

**WESTSIDE COMMUNITY SCHOOLS  
DISTRICT 66  
Board Meeting Minutes – May 9, 2016**

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The Board of Education Meeting of School District 66 was convened in open and public session on May 9, 2016 at 6:30 p.m. at the Westside ABC Building, 909 S. 76th Street, Omaha, Nebraska.

Board members present:        Scott Hazelrigg, President  
   David Williams, Vice President  
   Martha Slosburg, Secretary  
   Beth Morrissette, Treasurer  
   Rosie Zweiback, Director (late arrival)  
   Dana Blakely, Director

Notice of the meeting was given by placing advance notice on the front page of the District's website no less than 48 hours in advance of the scheduled commencement of the meeting as authorized by Board Policy 1220. Notice for this meeting appeared beginning on May 4, 2016, and appeared continuously up through the start of this board meeting, a copy of which is attached to the official minutes. Notice of this meeting and the availability of the agenda was simultaneously given to all members of the Board of Education and available to anyone at the Board of Education office. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

**District Staff in Attendance:**

Blane McCann, Enid Schonewise, Mark Weichel, Greg Betts, Peggy Rupprecht, Bob Zagozda, Kami Jessop, Ruby Larson, Jim Sides, Molly Hurley, Matt Lee, Russ Olsen, Cindy Vann, Denise Hazelrigg.

**Others in Attendance:**

Dave Richardson, Adam Yale, Kris Karnes, Tami Williams, Hannah Keator, Rachel Zetzman, Justin Grau, Tim Hodges, Neal Grandgenett, Elliott Ostler, Megan Addison, Anne Herman, Debbie Bouc, Julie Gibson-Beier, Hannah Stodolka, Elizabeth Harwood.

\* Members of the public are not required to identify themselves to attend. Attendee names appearing in these minutes are those who signed a voluntary sign-in sheet.

Mr. Hazelrigg called the meeting to order at 6:30 p.m. Board member roll call was taken and attendance is noted above.

Mr. Hazelrigg welcomed the audience and asked if public notice had been given of the meeting under the Nebraska Open Meetings Act. Ms. Hurley responded that required notice had been given. He acknowledged that the meeting had been publicly announced and the agenda was available to any interested parties. Mr. Hazelrigg announced that a copy Nebraska Open Meetings Act is posted at the meeting as required by law.

Ms. Blakely made a motion to approve the minutes of the Board of Education Public Hearing and Board of Education Meeting held on April 25, 2016, as presented. Mr. Williams seconded the motion. Motion carried by unanimous roll call vote.

### **Financials**

Ms. Morrissette presented the treasurer's report for April 2016. Mr. Williams made a motion for approval of expenditures in the amount of \$7,153,527. Ms. Blakely seconded the motion. Motion carried by unanimous roll call vote. A copy of the April 2016 Financial Statements are attached to the official minutes.

### **Communications**

Dr. McCann thanked Martha Slosburg and Scott Hazelrigg for their service on the Board and to the families of Westside Community Schools. Both will be stepping down from their board service at the end of this month. Dr. McCann also acknowledged Mr. Adam Yale and Ms. Kris Karnes who were attendance and will be joining the Board of Education as of June 1, 2016.

Dr. McCann congratulated the following high schools students who were top performers at a recent international DECA competition in Nashville, TN: Jackson Frerichs; Michael Merical; Rachel Zetzman; Lizzie Harwood; Eliza Jasa; Nikki Wagner; Lauren Zimmerman; and Hannah Stodolka.

Dr. McCann also recognized two students from the high school who earned an Outstanding Performance Award ~ Kate Hamman, Trumpet Solo ~ and an Outstanding Performance Honorable Mention ~ Ben Battafarano, French Horn Solo ~ at the District Music Solo & Ensemble Contest.

### **Westside High School Student Advisory Board**

Hannah Keator, outgoing president of WHS Student Advisory Board, provided an update on the move from Student Advisory Board (SAB) to Student Council to align with student leader organizations at other high schools. She also reported on the membership application process for Student Council that will require a student to create a short introduction video, provide teacher recommendations and respond to 10 short essay questions. They also held an 8th grade workshop to familiarize next year's incoming freshman with high school leadership opportunities, and had a luncheon with the new high school principal, Mr. Jay Opperman.

### **AdvancED Update**

Dr. Mark Weichel, Assistant Superintendent for Teaching and Learning, and Mr. Jim Sides, Director of Secondary Teaching and Learning, provided a summary of the AdvancED External visit that was held April 24-26, 2016. This brief overview precedes a more comprehensive presentation that will be given later this summer. The the final written report should be received within the next couple of weeks. Overall, the district received an Index of Education Quality (IEQ) score of 292.07, which is 13.73 points higher than the AdvancED Network average of 278.34. The AdvancED Team Leader reported that it is the highest IEQ score he had seen. (A copy of Dr. Weichel's and Mr. Side's summary presentation is attached to the official minutes).

### **Strategic Plan Update**

Dr. Weichel and Dr. Matt Lee, Coordinator of Technology Integration, presented a status update on the District's strategic plan and the work that has been completed since its implementation in the fall of 2014. Measured outcomes for the three core strategies (1. Literacy Skills; 2. Personalized Learning; 3. Technology Integration) were developed to provide benchmarks for assessing progress. In addition, professors from UNO (Tami Williams, Neal Grandgenett and Elliott Ostler) have participated with district staff, parents, students and community members in a number of consolidation activities (the Delphi Process) that has leveraged the opinions and expertise of lots of people, resulting in a process that has been very collaborative and thoughtful. Dr. Weichel and Dr. Lee shared that an informational graphic is being created in order to easily communicate and share this important work with the district community.

Dr. Weichel and Dr. Lee reported that, during the recent AdvancED Accreditation process, the external review team noted in their exit report that our foundation level goals are an area of strength in our district. Core Strategy One (Literacy Skills) - Dr. Weichel and Dr. Lee highlighted that since 2012, 182 fewer students have needed interventions. Core Strategy Two (Personalized Learning - Dr. Ostler stated that 67% of students report that they feel like they are able to make personal choices in their learning each day. He also said this number will grow as students begin to realize / understand that do have a choice. More and more teachers are introducing flexible grouping in their classrooms, and the district's active community business partnerships have grown from 45 in 2013 to 448 in 2016. Core Strategy Three (Technology Integration) - 90% of teachers believe that technology enhances learning in the classroom for all students. 91% of students believe that technology improves the quality of their learning and 80% of students feel more focused and understand more when using technology. Dr. Paul Lindgren, Director of Technology, stressed that the district closely monitors research and recommendations for screen time (quality of screen time, content, monitored, limits, digital responsibility).

Dr. Weichel and Dr. Lee said there are plans to introduce the Delphi Process at the building level to provide the same collaborative and systematic approach to establishing goals and activities for building teams. (A copy of the Executive Summary and PowerPoint is included with the official minutes.)

### **WMS After-School Programming**

Dr. Weichel and Mr. Russ Olsen, Principal at Westside Middle School, presented an overview and programming proposal for an after-school program at the middle school. Currently, there are approximately 10 different clubs and athletics that students can participate in after school. In addition, the media center is open for 90 minutes at the end of the school day for independent study, which draws on average 18 students per day. Dr. Weichel and Mr. Olsen proposed that the middle school would like to offer an after-school program that would provide extended supervised learning opportunities and educational tutorial services on a daily basis and throughout the summer months. The district's partnership with Boys & Girls Club at Westbrook Elementary (which is open to any student from elementary through high school) draws

approximately 40 middle school students, although to participate a student has to be a member of Boys & Girls Club and pay a nominal annual fee of \$30.

Dr. Weichel and Mr. Olsen shared that the objectives of a more intensive, structured after-school program at the middle school could reach a wider student audience, increase engagement and have a positive impact on learning. A series of rotating activities, along with open flex time, would be scheduled from 3:30 p.m. until approximately 8:30 p.m and could include homework/tutorial time (supplementing current curriculum), life-skills and enrichment activities, college and career readiness, service learning opportunities and physical activities. Dr. Weichel and Mr. Olsen also explained that student participation and academic progress (of students who participate) could be measured by tracking their involvement in PowerSchool.

Ms. Morrissette inquired on a previous after-school program at the middle school. Mr. Olsen did not have specific background on the program (from 10 years ago) or a reason as to why it may not have been as successful as it could have been. Mr. Hazelrigg commented that it will be important to identify specific needs of an after-school program, as well as a thoughtful process for development and collaboration with any organization that the district might partner with for such services. Dr. Weichel and Mr. Olsen emphasized that further examination of programs and vendors who offer these services will be done, but also stressed that the need is there for such a program at the middle school. (A copy of the Executive Summary and powerpoint is attached to the official minutes.)

#### **Collective for Youth / United Way Data Collection**

Ms. Megan Addison, Executive Director of Collective For Youth (CFY), and Dr. Anne Herman, Senior Vice President of Analytics and Performance at United Way of the Midlands (UWM), presented information to the board on the identification process that CFY uses to match after-school programs with various organizations, and the data collection process that UWM developed to track results of programs funded by United Way. (This presentation request by the BOE was the result of previous conversations that the District was engaged in with Boys & Girls Club to possibly expand the programming of the Westside Foundation's Early Childhood at Pipal Park Community Center). From those conversations, BGC inquired on placing a teen center at Westside Middle School.

Ms. Addison reported that, since 2007, CFY has been matching out of school time providers with schools and other entities that serve youth. More than 1,200 youth educators from 35 different organizations have taken part in CFY professional development programs, and they serve over 6,000 youth per year. She stated that with any after school program, determining what you want yours to look like is important and that it is the enrichment piece of your program that draws students in. Dr. Herman shared the UWM community-wide goals and outcomes for out of school time programs, including school attendance, grades, self-confidence, building positive peer and adult relationships, community service and leadership. In addition, Dr. Herman reported that in nearly all cases with out of school time programs, the UWM is also meeting basic food, shelter and safety needs of participating youth. Dr. McCann thanked Ms. Addison and Dr.

Herman for attending and sharing their professional insights on establishing an engaging and sustainable after school program. (A copy of the Executive Summary is attached to the official minutes.)

### **Gallup Engagement**

Dr. Tim Hodges, Director of Research for Gallup Education, presented the results of the Westside employee workplace engagement survey. In the spring of 2015, the Board of Education and Superintendent began discussions to institute a mechanism to communicate with staff to better understand their engagement and satisfaction at Westside Community Schools. During the 2015 fall semester, the Human Resources Department formed a committee and met with three Metro companies to learn about their process of determining staff engagement and employee satisfaction. The Committee selected Gallup to administer an anonymous engagement survey in January 2016. This data will be used by district leadership and building design teams to implement the philosophy of Westside Community Schools, which calls for engaging staff by cultivating a positive organizational culture that's inclusive, collaborative, and trusting, ensuring that the district provides an engaging place to work and learn for both students and staff.

Dr. Hodges stated that Gallup defines engagement as how involved with and enthusiastic employees are with their daily work. Gallup sees staff engagement and satisfaction as key attributes of successful schools. He identified and explained the three levels of employee engagement that Gallup uses in their surveys: "Engaged" - loyal, committed, more productive, more likely to stay with their company for at least one year; "Not Engaged" - may be productive but not psychologically connected, more likely to miss work days, on the fence; and "Actively Disengaged" - physically present but psychologically absent, unhappy with work situation, insist on imparting their unhappiness with colleagues.

Dr. Hodges expressed that for Westside Community Schools, the 2016 engagement baseline results are very promising, with 37% of employees engaged, 54% of employees not engaged, and only 9% actively disengaged. He explained that, with a strategic focus, the "not engaged" employees can easily become "engaged". In addition, he said that Westside's participation rate of 91% is above average and that it is rare to see this in a first year engagement survey. Another aspect of a first year engagement survey is the introduction of engagement language to employees and building the engagement process after seeing the first year results. Once employees realize the opportunity is there to do what they do best, and that they are supported and recognized, active disengagement can be eliminated. (A copy of the Executive Summary and powerpoint is attached to the official minutes.)

### **Board Policy #6340 - Student Fees 2016-2017**

Ms. Alison McGinn presented Board Policy #6340 / 2016-2017 Student Fees for approval. This policy was brought before the board for consideration and discussion at a Public Hearing on April 25, 2016. Mr. Williams made a motion to approve policy #6340. Ms. Zweiback seconded. Motion carried by unanimous roll call vote. (The Executive Summary and redline copy of policy #6340 is attached to the official minutes.)

### **Personnel Report**

Dr. Enid Schonewise asked for board approval of the Personnel Report (four resignations; six probationary contracts). Ms. Zweiback moved for approval of the Personnel Report. Ms. Slosburg seconded. Motion carried by unanimous roll call vote. (A copy of the Personnel Report is attached to the official minutes.)

### **Superintendent Contract**

Ms. Slosburg moved to approve the three-year contract for Dr. Blane McCann as Superintendent, commencing July 10, 2016, and ending July 9, 2019, with compensation in 2016-2017 to include a base salary of \$206,000; a retirement plan contribution of \$20,000; and all other provisions as are set forth in the proposed contract and accompanying Superintendent Transparency Notice that has appeared on the District's website continuously since Thursday, May 5, 2016; and to designate the Board President to sign the contract. Mr. Williams seconded the motion. Motion carried by unanimous roll call vote. Members of the board thanked Dr. McCann and other members of the senior leadership team for their dedication and for forfeiting salary increases this year. (A copy of the Superintendent Contract is attached to the official minutes.)

### **Summer Projects (Written Report)**

Mr. Bob Zagozda submitted a report on buildings and grounds projects to be completed over the summer break. Due to the on-going facilities projects through the bond, there were not as many submissions for summer work. District-wide projects that will be completed include: striping of parking lots; asphalt and concrete repair and replacement - sidewalks and parking lots; and removal of dead trees. Building projects include: Rockbrook - widen north parking lot; Loveland - boiler repair; Westbrook - replace boiler; WHS - roofing projects; food lab countertops; 3rd floor fire exit stairs. (A copy of Mr. Zagozda's report is attached to the official minutes.)

### **Multiculturalism (Written Report)**

Dr. Mark Weichel submitted a report on the district's multicultural education program. This is an annual report, presented to boards of education, as required by Rule 10. (A copy of Dr. Weichel's report is attached to the official minutes.)

### **Facilities Master Plan Update (Written Report)**

Mr. Rob Zimmerman of Project Advocates submitted the monthly report (May 2016) of the Facilities Master Plan - Phase I Implementation. (A copy of Project Advocates report is attached to the official minutes.)

### **Reports**

Mr. Hazelrigg shared that the Westside Foundation and the Westside Alumni Association are continuing their discussions on a partnership / alliance that can more fully utilize the resources of both groups. He also reported that Ms. Blakely and Ms. Morrisette will be working together on a slate of board officers for the June 13, 2016 Board of Education Meeting. Ms. Morrisette expressed thanks to the Volunteer Council and the Westside Community Council for their

collaborative efforts in coming together and combining their resources that serve all of our district families and students. Ms. Blakely commended the Special Services staff for their phenomenal work with the Project SEARCH program at Children's Hospital.

**Announcements**

Dr. McCann reviewed upcoming events, which include:

May 10, 2016	Primary Election Day
May 10, 2016	UNL / EPA Community Health Project Outreach Meeting
May 13, 2016	WHS West Campus Graduation - 2:00pm
May 14, 2016	WHS Commencement at Baxter Arena - 2:00pm
May 22, 2016	Oakdale Elementary Celebration (1:00-3:00pm)
May 22, 2016	Open House / Martha & Scott (3:00-5:00pm)
May 24, 2016	Last Day of School
May 24, 2016	All Staff End of Year Celebration @ WHS
June 1-2, 2016	WCS Confratute @ WHS

There being no further business the meeting adjourned at 9:05 p.m.

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