



MINUTES

Las Cruces Public Schools Board of Education Board Retreat

Friday, June 7, 2013 • 10:30 a.m.
Superintendent's Conference Room

In attendance: Dr. Connie Phillips, President
Sra. Maria Flores, Vice President
Mr. Chuck Davis, Secretary
Mrs. Barbara Hall, Member
Dr. Bonnie Votaw, Member

Superintendent Stan Rounds was also in attendance.

Dr. Connie Phillips, board president, called the meeting to order at 10:47 a.m. with Dr. Votaw facilitating the meeting. The Retreat began with a review of the Board Coherent Governance, i.e., how the board works as a unit.

The agenda for the day was to: 1) plan and develop goals for upcoming school year (2013/14) with the priorities or strategic action; and 2) information sharing pertaining to a list of discussion topics. Dr. Votaw said the Board has had the following goals in place the last two years:

1. Student Success – considerations for increasing student success drive decisions, budget and evaluations;
2. Communication and Trust – constructive communication and trust are primary to every interaction;
3. Budget and Facilities Management – align with student success objectives;
4. Quality in Human Resources – focus on student success.

Board members indicated they wanted to keep the same goals.

Dr. Votaw then asked for discussion on one of next year's priorities – 85 percent proficiency. It was discussed that "proficiency" would not be based only on NMSBA assessments, but also on a triangulated performance score including formative measures and qualitative data from the student surveys.

Board Members then proceeded to address the following topics:

1. Define the 85 percent proficiency standard;
2. Advanced placement district mandate;
3. Middle school academic improvement;
4. Counselor priorities;
5. Board vision for coaches;
6. Student representation on/for the Board;
7. Youth Risk and Resiliency Report;

Define the 85 Percent Proficiency Standard

The Board had a lengthy discussion related to defining the proficiency standard, including: whether the appropriate policies are already in place; whether new policies are needed; how they can voice their perspective about teacher and principal evaluations, such as through a resolution; the pressure that teachers are facing with regard to meeting expectations; and whether a dual-evaluation system should be considered.

Among the action steps considered were: creating a new policy for testing protocols and to address whistle-blowing; reviewing the teacher evaluation and principal evaluation policies; writing a Resolution on the state's evaluation plan; and, conducting a survey of staff, via K12 *Insight*, regarding stress and whether staff is aware of available support.

GOAL 1 – STUDENT SUCCESS

Following a lunch break, the board outlined what to continue for Goal #1 - Student Success:

1. Early College High School (ECHS) II
2. Virtual Learning Academy (VLA)
3. IPE (Institute for Parent Engagement)
4. Turnaround
5. Dual-Language Enrichment (Gomez and Gomez model)
6. JUMP (Joint Ungraded Multiage Primary)
7. Algebra I

Dr. Bonnie indicated an interest in looking at the data for each of this year's initiatives. And, she would like to move toward quantifiable data for the Virtual Learning Academy (VLA); and quantify the End-of-Course (EOC) exams and provide descriptive information.

ECHS II

The Board wants to know whether the operational costs will be different from ECHS I, due to regulatory compliance issues. They also heard from the Superintendent that the cadaver lab could be added in the future but initially, the space would be used for a robotics lab. Dr. Phillips asked the Superintendent to be conservative on the expenditures for the simulation equipment for ECHS II. Mr. Rounds said they are seeking partnerships to assist with the initial start-up equipment, mannequins, and software.

Dual-Language Enrichment

Dr. Votaw inquired about Dual-Language Enrichment and perceptions of the model by the teachers. Deputy Superintendent Steven Sanchez said the administration surveyed the teachers and that information will be provided to the Board.

End of Course Exams (EoC)

Dr. Phillips has received a lot of feedback on Algebra EoC exams. Dr. Sanchez said the EoCs are not required by the state for all students. If a student does not test proficient on the NMSBA, an EoC is an alternative. He said teachers will be asked whether they want to give the EoC exam. Dr. Phillips said some teachers are giving two EoC exams (a state exam and the classroom exam) and that some of the items on the state test weren't taught. Dr. Sanchez agreed and said a meeting with the state Secretary of Education is needed on this issue.

Advanced Placement (AP)

The Superintendent had previously announced that within two-to-three years, 60 percent of all high school students would be required to take an AP class. Discussion followed whether teachers are prepared to teach the classes and that the subject matter must remain rigorous. It was determined that a statement would be added to the goal to indicate that students would be successful if they reached a score of three, four, or five on the AP exam.

Middle School Academic Improvement

The Board will be watching those schools involved in the Turnaround program. Plus, the Superintendent mentioned a partnership with Steelcase, Inc. for “classrooms of the future;” focusing on transitions, particularly for ELL students; reviewing trends of select populations; and, implementation of IPE and its affect on school performance.

Counseling

Discussion indicated that the district is faltering in its guidance and counseling mission. This year, Board members indicated they want further in-depth discussion on what counseling services are offered to students; the need for clear expectations on how to support students; use of the Youth Risk and Resiliency Report; whether counselor curriculum standards are being met; support of student attendance; IPE and its connection to families and students; and, policy and regulation review.

Coaches

Discussion focused on coaches and their abilities to work with students, whether in the classroom or on the field. The Board felt mentoring of students is critical, yet some coaches do not have strong skills in that area. The Superintendent will set up a meeting with coaches to discuss expectations, monitoring of students, the Board’s philosophy of mentorship, need for a policy regarding coaches teaching in classes, and other related issues.

Student Representative on/for the School Board

The Board has discussed the possibility of a student representative for the School Board for a couple of years, as they bring insight into the educational environment. Different ideas were placed on the table, including: having a student on the Board for a couple of months and then rotating to a different student representative; having student(s) at the work sessions; avoiding a dog-and-pony atmosphere; each board member meeting at a different school with student representatives; having the student advisor initiative tied to the district Excel Program; and, offering high school credit for students who are advisors and who attend meetings.

In an attempt to test the student advisor concept, Dr. Votaw offered to go to Mayfield High School and put together a student roundtable.

Youth Risk and Resiliency Report

It was requested that the annual report be sent to all Board members and that it be placed on a future work session for a presentation by Ellen Williams, health services director, and Dr. Sanchez.

GOAL 2 – COMMUNICATION AND TRUST

Initiatives to sustain or pursue included:

- a) Sustain current communication efforts;
 - a new Community Relations Coordinator is in place.

- b) Plan for robust communication actions about Board vision and strategic actions;
- c) Develop electronic dashboards in schools and on the district website;
- d) Place the Board’s mission and goals into the schools electronically and hard copy;
- e) Organize the annual report to reflect the successes;
- f) Insert the Board goals and/or strategic actions with the Sun-News weekly education page;
- g) Publish the K12 *Insight* data in more locations than just online;
- h) Have the website communicate the vision, goals and the successes to better inform the public;
- i) Have more robust electronic communication.

It was also quickly mentioned whether a district strategic plan should be undertaken or not.

GOAL 3 - BUDGET AND FACILITIES MANAGEMENT

Items of discussion included:

- a) Bond election.
- b) Salaries. There was also discussion whether it’s been difficult to maintain school nurses due to salaries. The Board said further discussion was needed on the topic, possibly at a Retreat.
- c) Incentives to improve teaching practices.
- d) Landscaping and green space. There was discussion as to what LCPS is doing about greening the campuses; what extent should xeriscaping be used; a Retreat would be held on the components of the 2014 bond issue and on Goal #3; and, a Board member representative for the Bond Executive Committee is needed.
- e) Charter school facilities. There was discussion about: the status of the district’s capital outlay five-year plan; Mr. Kennon will bring the five-year plan to the Board in August; will septic systems be phased out in the district.

GOAL 4 – HUMAN RESOURCE DEVELOPMENT

Discussion included:

- a) Professional development;
- b) NM state teacher/principal evaluation skill sets;
- c) Common core standards.
- d) Reaching the district’s excellence goals (85% proficiency) for effective teaching;
 - Develop rapid reset for teaching deficiency.
- e) Define proficiency standard for the 85 percent;
- f) Administrator development;
- g) Teacher hiring selection;
- h) Substitute teachers;
- i) Teacher leadership development.

HRD will work toward assisting staff to be successful; providing professional development for specific areas of need; helping veteran teachers with additional support; and, providing online resources for assistance with teaching.

INFORMATION SHARING

It was discussed that a new policy is needed on cyberbullying and because of the state's deadline for implementation only one reading of the policy would be necessary. It will be approved by August 2013.

Meetings

- The next regular Board meeting will be June 25, 2013.
- The Las Montañas Charter High School budget must be approved by June 20, 2013; therefore, it will be placed on an agenda for June 18, 2013, at 6:30 p.m.
- A short, closed session on June 18, 2013, at 5:00 p.m. is needed to discuss the NEA-LC collective bargaining agreement.

Committees

Board Members are needed for the following committees:

- LCPS Bond Advisory Executive Committee. Dr. Votaw offered to continue on that committee.
- The Board asked the administration to inquire whether the NMSU President would want a Board member on the Town and Gown Commission;
- DACC Board. It has been represented in the past by Mr. Davis and Dr. Phillips. Mr. Davis indicated his interest in staying on the committee.

The final item was a request for all Board members to send their vacation schedules to Chief of Staff Leslie Cervantes.

The Retreat adjourned at 3:14 p.m.

Board President

Board Secretary

Minutes taken by Jo Galván.