

Item 6.2.2 Fee Structures for the 2013 – 2014 School Year

BACKGROUND INFORMATION: Enclosed is a list of fees used in the school district in the 2012 – 2013 school year. Fees other than those in food service can remain the same without creating hardships for patrons or the Directors' budgets.

Food Service is another challenge. The only increases experienced in the past two years have been required increases mandated by the government programs that provide supplemental support. The first increase experienced two years ago was a mid-year five cents increase followed by a ten cents increase the following school year. Red Oak CSD will need to continue with a minimum of ten cents increase each year until the required fee structure is met.

Red Oak CSD is not expected to keep more than a three month operations balance. The district has exceeded this significantly the past seven years. There has been a dramatic drop in fund balances over the past year due to 1) a drop in student participation; 2) an increase in the hours worked by staff; and 3) dramatic increases in cost of food supplies.

In staff discussion (business management staff, food service director, and supt.) different scenarios for price increases were studied.

The minimum required increase will be ten cents.

Business management staff support a .40 cent increase for K-12 breakfast and a .25 cent increase for student lunches.

It is Terry's belief there should be something in between the minimum of .10 cents and the suggested increase of .25 cents for lunch and .40 cents for breakfast. Participation numbers have dropped – most likely due to menu challenges. It is projected the fund balances will continue to drop for another year but not as dramatically.

Board discussion and guidance is requested.

SUGGESTED BOARD ACTION: (to be determined)

RED OAK COMMUNITY SCHOOL REGISTRATION 2012-2013

WHEN: THURSDAY, AUGUST 2nd
TIME: 10:00 A.M. – 7:00 P.M.
WHERE: HIGH SCHOOL GYMNASIUM

CLASSES COMMENCE WEDNESDAY, AUGUST 15, 2012

SENIOR HIGH SCHOOL.....8:05 A.M. - 3:21 P.M.
MIDDLE SCHOOL.....8:12 A.M. - 3:15 P.M.
WASHINGTON INTERMEDIATE SCHOOL.....8:15 A.M. - 3:15 P.M.
INMAN PRIMARY SCHOOL.....8:25 A.M. - 3:15 P.M.

FEES

TEXTBOOKS/WORKBOOKS

<u>LEVEL:</u>	K-5	\$25.00
	6-8	\$30.00
	9-12	\$36.00

BREAKFAST

K-12 grade student per day	\$1.10
Adult per day	\$1.50

LUNCH

K-3 student per day	\$1.90
4-12 grade student per day	\$2.05
Adult per day	\$2.60
Prek -12 extra milk	\$.35

STUDENT ACTIVITY TICKET:	\$40.00
ADULT PASS:	\$50.00
FAMILY PASS:	\$150.00

COMPARISON HISTORY OF SCHOOL LUNCHESES SERVED IN RED OAK DISTRICT:

	Adult	Paid Student	Reduced Student	Free	Total Charged	Total Served
2011-2012 HISTORY OF MEALS SERVED						
Breakfast	433	7060	4135	47024	11628	58652
Lunch	1868	60668	13788	86263	76324	162587
Ala-Carte	451	24296	3668	3454	28415	31869
					0	0
2012-2013 HISTORY OF MEALS SERVED						
Breakfast	151	6374	3693	45475	10218	55693
Lunch	2040	56073	13339	88872	71452	160324
Ala-Carte	1258	24213	3447	3625	28918	32543
					0	0
Difference of 11-12 vs 12-13						
Breakfast	-282	-686	-442	-1549	-1410	-2959
Lunch	172	-4595	-449	2609	-4872	-2263
Ala-Carte	807	-83	-221	171	503	674

Enrollment was down 5.99 students from 2011-12 to 2012-13.

121

121

Item 6.2.3 Closed Session for the Evaluation of Personnel

BACKGROUND INFORMATION: This evening the Directors need to conduct a closed session to review performance summary information prior to the adoption of salary adjustments for FY 14. All employee contracts have been negotiated, signed, and in place for FY 14 with the exception of the district's leadership team; district level support team (accounting, human resources, clerical support, health, technology support, language support, and home school assistance).

The following motion could be used:

"I move to enter a closed session at _____ p.m. per section 21.5(l)i [To evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session.] and as authorized by section 21.5(1)(a) of the open meetings law to review or discuss records which are required or authorized to be kept confidential.

Item 6.2.4 Salary Considerations for School Principals, Department Directors, and District Administrative Support Personnel

BACKGROUND INFORMATION: Following the closed session, Directors are requested to consider salary adjustments for the leadership team and district administrative support personnel.

For review purposes, teaching professionals received an average increase of 3.66% while education support personnel received an average increase of 3.95%.

SUGGESTED BOARD ACTION: (to be provided)

Item 6.2.5 Personnel Considerations

BACKGROUND INFORMATION: Numerous positions need formal consideration by the Directors this evening. At publication time, interviews were continuing for a grade six position at Red Oak Middle and for several supplemental contract assignments.

Terry will provide a personnel memo update to you during the meeting tonight.

SUGGESTED BOARD ACTION: (to be provided)

Item 7.0 Reports

7.1 Administrative Reports

This evening, one or more members of the district's leadership team have submitted end of the year reports or summaries. These are included for your review. As the Directors have time this evening, comments or discussion would be welcomed.

7.2 Workshops, Seminars, Conferences, Etc.

On Thursday, June 20, several from Red Oak CSD including Lee Fellers, Kathy Walker, Bill Drey, Shirley Maxwell, and Terry Schmidt attended the Iowa School Finance Information Services conference in West Des Moines. Numerous topics of relevance were presented and attended by this district. Any further topics the board would like to explore are welcomed. The conference was extremely eclectic as the topics ranged from school budget basics to student assessments to bond issues preparedness to crisis preparedness.

Other Learning Opportunities . . .

2013 Fiscal Management Conference

July 17, 2013

9:00 a.m - 4:00 p.m.

Prairie Meadows Conference Center

1 Prairie Meadows Dr.

Altoona, IA

Business Intelligence for Iowa Schools

The IASB Fiscal Management Conference is structured to equip board members, superintendents and business managers with a one-stop source for the most relevant and timely school finance information available.

Join your colleagues and hear from IASB staff and other financial experts who can help inform your decisions and prepare you as you tackle your own budget and future planning.

General session and break-out topics will include:

- State budget picture
- Developing financial goals
- Legislative review
- Affordable Care Act Update
- Booster Club issues
- SPED Balance Forecasting...and more!

No matter what your role, you will find a wide variety of tips, insights and expertise to help you lead, so your school district thrives.

Register online [at this link.](#)

7.3 Other Announcements

★ Board of Directors Elections – September

Key Dates for School Board Election Planning:

Date	Event
Monday, July 8	First day to file nomination papers with the board secretary.
Saturday, July 27	Vacancies or resignations on a school board occurring on or before today must be filled at the school board election.
Thursday, Aug. 1	Last day to file nomination papers. Deadline is 5 p.m.
Friday, Aug. 2	Nomination papers delivered to county auditor. Deadline is 5 p.m.
Tuesday, Aug. 6	Last day candidates may withdraw. Last day written objections to nomination papers or eligibility of candidate may be filed.
Tuesday, Sept. 10	School Election Day.
Friday, Sept. 13	Election canvass
Organization Meeting	No date is legally specified for the organization meeting. It is the local board s first regular meeting following canvass.

Directors whose positions are up for election:

Paul Griffen – began service in September, 2009.

Kathy Walker – began service in August, 2012 as an appointee.

Other terms:

Lee Fellers – term expires in 2015, began service as an appointee in January, 2007. Elected to a full term in September, 2011.

Warren Hayes - term expires in 2015, began service as an appointee in January, 2009. Elected to a full term in September, 2011.

Bill Drey – term expires in 2015. Elected to a full term in September, 2011.



Red Oak Community School District

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Red Oak, Iowa 51566

(712) 623-6600

www.redoakschooldistrict.com

6.19.2013

To: Board of Directors

From: Jeff Spotts: Assistant Principal/Activities Director

Subject: Summative Year-End Report for the Activities Department

Red Oak Tiger Activity Goals for 2013-2014 School Year

1) Lead the conference in sportsmanship rankings.

- o Finished 9th overall Hawkeye 10 sportsmanship ranking with a 1.273.
- o See chart below for comparisons with other Hawkeye 10 schools.
- We came up short of our goal of finishing first in the Hawkeye 10 sportsmanship ranking, but we had some very strong showings in a few of our sports.
- Next year we will again be taking on this goal and will be using monthly coaches meetings as a way to communicate how we will teach sportsmanship skills to our players and fans. (see chart at the end of report)

2) Be competitive in all extra-curricular activities.

o **SPORTS**

- o Football 3-7 - Qualified for Iowa State Playoffs – 1st time in school history
- o Volleyball 27-7 - 4th in conference and qualified for the State Tournament
- o XC Boys 7th at H-10 Meet – Josh Sunberg qualified for the State Meet
- o Boys Basketball 16-9 – Played in the sub-state game to go to State Tournament
- o Girls Basketball 13-12 – Qualified for the State Tournament – 1st time in 90 years
- o Wrestling 9-17 - H-10 Champ 106 lbs. Tanner Mertz
- o Bowling both boys and girls qualified for the state meet. The boys finished in 7th place and the girls took home 4th place. Kendra Hardy finished individually in 6th place at the state meet.
- o Swimming – Kelsey Thoren qualified for the state meet and placed 7th in the 500 Free, 8th in the 200 Free Relay, 9th in the 400 Free Relay and 12th in the 100 Back. Kelsey then signed with the University of Northern Iowa to continue her swimming career. Brandon Farnum and Josh Sunberg qualified for the state meet. Brandon placed 4th in the 50 and 100 Freestyle, 4th in the 200 Free Relay, and 8th in the 400 Free Relay. Josh placed 21st in the 200 Medley Relay.
- o Boys Track 10th at H-10 Meet – Casey Dykes qualified for state meet in 400 m – he finished 19th.

- Girls Track 10th at H-10 Meet – Blake Bergren qualified in the long jump, she placed 24th. The 4 x 200 (Maddie Mann, Maysen Havener, Nikki Graber, and Blake Bergren) finished 21st.
- Boys Tennis 1st in conference – The boys team qualified for the state tournament and finished 4th as a team. Pete Walker and Jordan Nelson qualified for the individual singles tennis meet. Pete Walker placed 4th.
- Girls Tennis 1st in conference – Girls qualified for the state tournament and finished 2nd. Kate Walker qualified for state singles tournament and finished in 5th place. Grace Blomstedt and Zoey Baker qualified for the state doubles tournament and finished in 4th place.
- Co-Ed State Tennis Kate & Pete Walker finished 1st and Jordan Nelson & Zoey Baker finished as quarter finalists.
- Baseball 1-26
- Softball 13-23

FINE ARTS

Speech

• Individual

Saturday March 9, the Red Oak Individual Speech Team headed to Nevada, Iowa to compete at the state competition. Red Oak had 16 students who competed in 24 events. They did a phenomenal job.

- Receiving straight ones (all three judges gave them the highest score of a one):
 - Brad Black in both Improv and acting
 - Bevin Griffen in after dinner speaking • NyLea Pafford in both storytelling and lit program • Kathryn Rooker in both prose and lit program • Maggie Bennett in both lit program and public address • Laura Butz in solo musical theatre • Angelica Cerda in acting • Donnie Torbett in solo musical theatre • Leatha Bennett in prose
- Receiving an overall one rating (two judges gave them a one and one judge gave them a two):
 - Angelica Cerda in storytelling
 - Ellen Fellers in after dinner
 - Jessa Davis in poetry
- Receiving an overall two rating (two judges gave them a two and one judge gave them a one):
 - Bevin Griffen in solo musical theatre
 - DJ Reich in original oratory
 - Geoff Sellers in improve
 - Ellen Fellers in prose
 - Travis Schon in prose
- Receiving straight twos:
 - Jeannie Kort in expository address
 - Geoff Sellers in acting
 - Nick Black in review
- Red Oak had 5 students nominated to perform for Individual All-State Speech!
 - Bevin Griffen in after dinner
 - Maggie Bennett in lit program
 - Leatha Bennett in prose
 - Brad Black in acting
 - Kathryn Rooker in lit program

They performed at UNI on Monday, March 25.

All-State nominations were posted and Red Oak had a performing group! Brad Black and Travis Schon performed their ensemble "Dueling Phobias" in Ames (Iowa State) on February 16. It's an incredible honor to be nominated for All-State. Since Mrs. Horn has been here, they are the second group to make it to All-State and the first group to perform. Both performers and non-performers are considered All-State qualifiers.

- Large Group Speech had an excellent year.
 - The 22 students competing at Waukee High School for Large Group State had a terrific day. There are three judges at State level, so the groups receive three ratings and then an "overall" rating. Receiving straight ones (all three judges gave them a "one" rating), which means they had an overall rating of a one:
 - Brad Black and Travis Schon with their Ensemble Acting "Dueling Phobias"
 - Brad Black, Danielle Gilliland, Erica Sherman and Morgan Walford with their Group Improv
 - Grace Blomstedt, Madison Gilbert, Jared Sherman and Donnie Torbett with their Group Improv
 - Receiving two "one" ratings and one "two" ratings, with an overall rating of a one:
 - Laura Butz and Donnie Torbett with their Musical Theatre "You're the Top" and "Friendship" from the musical Anything Goes *Bevin Griffen and Eva Woods with their Ensemble "Nobody's Fool"
 - Receiving two "two" ratings and one "one" rating, with an overall rating of a two:
 - Bevin Griffen and Maggie Bennett with their Musical Theatre "Bosom Buddies" from the musical Mame
 - Kaylin Carlson, Brenna Craig, Dakota Girouex, and Cassie Vrabel with their Readers Theatre "Keeping Score"
 - Receiving straight twos (all three judges gave them a two), which means they had an overall rating of a two:
 - Ashley Brower, Maysen Havener, and Angela Mahoney with their Group Improv
* Maggie Bennett, Laura Butz, Angelica Cerda, and Ellen Fellers with their Group Improv

Vocal/Band

- All State Music tryouts. Dan Black and Tim Marsden took 19 kids to audition in Harlan on Saturday October 20th. All 19 students conducted themselves with professionalism and integrity. They had auditions throughout the day. Laura Butz, Bevin Griffen, and Brad Black were all given recall auditions, where they go in and play/sing again for the judges. At the end of the day we found out that **Geoff Sellers, Logan LeRette, and Brad Black** were selected for the Iowa All State Chorus, and **Laura Butz** was selected for the Iowa All State Band.
 - This is the highest honor that an Iowa High School music student can receive.
- Group District Music Contests on Friday evening, May 3 at Harlan High School.
 - The 64 member Varsity Choir went to the contest and performed "Cry Out and Shout", "The Ground", and "Dies Irae" from Mozart's Requiem. Our students gave a wonderful and professional performance and received an I-Superior Rating.
- The band and choir took a trip to Chicago on May 29th through June 2nd.

We excelled in some sports and qualified several individuals and teams to state tournaments. Boys' football, cross country, swimming, bowling, track and tennis teams made the state playoffs and tournaments. Girls' volleyball, swimming, basketball, bowling, track and tennis teams made the state playoffs and tournaments. Girls' tennis captured their 14th consecutive conference title on their way to the state meet. Red Oak had Co-Ed State Tennis Champions in Kate and Pete Walker. Other programs made positive strides and some programs need to get revamped to be competitive in the future.

Fine Arts had an excellent year at competition and we are all very proud of their accomplishments.

We again will post as a goal to be competitive in all extra-curricular activities. We will be using monthly meetings to discuss coaching strategies, opportunities to attend clinics and performances, professional libraries for coaching and teaching, and the weightlifting program to help us reach this goal.

The use of the study room helped to keep this number to a minimum and gave our students an extra opportunity to help themselves stay eligible.

- Participants will be academically eligible for the year.
 - 10 students were academically ineligible this past school year.
 - Next year we will again have this as a goal and will use the study room as a major component to keeping our students eligible. We will incorporate the Letterman's club as a tool to provide tutors as necessary to help those in the study room. We will also use the monthly coaching meetings to discuss academics and the role coaches and sponsors have in helping keep students academically eligible.
- Use of rSchool to schedule the district' full time Sub's calendar.
- Raise money for department.
 - DriveOne4URSchool through Ford Motor Company and Red Oak Hawkeye Ford helped us raise \$6,000.00 for the activities budget. This will be done again next year on Homecoming September 21, 2012. We will create a schedule for maximum participation from our faculty and staff at Red Oak Community Schools
 - Tiger Golf Classic done this spring brought in \$8,800.00 to the Red Oak Athletic Department. This will be a yearly tournament run through the golf course and athletic department.
 - Tiger Activity Cards raised roughly \$6,000.00 and will be done again this fall by the Football & Volleyball programs. The goal for this year is to sell \$7000.00 worth of cards that gives rewards for our local businesses and consumers.
 - Midnight Madness MS VB Tournament netted us \$1320.00 dollars.

Sincerely,

Jeff Spotts

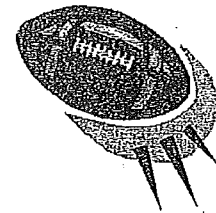
H10 SPORTSMANSHIP

GRAND TOTALS	#Reports	TEAM	COACH	FANS	TOTALS
Harlan	118	1.029	1.187	1.040	1.085
Kuemper	125	1.098	1.144	1.139	1.127
Glenwood	128	1.135	1.131	1.149	1.138
Atlantic	114	1.109	1.163	1.219	1.164
Clarinda	127	1.092	1.114	1.305	1.170
Shenandoah	96	1.158	1.208	1.258	1.208
Creston	110	1.190	1.179	1.290	1.220
Denison	130	1.202	1.254	1.227	1.228
Red Oak	79	1.235	1.210	1.373	1.273
Lewis Central	114	1.183	1.422	1.347	1.337

2012
2013

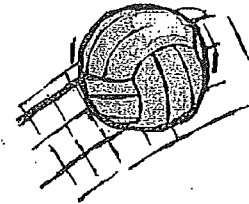
TOTALS:
Avg # Reports 114.100
Avg Totals 1.193

FOOTBALL	#Reports	TEAM	COACH	FANS	TOTALS
Harlan	26	1.000	1.038	1.077	1.038
Denison	25	1.000	1.080	1.080	1.058
Creston	15	1.067	1.067	1.067	1.067
Glenwood	31	1.097	1.065	1.065	1.076
Kuemper	26	1.115	1.038	1.077	1.077
Clarinda	25	1.080	1.120	1.080	1.092
Atlantic	20	1.050	1.200	1.050	1.100
Red Oak	10	1.300	1.100	1.200	1.200
Shenandoah	13	1.462	1.231	1.154	1.282
Lewis Central	25	1.320	1.880	1.720	1.640



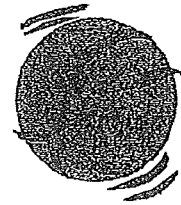
TOTALS:
Avg # Reports 21.600
Avg Totals 1.163

VOLLEYBALL	#Reports	TEAM	COACH	FANS	TOTALS
Atlantic	16	1.000	1.000	1.000	1.000
Clarinda	16	1.000	1.000	1.000	1.000
Red Oak	12	1.000	1.000	1.000	1.000
Harlan	16	1.000	1.063	1.000	1.021
Glenwood	12	1.000	1.000	1.083	1.028
Kuemper	12	1.000	1.000	1.083	1.028
Creston	15	1.000	1.139	1.133	1.089
Denison	18	1.222	1.222	1.222	1.222
Shenandoah	15	1.200	1.267	1.333	1.267
Lewis Central	16	1.063	1.438	1.313	1.271



TOTALS:
Avg # Reports 14.800
Avg Totals 1.093

BASKETBALL	#Reports	TEAM	COACH	FANS	TOTALS
Harlan	32	1.000	1.063	1.094	1.052
Denison	16	1.389	1.167	1.306	1.287
Shenandoah	30	1.100	1.267	1.500	1.289
Glenwood	45	1.311	1.267	1.400	1.326
Kuemper	39	1.231	1.436	1.333	1.333
Clarinda	33	1.333	1.471	1.667	1.374
Lewis Central	51	1.387	1.290	1.452	1.376
Atlantic	40	1.425	1.375	1.425	1.408
Creston	30	1.600	1.333	1.733	1.555
Red Oak	25	1.440	1.640	1.680	1.587



TOTALS:
Avg # Reports 34.100
Avg Totals 1.359

G BASKETBALL	#Reports	TEAM	COACH	FANS	TOTALS
Harlan	37	1.000	1.056	1.028	1.028
Kuemper	35	1.143	1.171	1.200	1.171
Shenandoah	33	1.030	1.273	1.303	1.202
Creston	39	1.103	1.179	1.333	1.205
Lewis Central	28	1.143	1.357	1.250	1.250
Atlantic	29	1.069	1.241	1.621	1.310
Glenwood	34	1.265	1.324	1.353	1.314
Clarinda	41	1.049	1.244	1.780	1.358
Denison	41	1.200	1.600	1.325	1.375
Red Oak	26	1.269	1.308	1.654	1.410



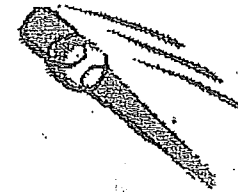
TOTALS:
 Avg # Reports 34.300
 Avg Totals 1.262

WRESTLING	#Reports	TEAM	COACH	FANS	TOTALS
Atlantic	9	1.000	1.000	1.000	1.000
Glenwood	6	1.000	1.000	1.000	1.000
Shenandoah	5	1.000	1.000	1.000	1.000
Kuemper	13	1.000	1.077	1.000	1.026
Clarinda	12	1.000	1.083	1.000	1.028
Lewis Central	14	1.000	1.143	1.000	1.048
Red Oak	6	1.167	1.000	1.333	1.167
Creston	11	1.182	1.182	1.182	1.182
Denison	10	1.200	1.200	1.200	1.200
Harlan	7	1.143	1.714	1.000	1.286



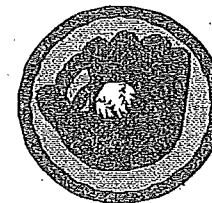
TOTALS:
 Avg # Reports 9.300
 Avg Totals 1.094

BASEBALL	#Reports	TEAM	COACH	FANS	TOTALS
Creston					0.000
Clarinda					0.000
Kuemper					0.000
Harlan					0.000
Denison					0.000
Lewis Central					0.000
Glenwood					0.000
Red Oak					0.000
Atlantic					0.000
Shenandoah					0.000



TOTALS:
 Avg # Reports 0.000
 Avg Totals 0.000

SOFTBALL	#Reports	TEAM	COACH	FANS	TOTALS
Clarinda					0.000
Red Oak					0.000
Harlan					0.000
Atlantic					0.000
Kuemper					0.000
Denison					0.000
Shenandoah					0.000
Creston					0.000
Lewis Central					0.000
Glenwood					0.000



TOTALS:
 Avg # Reports 0.000
 Avg Totals 0.000

Washington Intermediate Building (Barbara Sims) – End of the year (2012-2013) report to the Board of Directors:

Professional Development and Building Goals:

1. **Reading Goal: The reading comprehension goals on Iowa Assessments will show an increase in those proficient at the 5th grade by 5% over last years scores from 4th grade.**
 - We did not meet this goal by the time of testing. The 4th grade had 70% proficient in 2011, and the same class as 5th graders had 71% proficient in reading in 2012 on the Iowa Assessments.
 - We did make great gains by the end of the school year on benchmark tests and the Gates-MacGinite test. 65% of the whole 5th grade class benchmarked on or above grade level at the end of the year. 20% of the class were receiving Title One services in reading, and 11% of the class was on an IEP.
 - Our building had a substitute teacher for Title I Reading instruction for four and a half months of the nine month school year, which might or might not have contributed to the scores on Iowa Assessments and the gains at the end of the year.
 - Professional Development was delivered by the AEA in which teachers worked on literacy strategies and learning the full potential of our teaching reading resources. This was in the form of a class during Professional Development that credit could be earned for. I am certain this contributed to the success in benchmark scores by the end of the school year.
2. **Math Goal: The Math scores on Iowa Assessments will show an increase in those proficient at the 4th grade by 5% over last year's scores from 3rd grade.**
 - We did make this goal. In 3rd grade 2011, 70% of the class was proficient in math. The same class as 4th graders, 87% of the class was proficient in math.
 - We contribute this great gain in math scores to our efforts with what we did for Response to Intervention at Washington. Team meeting time, common assessments, and data collection and analysis were the key to our success.
 - We worked with the AEA math consultant five times during professional development throughout the year to better understand and work with the Common Core in Mathematics instruction.
3. **21st Century Skills Goal: Using the 21st Century Red Oak Curriculum, students will be prepared for the one-to-one initiative when students reach the Middle School.**
 - Although this was not measured in an assessment, we do believe we met this goal. The data we did collect showed the following:
 - The media specialist was in classrooms instructing this year and helping teachers use integrated technology every month.
 - Lesson plans written by teachers had technology integration in core subjects and keyboarding practice noted during specific technology time.
 - Twice a month, teachers got together after school to share and learn strategies and programs from the media specialist and each other.

- We kept track of the how often the computer labs were checked out, which was every day and almost all day by various teachers.
 - Students showed parents the web site we use to practice their typing skills at the parent night. The students can then keep track of their own progress with learning to keyboard and get their speed up.
4. **Science Goal: Students will continue to have an opportunity for hands-on activities that encourages predicting and questioning skills, and project based learning that transfers reading skills to science class.**
- We did meet this goal in that we had many opportunities for students to show what they learned through a hands-on assessment, or performance based check list.
 - The overnight trip to Springbrook, the hands-on projects such as making solar cookers, and working with the Montgomery County Conservationist, Deb Karwal have all contributed to this goal and have been documented in lesson plans, walkthroughs, web site postings, and pictures of projects for the year book.
5. **Climate/At-Risk Goal: Implement the Olweus Program against bullying by training teachers and address areas in our school where bullying occurs the most.**
- We did not meet this goal, however the lead team has now been trained for next year. We did make an extra effort to work with and be more aware of the students who bully and dealt with them better this past year.
 - The data we did collect was the following:
 - Attendance Rate – over 95%
 - Changes to supervision – always had two people at recess and lunch recess was changed so that we only had two classes at a time on the playground – better student to adult ratio.
 - Think-Sheet data was recorded on Infinite Campus and the resolution to each incident was recorded for future use.

Personal district level goals:

1. **Curriculum: Train a lead team of teachers from each building in the use of curriculum mapper software and use the “train the trainer” method to share that knowledge with the rest of the district’s certified staff.**
 - This goal was completed. The data collected are the dates of the training sessions, and teacher log-in with the creation of at least one unit in the curriculum mapper program.
2. **Curriculum: Research science teaching methods, and how to work with the new science common core due to come out in the spring of 2013.**
 - This goal was completed, and will continue in the form of sharing the information with staff next year as we work through our science curriculum revisions.
3. **English Language Learners: Create and implement a district plan for best instruction and use of resources for the ELL program.**
 - This goal was completed. The data collected was: meeting dates with the ELL team of teachers and minutes of those meetings, IELDA testing data, curriculum purchases for

the secondary programs, classroom teachers being trained in using the SIOP protocols, specific needs of each ELL student for the next school year.

For your reference, this was our Professional Development Plan for the 2012-2013 school year in which we have on a Google Doc for all staff to see, update and make changes as needed throughout the year:

CSIP Goal: All K-12 students will achieve at high levels in reading and be prepared for success in the 21st Century.		Washington Intermediate School Reading Action Plan 2012 – 2013		Annual Goal: (Building Goal) The reading comprehension scores on Iowa Assessments will show an increase in those proficient at the 5th grade by 5% over last years scores from 4th grade.	
System for Improvement	Action Steps	Participants	Resources Needed	Date	Data Collected/Analyzed
Literacy SINA Plan	<ul style="list-style-type: none"> * Implementing the Making Meaning Reading Comprehension/Vocabulary & Being a Writer * Creating district formative assessments * Small Group instruction/Guided Reading *RtI training *SINA Plan 	* All Teachers	<ul style="list-style-type: none"> * Reading Coach * AEA * DVS Reading Consultants *Title teacher *RtI Training 	<ul style="list-style-type: none"> * August 2012 - May 2013 * June 2012 	<ul style="list-style-type: none"> * Gates/McGinitie Test * Running Records * Benchmarking * Iowa Assessment - and item analysis for each student *Curriculum Maps

CSIP Goal : All K-12 students will achieve at high levels in mathematics and be prepared for success in the 21st Century.		WIS Math Action Plan 2012-2013		Annual Goal or Building Goal: The math total scores on Iowa Assessments will show an increase in those proficient at the 4th grade by 5% over last years scores from 3rd grade.	
System for Improvement	Action Steps	Participants	Resources Needed	Target date for	Data Collected/Analyzed

				Completion	
SINA Math	<ul style="list-style-type: none"> * Small Group Instruction * Continue Implementing Saxon Math * Reteaching off Saxon Assessments * Item analysis 2011 IA Assessments * Intervention time built into the daily schedule - RtI * Observation time with 5th grade teachers * SINA Plan 	* All Teachers	<ul style="list-style-type: none"> * AEA Math Consultants * Time for teachers to meet 	* August 2012 - May 2013	<ul style="list-style-type: none"> * Iowa Assessment and item analysis * Saxon Assessments * Daily schedule * Analysis tool/protocol that we used for reading * Observations of 5th grade teachers * Curriculum Maps * RtI data collected every three weeks

CSIP Goal: Student engagement will increase through the use of integrated technology in all core classes, prepared for the 21st Century.	WIS 21st Century Skills Action Plan 2012-2013	Annual Goal or Building Goal: Using the 21st Century Red Oak Curriculum, students will be prepared for the one-to-one initiative when students reach the Middle School.
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System for Improvement	Action Steps	Participants	Resources Needed	Target Date for Completion	Data Collected/Analyzed
Iowa Common Core Red Oak 21st Century Skills Curriculum	* Use our Media Specialist as a resource to increase training for teachers	All WIS Teaching staff Both Media Specialists	Principal, Media Specialist, district cooperation	Aug. 2012 Through out the 12-13 school year with more	Media Specialist Schedule, Lesson plans, class attendance by teachers, emails from MC to teachers about ideas and

	<p>*Increase time that media specialist is in our building to help with strategies for teachers and student involvement with the computers</p> <p>*Determine how to assess student computer and program skills so we can target instruction and improvement.</p>	Technology Director	Technology Director	documented technology use in core classes	opportunities, walkthrough data by principal, student projects, mobile lab and computer lab check-out schedules
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<p>CSIP Goal: All K-12 students will achieve at high levels in science and be prepared for success in the 21st Century.</p>		<p>WIS Science Action Plan 2012 – 2013</p>		<p>Annual Goal or Building Goal: Students will continue to have an opportunity for hands-on activities that encourages predicting and questioning skills and project based learning that transfers reading skills to science class.</p>	
System for Improvement	Action Steps	Participants	Resources Needed	Target date for completion	Data Collected/Analyzed
Iowa Common Core Science	<p>*Teachers will share ideas and help each other with hands-on ideas</p> <p>*Use the protocol from PD 2</p>	All Teachers, Principal	<p>Websites, other teachers in HS and MS subject area, possible materials and teacher idea books</p> <p>AEA Reading</p>	Aug.. 2012 - May 2013	<p>Lesson plans, meeting minutes, student products/pictures, website articles and postings, walkthrough data, Iowa Assessment Data, Curriculum Maps</p>

	years ago for more project based learning in science		Coach Community Resources		
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CSIP Goal: Each and every student will feel safe and connected to school, equipped with skills to succeed in the 21st Century.	WIS Education Climate/At Risk Action Plan 2012 – 2013	Annual Goal or Building Goal: Implement the Olweus Program against bullying by training teachers and address issues with areas in our school where bullying occurs.
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System for Improvement	Action Steps	Participants	Resources Needed	Target date for completion	Data Collected
District Goals Anti-Bullying Laws	*Collect Think Sheet data using Infinite Campus *Analyze report at end of each quarter in full faculty meeting *Olweus materials read and use with implementation of program and training	Principal All staff	Time Resource books and ideas - Olweus Program materials AEA	Aug. 2012 and then again at the end of each quarter	*Think Sheet data from IC *Documented changes to supervision *Implementation logs *walkthrough data *Attendance Rate

Washington Intermediate Calendar of PD and results:

Aug. 13, 2012	Building PD - organizational items, introduction to Olweus Bully Materials, Book Study, Ia Assessment Data Preview of your students
Aug. 14, 2012	Work in rooms to prepare for students. District PD and Lunch
Aug. 22, 2012	What are the expected outcomes? Teachers will know results of the Gates testing and begin to use that data to place students in reading groups for interventions during literacy time. Mrs. Fast will discuss the benchmarking testing and a plan will be in place to give those assessments. 5th grade are looking at math baseline data and beginning to place students in Rtl groups

	<p>according to analysis of those tests. Plans for 1st semester interventions will be available for review.</p> <p>What activities will you complete? Teachers will sort, analyze and disaggregate data and students into groups of highest need in both math and reading.</p> <p>What do participants need in advance for preparation? Iowa assessment data and individual item analysis results, Gates scores, baseline data from math assessments, benchmarking materials</p> <p>How will you know if you are successful? We will have plans for the 1st semester of Rtl math interventions, students will begin to be grouped for reading interventions based on several assessments, dates will be set for reading benchmarking testing.</p>
<p>Aug. 29, 2012</p>	<p>What are the expected outcomes? Collected data will be compiled in one place so teachers can use it make decisions. Groups for the first session of interventions will be in place. Activities and teaching strategies will be in place for the first interventions. Title I will share and set a schedule with all teachers.</p> <p>What activities will you complete? The data for both reading and math will be compiled for all classrooms. Groupings for interventions will be set in place. Activities and strategies will planned out. Discussion about Title I students and schedule will be done.</p> <p>What do participants need in advance for preparation? Testing results, math objectives, activities and strategies to share, your schedule.</p> <p>How will you know if you are successful? Plans will be written and shared with teaching stakeholders for interventions next week. The data will be compiled and in a form that is easily shared with grade level teams, Title and SPED teachers.</p>
<p>Sept. 5, 2012</p>	<p>What are the expected outcomes? Better understanding of math core instruction and what we plan to do with that information. Information will be shared across grade level teams concerning interventions, Rtl, and results. Gained knowledge about finding supplemental materials and websites to use with math.</p> <p>What activities will you complete? Plan to gain skills with teaching math core. Shared ideas and materials resources written down.</p> <p>What do participants need in advance for preparation? Bring what you have been doing this week for interventions. Michelle is willing to share her experiences with adjusting the Saxon lesson to fit her students' needs. Any supplemental materials and/or websites that you would be willing to share with others.</p> <p>How will you know if you are successful? Plans will be made for including our AEA math consultant to help us with teaching math core. We will have a better idea of how our Rtl interventions are working and what else we need to make that time beneficial to our students. You will walk away with a list of</p>

	materials and websites to help you teach.
Sept. 10 and 11	Curriculum Mapper Training with BLT
Sept. 12, 2012	<p>Norma Fast & Betty Brummett (AEA) work with teachers on reading in content areas. Transfer of skills learned.</p> <p>What are the expected outcomes? Teachers being comfortable enough to use teaching strategies in the content area classrooms working with expository text structures.</p> <p>What activities will you complete? Discussion, use of materials from the Florida Center for Reading Research, use of books purchased by the district for reading strategies (ie: 40 Reading Strategies, Cafe, etc.)</p> <p>What do participants need in advance for preparation? Materials gathered, handout in mailbox, familiar with expository text.</p> <p>How will you know if you are successful? Teachers will be using strategies taught with their students in their classrooms. Self reported and seen in walkthroughs by reading coach as well as administration.</p>
Sept. 19, 2012	<p>Item analysis and review of test questions from IA Assessments</p> <p>What are the expected outcomes? Teachers will compare the item analysis from IA Assessments with the test booklet to find gaps and areas of deficit in instruction and/or retention.</p> <p>What activities will you complete? Teachers have the IA Assessment results, building analysis, classroom analysis, and individual student response sheets to look at the data for each question and area on the test. Then as a grade level team, teachers will determine their next steps to eliminate areas of greatest concern in the data.</p> <p>What do participants need in advance for preparation? Computers to share working documents. Knowledge of curriculum.</p> <p>How will you know if you are successful? Each team will turn in a plan of action and steps to take to help remedy our deficits.</p>
Oct. 3, 2012	<p>Plan: Rtl and data analysis - What next if students still are not getting it?</p> <p>What are the expected outcomes? Teachers will know and be able to use the data wall on line. We will have a plan for what to do for students learning for our students who, after interventions are still not getting it.</p> <p>What activities will you complete? Norma will show teachers the data tool she would like to have teachers use. We will have discussion around how the Rtl for measurement has worked out and what we plan to do to improve it.</p> <p>What do participants need in advance for preparations? nothing, but bring results of the first round of interventions to talk about and your computers</p> <p>How will you know if you are successful? Teachers will use the data wall on line. We will have a plan for students who still do not understand and can demonstrate knowledge of measurement concepts.</p>

Oct. 5, 2012	Technology Inservice in Harlan
Oct. 10, 2012	IA Assessment Preparations with students - what needs to be done before Nov. 12? Look at practice tests and building stamina for reading test.
Oct. 17, 2012	N. Fast & B. Brummett (AEA) work with teachers on reading in content areas. Transfer of skills learned.
Oct. 24, 2012	RtI planning – teachers will work on collecting and placing the data for RtI groupings in a Google Doc to be shared with all teachers. An item analysis will be developed to better determine what it is that students need for instruction and practice.
Oct. 31, 2012	Curriculum Mapper Training with Michelle and Mark
Nov. 7, 2012	Math Teaching Strategies with Angelia Shindelar (AEA)
Nov. 14, 2012	Plan: N. Fast & B. Brummett (AEA) work with teachers on reading in content areas. Transfer of skills learned. Class.
Nov. 28, 2012	Math Teaching Strategies with Angelia Shindelar (AEA)
Dec. 5, 2012	Curriculum Mapper work in teams
Dec. 12, 2012	Curriculum Mapper work and RtI data analysis and grouping.
Jan. 2, 2013	All Day PD (RtI work, Mapper work, Team Meetings)
Jan. 9, 2013	Curriculum Mapper planning and work on entry of math units.
Jan. 16, 2013	Iowa Assessment analysis and data review on teams.
Jan. 23, 2013	Math Teaching Strategies – Common Core - with Angelia Shindelar (AEA)
Jan. 30, 2013	RtI data analysis and work on grouping students. Creating assessments.
Feb. 13, 2013	N. Fast & B. Brummett (AEA) work with teachers on reading in content areas. Transfer of skills learned. Class.

Feb. 18, 2013	Proposed curriculum mapper training with BLT
Feb. 20, 2013	Math Teaching Strategies from the Common Core with Angelia Shindelar (AEA)
Feb. 27, 2013	Rtl data analysis and work on grouping students. Creating assessments.

March 6, 2013	N. Fast & B. Brummett (AEA) work with teachers on reading in content areas. Transfer of skills learned.
March 13, 2013	Make up day for those that stayed and worked at our Parent Night Pres. Day
March 27, 2013	Rtl/PLC – work on data collection. Analysis and common assessments.
April 3, 2013	N. Fast & B. Brummett (AEA) work with teachers on reading in content areas. Transfer of skills learned.
April 10, 2013	Math Teaching Strategies with Angelia Shindelar (AEA) – Common Core math teaching strategies – going deeper.
April 17, 2013	ALiCE Training - RO Police Department
April 24, 2013	Ann Petersen Technology Training
May 1, 2013	Jeanice Lester will work with you and training on how to do PO's
May 8, 2013	Math Teaching Strategies with Angelia Shindelar (AEA)
May 15, 2013	Meet about transition day and share student data

Home School Assistance Program (HSAP) of Red Oak- End of Year Report
Support, encouragement, accountability: helping parents provide quality education for their children.

Overall the successes of the Home School Assistance Program (HSAP) of Red Oak included providing better connections between Red Oak Schools and the Home School community; increasing the accountability for parents, and providing better resources to families.

Status: The year began in October with 17 students:

1 went back to school full time. 2 more plan to be full time in the fall @ ROHS

2 moved out of the district

1 turned 16 and plans to Homeschool independently. 2 others are now 16 and are undecided about their future schooling options.

3 Middle Schoolers, with no prior schooling, have now accessed speech services and made good progress in all areas through the program's resources.

1 student with Behavior Disorders and severe learning needs has made significant progress with a daily living skills curriculum monitored by our program and has a supervised Ag-related job experience for the summer that we helped arrange. He is one of the 16 yr. olds and is uncertain about his future, although his mother likes the resources our program provides.

1 remains truant despite exhausting the available resources in our county. We will have another mediation meeting with his mother as soon as the new school year begins to try again, if the student remains in our district.

6 students are thriving, using HSAP resources on a regular basis, and are making adequate progress.

Successes: using a Daily Living Skills curriculum to "tailor-make" an appropriate educational plan

Access to Speech services and Language Kits, etc. through the AEA

Regular assessment for all students using criterion-referenced tests

Our Library continues to grow steadily

All students, except the one who is truant, had greater accountability, more access to resources, and made progress.

Challenges: Truancy resolution. We will continue to explore options in this area.

Transition plans for 16 yr. olds. I attended training in this area in June.

New HSAP resources:

We purchased criterion-referenced assessments to provide more immediate feedback to the students and their parents. These are easy to use and can be used more frequently than once-a-year tests.

We also purchased a research-based remedial reading program (that uses Orton-Gillingham methods). Two families are currently using the program over the summer.

Liaison: While not directly part of the duties of the HSAP as outlined in the law, our program has been a strong liaison between Red Oak Schools and the Homeschool community at large. Some successes have been:

1. Cooperation with the business office, central office, Red Oak principals and administrators, and the School Nurse to resolve common issues.
2. Providing a central location for both ROSD and homeschoolers alike to get information regarding current laws, procedures and materials
3. New families get quicker access, more resources and better communication

Goals:

1. Cooperation with the School Nurse re: the new immunization requirements
2. Increase awareness of Red Oak's homeschooling options, including the new Independent option. See Attached for a summary of those options.
3. Continue to organize our Library and resource materials
4. Continue to be a liaison

Respectfully submitted,

Karen L. Dean M.A. HSAP coordinator

****Parent is responsible for all instruction, record-keeping, and curriculum choices!** Initial Here _____

1. Home School Assistance Program HSAP- Student is assigned a certified teacher hired by the School District who is also a homeschool veteran. \$100 per student per year is available for curriculum. Student is required to meet with the teacher 4 times each quarter (about every other week) for a progress check, 2 must be face-to-face. HSAP students have free access to online resources through the school district, school libraries, AEA kits, and HSAP library among other resources such as free testing and music lessons. Additional requirements may be added by the School District.
2. Supervising Teacher- Student's family hires a teacher that is certified in Iowa for the student's grade level. Cost for teacher varies from \$100-\$200 a year. Student's family also pays for curriculum, although many Supervising Teachers have resources to help. Families have access to donated materials in the homeschool library located at Inman Primary School. Student is required to meet with the teacher 2 times each quarter (about once a month) to evaluate progress, one of which must be face-to-face.
3. Testing- Student takes Iowa tests or equivalent such as California tests one time each year PRIOR to May 1st. Testing may be taken through the School District or privately through hiring an Iowa Licensed teacher. Cost for private testing ranges from \$25-\$50 plus the cost of the test through companies such as Bob Jones University press. Student must score above the 30th percentile in the core areas or make 6 month's progress.
4. Portfolio- Student and family submit work samples, quizzes/tests, lesson plans, and a scope and sequence such as a Table of Contents for the main subject areas each year PRIOR to May 1. Work samples include showing the solving of math problems, original examples of written essays or book reports, tests taken, etc. Family pays an Iowa licensed teacher to evaluate the portfolio for 6 month's progress and then the teacher sends a report to the local superintendent by June 30. Cost is \$40-\$50

Dual-enrollment, which is taking some classes at the school and some at home, is available with all of the options above. All dual-enrolled students receive the use of a laptop during the school year.

ALL OF THE ABOVE OPTIONS MUST HAVE AT LEAST 148 DAYS OF INSTRUCTION. Initial Here _____

5. Independent Private Instruction- Student's family is SOLELY responsible for all instruction, record-keeping and costs to homeschool. Average cost for curriculum in Iowa is \$400 per student per year. Parents must provide instruction in Reading/Language Arts, Math, Science and Social Studies for all ages and provide information regarding the person responsible for instruction and the names of the children being taught. Students are NOT permitted to access dual-enrollment classes or homeschool resources available in the district.

NOTE: K12 or Connections Academy is a public school option and is not considered home schooling because the parents are not the primary teachers. Student open-enrolls to another school district and then Connections Academy provides computers, textbooks and teachers online. There is no cost but students are expected to "attend" every day for approximately 6 hours or more and parents must be involved. Open enrollment deadline is usually Mar. 1 each year for the following school year unless there are extenuating circumstances.

National Association for the Education of Young Children

Having met the NAEYC Early Childhood Program Standards,
Right Start Preschool

*904 Broad Street
Red Oak, IA 51566
Program ID 403448*

is hereby awarded

NAEYC Accreditation


by the NAEYC Academy for Early Childhood Program Accreditation

07/01/2018

Certificate is valid until date above.

www.rightchoiceforkids.org
accreditation.information@naeyc.org
800-424-2460




Jerlean E. Daniel, Ph.D.
NAEYC Executive Director

146

146