

## Board of Education Minutes - January 2013

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1. OPENING PRAYER (10 minutes) – Hail Mary and prayer for Terry
2. ROLL CALL – Monsignor, Chad Steimle, Matt Henning, Brock Harris, Karl Stratman, Pat Archer, Patty Stevens, Susan Dill, Molly Crosby, Deanna Kelley, Karen Youngerman (JFK Teacher), Mary Epping (JFK Teacher), and Trish Gallagher (8:00 PM due to Faith Formation)
3. ACCEPTANCE OF AGENDA – Unanimously approved
4. READING AND APPROVAL OF MINUTES OF December 2012 – Unanimously approved
5. COMMENTS FROM AUDIENCE and OPEN FORUM – No comments made
6. UNFINISHED BUSINESS

a. Parent report card is still work in progress

- i. The idea of creating a report card for teachers listing the specific benefits of working at JFK was mentioned. Teachers may know what they have, but they might like to see it in writing.
- ii. It has never been done before, so Molly is going to take it to the Finance Council and see if it is possible and fairly easy to create a report of this nature.

b. Discussion of and approval of budget and tuition rates

- i. JFK must use the same tuition as the other 3 Catholic elementary/middle schools in Scott County. Due to the declining enrollment and declining parish subsidies at some of the other schools in the county, the Scott County Catholic Schools' principals have proposed a 5% increase for the first child and an increase for 2nd and 3rd children based on the already used 80% and 60% tuition rates. JFK Board of Ed favored a slightly different increase, but realized the necessity for agreement among all four schools.
- ii. JFK is not tied to the other Catholic schools for their fees, so the BOE looked into possibly decreasing fees. Due to already having a deficit in the budget and knowing with the possible increases in money spent on safety and security of the building and upcoming technology upgrades the BOE decided not to adjust any of the fees.
- iii. Athletic Club proposed an increase in their fee at their meeting to \$25 per participant per sport, rather than \$25 per participant for the year. The BOE had a lengthy discussion regarding other possibilities, but in the end passed that proposal. Quite a few ideas were mentioned for that Athletic Club to discuss:
  1. The money is needed for maintenance costs and general costs that are increasing
  2. Is it possible to combine the Catholic schools in Scott County and play the public schools? What about combining the Scott County Catholic schools so students at all four schools have an opportunity to play even if their school doesn't have enough to support a full team?
  3. What happens if you pay for a child to participate in a sport and then that child is injured or ineligible to play? Does the parent get the money back for that particular sport?
  4. Will the fee increase stop people from playing? The overall answer from the BOE was probably not.
- iv. A motion was made by Molly to approve the tuition increases and fees as proposed by Chad Steimle and the Athletic Club. Karl seconded the motion. The motion was unanimously approved.

7. ADMINISTRATOR REPORTS (Written reports pre-submitted) (30 minutes):

**Principal of JFK (Chad)**

Principal's Report to the Board of Education  
January 9, 2013

Facilitator of Faith Community:

1. As per the strategic plan, students will be keeping track of their stewardship of time, talent, and treasure through something similar to a reading folder during Catholic Schools' Week.

Ethical Leadership:

1. Multiple staff members, including Anna Schott, Laversa Carlin, and I, have been working with two families on DHS reportable issues and a custody issue.
2. We had one Level III misbehavior in December, and one student was placed on a behavioral plan. According to the plan, if that student has another suspension/suspendable misbehavior, the student would be asked to leave JFK or be recommended to the board for expulsion.

3. Results of the Olweus school climate/bullying survey were analyzed and shared with staff. We now have three administrations worth of data. On 131 data points, the number of non-statistically significant positive changes was almost equal to the number of non-statistically significant negative differences between the fall 2012 administration and the fall 2010 (32 to 35, respectively). However, the number of statistically significant positive changes outnumbered the statistically significant negative changes by a margin of more than 2 to 1 (37 to 16, respectively). Overall, there was much more improvement in grades 6-8 than in grades 3-5. Of the 37 significantly positive changes, 24 were at the 6th-8th grade level, and of the significantly negative changes, eleven were at the 3rd-5th grade level. Highlights are below:
- The percentage of students saying they have not been bullied has increased.
  - The percentage of students saying they have bullied another student has either decreased or has increased to almost match the percentage of students who say they have been bullied.
  - The percentage of students saying they have been called names, made fun of, had rumors or lies spread about them, been victims of cyber-bullying, and been hit, kicked, or pushed/shoved has decreased. The percentage of students saying they have been made fun of because of their religion or race, however, has increased, especially at the 3rd-5th grade level. There was concern raised by a board member about the bullying due to religion. As a Catholic school the board member was curious about whether it was between Catholics and Non-Catholics or within Catholics. The survey, however, was not specific enough. A teacher commented that the words had to be defined to some of the students during the survey and even then no one really knew if the students knew what they were talking about. The questions were vaguely written.
  - Although a slightly higher percentage of students is more worried or afraid of being bullied, a higher percentage of students feels safe at school, especially at the 6th-8th grade level.
  - A higher percentage of students, especially in 6th-8th grades, claims that other students try to stop bullying. Similar increases in students perceiving adults at school trying to stop bullying were seen at the 6th-8th grade level, but not at the 3rd-5th grade level, where the opposite was perceived. Greater percentages of students at all grade levels felt their teachers cared about them.
  - The percentage of 6th-8th grade students who claimed that students treat each other with respect increased significantly. The percentage of 3rd-5th grade students who made the same claim was down by 1%.
  - Supportive sentiments toward bullying decreased significantly among 6th-8th grade students but increased significantly in 3rd-5th grade.

#### Leadership of School Culture and Instruction:

- Math:
  - See below from the Scott County Catholic schools' principals' meeting.
  - See the attached information and data regarding some preliminary positive results we are seeing with the instructional methods of the Iowa Core in 7th grade. Form attached to end of minutes
- Dianne Siefers reported that the increased keyboarding for intermediate students (grades 3-5) is going well, and students are quickly developing positive finger and hand position habits. If this positive trend continues, it might be possible to eliminate keyboarding in the future for 6th-8th grade students.
- The DE has approved essential skills and concepts for fine arts subject areas. A multi-state effort should be concluding this spring with a set of "Common Core" science and social studies essential skills and concepts. These projects are similar to the work and processes undertaken to develop the Common Core for literacy and mathematics. Once completed, the science and social studies information would be examined by the Iowa DE and compared to the current Iowa Core science and social studies. With literacy and math, the Iowa DE added a few things before they became the new Iowa Core literacy and math.

#### Managerial Leadership:

- Instrument storage cabinetry in the music room was installed over Christmas break. Funds for this project were from a restricted donation, Band Boosters, and the Gala. I am still talking to a couple of volunteers regarding their ability to build the storage in the other three classrooms.
- Noelle Myers and I are beginning the exploration of a non-government funded breakfast program. Such a program could provide the following benefits: an increase in the number of children who eat breakfast, a supervised activity for students who are dropped off prior to 7:30 (which is when we start supervising the playground), and an increase in revenue for our food services.
- Technology requirements are being released for Smarter Balanced Assessments, which may be ready for students to take in 2014-15, so school/districts can begin to prepare. We know that our current notebook computers do not meet the screen resolution requirements. Bandwidth requirements are still a little unclear. The Iowa DE is encouraging all public schools to participate in a speed test in January to help determine how ready public schools are for online assessments and other digital learning. The non-profit organization that the DE is working with for this test has a position that every public school should have at least 100 Mbps internet bandwidth. In comparison,

JFK has 10 Mbps. The other Catholic elementary schools in Davenport will be increasing to 10 next year, and AHS will be increasing to 20.

Public Relations Leadership:

1. Scott County Catholic Schools are creating a Scott County Mini Magazine to be an 8 page spread. Each school will have a page, Assumption will have two pages. It can be used as a tool for realtors to give to prospective home buyers/renters, to aid in fund raising for the Embracing Our Future Campaign Funds, and to promote STO Funds.

Leadership in Diocesan/Parish Context:

1. I attended the Scott County Catholic schools' principals' meeting:

a. Math:

- Meeting with AHS Algebra and 7/8 math teachers still to come
- AHS Algebra teachers think they can compact the Iowa Core 8th grade math and Algebra I into one year if the "department day" for math is eliminated.
- The elementary schools have secured funds or are budgeting for math textbooks for next year, at least for 6-8. We have agreed to use the same textbook series in Scott County Catholic schools, which must be on the diocese's approved textbook series list. The review of math textbooks by a committee from around the diocese will begin shortly.

2. I attended the Scott County Catholic School Advisory Board's marketing committee meeting. A joint marketing effort for CSW is being pursued with Victory Enterprises. Looking into creating a Facebook profile picture saying, "Proud Parent of JFK and/or Assumption Student". Also looking into creating a YouTube video similar to the commercials on TV with a group of students sitting around a table and being asked questions with "obvious" answers and giving silly responses (i.e. tie a cheetah to Grandma's back to make her faster) in hopes for it to be spread among parents and go viral.

**Faith Formation-Religious Education Director (Trish Gallagher)**

**Pastoral Associate for Faith Formation**

Trish Gallagher Board of Ed report January 2013

1. **Providing faith formation**, religious education and sacramental preparation for all members of the parish faith community.

2. **Supervising sacramental preparation:**

- First Reconciliation December 13
- Available for Lisa Willows, Confirmation Coordinator as needed,
- RCIA Catechumenate Leadership continues
- Sacramental prep for JFK includes 5-7 I work with most Thursdays

3. **Available for Youth Minister as needed**

4. **Faith Formation catechists:**

5. **Assessing needs**, and planning and evaluating programs implementing Diocesan curricula.

- Need for support of parish review of salaries/ for parish employees

6. **Acting as parish resource person** in methods and in some areas of theology, for CEW Community and JFK teachers

Assisted in December for Our Lady of Guadalupe Mass activities  
Pre-planning for Lent begins.

7. **Managing the Faith Formation office:** providing mentoring as needed for MFP coursework as needed

II. As **Adult Faith Formation Director (Level II)**,

1. Generations of Faith see Jen's report ADVENT FAMILY Event December 5th for JFK / Faith Formation Families. This includes family activities and take homes.
  - Two Our Sunday Visitor family pages will be distributed in the spring.
  - Invitations to Parish events support family attendance in Faith activities, participation in Faith activities.
2. Catholicism Marathon set for Jan 5th, series continues: 4 more sessions planned
3. Bible study for Lent: The tragic and Triumphant Cross

4. Movies with Meaning continue Carl and Kellie DeMaio coordinate.
5. Women's Enrichment, meets monthly. Lynn Olds coordinates. This year's book is Aspects of the Heart by Sr. Joan Chittester
6. Trish supports Parish Council, Vocations Committee, Wellness Committee projects co-operates to distribute shawls for Prayer Shawl Ministry.

III. **Liturgical Ministry:** The pastoral associate attends Liturgy meetings, provides assistance to the pastor, prepares charts and assistance for Liturgy chair persons for major liturgical celebrations.

- Assisted Monsignor in Preparation of Communal Penance service. 80 attended
- PAFF goal: to enhance learning through ministries:
  1. Dec 8th workshop for ministry, focusing on Vatican II impact on liturgy. Dr. Corinne Winter,
 

Very successful. 60 Plus in attendance  
Preparations are set for this on-going education for ministers.
  2. Children's Liturgy of the Word continues this year. New resource added for leaders.

#### **Board of Ed. K-6 Coordinator Report submitted by Jennifer Wemhoff**

- I attended weekly staff meetings.
- I continue to provide weekly information to be printed in the bulletin.
- An Advent Workshop—"Journey to Bethlehem" for all parish families was held Wednesday December 5 from 6-7:30PM, approximately 80 families participated in the evening.
- I planned the First Reconciliation service where 53 students received First Reconciliation on December 13.
- I continue to provide communication with our FF families
- I continue to provide support and communication with catechists and support helpers

#### **Board of Ed. Confirmation Coordinator Report from Lisa Willows**

- Taking Online classes through the University of Dayton for Catechetical Certification
- Collected Saints reports and discussion on where and when to display them
- Collected and reviewed Service Project sheets for Confirmation
- I attended weekly staff meetings.
- Distributed Bibles to the 8th Grade Students for Confirmation
- Updated and reconciled FF budget for December
- Preparing Confirmation Candidates/Sponsor coffee and breakfast get together

#### **Administration**

- Assisted Jennifer with Advent Workshop
- Assisted Tommy with mailings to Jr. High and High School parents
- Updated FF financial information

Respectfully submitted by Lisa Willows

#### **Youth Minister – (Tommy)**

#### **Youth Ministry Report to Board of Education – Jan 9th, 2013**

- I attended the Diocesan Youth Ministry meeting on December 4th
- I attended a meeting held by Mary Wieser regarding the replacement of the Diocesan Director of youth Ministry.
- We held the Deanery Jr. High Christmas Party in the Parish Center on December 7th.
  - 20 youth from OLV attended as well as a few others from Saint Paul's and Lourdes.
- The high school teens provided childcare in the Parish Center for parents looking to get Christmas shopping done on December 8th.
  - They babysat 30 kids
  - It was free to the parents as a way for Youth Ministry to give back to the Parish.
- Youth Ministry was in charge of 11:00 mass hospitality ministry during the month of December.
  - Youth Ministry is signed up to cover the 11:00 masses in April as well
- The Saint Nick's Pancake Breakfast was held on December 9th.
  - All who came had a good time.
  - This year ran a lot more smoothly than the previous year because of overwhelming parent support and a change in the menu which made it easier to prepare food

- We achieved record profit for the second straight year with this event.
- Davenport Deanery Youth Ministry hosted a bus trip to downtown Chicago on December 15th.
  - 49 people attended the trip
- I attended the Diocesan Youth Ministry meeting on January 8th
- NCYC Deposits are due today.
  - The number we get in will determine how many youth will be attending NCYC 2013 with us in the fall.

8. COMMITTEE REPORTS AND COMMUNICATIONS (Written reports pre-submitted):

a. Generations of Faith Committee (Susan, Deanna, Trish)

- i. No report

b. Finance Committee (Chad, Joe, Terry, Patty)

- i. Supplemental Pay was discussed for this school year to full-time and part-time employees. The Board was reminded that these funds are not contractual and can be used for other items if needed, but it is not expected to be needed this year like it was last year.
- ii. A motion was made by Sue to approve the supplemental pay as proposed by Chad. Brock seconded the motion. The motion was unanimously approved.
- iii. Will meet again after Kindergarten Round-Up.

c. Nominating Committee (Brock, all board members)

- i. Brock will speak at the All School Mass on January 26 to help make people aware of our need early.
- ii. We hope to start a list and begin contacting people as soon as possible so they have time to consider their interest.

d. Policy Committee (Chad, Patrick, Patty, Molly)

- i. No report

e. Strategic Planning Committee (Chad, Terry, Joe)

- i. No report

f. School Improvement Advisory Committee (Chad, Deanna, Molly, Karl, Brock)

- i. No report

g. Market/Public Relations Committee (Chad, Patty, Susan, Matt)

- i. No meeting - See Chad's Principal Report

h. Grant Writing Committee (Chad, Kathy Peterson, Lisa Stahula)

- i. Spring SCRA grant will be based on Technology needs
- ii. Suggestion was made to look into possible Safety and Security uses for the grant money

i. Parish Council (rotating per schedule) 4th Tuesday of each month 7:00 pm

- i. No December meeting

j. Finance Council Rep. (Terry, Molly)

- i. No report

k. Buildings & Grounds Rep. 2nd Thursday 7:30 pm (Patty, Brock, Matt)

- i. No report

l. Athletic Club

- i. New trophy case is needed so any names of possible builders should go to Karl Stratman so they can get bids and get started.

- ii. Karl will discuss the possibility of combining Catholic Schools for athletics in order to field more teams and have more opportunities for students to play all sports.

m. JFK Band Boosters

- i. No report

n. Home & School Rep. A

- i. No report

o. Assumption High School Rep.

- i. No report

p. Scott County Catholic School Advisory Board Rep. 2nd Monday every other month (September, November, January, March, May) @ St. Vincent (Terry, Matt, Joe)

- i. No meeting

q. Ad Hoc Committees: Discussion of changes to BOE Constitution

- i. Tabled until next month

9. NEW BUSINESS:

a. Discussion of security measures at the school

- i. A few board members received an email from Joe Creen with ideas that was read to the board as a whole at the beginning of the discussion.
- ii. Chad sent an ongoing, ever-changing document to the board members prior to the meeting with ideas of what he has heard and talked about with other people. It is copied into the minutes after the math aptitude test results.
- iii. Chad met with a couple door companies regarding electronic doors and locks. There is money in our current budget that has not been used to purchase what it was budgeted for and would be available for these needs if it is best for the school.

The following statements and questions are not quite verbatim quotes, but are paraphrases of what was said. They have names so the conversation could be followed while you are reading these minutes. The intention is not to single any one speaker out. I also did not include EVERY comment, but all the major and non-repetitive comments are included.

- iv. Deanna – We have parents who are police officers. Could those police officers bring their squad cars to the parking lot in the mornings and afternoons so there is a presence felt?
- v. Matt – At a previous school there was office space created for the police officers to use to fill out paper work while out in the field. That way a squad car was placed in the parking lot while the police officers were doing their job anyway.
- vi. Deanna – Do we have a communication system for recess teachers to Laversa for 911 call if there is suspicious activity on playground or on the way over to the Church?
  - i. Trish – Youth Ministry has a set of walkie-talkies and may not be using them.
  - ii. Chad – We have a set of walkie-talkies also in the office somewhere. We don't currently use them, though.
- vii. Brock – Project 9/11 at work is a huge project and this will be also. His office is still upgrading from 9/11. It is very difficult to really lock down everything.
- viii. Molly – Do the kids know what to do if something happens? We can no longer promise them that it won't happen to them. How are we training the students?
- ix. Chad – Currently we are investigating ALICE training. The students are currently instructed to go to the corner and sit quietly. Do we want to train 2nd graders to throw a book at an assailant so everyone else can run? Is it fair to expect that of the children? Should we be practicing? Do you practice climbing out the windows? How far do you go with the practicing and training?
- x. Molly – There is no solution. We can't plan for these tragedies. If someone wants to get in, that person will find a way.
- xi. Matt – We don't want to impinge on the students' learning. We don't want to scare them. They still need to be able to come to school and focus on school.

- xii. Pat – A standing security committee may be the way to keep the awareness and work as group.
- xiii. Brock – There are major products available that cost a lot of money. We have to be careful with how much money we are spending.
- xiv. Molly – Do you think a sub-committee or a standing committee would work best for our school?
- xv. Deanna – Davenport police officers could come talk to the boards and administrators to give advice.
- xvi. Molly – Chad, what are you looking for from us and from everyone else?
  - i. Chad – Priorities. The first one on the ever-changing document (doctor office type window to the main office so the main office can be locked at all times) is the most commonly heard idea from parents. That would cost approximately \$4,000 for the window construction, special glass, and buzzer system.
- xvii. JFK Teacher – As every parent and board member has their own opinion on this safety situation, so do the teachers. I still feel very safe, but there are other teachers who like having their doors locked all day.
- xviii. Molly – How can we minimize the damage of what could happen? We must prioritize very carefully so the money doesn't get away from us and we don't start acting impulsively. What does Laversa want? She's our first line of defense.
  - i. Patty – She wants the window and the buzzer system with the office doors locked all day.
- xix. Deanna – The key is the communication and having a way to communicate with teachers, staff, and students if there is a problem. Do you have a plan for communication? How specific is it? Does it give directions on how to exit the building without being caught by the intruder or at least give a heads up on where the intruder is at the time?
  - i. Teacher – We have a codeword. The question is what do we do after we hear the codeword? Right now we are instructed to go to the corner and be quiet. The school is on lock down. The codeword is not specific at all. It just signals a lock down. Should be hiding or should we run?
- xx. Karl – It is times like this that we can be thankful for our faith in God and our Catholic background to help us believe in the good in the world. We need to have faith, believe, and be thankful we are here at a Catholic school.
- xxi. Chad – In reference to the committee talk, is the Buildings and Grounds Committee or the Board of Ed enough? Can Buildings and Grounds Committee take over security?
  - i. Matt – No because there is the policy side of things, which is the BOE, and the actual physical changes, which is B&G. We need both to work together.
  - ii. Brock – We could use a comprehensive group involving even more than just BOE and B&G. We should include Finance Committee, teachers, Parish Council, and Davenport police officers
- xxii. Molly – Chad, have you heard of any specific concerns from parents? Is anyone really pushing any one thing or another right now?
  - i. Chad – I have many discussions with parents, but no one is way out there or really pushy about anything.
- xxiii. Deanna – Could we have a police officer walk through the school and do an audit of the school? That way we could know what is worthwhile and what is not. Maybe the bullet-proof glass according to police would be a waste. It would be nice to have a professional opinion.
- xxiv. Monsignor – The Diocese is also doing work and having conversations on security issues at the Diocesan level.
- xxv. Chad – We will be talking at the principals' meeting and Officer Hank Jacobsen is also making presentations. Overall people are reflective right now. The problem is, if we do nothing and something does happen then it will look like we didn't care.
- xxvi. Trish – Awareness is very important right now. Laversa says the awareness is up and that is key right now. Everyone is watching who and what is going on around them.
- xxvii. Deanna – It might be neat to have an officer come and talk to the students about what to do in the case of an emergency. It always sounds more impressive and important coming from someone in uniform.
- xxviii. Molly – We will put this topic in the unfinished business category for quite a few months at least because we could talk for hours and not come up with one solution. We need to talk more about our priorities and get more information from the other committees (i.e. buildings and grounds, finance committee, and parish council)

- a. Awareness is definitely a big thing right now. We already have policies in place for some security measures, but we need to make sure people comply with those measures (i.e. locked doors and not holding the doors open for people or propping a door open). On another note, the Parish Appreciation Dinner is this Saturday. We would love to see a great representation. There is no babysitting available this year, but we would love to see everyone there.

11. CLOSING PRAYER – Monsignor said a prayer for people who are ailing, for people suffering with the flu bug, and for Terry. He read the Year of Faith Prayer.

NEXT Regular Meeting: Tuesday, February 5, 2013  
BOE's Rep to Parish Council on Tuesday January 22, 2013 (Brock)

Iowa Core Math, Algebra Aptitude, and Iowa Assessments

Our current 8th graders were the first group exposed to the instructional methods of the Iowa Core Mathematics when they were in 7th grade. Their 7th grade math was a hybrid of the Iowa Core methods and traditional methods. Below are results comparing our current 8th graders with the current freshmen in relation to the ITBS/Iowa Assessments and the Algebra Aptitude Test. Below are also results comparing our current 8th graders Iowa Assessment results with the expected growth.

Current Freshmen		Math Total (concepts, problem solving, prob/stats, etc.)	Math Computation	Current 8th Graders n=36 students		Math (the equivalent of ITBS Math Total)	Math Computation	Expected Growth Based Upon Percentile
ITBS Oct 2010 (Fall 7th Grade)	Percentile for Class Mean	83	77	Iowa Assessments Oct 2011 (Fall 7th Grade)	Percentile for Class Mean	61	78	
	NGE for Class Mean	10.7	9.3		NGE for Class Mean	8.0	9.4	
					Math NSS	242		11
Algebra Aptitude Test May 2011 (Spring 7th Grade)	Mean Score	38.6		Algebra Aptitude Test May 2012 (Spring 7th Grade)	Mean Score	39.5		
	Mean National Percentile Ranking	55.3			Mean National Percentile Ranking	57.9		
				Iowa Assessments Oct 2012				

				(Fall 8th Grade)				
					Math NSS	260		

Results:\*

Those receiving math instruction in the methods of the Iowa Core seem to be benefiting, according to Algebra Aptitude test scores and the expected growth of the Iowa Assessments.

Algebra Aptitude Test Scores:

Although our current 8th graders (taught with the hybrid of traditional and Iowa Core methods), had a lower mean math percentile rank when they were in 7th grade (61) than the current freshmen when they were in 7th grade (83), they had a higher Algebra Aptitude mean score (39.5 vs. 38.6). In a sense, those receiving Iowa Core math instruction started lower, but ended up higher.

Iowa Assessments Expected Growth:

Our current 8th graders (taught with the hybrid of traditional and Iowa Core methods) had a National Standard Score mean of 242 when they were 7th graders. The expected growth based upon the percentile rank mean of 61 was 11 points. The 8th graders' NSS mean this fall was 260, a growth of 18 points, 7 points more than the expectation. Those receiving Iowa Core math instruction had a greater gain than the expectation.

\*Cautions:

The current freshmen and current 8th graders took different fall tests. The current freshmen took the ITBS as 7th graders. The current 8th graders took the new Iowa Assessments as 7th graders. The change to the new test makes a direct comparison in starting points difficult. Using percentiles and national grade equivalents, however, helps mitigate this difficulty. The fact that the students' math computation percentiles were nearly identical (freshmen = 77th and 8th graders = 78th) indicates that the differences in math were in understanding of math concepts, geometry, probability and statistics, etc. not in their knowledge of basic addition, subtraction, etc.

The current 8th graders' instruction when in 7th grade was a combination of both new Iowa Core instructional methods and more traditional methods. Today's 7th graders are receiving all of their instruction via the Iowa Core instructional methods. Future results will have to take this difference into consideration.

The strength of the Iowa Core mathematics is that students should acquire a deep understanding of math. The Iowa Tests of Basic Skills, and to a lesser extent, even the new Iowa Assessments, are intended to measure basic math understandings and skills, not a deep understanding of math. The Iowa Algebra Aptitude Test is intended to measure the propensity of a student to think about math abstractly and algebraically. It is a test to predict, not a measure of current ability. The new Smarter Balanced Assessments, if approved by the DE, are intended to measure the deep understanding of math.

#### Safety Ideas and Questions

1. Should we knock a hole in the wall for a reception window by the office and keep the office doors themselves locked and operated by an electronic lock? Steve will try to get an estimate. We would need the brick work, window, electrical and controls, and locks. So far the estimate just for the window has a huge range of about \$2100-\$6300. Unlocked front doors and office door is biggest concern among people. Window is not necessarily there to conduct a great deal of business, but if someone is just dropping off a forgotten lunch, perhaps it could be handed through the window.
2. Should we lock the office door and look through the doorway window with the current configuration and put an electronic lock on foyer office door? Angle seems awkward but would require no brickwork or window.
3. When Laversa uses restroom or leaves the office for any period of time and there are no other employees in the office (or I am in my office), what do we do with door(s) in current manner or in any future manner? Perhaps they should be locked.
4. Could we install electronic locks in many, if not all locations? Which locations? Could the "key fob" be incorporated into an id badge?
5. Should the staff room be locked all the time? Yes. Can it be re-keyed/configured so its default is locked and turning one's key in it doesn't "permanently" unlock it? Talk to Doors, Inc. or J & J.

6. Can the foyer interior doors be redone in some way so they default to locked so when staff let students in for lunch the doors aren't inadvertently left unlocked? Talk to Doors, Inc. or J & J.
7. Which rooms need blinds, not necessarily for light, but for security purposes? Band/music, offices.
8. Should hollow core doors downstairs (1E, 1Y and check on KM, KW) be replaced with at least solid core doors, if not steel?
9. Do all doors close and lock adequately? Steve is looking into.
10. Can the ramp door be adjusted so it doesn't stay open when pushed too far? Steve will examine.
11. Redo all door locks so they can be locked from the interior (Columbine locks). For speed, one would not want to have to use a key to lock the door. On the other hand, is there a safety/security issue with students being able to lock themselves in rooms?
12. Should teachers keep doors closed and locked? I am uncomfortable with this. There is a competing interest of openness and transparency that teachers might want. Would parents really be comfortable with the feeling that teachers are behind locked doors with their children?
13. Should teachers' doors be opened but already locked so they just need to be swung shut? Teachers are in favor of this and I could be as well. However, what would the fire marshal's opinion be? Do we need to remove plungers and automatic closers so we are not using doorstops as well? The fire marshal's position is that the doors should be tied into the fire alarm system so that they close automatically when the fire alarm sounds.
14. How do we deal with funeral lunches and other activities going on in the parish center? Can the PC tile and carpeted doors be locked to prevent access to the rest of the building? What are the fire codes? Could they be alarmed instead for some events such that if someone exits the PC and goes into the school, an alarm sounds? This issue is big for staff.
15. How should Brenda control the ramp door for people needing handicapped access to the parish center for funerals and other activities there?
16. Should we use the one interior gate all the time on evenings and weekends? Who would need keys to the gate?
17. Should we add more gates to further restrict access? Should there be one by Donna's room to limit how far north ECLC families can go when they pick up their children after school? Should there be one near the supply room to limit further access down the east hall? What about portable security gates? Who needs keys? At what time should they be locked?
18. How do we deal with evening activities like scouts, meetings, concerts, etc.? We want the building open for people to access these events, yet we also want the building to be secure.
19. Efforts always seem to be needed to eliminate people propping open doors for afterhours' activities and practices. (On the other hand, how much worse is propping the door open than unlocking the door?) Is a staging area needed before practices and other events where everyone waits so the adult can let the people in before the event? Late arrivers just don't get in. How do those setting up in a room also stand by the doors?
20. Can there be a bell that rings somewhere through the building to let others know when someone is at the door for meetings?
21. How do we deal with large during the day events at school like PS Christmas shows, kindergarten round-up, talent show, etc.?
22. What are the vulnerabilities with aftercare pick up? Impersonating others? Should there be a thumbprint scanner, as suggested by a parent, for those authorized to pick up?
23. How do we train students to not open the door for someone? At some schools, that is a major problem. What do we do about students and adults holding the door open for the person behind him/her?
24. Is it better or worse to have students waiting outside before school? An errant car or gunman could wipe out many, but students entering the building one at a time throughout a time interval, needing supervision scattered throughout the building, and difficulties it creates with staff members who have other work to conduct are also problems.
25. How do we increase safety at recesses? What are the competing interests? Do we become prison yards with fencing? Do we eliminate recess altogether because it's not safe?
26. How do we increase safety on the property after hours? Different fencing? Additional signage?
27. What are the possible off campus evacuation sites that are close enough yet can accommodate 450 people at once? Possibilities:
  - a. St. Matthew's church on Kimberly. Bob Wade from AEA. Colleen secretary. Pastor Todd Hunter, 391-2802. Message on 12/19.
  - b. Adams elementary, about 1.0 mile. Tom Green, 391-6563 referred me to Marsha Tangen, 336-5065. Message on 12/19. Williams would be the same distance but have to cross another street. Scott McKissick, 391-6550).
  - c. Post Office. Sandy, station manager. Did not sound hopeful.
  - d. Gospel Mission Temple. 5074 North Pine. 1.03 miles. 388-9081. Bishop Dr. Horton. Tammy Trice?
  - e. "Hospital" on Marquette and Kimberly?
  - f. Hy-Vee?
  - g. Wood is 1.5 miles.

28. When something happens during lunch or any recess, who has information about the multiple homerooms of students? No one carries emergency contacts, etc. when out at recess duty.
29. Should we practice our drills during recesses, lunch, naptimes, etc.?
30. How are substitute teachers included in drills?
31. Should substitute teachers be given class lists, or are there other lists readily accessible? Substitutes for specials are particularly challenged in this area.
32. How do teachers communicate with one another when they "pull" a student out of the hallway to go with them when there is a drill? For example, when fire drill locations are at opposite sides of the building, how does one teacher know that another teacher took his/her student who was on his/her way to the restroom or office?
33. Who checks to see if there are students in the restrooms? Janet.
34. Can we do automatic texting or phone calls at a price we can afford?
35. What are the latest A.L.I.C.E. trainings, and how can they be adapted to the age of the students? DPD and another school district have been contacted for overview and training information.
36. What are the safety and liability issues with students dropped off before 7:30? Should we just pull them in and charge them for before school care? Is there a need for before school care? Nine to ten years ago we started it and dropped it when the need wasn't there. Now, however, we operate a program that begins at 7:00 a.m. (ECLC). Would we need another employee alongside Brenda until 7:30? Could we find someone for ½ hour per day?
37. Is there a simpler way to do a distress call or sound for an intruder than \*10 and talking into the phone? How can everyone, not just office staff, do it?
38. Can there be a louder sound for attention before an announcement is made as sometimes it's harder to hear when class activities are taking place?
39. Should parents or visitors be able to move about the building by themselves even after checking in at the office? Should teachers come to the office to meet parents there? Where would private meetings be held in the office area? Does it seem too "secretive?"
40. Where should parent/teacher conferences be held? Public space or private space? Do we have enough space for it all to be in public space? How should parents enter the building for this type of activity? Talk to Laversa about how they should enter the building. Is it OK for there not to be an office check-in because students are not present? What if conferences start before ECLC and aftercare are finished?
41. What are the fire drill plans for Masses? Are they different for class Masses than all school Masses?
42. What are the severe weather locations for Masses?
43. What are the security issues during Masses, and how are they addressed?
44. Should we put a security camera (real or fake) on the PC roof?
45. How do we be good neighbors but also keep our students safe? DPD talked about signage, registering/scheduling who uses the property after hours, and "not letting" others use the property during certain hours or when school/parish functions are taking place (without a definition of which functions). Are there things we do as school/parish that are not neighborly ourselves?
46. How do we balance competing interests?
47. Are some things more cost effective than others?
48. Which type of safety/security does one focus on? Physical threats, vandalism, theft, weather, fire, flood? Are there conflicting recommendations?
49. If we live in fear, have terrorists or evil won? If we live in love, does love win? What's toward the latter but respects the former?

Some Things Already Done or For Which There is Already an Answer: All Are Subject to Change

1. Parking lot doors will be locked at all times. We will have to do some training for those who arrive late, even if just by a couple of minutes. Once the students are in the building from the lines, the door shuts, and all others still in the car drop off line cannot enter off of the parking lot unless someone is there to open the door for them or they go to the 42nd Street doors.
2. The kitchen and boiler doors should be closed and locked all day even if an employee is right there.
3. All visitors need to sign in AND out in the office. They will sign the register, and complete a name tag to wear while in the building. This procedure will also help us know who is in the building at any time as visitors could also be in danger while on our property. This procedure includes lunchroom volunteers.
4. Staff members will wear school ids, perhaps with pictures, so that parents and other visitors can identify them.
5. New forms are used for recording absences, tardies, and students leaving for appointments in the office.
6. Pre-school drop off in the morning and for afternoon pre-school to begin in January
  - a. One adult from each pre-school classroom will be in ECLC to let people in by buzzing the door so people can enter down the ramp and go immediately into the classroom where early childhood practices have parent and child interacting together in the classroom.
  - b. PS staff will begin to let in the parent/child at the following times:
    - i. 7:40 and 12:15 (11:45 on Weds)
    - ii. Parent/child arriving earlier will wait in car or outside

iii. After 10 minutes from the start of class, late arrivals will need to enter from the office entry on 42nd Street (This time interval may be of particular subject to shortening)

7. Sick PS students will be taken to the office and picked up from there.
8. PS teachers and several other staff will work after Christmas so Laversa, Jenny B., Jennifer W., Lisa, Anna, and Chad are more known to PS students
9. Substitutes will receive do/three things when they arrive:
  - a. Fill out their sub form
  - b. Receive and sign for a substitute set of keys
  - c. Receive a cheat sheet for crisis planning
10. Substitutes will receive the complete crisis planning document
11. A gun cannot be carried or stored on school property. Current Iowa law prohibits even concealed permit owners from carrying a gun on school property and maybe even within a school zone. There are very few exceptions. Accessible for protection would probably not meet one of the three exceptions:
  - a. The person is a peace officer, member of the armed forces or National Guard, or correctional officer, who is carrying the weapon in connection with his or her duties as such; or
  - b. The weapon is unloaded, inside a closed and fastened container or securely wrapped package or in the luggage or cargo compartment (i.e., trunk) of a vehicle; or
  - c. The school has specifically authorized the person to bring the weapon onto school grounds, such as for purposes of conducting an instructional program regarding firearms.
12. Teachers and other staff members will have their keys with them at all times. They can be in their pockets, lanyards, around one's wrist, etc. Lanyards are available in the office.
13. Teachers' doors will be left locked in the morning, and teachers will unlock them themselves.
14. Our next lock down type of drill will be scheduled after the holidays, perhaps with a safety awareness week during the week of January 14th. We will practice both types (absolute silence and carry on with instruction) at least once per semester.
15. All teachers should go over ALL drill information with every class they have. For example, Matt did it with every art class.
16. Although it might be nice from a security perspective to have classroom doors that swing in so doors could be barricaded, replacing all of the classroom doors and doorframes is unlikely.