

BOARD BRIEFS

Dr. Allen Bourff, Superintendent

November 14, 2012

REPORTS/DISCUSSION TOPICS

2012-2013 District Strategic Report: Dr. Bourff stated that the administration is working to ensure that the District Strategic Plan is implemented in a measurable way within the timeline and that strategies are being developed to address targets in the six focus areas of the plan. A discussion followed on how the areas identified as most urgent will be dealt with, establishing community work groups, recognizing values in the strategies, communication of what is being done and the results, student orientations, timeliness of receiving data, and the CPASS process. Data and analysis of the CPASS meetings and the responses to that information will be shared with the Board beginning at the November 28th meeting.

Summer School Report: Mark Millis presented information on the 2012 Summer School Programs. The District was reimbursed \$170,307.00 by the State, which covered all costs with the exclusion of a nurse and administrative costs. 63% of students overall scored at benchmark on Acuity A. 73% of students, excluding retained students, maintained or increased performance from last spring to this fall.

State A Through F Grades: Dr. Kathy Parker stated that as a district Richmond Community Schools received a grade of "C". Meetings have taken place to discuss improvement strategies with the schools that did not score well. The three phases for school improvement planning are: root cause analysis, data driven intervention, and implementation plan. Dr. Parker discussed the difficulties identifying the target areas and shared a powerpoint with sample student data demonstrating issues with the current growth model. Highlights included Dennis going from an "F" to an "A" grade and that the high school received full credit for college and career readiness.

School Calendar: Drafts of a traditional calendar and a balanced calendar were reviewed. The balanced year calendar offers longer breaks, but the summer break is still long and does not minimize summer learning loss and creates issues with child care for parents. This item will be brought back for further discussion and possible action at the November 28th Board meeting.

SNAPSHOTS OF SUCCESS

American Education Week: The Board adopted a Proclamation in Honor of American Education Week. American Education Week was kicked off Friday, November 9, 2012 with the staff vacation day that the Board previously approved. In the Sunday, November 11, 2012 *Palladium-Item* a wrap was included with a letter from the Board and staff photographs in recognition of the entire staff for all that went into making this school year happen.

It is the policy of Richmond Community Schools not to discriminate on the basis of race, color, religion, gender, national origin, age or disability in its educational programs or employment policies.

ACTION ITEMS

Policy First Readings: Approved moving Policy 3421 Benefits for Administrators, Policy 2104 Board Vision, Policy 2105 Mission of the Corporation, and Policy 2110 Statement of Beliefs to a Second Reading and Adoption.

Administrative/Non-Certified Compensation Plan: Approval of the following compensation adjustments:

- A. Administrators - A maximum of a one percent stipend, based on the Administrative Compensation Model.
- B. Contracted Classified Staff over \$20,000 - One percent stipend.
- C. Classified Staff under \$20,000 (not including Highly Qualified Paraprofessionals and Preschool Instructors) - \$200 Stipend.
- D. Highly Qualified Paraprofessionals - \$2.00 per hour salary raise.
- E. Preschool Instructors - \$1.07 per hour salary raise.

WORK SESSION

Board Committees: Dr. Bourff stated that discussion of committees at the October 24th Board meeting focused on the importance of transparency, equity in communication among Board members, avoidance of studying issues in too narrow a context, and adequate preparation for decision making. Information was presented on committee structures that would address these four concerns and reinforce efficiency in Board governance. Committees would include Performance Oversight and Evaluation, Board Development and Management, and Planning and Development. A discussion followed.

MASTER PLANNING

Projects Update: Work on the Dennis gymnasium has begun and is scheduled for completion on April 5, 2013. Work on the Ron Robinson Memorial Entry at Hibberd will begin on November 26th and is scheduled to be completed on December 19th. The Crestdale gymnasium is scheduled to be completed on November 21st.

CONSENT ITEMS

Approval of Minutes: October 24, 2012 Board Meeting and Executive Session.

Human Resources: Approval of Employment, Extra Duty Employment, Retirement, Resignation, Separation of Service and Change in Status.

Hibberd Deduct Change Order: Approval of the Deduct Change Order for Milestone Contractors, Richmond, IN in the amount of \$4,615.

Hibberd Add Change Order: Approval of the Add Change Order for Lehman's Mechanical Contractors, Inc., Anderson, IN in the amount of \$2,000.