

# School District of Altoona 

# ALTOONA BOARD OF EDUCATION <br> Regular Meeting <br> District Board Room <br> $8097^{\text {th }}$ Street West <br> April 4, 2016 <br> 6:30 p.m. <br> <br> Agenda 

 <br> <br> Agenda}

1. Call to Order
2. Roll Call

Please note meeting location:
District Board Room, $8097^{\text {th }}$ Street West
3. Reading of Public Notice
4. Pledge of Allegiance
5. Rules for Meeting
6. Approval of Minutes
a. March 7, 2016 Regular Meeting
b. March 29, 2016 Special Meeting
7. Public Participation (All remarks are to be addressed to the Board; discussion among citizens present is not permitted. Board members may ask questions of a speaker; however, no formal deliberations are allowed at this time.)
a. Non-Agenda items - public comment and concern
b. Agenda items - public comment and concern
8. Treasurer's Report
a. Approval of Checks for Payment
(1) General Fund checks totaling \$1,241,719.13
(2) Student Activity Fund checks totaling $\$ 5,385.71$
9. Information
a. School Showcase
(1) Meet our Foreign Exchange Students
b. Committee Reports
c. General Information
d. President's Report
(1) WASB Spring Academy
e. Superintendent's Report
(1) Alternative Education Program Proposal
(2) Achievement Gap Reduction (AGR) Program and Instructional Coaching Model
(3) Voluntary Retirement for Support Staff
(4) Onsite Mental Health Counseling
(5) On Track for the Future! Building Projects Update

Altoona Board of Education, April 4, 2016
(6) Studer Education Update
(7) Monthly Enrollment Report
(8) Other Meetings, News and Events (Items announced in this category are not intended for discussion)
10. Board Action after Consideration and Discussion
a. Consider Resignation of Girls Basketball Head Coach
b. Consider Recommendation to Fill Extracurricular Positions
c. Consider Change in Voluntary Retirement Provision for Support Staff
d. Consider Amendment of Policy 345.6 - Graduation Requirements
e. Consider Approval of Alternative Education Program Proposal
11. Adjournment

The vision of the Altoona School District, in partnership with our students, their families, and our community, is to build a foundation for life-long learning and the emotional well-being of our students. We are dedicated to offering large school opportunities with a small school approach.

## ALTOONA SCHOOL BOARD AGREEMENT

- We base our decisions on the best interest of the students.
- We are guided by our Vision, Mission and our Strategic Plan.
- We believe that every employee makes a contribution to the success of every student.
- We conduct ourselves within commonly understood principles of integrity.
- We listen carefully and respectfully to ensure all voices are heard.
- We practice good stewardship of our tax dollars.
- We seek to operate with as much transparency as possible.
- We do not engage in drama or political rhetoric.
- We seek a way around obstacles; reframing from an attitude of "we can't," to "how can we?"

Adopted: 9/19/11
Amended: 1/21/13


# School District of Altoona 

ALTOONA BOARD OF EDUCATION<br>Regular Meeting<br>District Board Room<br>$8097^{\text {th }}$ Street West<br>March 7, 2016<br>6:30 p.m.

1. The Regular Meeting of the Altoona Board of Education was called to order by Board President, Helen Drawbert at 6:30 p.m. in the District board room.
2. Roll call was taken and the following were present:

Helen S. Drawbert, President
Robin E. Elvig, Vice President
Michael J. Hilger, Clerk
Bradley D. Poquette, Treasurer
David A. Rowe, Member
Dr. Connie Biedron, Superintendent
Joyce M. Orth, Board Secretary
3. Reading of Public Notice. All posting requirements were met and posting places are noted: Altoona City Hall, Altoona Post Office, school district office, high school office, middle school office, and elementary school office.
4. Pledge of Allegiance
5. Rules for Meeting
6. Approval of Minutes. a. February 15, 2016 Regular Meeting. Motion by Rowe to approve the minutes as presented, seconded by Elvig. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0.
7. Public Participation. a. Non-Agenda items - public comment and concern. (1) Dr. Biedron noted a February 24 VolumeOne article, "Get Ready to Launch," featuring Brad Poquette. (2) Dave Rowe mentioned that he clarified with the city council that the recent petition was not a school district initiative. b. Agenda items - public comment and concern. None.
8. Treasurer's Report. a. Approval of Checks for Payment. Motion by Elvig to approve General Fund checks totaling $\$ 963,516.72$ and Student Activity Fund checks totaling $\$ 5,846.27$ as presented, seconded by Rowe. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0.
9. Information. a. School Showcase. (1) PTO Update Regarding Multi-Use Trail on KB. Karla Geyen, spoke on behalf of the elementary/intermediate school PTO about their efforts to provide information and get action concerning completion of a multi-use trail along KB to the new elementary school. An online petition asking for action closed on March 4.
(2) Student Representative's Update. Claire Pszeniczny, student representative, shared recent and upcoming events at the high school. Those included parent-teacher conferences, ACT exams, Forensics, junior conferences and spring sports. Janessa Gould will compete at the State Poetry Outloud Competition in Madison, and the National Honor Society Induction ceremony is scheduled for April 13. b. Committee Reports. (1) Parks \& Recreation Committee. Board representative, Brad Poquette reviewed the February 22 meeting. c. General Information. (1) Policy Discussion. Policy 345.6 - High School Graduation Requirements was discussed. The revision accounts for credit requirement and Civics test changes required by the State, and would provide for flexibility with an alternative education program. d. President's Report. (1) Cancellation of March 21 Board Meeting. The March 21 board meeting will be cancelled due to a lack of the quorum. (2) Student Representative to the Board of Education. The Student Representative position is open for a two-year term beginning in 2016/17. (3) WASB Spring Academy Dates. Spring Academy Workshops will be held at various locations in May. e. Superintendent's Report. (1) Studer Education Update. Dr. Karen Owen, Studer Education Coach, explained the process and shared results from the support services and employee engagement surveys. In addition, the scorecard and evidence-based leadership processes were shared along with next steps. (2) Books in the Park 2016. Books in the Park sessions are scheduled for Thursday's, June 16, July 7 and 28, and August 18, 10:30 a.m. to $1: 00$ p.m. at the Tenth Street Park. (3) Enrollment Update. Student enrollments as of February 8 were reviewed: Pedersen, 588; intermediate school, 246; middle school, 315; and high school 426. (4) On Track for the Future! Building Projects Update. Dr. Biedron shared the progress update. Asbestos removal in the middle school is scheduled for Spring Break, March 23-28. Potential dates for the grand opening of the new elementary school are August 24 or 25. (5) High School Principal Search Process. The high school principal search process and target dates were discussed. Robin Elvig will serve on the interview team as the board representative. See 10.d. and 10.n. (6) Other Meetings, News and Events (Items announced in this category are not intended for discussion). Topics announced include the Wednesday morning Colonial Fair, the leadership team's upcoming visit to Menomonee Falls on March 17-18, and a possible weight and strength training program.
10. Board Action after Consideration and Discussion. a. Consider Resignation of Mentor Coordinator. Motion by Elvig to accept the resignation of Kelly Ostrander from her position as mentor coordinator, seconded by Hilger. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0. b. Consider Resignation of Grade 2 Teacher. Motion by Poquette to accept the resignation of Deanna Schleusner, grade 2 teacher, effective at year end 2015/16 as presented, seconded by Rowe. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0. c. Consider Resignation of Grade 1 Teacher. Motion by Rowe to accept the resignation of Mallory Nieft, grade 1 teacher, effective at year end 2015/16 as presented, seconded by Elvig. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. d. Consider Retirement of High School Principal. Motion by Rowe to accept the retirement of Jeffry Pepowski, high school principal, effective July 1, 2016, as presented, seconded by Elvig. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0. e. Consider Retirement of Custodial/Maintenance Employee. Motion by Elvig to accept the retirement of Theresa Ottinger, custodial/maintenance employee, effective July1, 2016 as presented, seconded by Hilger. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0. f. Consider Retirement of Business Education Teacher. Motion by Rowe to accept the retirement of Joan Gard, business education teacher, effective at year end 2015/16 as presented, seconded by Poquette. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, no. Motion carried 4-1. g. Consider Retirement of Language Arts Teacher. Motion by Elvig to accept the retirement of Gregory Power, language arts teacher, effective at year end 2015/16 as presented, seconded by Rowe. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. h. Consider Employment Recommendation to Fill Extracurricular Positions. Motion by Elvig to employ Jason Stuttgen as middle school girls' head track coach for the 2015/16 season as recommended, seconded by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0. Motion by Rowe to employ Connie Oas as prom coordinator for the 2015/16 season as recommended, seconded by Poquette. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes.

Motion carried 5-0. i. Consider Employment Recommendation to Fill Custodian Position. Motion by Elvig to employ Douglas Knuth as custodian, as recommended, seconded by Poquette. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0.j.Consider Employment Recommendation to Fill Custodian Position. Motion by Elvig to employ Ronald Boss as custodian, as recommended, seconded by Hilger. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. k. Consider Employment Recommendation to Fill Limited Term Part-Time Study Hall Aide Position. Motion by Rowe to employ Tyler Dressel in the limited term (remainder of 2015/16) part-time study hall aide position as recommended, seconded by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0. 1. Consider Employment to Fill Summer Program Positions. Motion by Rowe to approve summer program staffing for 2016 as presented, seconded by Elvig. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0. m. Consider Employment Recommendation to Fill Food and Nutrition Services Director Position. Motion by Elvig to approve the employment of Tina Johnston as food and nutrition services director beginning July 1, 2016 as recommended seconded by Rowe. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0.n. Consider Adoption of High School Principal Job Description. Motion by Poquette to adopt the high school principal job description as presented, seconded by Hilger. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. o. Consider Youth Options Intention List for Fall 2016/17. Motion by Rowe to approve the fall 2016/17 Youth Options intention list as presented, seconded by Elvig. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0. p. Consider Approval of 66.0301 Cooperative Agreement for the 2016/17 McKinley Charter School. Motion by Elvig to approve the 66.0301 for the McKinley Charter School for 2016/17 as presented, seconded by Poquette. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0. q. Consider Approval of the Application for Girls Hockey Team Sponsorship. Motion by Rowe to approve the application for the girls' hockey team sponsorship with Eau Claire North, Eau Claire Memorial, Altoona and Fall Creek as presented, seconded by Elvig. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0.
11. Anticipated Closed Session as Per Section 19.85(1) (c) - Wisc. Statutes. Motion by Rowe to adjourn into closed session at 9:11 p.m., seconded by Poquette. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. a. Consider Closed Session minutes for February 15, 2016;
b. Consider employment or performance evaluation data to include discussion of possible retirement agreements with specific Support Staff - 19.85(1) (c).
12. Reconvene into Open Session and Take Necessary Action. Motion by Elvig to reconvene at 9:52 p.m., seconded by Rowe. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0. Motion by Rowe to approved the proposed early retirement benefit for support staff as presented, seconded by Elvig. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0.
13. Adjournment. Motion by Rowe to adjourn at 9:54 p.m., seconded by Hilger. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0.

The next Regular Meeting of the Altoona Board of Education is scheduled for Monday, April 4, 2016 at 6:30 p.m. in the District board room.

Joyce M. Orth CAP, Board Secretary

## District Clerk

## Date

The vision of the Altoona School District, in partnership with our students, their families, and our community, is to build a foundation for life-long learning and the emotional well-being of our students. We are dedicated to offering large school opportunities with a small school approach.


## School District of Altoona

$8097^{\text {th }}$ St West Altoona, WI 54720
715-839-6032 715-839-6066 FAX

Dr. Connie Biedron, Superintendent

ALTOONA BOARD OF EDUCATION<br>Special Meeting<br>District Board Room<br>$8097^{\text {th }}$ Street West<br>March 29, 2016<br>1:30 p.m.

1. The Special Meeting of the Altoona Board of Education was called to order by Board President, Helen Drawbert at 1:33 p.m. in the District board room.
2. Roll call was taken and the following were present:

Helen S. Drawbert, President
Robin E. Elvig, Vice President
Michael J. Hilger, Clerk
Bradley D. Poquette, Treasurer (left at 2:56 p.m.)

David A. Rowe, Member
Dr. Connie Biedron, Superintendent
Joyce M. Orth, Board Secretary
3. Reading of Public Notice. All posting requirements were met.
4. Anticipated Closed Session as Per Section 19.85 (1) (c), (1) (e), (1) (g) - Wisc. Statutes. Motion by Poquette to adjourn into closed session at 1:35 p.m., seconded by Hilger. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. a. Considering an employee's request to early retire, and discuss the start date of said retirement incentives, and consider legal counsel's advice regarding the same, which involves the negotiation and investment of public funds - 19.85 (1)(c),(1)(e), (1)(g).
5. Reconvene into Open Session and Take any Necessary Action. Motion by Elvig to adjourn at $3: 11$ p.m., seconded by Hilger. Rowe, yes; Hilger, yes; Poquette, absent; Elvig, yes; Drawbert, yes. Motion carried 40. a. Consider Early Retirement Benefit for Eligible Administrators. Motion by Rowe to approve the Early Retirement Benefit for eligible administrators as presented, seconded by Hilger. Hilger, yes; Poquette, absent; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 4-0. b. Consider Retirement of Middle School Principal. Motion by Hilger to accept the retirement of Gary Pszeniczny, middle school principal, effective July 1, 2016, seconded by Rowe. Poquette, absent; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 4-0.
6. Adjournment. Motion by Rowe to adjourn at $3: 15$ p.m., seconded by Elvig. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, absent; Drawbert, yes. Motion carried 4-0.

The next Regular Meeting of the Altoona Board of Education is scheduled for Monday, April 4, 2016 at 6:30 p.m. in the District board room.

Joyce M. Orth CAP, Board Secretary

## District Clerk

## Date





INVOICE


INVOICE


| CHECK <br> DATE | CHECK <br> NUMBER | ACCOUNT NUMBER |  |  | VENDOR | INVOICE DESCRIPTION | AMOUNT |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 151600916 | 27 E 700 | 411 | 158000 | MCGRAW-HILL EDUCTION, INC. | Level A Workbook 2 (Qty 10) Connecting Math Concepts Level B Workbook 2 (Qty 10) Totals for 151600916 | 119.13 469.90 |
| 03/09/2016 | 151600917 | 10 E 400 | 411 | 161339 | REGIS CATHOLIC SCHOOLS | District Forensics. HIRED <br> JUDGES 3-8-16. ATTN: JUDINE GRAY | 120.00 |
|  | 151600917 | 10 E 400 | 411 | 161339 | REGIS CATHOLIC SCHOOLS | Regis Forensics Tournament 3-5-2016. ENTRIES AND JUDGES. ATTN: JUDINE GRAY Totals for 151600917 | 232.00 352.00 |
| 03/09/2016 | 151600918 | 10 E 800 | 310 | 254300 | SHRED AWAY | DOC DESTRUCTION \& RECYCLING 12-16-15 | 90.00 |
|  |  |  |  |  |  | Totals for 151600918 | 90.00 |
| 03/09/2016 | 151600919 | 10 E 150 | 411 | 110450 | STAPLES | Supplies. J. SCOTT. ORDER \#142715514-000-001 | 66.80 |
|  |  |  |  |  |  | Totals for 151600919 | 66.80 |
| 03/09/2016 | 151600920 | 10 E 400 | 389 | 431000 | UW-EAU CLAIRE BUSINESS OFFICE | UWEC Spring Youth Options- A. SCHWICHTENBERG, C. BRESINA Totals for 151600920 | $\begin{aligned} & 4,411.08 \\ & 4,411.08 \end{aligned}$ |
| 03/09/2016 | 151600921 | 10 E 800 | 310 | 231500 | WELD RILEY, S.C. | LEGAL FEES JAN 15, 28 \& 29, 2016 | 989.00 |
|  |  |  |  |  |  | Totals for 151600921 | 989.00 |
| 03/10/2016 | 151600922 | 10 E 800 | 293 | 291000 | EDUCATORS BENEFIT CONSULTANTS | DEBRA STRUCK \$500.00, DEBRA KNUDSON \$250.00. APRIL, 2016 Totals for 151600922 | 750.00 750.00 |
| 03/10/2016 | 151600923 | 10 E 800 | 432 | 222200 | FOLLETT SCHOOL SOLUTIONS, INC. | Follett Book Order - Fiction Totals for 151600923 | $\begin{aligned} & 85.47 \\ & 85.47 \end{aligned}$ |
| 03/10/2016 | 151600924 | 10 E 100 | 411 | 110100 | SCHOLASTIC INC | ```Weekly Reader First Grade Payment for 2015-2016. Totals for 151600924``` | 658.38 658.38 |
| 03/10/2016 | 151600925 | 10 E 150 | 411 | 110450 | STAPLES | Supplies. J. SCOTT. ORDER \#14782224-000-001 | 66.80 |
|  |  |  |  |  |  |  | 66.80 |
| 03/11/2016 | 151600926 | 10 E 800 | 310 | 162390 | BREVIK, WAYNE | OFFICIAL | 65.00 |
|  |  |  |  |  |  | Totals for 151600926 | 65.00 |
| 03/11/2016 | 151600927 | 80 E 200 | 310 | 392105 | HAYDEN, CARTER | OFFICIAL | 50.00 |
|  | 151600927 | 80 E 200 | 310 | 392105 | HAYDEN, CARTER | OFFICIAL | 50.00 |
|  |  |  |  |  |  | Totals for 151600927 | 100.00 |
| 03/11/2016 | 151600928 | 10 E 800 | 310 | 162390 | ZAWACKI, JAMES | OFFICIAL | 65.00 |
|  |  |  |  |  |  | Totals for 151600928 | 65.00 |
| 03/11/2016 | 151600929 | 80 E 200 | 310 | 392105 | BARR, CASSANDRA | GAME WORKER | 18.00 |
|  |  |  |  |  |  | Totals for 151600929 | 18.00 |







03/23/2016 15160096210 L 000000811670 ING LIFE INS \& ANNUITY CO 15160096227 L 000000811670 ING LIFE INS \& ANNUITY CO 15160096210 L 000000811670 ING LIFE INS \& ANNUITY CO

03/07/2016 20150083110 L 000000811613 WISCONSIN DEPT OF REVENUE 20150083110 L 000000811613 20150083180 L 000000811613 20150083110 L 000000811613 20150083127 L 000000811613 20150083150 L 000000811613 20150083180 L 000000811613

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| LIFE INSURANCE ADJUSTMENT | -54.60 |
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| Payroll accrual | 222.64 |
| Payroll accrual | 34.76 |
| Payroll accrual | 249.94 |
| Payroll accrual | 62.06 |
| Totals for 151600961 | 514.80 |


| Payroll accrual | 305.00 |
| :---: | :--- |
| Payroll accrual | 105.00 |
| Payroll accrual | 160.00 |
| Totals for 151600962 | 570.00 |


| Payroll accrual | -1.36 |
| :---: | ---: |
| Payroll accrual | 67.50 |
| Payroll accrual | 7.50 |
| Payroll accrual | $14,736.32$ |
| Payroll accrual | $2,735.03$ |
| Payroll accrual | 167.88 |
| Payroll accrual | 5.55 |
| Totals for 201500831 | $17,718.42$ |


| Payroll accrual | -26.50 |
| :--- | ---: |
| Payroll accrual | -6.20 |
| Payroll accrual | -6.20 |
| Payroll accrual | -26.50 |
| Payroll accrual | 533.78 |
| Payroll accrual | 40.00 |
| Payroll accrual | 7.50 |
| Payroll accrual | $29,966.70$ |
| Payroll accrual | $5,153.29$ |
| Payroll accrual | 307.35 |
| Payroll accrual | 19.56 |
| Payroll accrual | $20,079.42$ |
| Payroll accrual | $3,932.53$ |
| Payroll accrual | 532.42 |
| Payroll accrual | 22.84 |
| Payroll accrual | $4,695.98$ |
| Payroll accrual | 919.70 |
| Payroll accrual | 124.51 |
| Payroll accrual | 5.35 |
| Payroll accrual | $4,695.98$ |
| Payroll accrual | 919.70 |
| Payroll accrual | 124.51 |


$\begin{array}{rlllll}03 / 07 / 2016 & 201500850 & 10 \text { A } 000 & 000 & 711100 \\ & 201500850 & 27 & A & 000 & 000 \\ 711100 \\ 201500850 & 50 & \text { A } 000 & 000 & 711100 \\ & 201500850 & 80 & \text { A } 000 & 000 & 711100\end{array}$

03/08/2016 20150085310 L 000000811614 DIVERSIFIED BENEFIT SERVICES I FSA BENEFITS CARDS-03/06/16 978.91 Totals for 201500853978.91
03/11/2016 20150085427 L 000000811614 DIVERSIFIED BENEFIT SERVICES I FSA REIMBURSEMENTS-03/11/16
Totals for 201500854

03/09/2016 20150085510 E 100249213000

20150085510 E 100249222200 20150085510 E 200249132700 20150085510 E 200249136320 20150085510 E 200249213000 20150085510 E 200249222200 20150085510 E 400249213000 20150085510 E 400249132700 20150085510 E 400249136320 20150085510 E 700249172000 20150085510 E 800249211100 20150085510 E 800249214400 20150085510 E 800249221910 20150085510 E 800249223100 20150085510 E 800249232100 20150085510 E 800249252000 20150085527 E 700249152000 2015008510 E 20024022200 -

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44,907.57
6,878. 38 200.10

271,620.61

1,901.00
1,901. 00

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Totals for 201500850
136.87
78.43
67.67
15.38
95.35
158.40
78.43
195.31
104.57
153.78
247.59
81.51
236.83
67.67
226.06
293.73
158.40


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| DATE | NUMBER | NUMBER |  | VENDOR |  | DESCRIPTION | AMOUNT |
| 03/23/2016 | 201500998 | 27 L 000 | 000811691 | WEA TRUST ADVANTAGE |  | Payroll accrual | 291.67 |
|  | 201500998 | 10 L 000 | 000811691 | WEA TRUST ADVANTAGE |  | Payroll accrual | 5,998.92 |
|  | 201500998 | 27 L 000 | 000811691 | WEA TRUST ADVANTAGE |  | Payroll accrual | 634.00 |
|  | 201500998 | 80 L 000 | 000811691 | WEA TRUST ADVANTAGE |  | Payroll accrual | 78.25 |
|  | 201500998 | 10 L 000 | 000811691 | WEA TRUST ADVANTAGE |  | Payroll accrual | 1,878.50 |
|  | 201500998 | 27 L 000 | 000811691 | WEA TRUST ADVANTAGE |  | Payroll accrual | 84.00 |
|  |  |  |  |  |  | Totals for 201500998 | 11,071.59 |
| 03/23/2016 | 201500999 | 10 L 000 | 000811612 | EFTPS |  | Payroll accrual | 523.78 |
|  | 201500999 | 50 L 000 | 000811612 | EFTPS |  | Payroll accrual | 40.00 |
|  | 201500999 | 80 L 000 | 000811612 | EFTPS |  | Payroll accrual | 7.50 |
|  | 201500999 | 10 L 000 | 000811612 | EFTPS |  | Payroll accrual | 30,657.78 |
|  | 201500999 | 27 L 000 | 000811612 | EFTPS |  | Payroll accrual | 5,095.22 |
|  | 201500999 | 50 L 000 | 000811612 | EFTPS |  | Payroll accrual | 354.71 |
|  | 201500999 | 80 L 000 | 000811612 | EFTPS |  | Payroll accrual | 54.06 |
|  | 201500999 | 10 L 000 | 000811611 | EFTPS |  | Payroll accrual | 20,445.76 |
|  | 201500999 | 27 L 000 | 000811611 | EFTPS |  | Payroll accrual | 3,932.86 |
|  | 201500999 | 50 L 000 | 000811611 | EFTPS |  | Payroll accrual | 564.74 |
|  | 201500999 | 80 L 000 | 000811611 | EFTPS |  | Payroll accrual | 42.02 |
|  | 201500999 | 10 L 000 | 000811611 | EFTPS |  | Payroll accrual | 4,781.65 |
|  | 201500999 | 27 L 000 | 000811611 | EFTPS |  | Payroll accrual | 919.77 |
|  | 201500999 | 50 L 000 | 000811611 | EFTPS |  | Payroll accrual | 132.08 |
|  | 201500999 | 80 L 000 | 000811611 | EFTPS |  | Payroll accrual | 9.82 |
|  | 201500999 | 10 L 000 | 000811611 | EFTPS |  | Payroll accrual | 4,781.65 |
|  | 201500999 | 27 L 000 | 000811611 | EFTPS |  | Payroll accrual | 919.77 |
|  | 201500999 | 50 L 000 | 000811611 | EFTPS |  | Payroll accrual | 132.08 |
|  | 201500999 | 80 L 000 | 000811611 | EFTPS |  | Payroll accrual | 9.82 |
|  | 201500999 | 10 L 000 | 000811611 | EFTPS |  | Payroll accrual | 20,445.76 |
|  | 201500999 | 27 L 000 | 000811611 | EFTPS |  | Payroll accrual | 3,932.86 |
|  | 201500999 | 50 L 000 | 000811611 | EFTPS |  | Payroll accrual | 564.74 |
|  | 201500999 | 80 L 000 | 000811611 | EFTPS |  | Payroll accrual | 42.02 |
|  |  |  |  |  |  | Totals for 201500999 | 98,390.45 |
| 03/23/2016 | 201501000 | 10 A 000 | 000711100 | WELLS FARGO BANK/NET PR \& DIRE |  | NET PAYROLL-03/23/16 | 224,293.54 |
|  | 201501000 | 27 A 000 | 000711100 | WELLS FARGO BANK/NET | PR \& DIRE | NET PAYROLL-03/23/16 | 44,964.06 |
|  | 201501000 | 50 A 000 | 000711100 | WELLS FARGO BANK/NET | PR \& DIRE | NET PAYROLL-03/23/16 | 7,287.28 |
|  | 201501000 | 80 A 000 | 000711100 | WELLS FARGO BANK/NET | PR \& DIRE | NET PAYROLL-03/23/16 | 421.57 |
|  |  |  |  |  |  | Totals for 201501000 | 276,966.45 |
| 03/15/2016 | 201501001 | 27 L 000 | 000811614 | DIVERSIFIED BENEFIT S | SERVICES I | FSA BENEFITS CARDS | 604.63 |
|  |  |  |  |  |  | Totals for 201501001 | 604.63 |
| 03/22/2016 | 201501002 | 10 L 000 | 000811614 | DIVERSIFIED BENEFIT S | SERVICES I | FSA BENEFIT CARDS-03/22/2016 | 370.05 |
|  |  |  |  |  |  | Totals for 201501002 | 370.05 |
| 03/23/2016 | 201501003 | 10 E 100 | 249213000 | DIVERSIFIED BENEFIT S | SERVICES I | HRA DISBURSEMENTS | 160.17 |
|  | 201501003 | 10 E 100 | 249222200 | DIVERSIFIED BENEFIT S | SERVICES I | HRA DISBURSEMENTS | 91.78 |
|  | 201501003 | 10 E 200 | 249132700 | DIVERSIFIED BENEFIT | SERVICES I | HRA DISBURSEMENTS | 79.18 |
|  | 201501003 | 10 E 200 | 249136320 | DIVERSIFIED BENEFIT S | SERVICES I | HRA DISBURSEMENTS | 18.00 |
|  | 201501003 | 10 E 200 | 249213000 | DIVERSIFIED BENEFIT S | SERVICES I | HRA DISBURSEMENTS | 111.58 |
|  | 201501003 | 10 E 200 | 249222200 | DIVERSIFIED BENEFIT S | SERVICES I | HRA DISBURSEMENTS | 185.36 |
|  | 201501003 | 10 E 400 | 249213000 | DIVERSIFIED BENEFIT S | SERVICES I | HRA DISBURSEMENTS | 91.78 |
|  | 201501003 | 10 E 400 | 249132700 | DIVERSIFIED BENEFIT S | SERVICES I | HRA DISBURSEMENTS | 228.55 |
|  | 201501003 | 10 E 400 | 249136320 | DIVERSIFIED BENEFIT S | SERVICES I | HRA DISBURSEMENTS | 122.38 |
|  | 201501003 | 10 E 700 | 249172000 | DIVERSIFIED BENEFIT S | SERVICES I | HRA DISBURSEMENTS | 179.96 |
|  | 201501003 | 10 E 800 | 249211100 | DIVERSIFIED BENEFIT | SERVICES I | HRA DISBURSEMENTS | 289.74 |


|  | CHECK ACCOUNT |  |  | VENDOR |  |  |  | INVOICE |  |  | AMOUNT |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| DATE | NUMBER | NUMBER |  |  |  |  |  | DESCR | RIPTION |  |  |
| 03/23/2016 | 201501003 | 10 E 800 | 249214400 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 95.38 |
|  | 201501003 | 10 E 800 | 249221910 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 277.14 |
|  | 201501003 | 10 E 800 | 249223100 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 79.18 |
|  | 201501003 | 10 E 800 | 249232100 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 264.55 |
|  | 201501003 | 10 E 800 | 249252000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 343.73 |
|  | 201501003 | 27 E 700 | 249152000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 185.36 |
|  | 201501003 | 27 E 700 | 249158100 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 948.41 |
|  | 201501003 | 27 E 700 | 249159110 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 1,848.23 |
|  | 201501003 | 27 E 700 | 249213000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 53.99 |
|  | 201501003 | 27 E 700 | 249214400 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 39.59 |
|  | 201501003 | 27 E 700 | 249223300 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 183.56 |
|  | 201501003 | 10 E 150 | 249213000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 84.58 |
|  | 201501003 | 10 E 800 | 249110000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 4,423.52 |
|  | 201501003 | 10 E 800 | 249215200 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 26.99 |
|  | 201501003 | 10 E 800 | 249120000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA | DISBURSEMENTS |  | 4,279.55 |
|  | 201501003 | 10 E 800 | 249140000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 509.30 |
|  | 201501003 | 10 E 800 | 249240000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 1,371.33 |
|  | 201501003 | 10 E 800 | 249253000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 640.67 |
|  | 201501003 | 10 E 800 | 249254000 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 257.35 |
|  | 201501003 | 27 E 700 | 249156600 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 368.93 |
|  | 201501003 | 27 E 700 | 249215200 | DIVERSIFIED B | BENEFIT | SERVICES | I | HRA D | DISBURSEMENTS |  | 156.61 |
|  |  |  |  |  |  |  |  |  | Totals for | 201501003 | 17,996.43 |

## F U N D S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 10 | GENERAL | 811,207.02 | 0.00 | 209,812.12 | 1,021, 019.14 |
| 27 | SPECIAL EDUCATION FUND | 163,191.84 | 0.00 | 23,458.27 | 186,650.11 |
| 50 | FOOD SERVICE | 18,233.12 | 0.00 | 13,165.97 | 31,399.09 |
| 80 | COMMUNITY SERVICE | 1,067.54 | 0.00 | 1,583. 25 | 2,650.79 |
| *** | und Summary Totals *** | 993,699.52 | 0.00 | 248, 019.61 | 1,241,719.13 |



## FUND SUMMARY

| FUND | DESCRIPTION |  | BALANCE SHEET |  | REVENUE |
| :--- | :--- | :--- | :--- | :--- | :--- |

End of report ***********************

## Welcome! <br> Joan Campins Abrines Hugo Galera Leblanc Marcelo Garcia Munoz Carl Richard Zahn



## MAY 2016 - Dates and Locations Vary

Tuesday, May 10
CESA 4-608.786.4800
923 East Garland Street
West Salem, WI 54669
Get Directions

Wednesday, May 11
CESA 2-262.473.1473
1221 Innovation Drive, Ste. 205 Whitewater, WI 53190
Get Directions

Tuesday, May 17
CESA 9•715.453.2141
304 Kaphaem Road
Tomahawk, WI 54487
Get Directions
Wednesday, May 18
CESA 11•715.986.2020
225 Ostermann Drive
Turtle Lake, WI 54889
Get Directions

Tuesday, May 24
CESA 1•262.787.9500
N25W23131 Paul Road, Ste. 100 Pewaukee, WI 53072
Get Directions
Wednesday, May 25
CESA 6-920.233.2372
Conference Center
2300 State Road 44
Oshkosh, WI 54904
Get Directions
Registration Fees: \$85 per member (includes dinner and program materials).

RSVP to Joyce: One week prior to your workshop. (End of business day on the Tuesday of the week before if the workshop is on a Tuesday; end of business day on the Wednesday of the week before if the workshop is on a Wednesday.)

## 6:00 pm

Dinner

6:30-7:45 pm
Key works of school boards: An overview
Every high-achieving school board is focused on functioning in ways that improve student achievement. Research shows that the more effective the board, the better a school district's students perform. In every decision and every action, the school board governance role centers on improving student learning outcomes.

The Key Work of School Boards is a data-driven framework that aims to help boards achieve excellence in school governance through a road map designed to assist and support their work. Within the Key Work framework, five action areas are examined in detail: Vision, Accountability, Policy, Community Leadership, and Relationships.

Learn how to use this practical framework to make a difference in your district.

## WASB Governance Consultant

7:45-9:00 pm
Legal roles and responsibilities of School Boards
To be effective leaders, school board members must be cognizant of their legal roles and responsibilities.
In this session, an experienced WASB attorney will provide an overview of key areas of Wisconsin law, including open meetings, public records, conflicts of interest, and a board's power and duties. Walk away from this session with a greater confidence in understanding the state laws that directly impact service on a school board.

WASB Staff Attorney

## Alternative Education Program Proposal and Overview 04/04/2016

With approval of this proposal, the Altoona Alternative Learning Center would open for the 2016/17 school year, providing an alternative pathway to graduation at the Altoona High School. The program would be housed in the current District Office, located at 809 7th Street West.

## 1. Purpose and Benefits

a. Philosophy statement from program handbook: "Alternative Education is a student-centered option that supports and embraces the diverse needs of students by providing an alternative method of delivering instruction and monitoring academic success. Rigorous curricula, intervention programs, extended learning opportunities and safe environments are characteristics of Alternative Education programs."
b. The purpose of developing an alternative education program as an extension of our high school was for the following reasons:
i. Intervene early and keep small problems from becoming big problems

1. For example, a number of students struggle early in their high school coursework, and assume McKinley is their only option when they turn 17.
2. Keep students engaged in their learning and connected to the school and local community.
ii. Allow students to continue to have access to curriculum and resources within the district
3. A student in the program may continue to take courses in the high school building based on their interests, strengths, and postsecondary goals.
4. Students would have greater access to school-based mental health services that will be available in the high school.
iii. Provide flexible and adaptive instruction for students
5. Develop a program that utilizes integrated curriculum and learning opportunities, combined with online and self-directed learning.
6. Students take the leadership in developing their learning path, goals, and outcomes.
7. Flexibility is provided to adapt to students' individual learning needs.
iv. Provide multiple pathways to high school graduation while maintaining rigorous expectations
8. Local program can be linked to our district goals and learning targets.
9. Will continue to assess student learning and progress using district-wide assessments.
10. Allows students flexibility in obtaining an Altoona High School diploma and opening up doors for post-secondary goals.

## 2. Costs

a. Construction
i. Addition of a second bathroom required: \$2,500-\$3,000
b. Staffing
i. Up to \$20,000-\$25,000 for two part-time paraprofessionals

1. Potentially less depending on restructuring of existing paraprofessional staff.
ii. Alternative Education Coordinator will be shifted from current high school special education staff
c. Materials/Supplies
i. Budget estimate of $\$ 5000$ for materials, curriculum, professional development, and transition activities
2. This will come through existing curriculum budget, special education flow through funds, and high school budgets

## 3. Potential Savings or Revenue

a. Potential decrease in outside agency enrollment
i. About $\$ 12,500$ will be saved if five less students attend the competency program at McKinley in the future.
ii. Decrease likelihood of students enrolled in McKinley credit component would save $\$ 18,000$ per student.
iii. Potentially save $\$ 2000$ per year if one student chooses alternative education over CVTC HSED.
b. Potential increase in billable services through school-based services
c. Potential increase in open enrollment
i. Open enrollment into the high school and accepted into the program would increase revenue by $\$ 6,900$ to $\$ 12,000$ per student.
d. Potential contract agreements with surrounding districts, depending on program growth and available spaces


## Who to Contact

Jeff Pepowski- AHS Principal jpepowski@altoona.k12.wi.us (715) 839-6031 Ext 402

Alan McCutcheon- Pupil Services Director amccutcheon @altoona.k12.wi.us (715) 839-6031 Ext 311

Jay Mielke- School Counselor jmielke@altoona.k12.wi.us
(715) 839-6031 Ext 404

Jen Robertson- Transition Coordinator jrobertson@altoona.k12.wi.us (715) 839-6031 Ext 453

## AALC Location

The AALC will be located at 809 7th Street, Altoona, WI. This is the site of the current Altoona District Office. The District Office is being relocated as a part of the building remodeling being done this summer.

## AALC

7th St W, Altoona, WI 54720
Altoona, WI 54729
715-839-6032


Altoona School District

## Altoona

Alternative
Learning Center


2 Incover your Strengths,
Discover your future...

Tel: 715-839-6032

## AALC Overview

The Altoona Alternative Learning Center (AALC) provides students with an alternative pathway to graduation different from the traditional route, that focusses on a student's individual needs. This program gives students an option to participate in a program that includes:

- alternative methods of instruction \& presentation
- rigorous curricula
- student-centered programming
- individual progress monitoring
- extending learning opportunities
- transition to postsecondary components Students who are
- Credit Deficiency
- Health Concerns
- Extenuating Family Circumstances
- AODA Issues
- Other barriers to traditional education


## Referral Process

- Students interested in the Alternative Learning Center complete the program application, which has a component that allows the student and/or parent to give more information about the student
- Program applications are available online or at the high school office
- A rating rubric will be completed by the selection committee to determine if the AAHC is an appropriate placement for the student.



## 24 Credit Diploma

This pathway would involve a combination of classes and supports of the Altoona High School and the AALC programs, and would follow the traditional

## 17 Credit Diploma

This pathway requires the student to complete the following credits:

- 4 credits of English
- 3 credits of Math
- 3 credits of Social Studies
- 3 credits of Science
- 1.5 credits of Phys. Ed.
- .5 of Health
- 2 additional credits directed by the Alternative Learning Center

These credits can be completed through a combination of courses and supports provided through the AALC, traditional offerings through the Altoona High School, online course offerings, and vocational or work experience.

Completion of this pathway would result in earning a regular high school diploma from the Altoona School District.

## GEDO-2

This pathway is available to students:

- 17 years old or older
-Significantly credit deficient and at risk of not completing requirements for a high school diploma
-Participate in the Alternative Learning Center for at least 15 hours/week with $90 \%$ attendance
-Complete a state application for fall approval into the GEDO-2 program prior to June 30 of that same year


## GEDO-2 Requirements

-Students must demonstrate proficiency on core academic areas (English, math, social studies, science) and meet specific requirements for Civics and Health
-Must meet additional AALC requirements including career/employability training, college/military testing, Completion interview and portfolio completion.
-Must submit work/volunteer hours
Completion of this pathway would result in earning a regular high school diploma from the Altoona School District
****The AALC is scheduled to open for the 2016/2017 school year pending Altoona School Board approval.

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## Achievement Gap Reduction (AGR) Program Strategy Resource Guide

2015 Wisconsin Act 53 and Act 71 created the Achievement Gap Reduction program (AGR) under the new section of Wis. Stats. 118.44. The new program is taking the place of the Student Achievement Guarantee in Education (SAGE) program, which is scheduled to sunset when the current SAGE contracts come to an end. The new program is similar in some aspects to the SAGE program while offering additional options for schools to promote student achievement with students who are struggling in reading and mathematics.

This resource guide is not an endorsement of any products or services offered by any of the organizations mentioned. The information provided is intended to connect schools with resources that may strengthen schools' implementation of the AGR program.

## Resources for AGR Strategies

Class-Size Reduction. Provide professional development related to small group instruction and reduce the class size in one or more classes in one or more participating grades to one of the following: a.) No more than 18. b.) No more than 30 in a combined classroom having at least 2 regular classroom teachers.

- Fisher \& Frey Literacy for Life - Resources
- Wisconsin RtI Center - Events Calendar
- Literacy
- Comprehension Intervention Small Group Lessons for the Primary
- Comprehension Toolkit by Anne Goudvis, Stephanie Harvey, and Judy Wallis
- Conferring with Readers by Jennifer Serravallo
- Interventions that Work: A Comprehensive Intervention Model for Preventing Reading Failure in Grades K-3 by Linda Dorn and Carla Soffos
- The Next Steps in Guided Reading by Jan Richardson
- The Reading Strategies Book by Jennifer Serravallo
- Teaching Students in Small Groups: Differentiated Instruction for Building Strategic, Independent Readers by Jennifer Serravallo
- When Readers Struggle: Teaching that Works by Irene C. Fountas and Gay Su Pinnell
- Wisconsin Department of Public Instruction - English Language Arts in Wisconsin
- Mathematics
- Guided Math by Laney Sammons
- Intentional Talk: How to Structure and Lead Productive Mathematical Discussions by Elham Kazemi and Allison Hintz
- Math Work Stations by Debbie Diller
- National Council of Teachers of Mathematics
- US Math Recovery Council
- Wisconsin Department of Public Instruction - Mathematics in Wisconsin

Instructional Coaching. Provide data-driven instructional coaching for one or more teachers of one or more participating grades. The instruction shall be provided by licensed teachers who possess appropriate content knowledge to assist classroom teachers in improving instruction in math or reading and possess expertise in reducing the achievement gap.

- Books/Periodicals/Articles
- The Art of Coaching: Effective Strategies for School Transformation by Elena Aguilar
- Coaching Classroom Instruction by Robert Marzano and Julia Simms
- Coaching: The New Leadership Skill - Educational Leadership October 2011 volume 69 number 2
- Differentiated Literacy Coaching by Mary Catherine Moran
- Instructional Coaching by Jim Knight
- Kansas Coaching Project: Instructional Coaching
- Student-Centered Coaching: A Guide for K-8 Coaches and Principals by Diane Sweeney
- Online Resources
- Implementation of a Coaching Model to Support Rtl in Literacy, Todd Elementary School, Beloit - Video describing how one school implemented a coaching model to support Rtt in literacy in Beloit, Wisconsin.
- Institute of Education Sciences What Works Clearinghouse
- Leadership in Mathematics Education has created a Coaching Corner as part of their website to support specialists, coaches, and leaders of coaching programs. Neatly summarized and linked resources in a table.
- Literacy Coaching Clearinghouse - This is a joint venture between the International Literacy Association (formerly International Reading Association) and the National Council of Teachers of English.
- National Center on Intensive Intervention at American Institutes for Research Instructional Intervention Tools
- Wisconsin Rtl Center Coaches page - Wisconsin's vision for systems coaching begins with the Wisconsin RtI Framework, which focuses on the essential elements of high quality instruction, balanced assessment, collaboration, and culturally responsive practices, all within a multi-level system of support for students. Systems coaches select appropriate roles and activities, use specific coaching skills and dispositions, and employ a systematic process and format to help schools and districts implement their specific, unique Rtl frameworks with mastery and fidelity.
- Wisconsin Rtl Center SLD Intervention Bank Continuum of Supports

One-to-One Tutoring. Provide data-informed, one-to-one tutoring to pupils in one or more classes in one or more participating grades who are struggling with reading or mathematics or both subjects. Tutoring shall be provided during regular school hours by a licensed teacher using an instructional program found to be effective by the What Works Clearinghouse of the Institute of Education Sciences.

- Neighmond, Patti, \& National Public Radio (NPR). (2015, September 8). 1 Tutor 1 Student = Better Math Scores, Less Fear.
- Wisconsin Association for Supervision and Curriculum Development (ASCD)
- Wisconsin Mathematics Council, Inc.
- Wisconsin State Reading Association (WSRA)
- Your Regional Cooperative Educational Service Agency (CESA)


## Resources for AGR Reporting Requirements

DPI Reporting. Deadlines and reports due to the Wisconsin Department of Public Instruction are available on the SAGE and AGR Forms, Applications, and Guidance page.
Fall:

- A description of the AGR strategies the school board intends to implement in each grade
- Class size reports for aid allocation calculations

Spring:

- A description of the AGR strategies the school board did implement in each grade
- End-of-year report
- Financial details report


## Achievement Gap Reduction (AGR) Five-Year Achievement Gap Reduction Contract Application

- Example AGR Contract - Actual application is sent by DPI
- AGR Performance Objectives and School Board Reporting Template
- Schools can use this form to develop and maintain performance objectives and report success in attaining these goals to the school board.

Goals. AGR schools develop and update performance objectives for the academic achievement of the pupils enrolled in grades K-3 and the formative and summative assessments that will be used to evaluate success in attaining those objectives. The objectives identify specific, measurable, and achievable performance objectives, including reducing the achievement gap in reading and mathematics in each grade K-3.

- Wisconsin Department of Public Instruction Educator Effectiveness Student/School Learning Objectives Guidebook
- AGR Performance Objectives and School Board Reporting Template

School board review. Each AGR school must present information regarding the school's implementation of the AGR strategy/strategies selected, its performance objectives ("Goals" above), and its success in attaining the objectives to the school board at the end of every semester of the contract.

- AGR Performance Objectives and School Board Reporting Template


## VOLUNTARY RETIREMENT

The Board may provide, at its sole discretion, a post-retirement benefit for eligible support staff, and reserves the right to modify or terminate this benefit at any time.

Support staff must meet all of the following requirements in order to access the early retirement benefit:

- Must have been employed the equivalent of fifteen (15) years of full-time employment as a support staff in the School District of Altoona;
- Must submit a written, voluntary letter of retirement to the Superintendent no later than March 1 of the school year at the end of which the support staff will retire;
- Must achieve at least the minimum age of fifty-seven (57) on or before July 1 of the year of retirement.

SECTION 1 - Fifteen (15) or more years of service as of June 30, 2016

- Employees who retire, and had fifteen (15) years of service in the District prior to June 30, 2016, shall receive $\$ 250$ per month into a qualified health reimbursement account (HRA) in the employee's name for five years or until the employee is eligible for Medicare, whichever comes first.
- Employees who retire, and had twenty five (25) years of service in the District prior to June 30, 2016, shall receive $\$ 500$ per month into a qualified health reimbursement account (HRA) in the employee's name for five years or until the employee is eligible for Medicare, whichever comes first.
- These payments will be pro-rated on a 2,080 (12 month, full-time) annual hour basis.

SECTION 2 - Less than fifteen (15) years of service as of June 30, 2016

- Eligible retirees shall be paid twenty-five percent (25\%) of the accumulated sick leave at the wage rate in effect at the time of retirement. This payment is not to exceed a maximum of \$2,500.


## Tax-Sheltered Annuity (TSA)/403(b) Retirement Plan

The District will maintain a TSA program without regard to the employee's current or former employee's contribution amounts. Employees shall have the opportunity to participate in the District's Internal Revenue Service's (IRS) Code 403(b) Savings Program and invest his or her money through salary deferral in annuities and other qualifying IRS Code 403(b) investment vehicles. Employees will be permitted to have their contribution remitted via payroll deduction to an Investment Vehicle offered by a vendor listed as a District-approved vendor, as required by the IRS Code and as directed by the District’s plan document.

## Wisconsin Deferred Compensation (WDC)/457(b) Retirement Plan

The District will make available and employees shall have the opportunity to participate in Wisconsin Deferred Compensation (WDC) program described in the IRS code section 457(b). Deferred compensation programs allow eligible employees to save and invest before-tax and after-tax (Roth) dollars for retirement. Employees will be permitted to have their contribution remitted via payroll deduction to WDC.

## Section 125/Flexible Spending Account

The District will provide an Internal Revenue Service authorized cafeteria plan/flexible spending account (FSA) under applicable sections of the Internal Revenue Code (§ 105, § 106, § 125 and § 129) to permit employees to reduce their salary and contribute to an FSA to cover the following expenses:
a. Payment of insurance premium amounts (IRC § 106);
b. Permitted medical expenses not covered by the insurance plan (IRC § 105)
c. Dependent care costs (IRC § 129) subject to the limitations set forth in the Internal Revenue Service Code.

Payments and the designation of amounts to be contributed to the employee's account will be subject to the procedures, rules and regulations of the plan's administrating agency. The provision of this plan shall be contingent upon the continuance of this benefit under the applicable Internal Revenue Code Sections (§ 105, § 106, § 125 and § 129).

VOLUNTARY RETIREMENT CURRENT LANGUAGE - SUPPORT STAFF HANDBOOK

The Board may provide, at its sole discretion, a post-retirement benefit for eligible support staff, and reserves the right to modify or terminate this benefit at any time.

Support staff must meet all of the following requirements in order to access the early retirement benefit:
a. Must have been employed the equivalent of fifteen (15) years of full-time employment as a support staff in the School District of Altoona;
b. Must submit a written, voluntary letter of retirement to the Superintendent no later than March 1 of the school year at the end of which the support staff will retire;
c. Must achieve at least the minimum age of fifty-seven (57) on or before July 1 of the year of retirement.
d. Eligible retirees shall be paid twenty-five percent (25\%) of the accumulated sick leave at the wage rate in effect at the time of retirement. This payment is not to exceed a maximum of \$2,500.

This section will be rewritten for other support staff when appropriate.

## TIME OFF AND LEAVES

## PAID LEAVE DAYS

Each support staff will have access to his or her paid leave balances through the Employee Portal. Paid leave may be taken in quarter-day increments. The responsibility for applying for and claiming leave rests with the support staff. In all cases of absence, it is the responsibility of the support staff to contact his/her principal/supervisor in a timely manner.

## Paid Leave Bank (Sick, Bereavement, Emergency)

## Sick Leave

Effective July 1, 2013 part-time support staff working less than 1,235 hours will not receive additional sick time. Employees hired before this date will keep their current accumulation only.

Yearly sick leave credit of ten (10) days shall be granted to the full-time support staff (pro-rated accordingly for part-time employees who work more than 1,235 hours) on the first day the support staff reports to work for the contract year. Sick leave will accumulate to a maximum of one hundred (100) days.

Support staff beginning work after the first day of the contract year shall receive a pro-rated amount of sick leave. Support staff who leave the District's employment prior to the completion of his/her contract year shall have a pro-rated amount of sick leave removed from his/her account; if the support staff has exceeded his/her account total, then the amount exceeded shall be deducted from the final amount of salary due to the support staff.

Sick leave shall cover necessary absences from duty because of personal illness, bodily injury, hospitalization or surgery. Sick leave may be used to care for a member of the immediate family. Immediate family shall be father, mother, brother, sister, spouse, domestic partner, child, father-in-law, mother-in-law, sister-in-law, brother-in-law, grandparent and grandchildren.

It is expected that whenever possible medical or dental appointments for the employee or family member be scheduled outside of regularly scheduled work hours. When appointments cannot be scheduled outside of the regularly scheduled work hours, support staff are expected to return to work after the appointment if the time frame permits them to do so. When support staff intends to be absent for a medical/dental appointment or other non-school business for less than a quarter of a day, the support staff may avoid use of sick leave if the support staff makes arrangements with a colleague for coverage and notifies the principal/supervisor of the arrangements in advance of the absence; if the principal/supervisor, school office, or sub caller is used to provide a substitute, then the support staff will be charged with a half-day of sick leave if the absence is limited to either before lunch or after lunch, and a full-day of sick leave if the absence includes time both before and after lunch.

SCHOOL DISTRICT OF ALTOONA ENROLLMENT DATA FOR 2015/16

2014/15 September and June Totals:

|  | K4 | K | K. 5 | Gr 1 | Gr 2 | Gr 3 | Gr 4 | Gr 5 | Gr 6 | Gr 7 | Gr 8 | Gr 9 | Gr 10 | Gr 11 | Gr 12 | otals |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 19-Sep-2014 | 86 | 118 | 1 | 137 | 128 | 108 | 127 | 116 | 105 | 100 | 110 | 104 | 119 | 110 | 92 | 1561 |
| 2-J un-2015 | 85 | 123 | 1 | 135 | 121 | 109 | 130 | 116 | 109 | 101 | 109 | 101 | 114 | 109 | 88 | 1551 |

## 2015/16 Monthly District Totals:

|  | K4 | K | K.5 | Gr 1 | Gr 2 | Gr 3 | Gr 4 | Gr 5 | Gr 6 | Gr 7 | Gr 8 | Gr 9 | Gr 10 | Gr 11 | Gr 12 | Totals |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 31-Aug-2015 | 102 | 112 | 0 | 129 | 136 | 118 | 106 | 143 | 121 | 104 | 99 | 110 | 106 | 113 | 106 | 1605 |
| 18-Sep-2015 | 99 | 112 | 0 | 128 | 137 | 117 | 106 | 140 | 121 | 104 | 98 | 107 | 106 | 112 | 103 | 1590 |
| 16-Oct-2015 | 99 | 113 | 0 | 128 | 136 | 119 | 106 | 143 | 122 | 104 | 98 | 108 | 106 | 113 | 103 | 1598 |
| 11-Nov-2015 | 97 | 112 | 0 | 128 | 137 | 116 | 107 | 142 | 122 | 101 | 95 | 109 | 106 | 111 | 103 | 1586 |
| 8-Dec-2015 | 97 | 112 | 0 | 127 | 136 | 116 | 105 | 141 | 121 | 100 | 94 | 108 | 105 | 110 | 103 | 1575 |
| 8-J an-2016 | 97 | 113 | 0 | 127 | 135 | 118 | 106 | 138 | 121 | 101 | 93 | 108 | 105 | 109 | 102 | 1573 |
| 8-Feb-2016 | 97 | 112 | 0 | 127 | 135 | 117 | 105 | 141 | 121 | 100 | 94 | 108 | 105 | 110 | 103 | 1575 |
| 21-Mar-2016 | 98 | 114 | 0 | 128 | 135 | 119 | 108 | 140 | 120 | 102 | 94 | 108 | 105 | 109 | 102 | 1582 |
| Apr |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| May |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *K-12 = on campus only Average Enrollment: |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 1583 |

School Totals This Month:


$$
\text { * } 8 / 31 \text { report preliminary; }
$$

## VOLUNTARY RETIREMENT

The Board may provide, at its sole discretion, a post-retirement benefit for eligible support staff, and reserves the right to modify or terminate this benefit at any time.

Support staff must meet all of the following requirements in order to access the early retirement benefit:

- Must have been employed the equivalent of fifteen (15) years of full-time employment as a support staff in the School District of Altoona;
- Must submit a written, voluntary letter of retirement to the Superintendent no later than March 1 of the school year at the end of which the support staff will retire;
- Must achieve at least the minimum age of fifty-seven (57) on or before July 1 of the year of retirement.

SECTION 1 - Fifteen (15) or more years of service as of June 30, 2016

- Employees who retire, and had fifteen (15) years of service in the District prior to June 30, 2016, shall receive $\$ 250$ per month into a qualified health reimbursement account (HRA) in the employee's name for five years or until the employee is eligible for Medicare, whichever comes first.
- Employees who retire, and had twenty five (25) years of service in the District prior to June 30, 2016, shall receive $\$ 500$ per month into a qualified health reimbursement account (HRA) in the employee's name for five years or until the employee is eligible for Medicare, whichever comes first.
- These payments will be pro-rated on a 2,080 (12 month, full-time) annual hour basis.

SECTION 2 - Less than fifteen (15) years of service as of June 30, 2016

- Eligible retirees shall be paid twenty-five percent (25\%) of the accumulated sick leave at the wage rate in effect at the time of retirement. This payment is not to exceed a maximum of \$2,500.

The School Board awardsdiplomasto recognize those students who have met Districtestablished requirements for high school graduation as set forth in this policy. The District Administrator and High School Principal(s) shall be responsible for the general supervision and management of the graduation of students under this policy. The District's general student nondiscrimination policy applies in all respects to the methods, practices, and materials used for determining the graduation status of students.

## A. Attendance/ Partic ipation Requirements

One requirement of high school graduation is that the high school student, throughout his/her enrollment in the District, must have been enrolled in a class or participated in an activity approved by the Board, orenrolled in an approved altemative education program. The only exceptions to this enrollment and partic ipation requirement are those authorized under state law and approved by the District for the individual student.

A student who has attended a high school program (or an equivalent educational program) for the equivalent of four regular school terms (i.e., the equivalent of completing grades 9 through 12) and who has satisfied all other requirements to receive a regularhigh school diploma does not have the option to unilaterally choose to defer his/her high school graduation date and continue to attend high school.

The District also requires a meaningful period of enrollment in the District and attendance in a District school or program in order to eam a District high school diploma. The minimum period of attendance shall generally include the full semester immediately preceding the student's graduation, during which period the student eamed high school credit. An exception to this minimum period may be granted by the District Administrator in extra ordinary circ umstances where the District Administrator determines that (1) the reason the student did not meet the requirement was reasonably beyond the control of the student and, if under the age of 18, the student's parent or guardian; and (2) instructional staff are able to make a suffic ient assessment of the student's academic performance.

## B. Course Credit Requirements

The District has esta blished standard credit requirements for high school graduation. All required credits must be eamed by completing the course with a minimum passing grade while the student is enrolled in the high school grades, except that the District offers qualifying students who are in $7^{\text {th }}$ or $8^{\text {th }}$ grade additional
opportunities to take certa in courses for credit toward high school graduation to the extent further specified in established procedures accompa nying this policy.

Standard Credit Requirements for Students Granted a Diploma Beginning in the 2016-17 School Year:

- English/Writing Composition
(English 9, English 10, English electives)
- Social Studies
(U.S. History, Social Stud ies electives, Americ an Civics)
- Math
- Science
- Physical Education
- Health Education
- Computer Literacy or Beginning Computer Programming
- Personal Finance
- Additional Approved Elective Credits Required for Graduation (no specific subject area)

4 credits
3 credits
3 credits
3 credits
1.5 credits
.5 credit
.5 credit
.5 credit

8 credits

The minimum passing grade required for the awarding of credit for each course constitutes a recommendation of instructional staff with regard to the student's academic performance and eligibility for graduation.

Credit for a course of study that a student suc cessfully completes outside of the District may be granted credit toward high school graduation as a transfer credit. The administration shall apply established procedures to the granting of all tra nsfer c redits that a student seeks to apply toward his/her high school graduation requirements.

Certa in c ourses may satisfy one of the state-mandated c redit requirements under an equiva lency standard. Where the District approves and offers a course under a credit equivalency standard, a student may be eligible to take the course to satisfy a state-mandated credit requirement. It is the responsibility of the student to verify that he/she will be eligible to receive the specified equivalency credit toward a state-mandated credit requirement.

With District approval and if the student satisfies all requirements as set forth in a related policy, a student who has participated in a District-approved organized physical activity may substitute an additional one-half credit course offered by the District in a subject area that may or may not be required for graduation in lieu of one-half credit of the 1.5 required credits in physical education.

## C. Civics Test Requirement

Beginning in the 2016-17 school year, in order to be eligible for a District high school diploma, a student must have taken and suc cessfully completed the state-required civics test while enrolled in the high school grades in the District or, as determined by the administration, in another qualifying school or program. For students with disabilities who have an individua lized educ ation program (IEP), this requirement shall be modified or waived to the extent provided by the student's IEP and/or by applicable law.

## D. Altemative Education Programs and other Accommodations for Students with Exceptional Educational Interests, Needs or Requirements

Any high school student who has satisfied each of the graduation requirements defined above shall be awarded a diploma signifying his/her graduation from high school. In addition, the District provides other routes to high school graduation, including the following:

1. A student with a disability who has not otherwise satisfied the District's high school graduation requirements shall eam his/her high school diploma if the student meets the requirements established through the student's IEP, including goals and objectives that the IEP team has determined represent a demonstration of academic proficiency that is at least equivalent to the proficiency the student would have attained if the student had satisfied the applicable minimum credit accumulation requirements defined in state law.
2. The District provides one or more Board-approved altemative education programs for high school students that provide an opportunity for the student to become eligible for high school graduation. In order to receive a District-issued high school diploma through an altemative education program, the District Administrator, High School Principal or designated program administrator must determine, in consultation with instructors who are familiar with the student's work and progress, that the student has successfully completed the program and demonstrated a level of profic iency in the subjects for which credit is required under the state's minimum graduation requirements that is equivalent to the proficiency the student would have attained if he/she had satisfied the applicable minimum credit requirements defined in state law.
3. For students with exceptional needs, interests or requirements not otherwise addressed in this section, the District may also approve, on an individualized basis, a curiculum or program modification for a high school student that provides an opportunity for the student to become eligible for high school graduation.
4. In the event that a qualified veteran, as determined under state law, requests the Board to award a high school diploma, the request shall be filed with the District Administrator and brought to the Board for review and approval.

## Legal References:

Wisc onsin Statutes
Section 115.28(7)(e)1 [altemative education program definition]
Section 115.915
Section 118.13
Section 118.15
Section 118.35
Section 118.52
Section 118.55
Section 118.153
Section 118.33(1)
Section 118.33(1)(f)1
[accommodations for school-age parents]
[student nondiscrimination]
[compulsory attendance; programs for at-risk students and
program/curic ular modific ations]
[gifted and talented students]
[course options]
[youth options program]
[children at risk of not graduating from high school]
[high sc hool graduation standards, including requirements and local options]
[required periodic review and revision of graduation requirement policy]
Section 118.33(1m)(a) [high school graduation; civics test requirement]
Section 120.12(17)

Section 120.13(37) [awarding high school diplomas to veterans]
Section 121.02(1)(p) [school district standards; graduation standards]
Chapter 115, SubchapterV [children with disabilities]
Wisconsin Administrative Code
PI 18 [high school graduation standards]
PI 25 [children at risk plans and programs]
Pl 40 [youth options program; includes requirements for awarding high school credit for courses taken under the program]

## Cross References:

345.64 Physical Education Credit Option

## Adoption Date: 05/04/87

Amended: 06/17/13

## Alternative Education Program Proposal and Overview 04/04/2016

With approval of this proposal, the Altoona Alternative Learning Center would open for the 2016/17 school year, providing an alternative pathway to graduation at the Altoona High School. The program would be housed in the current District Office, located at 809 7th Street West.

## 1. Purpose and Benefits

a. Philosophy statement from program handbook: "Alternative Education is a student-centered option that supports and embraces the diverse needs of students by providing an alternative method of delivering instruction and monitoring academic success. Rigorous curricula, intervention programs, extended learning opportunities and safe environments are characteristics of Alternative Education programs."
b. The purpose of developing an alternative education program as an extension of our high school was for the following reasons:
i. Intervene early and keep small problems from becoming big problems

1. For example, a number of students struggle early in their high school coursework, and assume McKinley is their only option when they turn 17.
2. Keep students engaged in their learning and connected to the school and local community.
ii. Allow students to continue to have access to curriculum and resources within the district
3. A student in the program may continue to take courses in the high school building based on their interests, strengths, and postsecondary goals.
4. Students would have greater access to school-based mental health services that will be available in the high school.
iii. Provide flexible and adaptive instruction for students
5. Develop a program that utilizes integrated curriculum and learning opportunities, combined with online and self-directed learning.
6. Students take the leadership in developing their learning path, goals, and outcomes.
7. Flexibility is provided to adapt to students' individual learning needs.
iv. Provide multiple pathways to high school graduation while maintaining rigorous expectations
8. Local program can be linked to our district goals and learning targets.
9. Will continue to assess student learning and progress using district-wide assessments.
10. Allows students flexibility in obtaining an Altoona High School diploma and opening up doors for post-secondary goals.

## 2. Costs

a. Construction
i. Addition of a second bathroom required: \$2,500-\$3,000
b. Staffing
i. Up to \$20,000-\$25,000 for two part-time paraprofessionals

1. Potentially less depending on restructuring of existing paraprofessional staff.
ii. Alternative Education Coordinator will be shifted from current high school special education staff
c. Materials/Supplies
i. Budget estimate of $\$ 5000$ for materials, curriculum, professional development, and transition activities
2. This will come through existing curriculum budget, special education flow through funds, and high school budgets

## 3. Potential Savings or Revenue

a. Potential decrease in outside agency enrollment
i. About $\$ 12,500$ will be saved if five less students attend the competency program at McKinley in the future.
ii. Decrease likelihood of students enrolled in McKinley credit component would save $\$ 18,000$ per student.
iii. Potentially save $\$ 2000$ per year if one student chooses alternative education over CVTC HSED.
b. Potential increase in billable services through school-based services
c. Potential increase in open enrollment
i. Open enrollment into the high school and accepted into the program would increase revenue by $\$ 6,900$ to $\$ 12,000$ per student.
d. Potential contract agreements with surrounding districts, depending on program growth and available spaces


[^0]:    Alternative Education Philosophy
     Rigorous curricula, intervention programs, extended learning opportunities and safe environments are characteristics of Alternative Education programs.

