeting, the person may submit written information to the Board and/or attempt to utilize a public comment period at a future meeting. Further:

1. If a speaker raises a topic during a public comment period that was not among the publicly-noticed subject matter of the meeting, the extent of any response to the speaker and his/her remarks shall be limited in accordance with applicable law.
2. During a public comment period, Board members will not engage in a substantive discussion of or otherwise attempt to investigate or reach a resolution of complaints or grievances regarding the conduct of individual staff members or individual students.

Subject to an appeal to the Board that is made by a Board member, the presiding officer of the Board meeting shall have the authority to conduct and maintain proper order in connection with any authorized public comment period, including the authority to (1) recognize speakers; (2) enforce established time limits; (3) request that speakers voluntarily redirect specific complaints and grievances to more appropriate District procedures; and (4) terminate the remarks of any individual who does not adhere to established rules and procedures for public participation, who speaks in a threatening or profane manner, whose comments are repetitive of that person's previous comments, or whose conduct is disruptive and impedes the Board's ability to conduct its business in an orderly and timely fashion.

I Karen

This policy and any rules and/or procedures that may be adopted related to the administration of public comment periods under this policy are not intended to apply to the following:

1. A meeting or any portion of a meeting that constitutes a formal public hearing.
2. Instances where the Board seeks or accepts input from a person who is not a Board member in order to resolve a formal or informal point of information that arises during the Board's discussion of an agenda item.
3. Meetings of any standing or ad hoc committee of the Board. In the absence of more specific direction established by the Board, a committee may choose to include or exclude, and appropriately limit, periods of public comment at the meetings of the committee. At a minimum, any such public comment periods shall be restricted to subject matter reasonably in the domain of the committee's charge, and the Board strongly encourages committees to limit the scope of any such public comments to noticed subject matter of the meeting.

Legal References:

Wisconsin Statutes:

Section 19.81 [state policy on open meetings]

Section 19.83(2) [discussion during period of public comment]

Section 19.84(2) [public notice of board meetings, including public comment period]

Section 19.85 [exemptions to open meetings]

WASB Reference: SP4, 3/3/2016

Cross References Former Policy OP-6

Cochrane - Fountain City School District Continuous Improvement Plan/ Strategic Plan

High Expectations for Student Academic Achievement and Success

Goal	High student achievement and growth driven by educational programming which allows each student to meet their academic potential and empower them to be college, career, and community ready.		
Objectives	Actions	Measure of Success	Responsible
1. Average ACT exam score will be at or above the state average for 11th graders.	A. 100% of all seniors, who indicate they are applying to a college, will have a composite score on the ACT to achieve their preferred college school admission.	Identify College Choice, ACT Goal, and ACT score	
	B. Conduct individual conferences with all 11th grade students to analyze their post-secondary school choice and ACT score	Action completion	
	C. Develop an embedded, school year-spanning, collaborative, and comprehensive ACT prep program across the 9-11 curriculum	Published ACT Prep Curriculum	
	A. 100% of students in grades 5-12 will have an Academic and Career Plan	Action completion	
2. All students will be college, career and community ready.	B. Conduct an annual CAREER EXPLORATION EVENT for all HS students	Action completion	
	C. Implement a Social/Emotional Health (SEH) program in grades K-6 that develops long-lasting foundational skills to become contributing community members and successful students	Published SEH curriculum and scheduling	

Cochrane - Fountain City School District District Continuous Improvement Plan

	<p>D. In grades 1-12, implement "What I Need Time" (WIN Time) to provide specific career planning, SEH curriculum and individualized learning opportunities.</p>	<p>Published WIN curriculum plan, scheduling and staff training.</p>	
<p>3. Every student in grades 1-8 will achieve or exceed 1 or more years of academic growth in math and ELA annually.</p>	<p>A. Annually conduct a data review</p> <p>B. Utilize Professional Learning Communities (PLC) to analyze MAP data after fall, winter, spring test windows and develop individualized learning plans for 100% of students not on target.</p> <p>C. A multi-tier support system (MTSS)/RTI will be implemented in K-12 to provide academic support for all students.</p>	<p>Action completion</p> <p>PLC minutes ILP for all students to match data</p> <p>Publish plan</p>	
<p>4. Improve average Forward exam scores in both math & ELA to above the state average</p>	<p>A. Annually conduct a data review</p> <p>B. Utilize PLC to analyze math and ELA essential learning outcomes annually.</p> <p>C. Develop 7-12 expectations for all content areas to support math and ELA ELO's.</p> <p>D. Utilize PLC to analyze MAP data after fall, winter, spring test windows and develop individualized learning plans for 100% of students not on target (same as above)</p>	<p>Action completion</p> <p>PLC minutes Published, and updated, ELO's annually</p> <p>Published expectation rubrics.</p> <p>See above - action 2 objective 3.</p>	
<p>Grow a Positive School Culture</p>			
<p>Goal</p>	<p>Create a safe physical, emotional, and social environment where responsibility and respect are expected and demonstrated by all.</p>		

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Objectives	Actions	Measure of Success	Responsible/ Priority
1. Ensure a safe physical environment	A. Review, update, and communicate district safety plan (Expand stakeholder group)	Updated safety plan	
	B. Develop 10 year Facilities Management plan	10 yr plan - artifact	
2. Create a safe social & emotional environment	A. Provide educational opportunities for staff and students in accepting of all students as they are.	Records of professional development	
	B. Develop/ Implement a Digital Citizenship program/curriculum that includes parent education	Digital citizenship "curriculum"	
	C. Increase Mental Health supports, training and implementation	pre-post surveys Record of trainings	
3. Teach and support positive behavior (responsibility and respect)	A. Fully implement a PBIS system in grades PK-12	PBIS artifacts Student behavior data	
	B. Implement a research supported character education program for grades K-8; 9-12	Character "curriculum"	
	C. Embed community service as part of school culture		
Staff & Personnel			
Goal	Proactively recruit, develop, and retain high quality staff that reflects our commitment to high student achievement		
Objectives	Actions	Measure of Success	Responsible

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1. Create a comprehensive staffing/HR process	A. Develop a New Teacher mentor program	Increase teacher retention as measured by satisfaction survey	
	B. Review HR forms and processes	Completion of New staff packet	
	C. Conduct Staff Satisfaction Survey	Increase in staff satisfaction as measured by survey data	
	D. Develop Staff Recognition program		
	E. Develop Employee Exit Survey	Develop and address a issues that cause employees to leave the district	
2. Develop a strategy to Increase staff development for all employee groups	A. Create a staff development pathway to access outside training	Pathway, website ?	
	B. Create a method to communicate staff development opportunities that align with district goals	Increase employee satisfaction in communication on survey	
	C. Increase staff leadership opportunities	Staff survey/leadership on teams	

Cochrane - Fountain City School District District Continuous Improvement Plan

<p>3. Continue to develop/improve compensation model to remain competitive with local market</p>	<p>A. Revise compensation plan for all employee categories</p> <p>B. Continue to explore benefit offerings</p> <p>C. Research and potentially implement in-district daycare to retain staff with families</p>	<p>Compensation plan</p> <p>New/revised benefits</p> <p>Progress report</p>	
<p>Fiscal Responsibility</p>			
<p>Goal</p>	<p>Demonstrate fiscal responsibility by maintaining a financially healthy and stable district that supports student learning</p>		
<p>Objectives</p> <p>1. Increase communication regarding the financial state of the district</p>	<p>Actions</p> <p>A. Establish financial benchmarks to regularly view and communicate the financial landscape of the district to the Board</p> <p>B. Educate board members on different aspects of school finance</p> <p>C. Educate staff on the impact of total compensation on the district budget</p> <p>D. Investigate using a financial service to develop a multi-year budget forecast</p> <p>E. Work with Comm/Tech Specialist to develop community education plan</p>	<p>Measure of Success</p> <p>Benchmark Calendar Artifacts</p> <p>Calendar/ Artifacts of board development</p> <p>Personal Total Compensation packets</p> <p>Needs based budgeting</p> <p>Baird?</p> <p>Plan & evidence of implementation</p>	<p>Responsible</p> <p>Jo-Ellen & Karen</p>

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2. Maintain a balanced budget	A. Review budget to ensure alignment with district goals	Budget Process	
3. Review & update compensation scales to be competitive	A. Review and update compensation plan for all employee groups B. Review and update compensation plan for activities and co-curriculars	Artifact	
Effective Communication and Community Engagement			
Goal	The C-FC school district will improve communication and engagement with C-FC parents and community		
Objectives	Actions	Measure of Success	Responsible
1. Increase mutually beneficial relationships in the community	A. Work with local municipalities to increase housing opportunities/zoning	Increase community connections	
	B. Support the expansion of Broadband/high speed internet in ALL our communities	Increase Broadband access	
2. Increase purposeful engagement of key stakeholder groups	A. Recruit and increase parent involvement opportunities	Increase number of parent activities	
	B. Increase Superintendent listening sessions/ events	Increase number of events	

Cochrane - Fountain City School District District Continuous Improvement Plan

3. Develop a clear, positive communication strategy for internal and external stakeholders	A. Develop communication plan	Distribute plan	
4. Develop a comprehensive C-FC Brand and positive marketing strategy	A. Hire a Communication/ Technology Specialist		

Revenue Limit Projections

Estimates

	2017 -18	2018-19	2019 -20	2020-21	2021-22
Membership	664	647	598	579	567
Levy	\$8.99	\$8.92	\$9.66	\$9.33	
Equalized property value	\$400,464,695	\$413,553,742	\$423,877,646	\$432,517,415	?? WI Dept of Revenue
Equalization Aid	3,337,209	3,258,909	2,790,374	2,840,372	2, 820,098
Change in Equalization aid (%)	0.9556%	-2.3463%	-14.3771%	1.7918%	.71%
Total Revenue Limit	6,168,713	6,181,283	6,234,173	6,122,266	5, 965,493
Decrease in Revenue (\$)	-\$77,906	\$12,570	\$52,890	-\$111,907	-\$146,773
Decrease in Revenue (%)	-1.25%	0.20%	0.86%	-1.80%	-31.1 %

With a decrease in the revenue limit, the tax levy is projected to go down provided we don't have a large decrease in equalization aid.

\$200,000 of Fund 10 has been used to decrease the property tax levy. Use this to fill the revenue decrease.

Savings

OP&B – save \$29,000

Dental insurance down 4%

Classroom Supply budget in '20-21 was \$16,000 over the previous year. '21-22 brought back to '19-20 levels.

Options to close any additional revenue gap

- Move staff to ESSER funds
- Reduce professional development
- No bus (\$90,000)