

BOARD OF EDUCATION
The School District of Independence

10658

The Board of Education met in regular session Tuesday, September 10, 2013, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Ann Franklin, President
 Dr. Matt Mallinson, Vice President
 Mrs. Jill Esry, Treasurer
 Mrs. Jana Waits, Director
 Mr. Ken Johnston, Director
 Mrs. Denise Fears, Director

Member Absent: Mr. Greg Finke, Director

Also Present: Dr. Dale Herl, Superintendent
 Dr. Dred Scott, Dr. Lance Stout, Dr. Brad MacLaughlin, Dr. Beth Savidge,
 Dr. Linda Gray-Smith, Mrs. Sherry Potter, Mrs. Cindy Grant, Mrs. Nancy
 Lewis, Mr. Bob Robinson, INEA, interested patrons and staff, and Mrs.
 Annette Miller.

The meeting was called to order by the President, Mrs. Ann Franklin, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller.

Dr. Herl introduced Mr. Chuck Castellano, Community Relations Manager for the Kansas City Chiefs football team. The Chiefs donated a great number of football shoes to the District last year that were provided to students. In a video that was shown it tells how the Hunt family wanted to create the Chiefs Community Caring Team which includes players and staff members. Five years ago a partnership was formed between the Chiefs and the School District which created the Holiday Helpers program. Families go from stressful to joyful during the holiday season as this program provides gifts and food. The partnership also works to build character in students through Chiefs' staff and players visiting schools and participating in the Play 60 program teaching healthy eating and exercise habits. Play 60 is through the National Football League and the National Dairy Council – provides nutrition instruction as well as implementing physical activity. The School District recognized the Kansas City Chiefs Team as the Community Group of Character for September. Mr. Castellano talked about how much the Chiefs Team gets out of this interaction partnership. He thanked the Board of Education for the generations they are helping through these types of programs/partnerships. Dr. Herl presented a plaque to Mr. Castellano as a token of appreciation from the School District and the Board of Education.

Jill Esry made the motion to approve the September 10, 2013 Agenda as presented. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

Dr. Herl stated that the Bills listed on the Consent Agenda portion are typical for this time of year.

Jana Waits made the motion to approve the September 10, 2013 Consent Agenda as printed.

1. Minutes – August 13, 2013 – Regular and Special sessions.
2. Approval of September 10, 2013 List of Bills totaling \$10,180,364.12
3. Personnel Recommendation #6
 - A. Employment of Certificated Staff for the 2013-2014 School Year
 1. Candace Price, Special Education Teacher
 2. Denise Evans, Second Grade/Little Blue Elementary School
 3. Melinda Buchanan, Kindergarten/Sycamore Hills Elementary School
 4. Miranda Hutchens, Kindergarten/Glendale Elementary School

The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl stated that the 2013-2014 enrollment topped 14,000 students with 14,123 students which is an increase of nearly 200 students. There are two grade levels whose enrollment exceeds 1,200 students: Kindergarten with 1,231 and second grade with 1,203. The District has added five new teachers this year. Based on attendance comparison from this time last year; parents, teachers, and staff deserve a lot of credit as the District is up 2.2%. This is a massive jump for the District and responds to the MSIP 5 requirements. One of the District's four goals for this year is improving student attendance. The Assessed Valuation preliminary number is \$926,434,885. The final Assessed Valuation should be received in late September and is typically lower than the preliminary amount. Dr. Herl reported that the 2013-2014 school year started exceptionally well. He commended the transportation department and Keith Henry for their outstanding record with no major accidents in the 1.7 million miles that they

travel every year in transporting students. Dr. Herl said that a lot of information has been put out on HB 253 and that the Legislature's veto session starts tomorrow. He is not sure if HB 253 will be voted on tomorrow or possibly Thursday. It does not appear that there will be the necessary 109 votes to override the Governor's veto. This tax cut bill will eliminate approximately \$800 million from State revenue which will affect funding for public education as the reduction in revenue has to come from somewhere. Dr. Herl said that he will keep the Board of Education informed on the outcome of HB 253.

Items on the Agenda under New Business included information for the Board of Education's consideration.

Dr. Herl reported that the School District is required to approve the Local Plan for Compliance and the Assurance Statements for Sec. 613 (Part B) of the Individuals with Disabilities Education Act, as amended by the Individuals with Disabilities Act Amendments of 2004, for the 2013-2014 school year. Changes at the State level include: definition of 'just cause' for going beyond the 60 day time frame for IEP testing and Due Process complaints. Due Process Hearings were previously handled by a three (3) person committee selected by the parties involved but now they are heard by an Administrative Hearing Commission which is appointed and works out of Jefferson City.

Jana Waits made the motion that the Board of Education approves adopting the Local Plan for Compliance and Part B of the IDEA, to provide special education services for all children (between the ages of 3 and 21) who meet the eligibility criteria as stated in this Plan. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Herl explained that the Board of Education annually reviews and approves the transportation routes for students who qualify for bus service. There are 256 bus routes for the 2013-2014 school year.

The motion was made by Denise Fears, second by Ken Johnston, that the Board of Education approves the 256 Transportation Routes for the Independence School District for the 2013-2014 school year. The motion was unanimously approved by the Board of Education.

Dr. Herl stated that the Board of Education's Policy Review Committee meets periodically to consider recommended changes/additions to Policies and Regulations. These changes are usually related to Federal regulations/requirements. At this time, the Committee is recommending changes to Policies 2640, 2815, 4630, 4640, 5260, 6140, and 6260. Policy changes/additions require two readings for approval.

Matt Mallinson made the motion that the Board of Education approves this as the first reading of changes/additions to Board of Education Policies 2640, 2815, 4630, 4640, 5260, 6140, and 6260. The motion was seconded by Jana Waits and unanimously approved by the Board of Education. (Pages 10660-10667)

Dr. Herl shared that the Riverview Gardens and Normandy School Districts are unaccredited and that approximately 2,700 students have left those districts and enrolled in other school districts. He reported that MSIP 5 requirements state that if a school district attains 50%-70% then they are provisionally accredited; if they score at 70% or higher then they are fully accredited. Kansas City, Missouri School District has the points to be provisionally accredited. Dr. Green and their Board of Education are much more functional as a school district now. The Administration is recommending that the Board of Education approve a Resolution recognizing the improvement that the Kansas City, Missouri School District has made and urge the State Board of Education to approve them as provisionally accredited.

Jill Esry made the motion that the Board of Education approves the Resolution Recognizing the Kansas City Public School's Progress and Urging the State Board of Education to Return Them to Provisional Accreditation Status. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education. (Pages 10668)

Dr. Savidge shared a video and discussed the District's revised 2013-2014 Assessment Plan. The District is focusing on literacy and math which drives the instructional curriculum for students. The Administration and staff learn how students are progressing from the assessments. This information will assist the District in having fewer student dropouts, more college/career ready graduates, and greater self-esteem among the students. This also leads to highly effective teachers who are able to support each child's learning goals. The Assessment Plan provides a listing of the tests, purpose of each test, guidelines for students with disabilities, a description of how the District assesses Show-Me-Standards not addressed by MAP, End of Course exams, how test results are used, and provisions for staff development activities relating to these assessments. As students get older they become much more motivated and want to chart their own road based on results from these assessments.

STUDENTS**Policy 2640****Discipline****Student Use of Tobacco, Alcohol and Drugs****Smoking**

The Board of Education believes that smoking and the use of any tobacco product is detrimental to the health and well-being of staff and students. Therefore the Board prohibits the use, sale, transfer and possession of any tobacco product at school and at school activities.

Alcohol and Drug Use

The improper use of controlled substances, alcohol and substances represented to be such is detrimental to the health and welfare of students and is detrimental to discipline in school. Such conduct as well as the possession of drug paraphernalia is prohibited and is subject to disciplinary action as set forth in Regulation 2610.

Pursuant to 29 U.S.C. 705(20)(c)(iv), ~~disabled students protected under Section 504 of the Rehabilitation Act, who are currently engaging in the illegal use of controlled substances, including alcohol, may negate his/her eligibility or disciplinary protections under Section 504 and the Americans with Disabilities Act regardless of whether his/her disability is related to the alcohol or drug abuse. Disabled students protected under the IDEA, who engage in the illegal use of controlled substances, including alcohol, may be placed in an Interim Alternate Educational Setting pursuant to 20 USC §1415(k).~~ a student with a 504/ADA disability who is currently engaging in the illegal use of alcohol or drugs is not considered a student with a disability under those laws and the District may take disciplinary action - to the same extent that disciplinary action is taken against nondisabled students -- in relation to that use of alcohol or drugs. In such cases, the due process procedures contained in the Section 504 regulations will not apply to protect those students. This provision does not apply to students who are identified as disabled under the Individuals with Disabilities Act. However, school personnel may remove an IDEA disabled student to an interim alternative educational setting for not more than 45 school days without regard to whether that student's behavior is a manifestation of his/her disability where that student knowingly possesses or uses illegal drugs, or sells or solicits the sale of a controlled substance while at school, on school premises, or at a school function under the District's jurisdiction. "Illegal drug," as it pertains to the discipline of IDEA students, means a controlled substance but does not include a controlled substance that is legally possessed or used under the supervision of a licensed health-care professional or under any other authority.

STUDENTS**Policy 2815****Student Services****Assessment Contact and Referrals Involvement to With Outside Services Agencies**

The counseling staff, in consultation with other staff members, is responsible for ~~the initial assessment of~~ reviewing students' academic progress as well as personal/social concerns. Where ~~necessary~~ appropriate, the District will make ~~available responsive services including individual~~ contact with and ~~small group counseling, crisis counseling, referral to other agencies or professional resources,~~ and/or put students ~~vocational and educational placement.~~ The District ~~will~~ and their parents/guardians in contact with outside agencies or professional resources. Where appropriate, the District will cooperate and assist other agencies or professional resources that become involved with ~~the diagnosis and treatment of~~ students ~~referred for responsive services.~~ Student information will not be provided to outside agencies or professional resources until the student's parents/guardians ~~have~~ or the eligible student has signed a release of information form. Except as required by law, including but not limited to the Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973, the cost of ~~diagnostic and treatment~~ any services provided by the outside ~~the District~~ agency or professional resource is the sole responsibility of individual parents/guardians. ~~(See also Regulation 6250-Instruction for Students with Disabilities).~~ or eligible student.

PERSONNEL SERVICES**Policy 4630****Performance Evaluation****Staff Conduct**

The Board of Educations requires all staff members to serve as positive role models for District students. District schools exist to provide quality, cognitive, and affective education for District students. In achieving these objectives, staff are required to meet certain performance criteria including, but not limited to:

1. Properly prepare for student instruction.
2. Fully utilize instructional time for learning activities.
3. Maintain students under active supervision at all times.
4. Assess student performance in a regular and accurate manner.
5. Modify instructional goals to meet the needs of each student.
6. Comply with administrative directives.
7. Motivate students to achieve learning objectives.
8. Communicate with students in a professional and respectful manner.
9. Maintain relationships with students in a professional teacher-student model.
10. Review and comply with Board policies, regulations, and procedures as well as related building rules and practices.
11. Properly operate and maintain district property.
12. Utilize district technology solely for school district business.
13. Maintain required records and submit requested reports in a timely manner.
14. Comply with all safety guidelines and directives.
15. Refrain from the use of profane and obscene language.
16. Dress in a professional manner.
17. Attend to all duties in a punctual manner.

PERSONNEL**Policy 4640****Performance Evaluation****Teaching Standards**

District teaching standards include, but are not limited to:

- Ensuring that students are actively participating and are successful in the learning process.
- Teacher will monitor and manage student learning by specific assessment vehicles.
- Student and teacher will be prepared and knowledgeable of the curricular content.
- Teacher will maintain students' on task behavior.
- Teacher will use professional communications and interactions with the school community.
- Teacher will remain current on instructional knowledge.
- Teacher will seek and explore changes in teaching behaviors that will enhance student learning.
- Teacher will act responsibly in the overall mission of the school.
- Teacher creates learning experiences that make the subject matter meaningful.
- Teacher demonstrates knowledge of the subject matter by implementing instruction pertinent to the subject matter.
- Teacher provides learning opportunities that support the intellectual, social and personal development of all students.
- Teacher cultivates the unique skills and talents of every student.
- Teacher will use a variety of instructional activities of critical thinking, problem solving, and performance skills.
- Teacher creates a positive learning environment that encourages active engagement in learning, positive social interactions and self-motivation.
- Teacher models effective verbal, nonverbal and media communication techniques with students and parents to foster active inquiry, collaboration and supportive interaction in the classroom.

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- Teacher will use formal and informal strategies to assess learners' progress.
- Teacher will actively seek out opportunities to grow professionally in order to improve learning for all students.
- Teacher will maintain effective working relationships with students, parents, colleagues and community members.

Final standards for teaching in the District will be in place by June 30, 2010.

SUPPORT SERVICES**Policy 5260****Safety, Security and Communications****Safety and Standards**

The Board of Education directs the Superintendent to ensure that the administration and management of all District operations be in compliance with local laws and regulations pertaining to student and staff safety and state and federal laws and standards regarding Occupational Safety and Health. At various times District supervisors will issue specific safety standards and will provide ongoing directions, oral and written, to maximize employee and student safety. Failure to comply with such safety directives will be considered serious misconduct and will result in disciplinary action up to and including dismissal.

Safety Requirements

In order to promote safety and to reduce the occurrence of injuries to the employee; to the employee's colleagues, students and visitors to our schools, the following requirements are mandated by the Board. These requirements are not intended to be exclusive, but to be illustrative for measures required to promote safety. Moreover, these requirements are in addition to all relevant requirements of federal and state law, as well as, Board policy. Employees will be required to review, sign and return this policy on an annual basis. These requirements are:

1. All accidents are to be reported, in writing, to your supervisor on the date they occur.
2. All unsafe conditions are to be reported to your supervisor immediately.
3. No running or horseplay is permitted.
4. The use of alcohol or non-prescribed drugs during work hours is strictly prohibited. The use of prescribed drugs is permitted subject to the limitations imposed by the prescribing physician.
5. Standing on chairs, desks, boxes, or any object other than a ladder or step stool is prohibited.
6. When using chemicals, all appropriate safety equipment must be used. If the appropriate safety equipment is not available, the absence of same should be reported to your supervisor immediately.
7. If your duties require you to drive, the use of a seatbelt is mandatory. The use of a cell phone for phone calls or texting is prohibited in a moving vehicle.
8. The use of employer provided safety devices is mandatory.

INSTRUCTIONAL SERVICES

Policy 6140

Curriculum Services

Services for Students with Disabilities

The District does not utilize a separate curriculum for students with disabilities. It is the policy of the District to ~~develop an~~ implement a program of regular and special education based on the individualized ~~educational plan (IEP) for~~ needs of each ~~public school~~ disabled student. ~~with a qualifying disability who needs special educational services pursuant to the Individuals with Disabilities Education Act (IDEA) and/or an accommodation plan, if necessary, for students who are qualified pursuant to Section 504 of the Rehabilitation Act.~~

The District will provide special education and/or related services to students with disabilities in accordance with applicable law, including the IDEA, ~~and its amendments~~ implementing regulations, the Missouri State Plan for Part B of the IDEA, Section 504 of the Rehabilitation Act of 1973, ~~162.670-.995, RSMo., and Missouri's State Plan for Part B~~ its implementing regulations, and Title II of the American with Disabilities Act.

~~If a student has had his/her curriculum substantially altered or modified pursuant to an IEP, 504 Plan, and/or in connection with a plan of homebound instruction so that the academic requirements (including but not limited to the requirements for achieving a specific letter or numerical grade) for one or more courses have been significantly reduced as compared to the regular course or courses, the IEP team or 504 team (or in the case of a student receiving homebound instruction who is not covered by an IEP or 504 Plan, the principal, counselor, and classroom teacher(s) for such course(s)) shall determine whether the student shall be included in the computation of class rank. Students who are not included in the class ranking shall still receive a cumulative grade point average (G.P.A.) and shall be eligible for the honor roll.~~ For students identified as disabled under the Individuals with Disabilities Act (IDEA), each student's IEP team will develop an Individualized Educational Plan (IEP) that will address how that student's disability affects that student's involvement and progress in the general curriculum. Each student's IEP team also will, in accordance with IDEA, create an IEP that includes a statement of the special education, related services and supplementary aides and services that will enable the student to be involved in and make progress in the general educational curriculum.

INSTRUCTIONAL SERVICES**Policy 6260****Instruction****Educational Surrogate**

The Board of Education directs the Administration to determine whether a disabled student is in need of an educational surrogate within thirty (30) days of the date of notification that the student is living within District jurisdiction. The Administration is directed to notify the Division of Special Education at the Missouri Department of Elementary and Secondary Education in writing within ten (10) days of the determination that such need exists.

The District designates the Director of Special Services who is responsible for overseeing the educational surrogate program in the District.

RESOLUTION RECOGNIZING THE KANSAS CITY PUBLIC SCHOOL'S PROGRESS AND URGING THE STATE BOARD OF EDUCATION TO RETURN PROVISIONAL ACCREDITATION STATUS

WHEREAS, the Kansas City Public Schools (KCPS) has reformed its governance process, maintained fiscal stability and demonstrated significant academic growth; and

WHEREAS, the KCPS Board of Directors has reformed its board governance process by adopting a policy-governance model, bringing an end to the days of micromanagement, patronage and politicization of the KCPS. The board now focuses on crafting the vision for the KCPS and monitoring the Administration as it implements the vision in order to provide accountability; and

WHEREAS, the KCPS has maintained financial stability by making difficult, yet fiscally necessary, decisions including: closing half of KCPS' underutilized schools saving the district from insolvency, eliminating unnecessary vendor relationships from more than 6,000 to less than 1,000 contracts ending a system of cronyism, and eliminating and/or consolidating 1,000 staff positions; and

WHEREAS, despite declining State revenues over the last three years and having the lowest school tax levy in the metropolitan area, KCPS has maintained a balanced budget; and

WHEREAS, KCPS has demonstrated significant academic growth as demonstrated by its performance on the Missouri Assessment Program (MAP) test including: earning a total of 84 points for SY 2012/2013 placing KCPS as far beyond provisional accreditation as it is near to full accreditation for an APR score of 60%, growth in subgroup MAP scores, and overall progress in MAP scores while also making steady progress as shown by its End of Course (EOC) assessments; and

WHEREAS, the KCPS has also demonstrated significant growth in the nonacademic areas assessed by the Missouri Assessment Program including: higher graduation rates, increases in attendance, and growth in the number of scholars taking and earning AP, IB, and college credit; and

WHEREAS, sixteen KCPS scholars graduated high school in May of 2013 with their Associates Degree; and

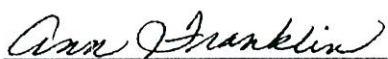
WHEREAS, the KCPS has a stable and highly competent administration focused on the common goal of increasing scholar achievement, and

WHEREAS, the KCPS has worked collaboratively with the Department of Education and Secondary Education's (DESE) Regional School Improvement Team (RSIT) – a partnership that has resulted in many of the gains achieved by the KCPS.

NOW, THEREFORE, BE IT RESOLVED that the Independence School District recognizes that after two years of hard work and progress, the KCPS has not only surpassed the provisional accreditation threshold under MSIP 5, but is now 85 percent of the way to achieving full accreditation. Furthermore, we encourage the State Board of Education to acknowledge the hard work of KCPS' scholars, parents, teachers and staff by immediately granting the KCPS provisional accreditation.



Superintendent of Schools



School Board President

Assessments and tests do not always equate to the same thing. Assessments are used to measure the learning of students. This provides teachers to check throughout the year where students' are in the learning process.

Jana Waits made the motion that the Board of Education approves the 2013-2014 Assessment Plan, as required by the Missouri School Plan (MSIP) guidelines, for the Independence School District. The motion was seconded by Jill Esry and unanimously approved by the Board of Education

There being no further information to come before the Board, Denise Fears made the motion, second by Jana Waits, to adjourn the meeting and go into executive session for legal and personnel issues at 6:50 p.m. The motion was approved as follows:

Ayes: Ann Franklin
Matt Mallinson
Jill Esry
Jana Waits
Ken Johnston
Denise Fears

Absent: Greg Finke


Secretary


President