

**REGULAR MEETING  
BOARD OF EDUCATION  
INDEPENDENT SCHOOL DISTRICT 152  
PROBSTFIELD CENTER FOR EDUCATION  
SEPTEMBER 26 , 2016  
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**CALL TO ORDER AND ROLL CALL:** Chair Tomhave called the meeting to order at 7:00 p.m., requested board member roll call, and led everyone in attendance with the Pledge of Allegiance.

Members Present: Mark Altenburg, Lisa Erickson, Cindy Fagerlie, Laurie Johnson, Scott Steffes, Bill Tomhave, Matt Valan and Dr. Lynne A. Kovash.

Member Absent: None.

**PREVIEW OF AGENDA:** Superintendent Kovash recommended approval of the agenda to proceed as presented.

**APPROVAL OF AGENDA:** Johnson moved, seconded by Steffes, to approve the agenda as presented. Motion carried 7-0.

**MATTERS PRESENTED BY CITIZENS/OTHER COMMUNICATIONS:** (Citizens who wish to address a non-agenda item have the opportunity to speak by raising their hand and being recognized by the School Board chair. Speakers must state their name and will be limited to three minutes. Speakers must complete the sign-up form, which outlines the public input process, and submit it to the School Board secretary.) None.

**CONSENT AGENDA:** Steffes moved, seconded by Valan, to approve the following items on the Consent Agenda:

Minutes - Approve the September 12, 2016 Meeting Minutes as presented.

Donation - Accept the donation from Haley's Milk Run for \$9,335.00 and direct administration to send a thank you. The donation helps over the cost of milk during milk break for students in need.

**Resignations**

Najeeba Kabolah - Lunchroom Supervisor, Ellen Hopkins Elementary, effective September 6, 2016.

Audrey Waite - Food and Nutrition Server, Robert Asp Elementary, effective September 15, 2016.

**Change in Contract**

Brittany Washchuk - Adult Basic Education Paraprofessional, from Monday & Wednesday evenings to Monday through Thursday evening Paraprofessional, B21 (0-2) \$16.09 per hour, 3.5 hours per day, effective September 12, 2016 (replaces Nahro Hamad).

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Retirement

Russell Hest - Paraprofessional, Horizon Middle School, effective October 26, 2016.

Family/Medical Leaves

Dianne Lapka - Adult Basic Education Instructor, Vista Center for Education, Family/Medical Leave (FMLA) beginning September 12, 2016 through September 26, 2016.

Stacey Swanson - Food Service, Moorhead High School, Family/Medical Leave (non-FMLA) beginning September 26, 2016 for an undetermined amount of time.

Rena Sailer - Teacher, Moorhead High School, Family/Medical Leave (FMLA) beginning October 12, 2016 for approximately one week.

Tiffany English - Paraprofessional, Moorhead High School, Family/Medical Leave (FMLA) beginning November 18, 2016 through January 3, 2017.

Ruth Smith - Administrative Assistant, Transportation, Family/Medical Leave (FMLA) beginning December 9, 2016 (revised date) for an undetermined amount of time.

New Employees

Samuel Walstad - Junior Varsity Assistant Boys Hockey Coach, Moorhead High School, .10 (5) \$4,674.00 effective with the 2016-2017 season (replaces Sean Bertie).

Delores Gabbard - Food and Nutrition Server, Horizon Middle School, \$10.25 per hour, 2.75 hours per day, effective September 7, 2016 (replaces Delores Gabbard).

Corey Johnson - Paraprofessional, Horizon Middle School, B21 (0-2) \$16.09 per hour, 6.75 hours per day, effective September 12, 2016 (new position approved in the 2015-2016 school year).

Susan Nichols - Lunchroom Supervisor, Ellen Hopkins Elementary, \$10.25 per hour, 2.5 hours per day, effective September 13, 2016 (replaces James Honek).

Elizabeth Abijah-Kvalvog - ESL Paraprofessional, Adult Basic Education, Vista Center for Education, \$11.00 per hour, 7 hours per week, effective September 14, 2016 (replaces Nahro Hamad).

Ryan Larsen - Paraprofessional, Horizon Middle School, B21 (0-2) \$16.09 per hour, 6.75 hours per day, effective September 27, 2016 (replaces Marcy Harsch).

Carolina Alem Herranz - Spanish Immersion Teacher, Ellen Hopkins Elementary, MA (3) \$47,300.00, effective with the 2015-2016 school year (replaces Rebecca Sheldon).

Lacee Maanum - AVID Tutor, Horizon Middle School, \$12.00 per hour, 4.5 hours per day, effective September 27, 2016 (replaces Kayla Reyes).

Ellanna Sturma - AVID Tutor, Horizon Middle School, \$12.00 per hour, 4.5 hours per day, effective September 27, 2016 (replaces Nicole Paulsen).

Megan Brunner - AVID Tutor, Horizon Middle School, \$12.00 per hour, 4.5 hours per day, effective September 27, 2016 (replaces Kane Ueland).

Brianna LaBelle - AVID Tutor, Horizon Middle School, \$12.00 per hour, 4.5 hours per day, effective September 27, 2016 (replaces Matt Ashburn).

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Hannah Swanson - AVID Tutor, Horizon Middle School, \$12.00 per hour, 4.5 hours per day, effective September 27, 2016 (replaces Shire Mohamed).

Allison Schweigert - AVID Tutor, Horizon Middle School, \$12.00 per hour, 4.5 hours per day, effective September 27, 2016 (new).

Motion carried 7-0.

**ELLEN HOPKINS AND ROBERT ASP SCHOOL IMPROVEMENT PLANS:** Missy Eidsness, assistant superintendent of learning and accountability, reported Ellen Hopkins and Robert Asp Elementary Schools are both federally funded by Title I to provide schoolwide supplementary support for their students.

Identified schools are required to work with their districts, Minnesota Department of Education (MDE) and the statewide system of support to develop an improvement plan that must be approved by the board. The plans are required to be in place at the beginning of the 2016-17 school year so that implementation can begin immediately.

Ellen Hopkins Elementary School was designated as a Continuous Improvement School by MDE in 2014. Twenty-five percent of all Title schools are identified as Continuous Improvement Schools.

Ellen Hopkins assistant principal Diana Johnson provided information regarding Hopkins celebrations, which included grade 5 MCA reading cohort improved by 24% from their achievement in grade 4 last year; average math AVMR increase from fall to spring across the school was 35%; and school climate included We Are Hopkins Night and 78% of students had no major incident and incidents in common areas were reduced.

Areas of need in reading include overall reading achievement and achievement gap for English learners and free- and reduced-lunch subgroups. Math needs include overall math achievement and achievement gap for English learners and free- and reduced-lunch subgroups. School climate needs include classroom supports and behavior management and staff collaboration.

Johnson provided information related to the 2016-17 school improvement goals. Goal 1 Reading - MCA achievement will increase from 52% to 60%; MCA achievement for the free- and reduced-lunch subgroup will increase from 32% to 41%. Hopkins will continue implementing systemic professional learning communities, small group guided reading, instructional coaching cycle, and leveled literacy intervention.

Goal 2 Math - MCA achievement will increase from 49% to 60%; MCA achievement for the

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free- and reduced-lunch subgroup will increase from 30% to 40%. Hopkins will continue implementing the new curriculum, small group differentiated instruction, and use of math assessments.

Goal 3 School Climate - All students will feel they are prepared for the next grade level by implementing Second Step Character Education and the Horizon Campus Transition Plan.

Robert Asp principal Chris Triggs provided information regarding Robert Asp celebrations, which included a strong emphasis on writing and cross-grade level practice of connecting reading and writing to increase reading comprehension; consistent character message with daily message connected closely to social skills curriculum; guidance sessions and monthly themes that recognize students for their contributions toward goals; decreased daily rate of incidents in 2016 from the previous two years; student leadership program successfully served the school and community through projects; and teachers helped develop a literacy plan aligned to the district's plan.

Areas of need include addressing students who are considered the peak of the pyramid — understanding impact of trauma and how to use strategies that are effective; reading results steadily declined for past five years, not moving enough students with interventions being used; historically students demonstrate a need in the area of structuring numbers based on math assessments; and math results have fallen below state average this year and have declined in the past three years.

Triggs provided information regarding the 2016-17 school improvement goals. Goal 1 - Students in grades 3-5 will increase their math proficiency from 60% to 65% on the 2017 MCA-III math assessment. Asp will continue implementing the new math core curriculum (Bridges) and provide teachers professional development; establish 90-minute math block in master schedule with staggered math times; monthly professional learning communities (PLCs) dedicated to the creation/selection of math assessment as a grade level, review previous assessment results to determine small group focus; Excel after-school academic intervention program more focused to math and reading; and AVMR math specialist will intervene with selected small groups of grades 1-3 students providing intensive instruction to support those students who are missing necessary prerequisite skills for that grade level.

Goal 2 - Students in grades 3-5 will increase their reading proficiency from 58% to 62% on the 2017 MCA-III reading assessment (composite results). Students on federal meal benefit will increase their reading proficiency from 43.1% to 49%. Asp will continue implementing the double dose approach, all teachers will have an outline/schedule/grid for small group reading; PLC focus; focused reading training; and home reading initiative.

Goal 3 - Students will demonstrate an increase in behavior that communicates care, consideration and respect of self that will be reflected in a 10% reduction of total major and minor incidents

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and reduce the daily incident rate from an average 3.08 per day to 2.75 per day in 2016-17. Asp will implement a morning meeting that is pre-determined on the master schedule and a school-wide social skill curriculum will be provided to teachers to provide a daily lesson for morning meeting; staff trained in identification and use of specific strategies to address students who are significantly impacted with trauma; provide Incredible Years training to lunchroom supervisors; conduct a book study with school climate team using “Teach Like A Pirate” focused on identifying student engagement strategies; and implement student leadership program to increase community service and train reading support student group to assist students in grade 1 who receive reading intervention.

Fagerlie moved, seconded by Erickson, to approve the Ellen Hopkins and Robert Asp School Improvement Plans as presented. Motion carried 7-0.

**CERTIFICATION OF THE 2016 PAYABLE 2017 PROPOSED PROPERTY TAX LEVY:**

Brandon Lunak, assistant superintendent of finance and operations, reported the school board is required to certify to the county auditor the school district’s preliminary 2016 Payable 2017 Property Tax Levy by October 1, 2016. The district will certify the maximum levy; certifying the preliminary levy in this manner allows for changes prior to the final levy certification in December. Changes are made for a variety of reasons such as changes to Health and Safety projects or changes to the district’s enrollment figures.

Preliminary figures indicate the school district portion of the property tax levy has increased by 3.96% from a year ago to \$18,158,541.67. Last year’s levy amount was \$17,466,416.34. A portion of the increase is due to the second year of Long Term Facility Maintenance. The Community Service fund increase is due to an increase in population from the census.

School districts are no longer required to hold a separate Truth in Taxation hearing, but are required to discuss the payable 2017 levy and the current year budget (fiscal year 2017) at a regularly scheduled board meeting and allow public to speak. This will occur at the December 12, 2016 board meeting at 7:00 p.m. The final levy certification will be approved at the same meeting.

Fagerlie moved, seconded by Steffes, to approve the maximum for the 2016 Payable 2017 Proposed Property Tax Levy. Motion carried 7-0.

**2016-17 STRATEGIC PRIORITIES AND WORLD'S BEST WORKFORCE GOALS:** Dr.

Kovash said the strategic priorities were developed through a community engagement process three years ago. Through this process members of the community provided direction through surveys and focus groups. The six priorities are:

- *21st Century Schools:* Establish a culture of learning that supports the needs of the 21st century learner and develops the whole student to thrive in a changing world.

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- *School and Community*: Build comprehensive and responsive communication systems and partnerships with community stakeholders to promote and advance quality education for all learners.
- *Equitable Educational Opportunities*: Provide equitable educational opportunities to all students to eliminate race and socioeconomic indicators as predictors of student success.
- *Facilities*: Provide equitable education facilities and financial resources for technological tools and the infrastructure needed across the district to meet the needs of students, families and communities.
- *Mental Health/Character Development*: Create a safe, caring and welcoming environment for all students, where the unique qualities and diversity of students are recognized and respected.
- *Human Resources*: Provide processes for the quality, effectiveness and continuity of staff through the use of comprehensive recruitment, professional development, supervision and evaluation.

Information and data from various sources (AdvancED, Minnesota Student Health Survey and listening sessions) also provided guidance for the continuing work on the district plans. The strategic priorities provide the framework for the district goals as well as a guide for each school's goals for the school improvement process. This information will be used as the World's Best Workforce Plan and will be monitored through surveys and additional data.

Valan moved, seconded by Steffes, to approve the 2016-17 Moorhead Area Public Schools Strategic Priorities and World's Best Workforce Goals as revised. Motion carried 7-0.

**SUPERINTENDENT REPORT**: Dr. Kovash reported a tour was provided prior to the meeting of Vista Center for Education and said she was excited to have the new space for our students. Dr. Kovash reminded board members of the October 7 Homecoming Parade at 4:30 p.m., October 8 MHS Hall of Honor Induction Ceremony at 5 p.m., and the October 10 tours of S.G. Reinertsen and Ellen Hopkins Elementary Schools at 5:30 p.m. Board members were asked to contact Michelle if able to attend. Dr. Kovash noted she would be attending the EdLeader21 Conference in Denver with school and district leaders to learn more about how to increase graduation rates and integrating the 4Cs (critical thinking, communication, collaboration and creativity) into education.

**COMMITTEE REPORTS**: Brief reports were heard related to the Robert Asp PTAC, Instruction and Curriculum Advisory Committee, Ellen Hopkins PTAC, Executive Finance Committee, S.G. Reinertsen PTAC, Community Education Advisory Council, Moorhead Schools Legacy Foundation, Community Facilities Task Force, Citizen Finance Advisory Committee meetings and Hopkins Nature Play Day, MSBA Advocacy Tour, Vista Center for Education tour, MHS football pre-game inspiration and football game, and League of Women Voters Forum events.

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**OTHER PERTINENT ITEMS TO COME BEFORE THE BOARD:** Board members Altenburg and Erickson requested information related to Haley's Milk Run donation. Lunak responded that Haley, a West Fargo student, each year raises funds to assist students in need with the cost of milk during milk break.

**ADJOURNMENT:** Hearing no objections, the Chair adjourned the meeting at 8:20 p.m.

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Matt Valan, Clerk