

Western School Corporation  
Russiaville, IN 46979  
November 17, 2009

Minutes of the regular meeting of the Western Board of School Trustees held on Tuesday, November 17, 2009 at 6:00 p.m.

Members Present: Mike Koloszar, Linda Singer, Jeff Davidson, Jon Marley, J. Conrad Maugans, Don Wells, and Harry Kenworthy

Members Absent: None

Others Present: Abby Rodgers, Taffy Cooke, Randy McCracken, Peter O'Rourke, Dick Taylor, Pam Carter, Pat Grzesiak, and Rick Davis

Mrs. Singer opened the meeting with prayer and Mr. Kenworthy led the Pledge of Allegiance.

**Item #1 – Opening of the Meeting**

Mr. Kenworthy called the meeting to order at 6:00 p.m.

**Item #2 – Approval of the Agenda**

Dr. O'Rourke requested that the following be added:

- a. Additional professional improvement requests
- b. Additional panther pride item
- c. Agenda item #13A: Champions for Strategic Plan Goals

Mr. Koloszar made a motion to approve the agenda as amended by Dr. O'Rourke.

Mr. Marley seconded the motion which passed 7-0.

**Item #3 – Approval of the Minutes**

Mr. Maugans made a motion to approve the minutes of the October 20, 2009 regular meeting. Mr. Marley seconded the motion which passed 7-0.

**Item #4 – Opportunity for Public Comment**

There were no comments from the public.

### **Item #5 – Panther Pride**

Dr. O'Rourke commended the following to the Board:

- a. Letter from the Kokomo Rescue Mission thanking Western students for collecting over 7500 items of food for the Mission's outreach to the poor.
- b. Letter from Robyn Braden recognizing student Jake Askren for his kind interactions with her son Hunter.
- c. Western High School for achieving a 95.51% graduation rate for 2009.
- d. Western Middle School for its successful "We Care" tree auction project.

### **Item #6 – Reports**

- a. **Director of Finance:** Mrs. Carter reported the following:
  1. The checking account balance as of 10/31/2009 was \$3,507,102.85.
  2. The vendor claims submitted for approval totaled \$922,211.81.
  3. The payroll claims submitted for approval totaled \$949,738.42.

WESTERN SCHOOL CORPORATION  
 TREASURER'S REPORT  
 BOARD MEETING 11/17/09

Bank Balance

CB - Checking Account Balance 10/01/09	\$3,058,653.71
Non-Revenue Receipts	282,134.62
MTD Revenue	2,412,674.30
Disbursements from Clearing Accounts	303,554.55
MTD Disbursements	<u>1,942,805.23</u>
Checking Account Balance 10/31/09	\$3,507,102.85
 Total Depository Balance 10/31/09	 \$3,507,102.85

Vendor Claims Submitted For Approval

#56184 – 56207 of 10/21/09 –10/31/09	\$429,156.33
#56208 - 56383 of 11/01/09 –11/17/09	<u>\$493,055.48</u>
TOTAL:	\$922,211.81

Payroll Claims Submitted for Approval

#7 of 10/09/09	\$480,487.22
#8 of 10/23/09	<u>\$469,251.20</u>
TOTAL:	\$949,738.42

\*\*\*\*\*  
 Interest on Checking 01/01/09 to 10/31/09 \$31,165.52

pc

Mr. Wells made a motion to approve the Treasurer's report and claim docket.  
 Mr. Davidson seconded the motion which passed 7-0.

- b. **Director of Transportation:** In addition to her enclosed previously submitted written report, Mrs. Cooke updated the Board on the status of the H1N1 clinic. She also provided sample data sheets from the upcoming bus routing software project.

#### **November 2009 School Board Meeting**

##### **Safety**

I attended the School Safety Academy's two-day annual conference on October 26th and 27th. As always, the presentations and break-out sessions were excellent. It is also a great opportunity to network with other schools and I always come back armed with new ideas and goals.

We had our School Safety Committee on Wednesday, November 4<sup>th</sup>. Attached you will find a copy of a brief summation that I sent out to the committee after our meeting –

##### **Transportation**

October was a busy month in our office – our drivers drove 5500 extracurricular miles and over 500 hours. When you add this to more than 1300 miles a day for regular routes, we drove just over 32,000 miles in October.

We have three buses that will have the 24/7 video system installed next week –All of our regular route buses will now be equipped with the four camera system. We have come a long way since the VCR days and having cameras on buses has been invaluable.

We are also very excited that we have purchased bus routing software. I have visited several schools and have looked at three other systems, but we have decided that VersaTrans is the most user friendly and will best suit our needs. Our goal is to have it fully implemented by next fall. It will require quite a commitment of time in order to fully utilize the program, but the investment will be worth it once the implantation is complete. They will provide five days of training (2 on-line and 3 on-site).

- c. **Director of Maintenance:** Mr. Grzesiak went over his previously submitted report.

*Western School Corporation*

2600 S. 600 W.  
Russiaville, IN 46979.

## Status Report from Pat Grzesiak

*For the month of November 2009*

### **Building Projects**

- ❖ I am now done with putting some flood lights on the canopy at the main entrance of the Main Office entryway.
- ❖ We have started the Central Water Plant project. The building foundation is in and floors are poured and the underground pipe has started being installed from the plant moving toward the schools. The main trenching will begin this week between the new addition of the high school and the f-wing. I hope to have all that done in a week to hold down the disruption of parking and noise. The main electric from 600 to the plant is now in and the transformer has been set. The masons will begin the last week of this month or the first week of December. So far everything has gone well and under budget.
- ❖ I have the permits from the county and drainage board. I have spoke to the residents involved in getting an easement across their property for a tile which will drain the parking lot as well as help them in the future. The school attorney has got me the documents and I have them signed and returned to the county assessor's office for recording.
- ❖ We have winterized all sports fields and reseeded the football, baseball, soccer, and softball fields. We also aerated them this year. Thanks to Sunbelt Rentals for the free use of the aerator.

As always if you have any question please call me or stop in and ask me anytime.

**Pat Grzesiak**

Pat Grzesiak – Director of Maintenance

- d. **Director of Technology:** In addition to his previously submitted written report, Mr. Taylor provided information on the emerging Learning Connection website and opined that some of the free textbook purchase add ons are not necessarily useful.

## Technology Director Report

November 11, 2009

### **Network Administrator Position**

I have spent considerable time interviewing for the Network Admin position. A recommendation is included in your board packet.

### **HECC Conference**

I will be attending the Hoosier Educational Computer Coordinators conference on November 12<sup>th</sup> and 13<sup>th</sup>.

### **Technology Committee**

The Technology Committee met on Monday, November 2<sup>nd</sup>. Agenda items included:

- Audrey Dailey gave a presentation on the ICE Conference she attended on October 9<sup>th</sup> and was particularly impressed with a session on using Google sites for teacher web pages and the opportunity to hear keynote speaker Ron Clark.
- It was determined that we would encourage teachers to use Google sites for teacher web pages and Lead Teachers would assist with some professional development opportunities to those that are interested.
- Some suggested changes in the student and staff acceptable use policies from Neola were distributed and the committee was informed that some additional new policies related to technology would be forthcoming at our next meeting.

### **Other Information**

- Training for our new credit recovery software, Odysseyware, occurred on October 28<sup>th</sup>. It is my understanding that this will be in place by the start of the second semester.
- We have survived the flurry of state reports that were due in October/early November. Our Special Ed report based upon December 1 data will be extremely important as funding for special education will shift to this report in place of the Coda report this year. We will also be working with building offices in preparation for new Remediation report which will begin in January.
- Six new computers for the non-diploma track have been configured and placed in service. An additional eleven computers for middle school resource rooms will be installed within the next week. All of these computers have a new assistive technology program entitled Read Outloud installed. Training for this new program is scheduled for the first week in December.
- We have been spending considerable time installing and configuring some new technologies provided by textbook publishers. Unfortunately, we have had to make some modifications to make some of the “free” technology work.

Dick Taylor, Technology Director

**e. Assistant Superintendent: Mr. McCracken submitted the following report:**

1. Summer School Reimbursement - \$50,013.46
2. Curriculum Mapper Training – November 19, 2009
  - Lead Teachers will be trained on Diary Mapping and the Refinement Process.
3. Read:Outloud Program from the State.
  - Read:OutLoud provides access to a variety of digital alternate formats of standard print instructional materials. This statewide initiative is intended to assist LEAs in supporting the individual reading accommodations needed for students, including “take-home” rights for students and use at home.
  - A group of teachers will be trained on the use of the software on December 3.
4. 2009 Mathematics Standards and Textbook Adoption
  - No official adoption list yet. Postponed till December.
5. Current Projects
  - Curriculum Mapping
  - Alternative Education Program Planning
  - Response to Intervention
  - High Ability Program Review
  - Mathematics Textbook Adoption

**f. Superintendent: Dr. O’Rourke submitted the following report:**

**1. Mobility Report**

	<u>Within the County</u>	<u>Out of City/In State</u>	<u>Out of State</u>	<u>Totals</u>
Primary:	30 (2)	9	2	41 (3)
Intermediate:	18 (4)	1	6	25
Middle School:	29 (15)	9	14	52
High School:	34 (1)	10	13	57
Totals: (6)	94	29	35	

Notes:

- (1) Of these, 15 went to Kokomo H.S.; 6 to Home School; 5 to Taylor H.S.; 2 to NWHS; 1 to Eastern; 3 to Victory Christian Academy; 1 to the Boys School; 1 Expulsion; 2 to Guerin; 1 Unknown
- (2) Of These, 13 went to Kokomo; 3 to Northwestern; 4 to Eastern; 7 to Taylor; 3 to Private Schools
- (3) Also, the actual movement total for the Primary School is 51 since we are not aware of where 10 students went

- (4) Of these, 4 went to Acacia, a new private school in Howard County
- (5) Of these, 16 went to Kokomo
- (6) Compared to last year; transfers within county was 82; transfers out of county was 81, out of state was 33

**2. 2010-2011 Calendar Committee**

- a) Mike Koloszar had been the Board representative?
- b) My thought is to use the student messenger to solicit corporate wide input on start/end dates, breaks, etc.

**3. Executive Session for New Personnel**

**4. Growth Model For Measuring Achievement**

The State Board, school corporations and other stakeholders have expressed strong interest in growth models. This is a developing initiative, going public in early December; seems like a step in the right direction.

**5. Banking**

Central Bank (Western's bank) has been purchased by First Farmers Bank and Trust. Effective December 5, 2009 we will be doing business with First Farmers. Pam is on top of this and everything seems to be transitioning smoothly.

**6. "Catching Up or Leading the Way"**

Recall that at the ISBA conference in the fall, the author Yong Zhao gave a very interesting and thought provoking presentation. I purchased a copy of his book for you as a reflective tool as we all ponder the state of education in Indiana.

**7. Phone Conference – Tony Bennett – November 5, 2009**

- a) Per meeting with Daniels on November 3, 2009, Bennett indicated that he was told that October State revenues were down significantly.
- b) For first four months of the fiscal year, revenue \$310 million less than forecasted.
- c) K-12 education is on the table, so cuts are possible; no decision yet on amounts.
- d) Worst of State's financial woes are still ahead of us.
- e) Encouraged holding major expenditures at this time and that school corporation wait for collective bargaining decisions until the State's fiscal impact is resolved.

I hope that there are NO redirections in 2009.

**8. Attached to my report is a letter provided for information and reflection.**

**Item #7 – Goals for Expenditure Categories**

Mr. Davidson made a motion to approve the goals for each category of expenditures set forth in IC 20-4.25-3-4 as submitted and enclosed herein by Dr. O'Rourke and Mrs. Carter. Mr. Marley seconded the motion which passed 7-0.



ACTUAL EXPENDITURES BY CATEGORY

CATEGORIES:	ACADEMIC ACHIEVEMENT	INST. SUPPORT	OVERHEAD & OPERATIONAL	NON OPERATIONAL	TOTALS	LAST YEARS			CURRENT PROJ. INCREASE
						STATE INST. %	WESTERN INST. %	PROJ. INC	
<b>GENERAL FUND</b>									
calendar 2006	\$7,421,570.00	\$601,899.00	\$1,836,285.00	\$2,000,000.00	\$11,859,754.00	84.8	82.9		
calendar 2007	\$8,098,485.00	\$699,627.00	\$1,752,379.00	\$0.00	\$10,550,491.00			1.00%	1.00%
calendar 2008	\$10,368,023.00	\$1,083,756.00	\$2,433,882.00	\$41,867.00	\$13,927,528.00			1.00%	1.00%
<b>CAPITAL PROJECTS</b>									
calendar 2006	\$0.00	\$320,079.00	\$617,731.00	\$894,846.00	\$1,832,656.00	11.5	16.1	0.50%	
calendar 2007	\$0.00	\$372,851.00	\$755,516.00	\$912,704.00	\$2,041,071.00			YES	0.50%
calendar 2008	\$0.00	\$424,031.00	\$759,505.00	\$1,132,795.00	\$2,316,331.00			YES	0.50%
<b>DEBT SERVICE</b>									
calendar 2006	\$0.00	\$0.00	\$0.00	\$1,623,581.00	\$1,623,581.00	0.08	0%	0.05%	
calendar 2007	\$0.00	\$0.00	\$0.00	\$1,804,548.00	\$1,804,548.00				0.50%
calendar 2008	\$0.00	\$0.00	\$0.00	\$2,835,876.00	\$2,835,876.00				0.50%
<b>TRANSPORTATION OP</b>									
calendar 2006	\$0.00	\$0.00	\$735,470.00	\$0.00	\$735,470.00	0.22	0%	0.05%	
calendar 2007	\$0.00	\$0.00	\$994,659.00	\$0.00	\$994,659.00				0.50%
calendar 2008	\$0.00	\$0.00	\$840,650.00	\$0.00	\$840,650.00				0.50%
<b>BUS REPLACEMENT</b>									
calendar 2006	\$0.00	\$0.00	\$271,604.00	\$0.00	\$271,604.00	0.18	0%	0.05%	
calendar 2007	\$0.00	\$0.00	\$375,238.00	\$0.00	\$375,238.00				0.50%
calendar 2008	\$0.00	\$0.00	\$271,543.00	\$0.00	\$271,543.00				0.50%
<b>RET/SEVERANCE</b>									
calendar 2006	\$0.00	\$0.00	\$0.00	\$441,453.00	\$441,453.00	0.51	0%	0.50%	
calendar 2007	\$0.00	\$0.00	\$0.00	\$281,437.00	\$281,437.00				0.50%
calendar 2008	\$0.00	\$0.00	\$0.00	\$276,149.00	\$276,149.00				0.50%
<b>SPECIAL EDUCATION</b>									
calendar 2006	\$41,631.00	\$0.00	\$0.00	\$0.00	\$41,631.00				0.50%
calendar 2007	\$47,636.00	\$0.00	\$0.00	\$0.00	\$47,636.00				0.50%
calendar 2008	\$75,343.00	\$0.00	\$190.00	\$0.00	\$75,533.00				0.50%

### **Item #8 – Report on WHS From the Quality Assurance Review Team**

Mr. Davis summarized the commendations and recommendations contained in the Quality Assurance Review Report. Mr. Davis said that the high school received full accreditation from the AdvancED – formerly NCA – organization. The Board congratulated the high school for an outstanding job.

### **Item #9 – Compensation to Salaries**

Mr. Maugans moved that the Board approve the adjustment to employee's earnings provided by a stipend in the amounts indicated by Dr. O'Rourke in the enclosed document. Mr. Marley seconded the motion which passed 7-0.

SCHOOL BOARD  
HARRY L. KENWORTHY - PRESIDENT  
MICHAEL J. KOLOSZAR - VICE PRESIDENT  
DONALD L. WELLS - SECRETARY  
J. CONRAD MAUGANS - MEMBER  
LINDA S. SINGER - MEMBER  
JEFFREY A. DAVIDSON - MEMBER  
JON A. MARLEY - MEMBER



PETER W. O'ROURKE - SUPERINTENDENT  
RANDY McCracken - ASSISTANT SUPERINTENDENT  
RICHARD TAYLOR - TECHNOLOGY DIRECTOR  
STEPHANIE COOKE - DIRECTOR OF TRANSPORTATION  
PAM CARTER - DIRECTOR OF FINANCE  
PAT GRZESIAK - DIRECTOR OF MAINTENANCE

Memo to: Western School Board  
From: Dr. Peter O'Rourke  
Re: Compensation to salaries  
Date: October 30, 2009

I would like to make an adjustment to our employees' earnings by providing them with a stipend in November, 2009. The following is my recommendation:

<u>Position</u>	<u>Amount</u>
Administrators and Directors	\$1,000.00
Certified staff	
Full time staff	\$ 800.00
Part time staff	\$ 400.00

Pam is projecting this will affect the general fund approximately \$141,000.00. The rest will come out of food service, transportation and a small amount out of CPF. Last year the total cost was approximately \$200,000.00.

PO:pc

## WESTERN SCHOOL CORPORATION

2600 SOUTH 600 WEST • RUSSIAVILLE, INDIANA 46979-0247 • PHONE 765-883-5576 • FAX (765) 883-7946

### **Item #10 – Permission to Accept Grant**

Mr. Kenworthy made a motion to accept the McDonald's Education Program Grant won by Kay Lazar and Matt Nuss in support of the hands-on thematic unit called "The Amazing Amazon Basin". Mr. Davidson seconded the motion which passed 7-0.

### **Item #11 – Overnight Field Trip Request**

Mr. Davidson made a motion to approve a request from Audrey Daily and Melissa Pruet to allow the high school student council to attend their state convention. Mr. Wells seconded the motion which passed 7-0.

### **Item #12 – Personnel**

Mr. Maugans made a motion to approve the following personnel items:

1. Retirement: Carol Cole, Speech Pathologist, effective at the end of the 2009-2010 contract year.
2. Recommendations:
  1. Kalyn Smith, Tier III/Intensive Remediation Aide, Primary School, increase length of day from 6 ½ hours to 7 hours.
  2. Kristy Kanable, temporary tutoring position, pay FICA and TRF not to exceed \$2,694.56; paid hourly rate based on 6 hour day.
  3. William Maki, Network Administrator, effective December 1, 2009.
  4. Daniel Hinkle, Middle School Wrestling
  5. Winter Coaches:

**Middle School Wrestling**

Dan Hinkle – Head Coach – paid

Richard Shepherd – Assistant Coach – paid

Matthew Sanders – Volunteer

Gerrid Tishner – Volunteer

Donald Shepherd – Volunteer

David Shepherd – Volunteer

**Gymnastics**

Lindsay Adams – Volunteer

**6<sup>th</sup> Grade Boys Basketball**

Erik May – Volunteer

**5<sup>th</sup> Grade Boys Basketball**

Michael Taylor – Volunteer

Mr. Koloszar seconded the motion which passed 7-0.

**Item #13 – Professional Improvement Requests**

Mr. Davidson moved and Mr. Marley seconded that the Board approve all of the following professional improvement requests:

**Professional Improvement Requests**

**November 2009**

**Heather Yentes**-AR Training-Western-December 2, 2009

**Brooke Gibson**-AR Training-Western-December 2, 2009

**Allyson Gordon**-AR Training-Western-December 2, 2009

**Kay Lazar**-AR Training-Western-December 2, 2009

**Kristy Kanable**-AR Training-Western-December 2, 2009

**Beverly Austin**-KASEC Autism Training-Noblesville-October 28, 2009

**Allyson Gordon**-KASEC Autism Training-Noblesville-October 28, 2009

**Steve Arthur**-2010 Textbook Caravan-W. Lafayette-January 27, 2010

**Ann Taylor**-2010 Textbook Caravan-W. Lafayette-January 27, 2010

**Jennifer Colter**-2010 Textbook Caravan-W. Lafayette-January 27, 2010

**Cheryl Cox**-2010 Textbook Caravan-W. Lafayette-January 27, 2010

**Ann Loveless**-2010 Textbook Caravan-W. Lafayette-January 27, 2010

**Becky Schmidt**-2010 Textbook Caravan-W. Lafayette-January 27, 2010

**Denise Muehr**-2010 Textbook Caravan-W. Lafayette-January 27, 2010

**Della Clouse**-AR Training-Western-December 2, 2009

**Carrie Worland**-Interpreting and Developing Assessments in the Area of Reading for LD-Lincoln or Western-November 10, 2009

**Randy McCracken**-Current Issues in Special Education-Indianapolis-November 13, 2009

**Nancy Erb**-LDA Conference of Indiana-Carmel-November 6, 2009

**Carrie Worland**-LDA Conference of Indiana-Carmel-November 6, 2009

**Patricia Hoppes**-Debbie Diller One Day Literacy-Lafayette-December 2, 2009

**Denise Muehr**-Debbie Diller One Day Literacy-Lafayette-December 2, 2009

**Bobbi Hillis**-Debbie Diller One Day Literacy-Lafayette-December 2, 2009

**Laura Brown**-AR Training-Western-December 2, 2009

**Emily Klingler**-Commodity Meeting-Sheridan H.S.-November 12, 2009

**Elizabeth Douglass**-IAG Conference-Indianapolis-December 3-4, 2009

**Karen Swan**-IAG Conference-Indianapolis-December 3-4, 2009

**Christy Unger**-Debbie Diller Literacy Enrichment-December 2, 2009

**Dick Taylor**-STI Informational Forum-Indianapolis-November 17, 2009

**Bev Austin**-Read:Outloud Training-Western-December 3, 2009

**Darcy Bennett**-Read:Outloud Training-Western-December 3, 2009

**Melissa Campbell**-Read:Outloud Training-Western-December 3, 2009

**Nancy Erb**-Read:Outloud Training-Western-December 3, 2009

**Kelly Wells**-Read:Outloud Training-Western-December 3, 2009

**Carrie Worland**-Read:Outloud Training-Western-December 3, 2009

**Angie Heston**-Read:Outloud Training-Western-December 3, 2009

**Nicole Rodman**-Read:Outloud Training-Western-December 3, 2009

The motion passed 7-0.

### **Item #13A – Champions for Strategic Plan Goals**

Mr. Kenworthy presented his recommendations for the Champions for Strategic Plan Goals, contained in the enclosed document.

**At the Oct. '09 WSC Board meeting the following points were discussed, regarding establishing champions for the WSC Strategic Plan Goals:**

- Dr. O'Rourke suggested that a School Board member champion each goal
- Champions would determine data needed
- Champions would determine people from the community that should be involved
- Champions would lead discussions at the next retreat

- The Board suggested a WSC person co-champion each goal

**Attached is a list of the WSC Strategic Plan Goals, which we created Nov 15, 2008:**

There are five Long-Term Goals, which include 24 Short-Term Goals and 80 Strategies.

In the past year some strategies have been completed, some could possibly be combined, some could possibly be deleted, while other just need to be updated.

**Straw man Recommendation:**

- 1) Assign WSC and Board champions
- 2) Champions meet to update documents, determine appropriate data, and team membership (including outside members)
- 3) Hold a Retreat to review recommendations

## **WSC Strategic Plan Goals, Nov 2008**

Construct: Programs/Curriculum/Instruction

WSC Champion:

School Board Champion:

**1) LONG-TERM GOAL: To achieve and maintain 4-STAR rating for all Western schools**

a) Short-Term Goal: To define and implement alternative schooling for students in need

b) Short-Term Goal: Develop and utilize data base of information about Western students.

c) Short-Term Goal: Strengthen instructional strategies to meet needs of all students

d) Short-Term Goal: Develop and utilize effective discipline methods for all students

e) Short-Term Goal: Develop parent and community involvement plan to aid Western students

Construct: Personnel

WSC Champion:

School Board Champion:

**2) LONG-TERM GOAL: To employ and retain highly qualified and well-trained staff members**



- a) Short-Term Goal: Utilize effective recruitment methods
- b) Short-Term Goal: Develop written job descriptions for all positions
- c) Short-Term Goal: Facilitate mentor program for new teachers and support staff
- d) Short-Term Goal: Prepare and implement excellent professional development programs
- e) Short-Term Goal: Improve morale of staff members

*Construct: Technology*

*WSC Champion:*

*School Board Champion:*

**3) LONG-TERM GOAL: To enable appropriate access to and use of student information**

- a) Short-Term Goal: Develop electronic student portfolios that are individual and cumulative
- b) Short-Term Goal: Train personnel in appropriate use of student portfolios
- c) Short-Term Goal: Utilize portfolio information to strengthen student achievement
- d) Short-Term Goal: To develop training modules for STI

*Construct: Community Involvement*

*WSC Champion:*

*School Board Champion:*

**4) LONG-TERM GOAL: Improve and enrich student learning and promote community values**

- a) Short-Term Goal: Establish effective communication with parents and community members
- b) Short-Term Goal: Involve community members in school activities
- c) Short-Term Goal: Strengthen positive communication within school and community
- d) Short-Term Goal: Access and promote community donations from patrons and businesses

*Construct: Affective Domain*

*WSC Champion:*

*School Board Champion:*

**5) LONG-TERM GOAL: To demonstrate respect and honor for self and others**

- a) Short-Term Goal: Determine and define demographics of school district
- b) Short-Term Goal: Provide training for staff

- c) Short-Term Goal: Recognize positive achievements of students and staff
- d) Short-Term Goal: Highlight and applaud diversity of culture groups within schools
- e) Short-Term Goal: Involve parents and community members in sharing of cultures
- f) Short-Term Goal: Address negative demonstrations and values in appropriate ways

**Goal**

**Board Champion**

To achieve and maintain 4-star rating for all Western Schools

Mr. Kenworthy

To employ and retain highly qualified and well trained staff members

Mr. Wells and Mr. Koloszar

To enable appropriate access to and use of student information

Mrs. Singer

Improve and enrich student learning and promote community values

Mr. Marley

To demonstrate respect and honor for self and others

Mr. Maugans and Mr. Davidson

Dr. O'Rourke said that he would meet with Principals and the Western Teachers Association to identify the staff goal champions.

Once each team is formed they would analyze the status of each goal and be ready to present findings at an April retreat.

**Item #14 – Board Member Roundtable**

1. Mrs. Singer summarized results of a recent Employment Law Seminar she attended and provided seminar materials to Dr. O'Rourke.
2. Mr. Koloszar congratulated the Western High School Band for winning the 2009 State Championship. He also complimented the Middle School staff on thorough information provided on a recent issue.
3. Mr. Kenworthy sought Board advice on a Library Board candidate and spoke about a dance team of Western students highlighted in the newspaper.

4. Mr. Maugans thanked Dr. O'Rourke for providing a copy of Yong Zhao's book "Catching Up or Leading the Way" to each Board member.

**Item #15 – Signing of Documents**

The proper documents were signed.

**Item #16 – Adjournment**

The meeting was adjourned at 7:11 p.m.

