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## **2015-2016 Year End Report to the Board**

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This report summarizes the work of the McCall-Donnelly Board of Trustees and the administration during the 2015-2016 school-year.

Items in this report are presented in abbreviated form. They represent significant advances for the district and immeasurable hours of dedicated service by employees, students and volunteers. They are listed in this report for the purpose of documenting major initiatives and ongoing progress to accomplish the District's Strategic Plan and Annual Board Goals.

### **Section I: Superintendent Comments**

Several significant stories unfolded during the 2015-2016 school year. As we opened the doors to a new school year in August of 2015, the district was met with the fourth consecutive year of increased enrollment. This represents the first time since 1994 that the McCall-Donnelly School District saw a similar trend. Increased enrollment brought with it new students to our community, with whom we worked to assimilate into the local culture.

Additionally, the district welcomed two new administrators to its team. Valerie Berg was selected as the principal for Barbara Morgan Elementary and David Pickard was selected as the principal for Heartland High School, as well as the Director of Curriculum and Assessment. We are fortunate to have these professionals join our efforts on behalf of students and families. As the year unfolded, Mrs. Berg led her staff through the adjustment of the highest enrollment McCall has seen in recent years. And Mr. Pickard successfully led the Heartland High School team through the accreditation

process. On July 1, 2016 Heartland High School was notified that they successfully achieved accreditation. This accomplishment supports the accreditation recommendation for McCall-Donnelly High School from the spring of 2015, which advised the district that Heartland High School seek its own accreditation.

In the past several years, the McCall-Donnelly School District scanned a local horizon and sought to replicate best practices. This resulted in high levels of achievement and according to the spring 2016 U. S. News and World Report rankings of “Best High Schools”, **out of 193 high schools in Idaho McCall-Donnelly ranked 4th.**

We recognize this as evidence of success in a pre-kindergarten through twelfth grade system, which involves all five schools in our district.

## Section II: Summary of Official Board of Trustees Meetings / Actions

### **2015-2016 School-Year Highlights**

12 Regular Meetings

10 Special Meetings

29 Policies Reviewed

#### **Other:**

- Completed Building Conditions Evaluations for all facilities.
- Annual Audit Scheduled for August 17, 2016
  - Revenues exceeded expenditures during the FY 2016 school year
  - Maintained a fund balance of at least three-months operating expenses
- Participated in the ISBA Annual Conference
- Continued Awards and Recognition
- Implemented Leadership Premium for Qualifying Professional Staff
- Day on the Hill
- Facilitated Classified Salary Schedule Review

- Facilitated Certified Salary Schedule Review
- Employee Holiday Baskets
- Negotiations with MDEA (Lynne Edwards, Facilitator)
- Teacher Recognition Day
- Employee retirement recognition at schools
- Board of Trustees retreat-annual goal evaluation and establish next year's goal (Scheduled for August 15, 2016)

### Section III: Evidence of Board Goals Accomplished

The annual goals for the 2015 – 2016 school year were discussed at the August 2015 Board of Trustees Retreat. Goals are aligned with the Strategic Plan, which was developed during the 2013-2014 school year.

Goal #1 Academic Achievement: The district shall provide opportunities to improve the academic achievement of all students.

Goal 1.1 Align Curriculum to Idaho adopted standards.

- Analyze performance in mathematics and develop an action plan to address achievement gaps.

**Mid-Year Progress Note: Analysis yielded relative weakness in grades 6, 7 and 10 in the area of mathematics (according to spring 2015 SBAC results). Obtained board support to consult with experts in the field of mathematics on 11/9/15. Dr. Jonathon Brendefur and associates are working directly with our kindergarten through eighth grade teachers of mathematics and providing job embedded professional development. Initial assessment of practice indicates 85 – 90% of instructional time in a lecture format. Teams are working to increase direct participation of students.**

#### **End of Year Summary**

**Teams of teachers in kindergarten through eighth grade vetted several mathematics curricula through the district's curriculum adoption process. Consensus was achieved for a K-5 curricula, as well as grades 6-8. Professional development commenced in June and will continue into the 2016-2017 school year.**

**Additionally, a specific K-12 plan action plan was developed to address achievement gaps during the 2016-2017 school year. (See MDSD K-12 Mathematics Plan.)**

Goal 1.2 Provide curriculum differentiation. Offer enrichment and advanced learning opportunities.

- Continue to provide support for the integration of the arts.

**Mid-Year Progress Note:** A kindergarten through 12<sup>th</sup> grade juried art show was organized and implemented in May of 2015. The competition winners' art work was framed and showcased at each of the schools throughout the district from May to December and were highlighted at the December 14<sup>th</sup> regular board meeting. Art teacher Audrey Lindville successfully wrote and was awarded a grant by the McCall-Donnelly Education Foundation to renovate the MDHS multi-purpose room into a performing arts venue. District maintenance staff supported the effort. The improved lighting and sound systems were highlighted during the winter MDHS drama production.

### End of Year Summary

During the spring of 2016, a 3-dimensional juried art show was showcased. The art exhibit was located throughout the district over the course of 8 weeks. The final exhibit was featured at the June 2016 regular Board meeting.

Also noteworthy was the completion of three murals, which were installed on Railroad Avenue in McCall. The murals represent an expansion of the Hometown Art Project, originally funded by the McCall-Donnelly Education Foundation. This year's project was funded by the Idaho Commission on the Arts and was completed by students at the elementary, middle and high school levels.

Goal 1.4 Provide college and career readiness skills.

- Support industry testing and certification. Research professional-technical opportunities, following a comprehensive inventory of current opportunities that are available to students.

**Mid-Year Progress Note:** The team at MDHS developed a survey in response to this goal and administered it in grades 8 through 11 during the week of December 7<sup>th</sup>. The survey was intended to understand better what students may be interested in pursuing, if pursuing a professional technical pathway. Survey results were presented at the January 2016 regular Board meeting.

### End of Year Summary

**MDHS will increase professional-technical course offerings during the 2016-2017 school year to include: Digital Photography, Computer Informatics and Family Consumer Sciences will no include an enhanced Hospitality and Tourism component.**

Goal #2 Communication: The district shall communicate effectively with students, parents, and other community members.

Goal 2.1 Maintain a two-way communication plan

-Conduct transition from current webpage to Schoolwires platform with mobile friendly applications.

-Conduct transition to a Learning Management System (Schoolology).

**Mid-Year Progress Note:** As of 12/14/15, the Schoolwires webpage is 90% completed, on track for an initial launch on January 1, 2016. The new platform is significantly streamlined and appears well-organized. Schoolology, the new learning management system, was beta tested by members of the technology team in the fall of 2015. Train the trainer professional development was conducted on 11/23 and 11/24. MDSB teachers then provided training for colleagues.

### **End of Year Summary**

**The Schoolwires webpage remains 90% completed. The staff directory page is being completed during summer 2016. The “Staff Portal” will require extensive work during 2016-2017 to reach completion and full migration to the Schoolwires platform.**

Goal #3 School Climate: The district shall maintain a climate in all schools that is conducive to learning.

Goal 3.1 Provide safe and clean facilities.

- Implement best practices for quality environment.
- Update 10 – Year Facilities Maintenance Plan.
- Complete Building Conditions Evaluation Forms for each facility.

**Mid-Year Progress Note:** A team of 20 staff members and patrons actively participated in the district’s Facilities Improvement Team. A “Building Condition Evaluation Form” was completed, providing an analysis of the condition of each building in our district. The Facilities Improvement Team reviewed a summary of this evaluation, conducted a full walk-through of each facility and generated a list of recommendations. Those recommendations were prioritized and refined at the team meeting on January 19, 2016.

### **End of Year Summary**

**The Facilities Improvement Team prioritized recommendations as follows:**

- **Initiate construction of a new alternative high school.**
- **Remodel the central services facility to contemporary standards. Expansion includes Information Technology department.**
- **Monitor enrollment closely at Donnelly Elementary. Expansion includes: gymnasium, music room, restrooms and kitchen upgrades.**

Goal 3.2. Encourage wellness and healthy lifestyles.

- Maintain physical education at all levels.

Goal #4 Continuous Improvement: The district shall implement practices and procedures that promote continuous improvement in the organization.

Goal 4.1 Review and update the district's 10-year maintenance plan biennially.

**Mid-Year Progress Note: The district's 10-year facilities maintenance plan was supplemented with the inclusion of a comprehensive analysis of all facilities using the Building Conditions Evaluation Form (BCEF). It appears that historic estimates of enrollment have been difficult to determine with accuracy. The superintendent is working on a deep analysis of trends and possible factors that may influence enrollment patterns. Additionally, the Facilities Improvement Team is working to prioritize improvements that have been identified.**

**End of Year Summary**

**Analysis of enrollment completed. Based on a 24 year in depth analysis, the district appears to have adequate capacity within its facilities, with the exception of the identified priorities. The BCEF report provided evidence-based support for the district's priorities.**

Goal 4.2 Prioritize capital projects annually.

**End of Year Summary**

**Capital projects for FY17 were identified and prioritized at the May 2016 regular Board meeting for FY17.**

Goal 4.3 Manage the budget

-Research, develop and implement a sustainable budget, which includes salary schedules for both classified and certified staff.

**Mid-Year Progress Note: Two teams have been assembled, representing the certified and classified staff. A total of four meetings have been facilitated. Teams are working to better understand how the district is funded and will ultimately develop salary schedules that creatively address ways to attract and retain quality staff, within the scope of a sustainable budget. Additionally, we're making progress negotiating a more conservative approach to transportation with Harlow's. Teleconference meetings were scheduled approximately every six weeks.**

**End of Year Summary**

**Following negotiations, a three-column salary schedule was developed for FY17. This new compensation tool is more closely aligned with the way in which the state of Idaho reimburses districts, reflecting columns for: BA, BA+24 and MA. The district significantly incentivized certified staff attaining graduate degrees both through reimbursement for credits and compensation within the MA column.**

**The classified compensation team reached a general consensus that the salary schedule model from Blaine County School District provides a better template from which the district could build a solution. Work needs to continue in this area with the goal of completion for FY18.**

-Complete a cost analysis that results in a cost of living allowance or “COLA” for the local area.

**Progress Note: This has been difficult to determine. As expected, housing plays a significant role in the cost of living and currently housing in our area is in a state of flux, with subsidized housing under construction.**

### **End of Year Summary**

**After several attempts to identify an existing COLA, superintendent met with a local economist. Recommendation is made to consider addressing housing directly. Economist recommended beginning with a staff survey to assess need.**

\*Conduct a comprehensive program analysis of the district’s programs reflecting both academic and extracurricular expenditures.

### **End of Year Summary**

*\*Have not made progress in this area to date.*

Goal 4.5 Provide training for district stakeholders

- Conduct board training.
- Develop “on board processes” for new board members.

### **End of Year Summary**

**ISBA offers new Board member materials for onboarding. Materials have been requested and ordered. Additionally, ISBA offers several training opportunities. Training for 2016-2017 has been requested.**

**In addition to the progress notes towards board goals, the following highlights are offered:**

### **August / September 2015**

**In consultation with the business manager, made fiscally conservative decisions to address unexpected student population shifts. Donnelly Elementary increased enrollment relative to projections. Morgan Elementary Decreased enrollment in kindergarten, unexpectedly. The decrease in Morgan Elementary’s kindergarten population marked the first such decrease in several years. Staff shifted from Morgan to Donnelly, resulting in an estimated cost savings of \$65,000 in salary and benefits.**

**11/2/15: Teleconference with Beth Oppenheimer, the Executive Director for the Idaho Association for the Education of Young Children. Shared MDSD best practices with full-day kindergarten intervention.**

**11/3/15: Meeting with Senator Steven Thayne re: MDSD best practices with full-day kindergarten intervention.**

**11/4/15 – 11/5/15: All administrators worked with Stephanie Parker (human resource professional from St. Luke's) to understand and learn to implement "Best Practices in Hiring and Recruiting Staff". Ms. Parker trained the team in how to administer behavioral interviews.**

**2/10/16: Superintendent Foudy presented MDSD's full-day kindergarten intervention program to the Idaho Senate Education Committee, in support of increased funding for K-3 interventions statewide.**

**2/15/16 – 2/16/16: ISBA Day on the Hill**

**7/1/16: Heartland High School received initial accreditation. The accrediting agency, AdvancEd, provided expectations and direction that must be adhered to as the alternative school moves forward.**

**Business Office completed transition from the 2M platform to Skyward. This represented an extensive undertaking.**