

2014-2015 World's Best Workforce Report Summary

District or Charter Name: Cambridge-Isanti Schools District 911

Contact Person Name and Position: Gregory A. Winter, Director of Teaching and Learning

In accordance with Minnesota Statutes, section 120B.11, a school board, at a public meeting, shall adopt a comprehensive, long-term strategic plan to support and improve teaching and learning that is aligned with creating the world's best workforce. The school board must publish an annual report on the previous year's plan and hold an annual public meeting to review goals, outcomes and strategies. An electronic *summary* of the annual report must be sent to the Commissioner of Education each fall.

This document serves as the required template for submission of the 2014-2015 report summary. Districts must submit this completed template by **December 1, 2015** to MDE.WorldsBestWorkForce@state.mn.us.

Stakeholder Engagement

Report

[Note: For each school year, the school board must publish a report in the local newspaper, by mail or by electronic means on the district website.]

- <http://www.c-ischools.org/departments/academics/teaching-learning>

Annual Public Meeting

[Note: School boards are to hold an annual public meeting to communicate plans for the upcoming school year based on a review of goals, outcomes and strategies from the previous year. Stakeholders should be meaningfully involved, and this meeting is to occur separately from a regularly scheduled school board meeting. The author's intent was to have a separate meeting just for this reason.]

- *Staff in place last year did look at the data and some interventions were deployed under the governance of this report. However, they did not present to the school board the findings of the WBWF or the planned interventions.*
- *In both MCA and MMR presentations to the school board on 8.25.15 and 9.25.15 respectively, issues of student achievement and growth were identified at these two public meetings. (Minutes from these meeting are attached.)*
- *A meeting is scheduled with the parent advisory group in January of 2016; along with formal presentation of the WBWF report to the school board. The school board at this time will act on formal goals for the district.*

District Advisory Committee

[Note: The district advisory committee must reflect the diversity of the district and its school sites. It must include teachers, parents, support staff, students, and other community residents. Parents and other community residents are to comprise at least two-thirds of advisory committee members, when possible. The district advisory committee makes recommendations to the school board.]

- *The WBWF Advisory Committee consists of all of the District Coordinators that oversees Curriculum, Technology, Innovation, Federal Grants and Assessments and the Director of Teaching and Learning. Along with these members, the Building Administrators review the data and confer with the Director of Teaching and Learning in developing the goals for their building. A parent advisory group will also meet to discuss the smart goals and how they can support the development of instructional interventions to keep all students on track to meet the 5 components of the WBWF.*

Goals and Results

[Note: Goals should be linked to needs and written in SMART-goal format. SMART goals are: specific and strategic, measurable, attainable (yet rigorous), results-based and time-based. Results should tie directly back to the established goal so it is clear whether the goal was met. Districts may choose to use the data profiles provided by MDE in reporting goals and results.]

	2014-2015 Goals	2014-2015 Goal Results
All Students Ready for Kindergarten	The percentage of all students enrolled in kindergarten at Cambridge-Isanti Schools who are proficient on the Letter Naming Fluency benchmark assessment will increase from 47.4% in Fall 2014 to 57.4% in Fall 2015.	<i>Result was 53.7%.</i>
All Students in Third Grade Achieving Grade-Level Literacy	The percentage of all students enrolled in third grade at Cambridge-Isanti Schools who are proficient on the Minnesota Comprehensive Assessment (MCA-III) will increase from 59.0% in Spring 2014 to 65.0% in Spring 2015.	<i>Result was 62.4.0%.</i>

<p>Close the Achievement Gap(s) Among All Groups</p>	<p>-The percentage of all students enrolled October 1 in grades 3-8 and 10 at Cambridge-Isanti Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in reading on all state accountability tests will increase from 62.7% in 2014 to 66.7% in 2015.</p>	<p><i>Result was 63.7%.</i></p>
	<p>The percentage of all students enrolled October 1 in grades 3-8 and 11 at Cambridge-Isanti Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in math on all state accountability tests will increase from 63.7% in 2014 to 67.7% in 2015.</p>	<p><i>Result was 64.3%.</i></p>
	<p>The percentage of all students of color enrolled October 1 in grades 3-8 and 10 at Cambridge-Isanti Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in reading on all state accountability tests will increase from 50.0% in 2014 to 55.0% in 2015.</p>	<p><i>Result was 55.0%.</i></p>
	<p>The percentage of all students of color enrolled October 1 in grades 3-8 and 11 at Cambridge-Isanti Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in math on all state accountability tests will increase from 50.7% in 2014 to 55.7% in 2015.</p>	<p><i>Result was 54.8%.</i></p>

	<p>The percentage of all Special Education students enrolled October 1 in grades 3-8 and 10 at Cambridge-Isanti Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in reading on all state accountability tests will increase from 33.8% in 2014 to 37.8% in 2015.</p> <p>The percentage of all Special Education students enrolled October 1 in grades 3-8 and 11 at Cambridge-Isanti Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in math on all state accountability tests will increase from 25.7% in 2014 to 32.0% in 2015.</p> <p>The percentage of all Free and Reduced-Price School Meals students enrolled October 1 in grades 3-8 and 10 at Cambridge-Isanti Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in reading on all state accountability tests will increase from 62.7% in 2014 to 67.7% in 2015.</p> <p>The percentage of all Free and Reduced-Price Meals students enrolled October 1 in grades 3-8 and 11 at Cambridge-Isanti Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in math on all state accountability tests will increase from 52.2% in 2014 to 59.0% in 2015.</p>	<p><i>Result was 27.4%.</i></p> <p><i>Result was 27.8%.</i></p> <p><i>Result was 63.7%.</i></p> <p><i>Result was 55.8%.</i></p>
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<p>All Students Career- and College-Ready by Graduation</p>	<p>The percentage of all students enrolled October 1 in grade 8 at Cambridge-Isanti Schools who earned an achievement level of Meets the Standards or Exceeds the Standards in math on all state accountability tests will increase from 62.8% in 2014 to 66.8% in 2015.</p> <p>The ACT college readiness benchmark scores for designated college courses (English Composition, Algebra, Social Science, Biology) for the graduating class will increase from 39.0% in 2014 to 45.0% in 2015.</p>	<p><i>Result was 64.5%</i></p> <p><i>Result was 42%.</i></p>
<p>All Students Graduate</p>	<p>All students graduating in four years at Cambridge-Isanti Schools will increase from 84.9% in 2013 to 90.0% in 2014.</p> <p>Special Education students graduating in four years at Cambridge-Isanti Schools will increase from 62.9% in 2013 to 72.9% in 2014.</p> <p>Free and Reduced-Price School Meals students graduating in four years at Cambridge-Isanti Schools will increase from 66.7% in 2013 to 76.7% in 2014.</p>	<p><i>Result was 89.5%.</i></p> <p><i>Result was 71.8%.</i></p> <p><i>Result was 76.3%.</i></p>

Identified Needs Based on Data

[Note: Data that was reviewed to determine needs may include state-level accountability tests, such as Minnesota Comprehensive Assessments (MCAs) and/or local-level data, such as local assessments, attendance, graduation, mobility, remedial course-taking rates, child poverty, etc.]

- *As noted above there were many areas that needed to be addressed at the beginning of the 2014-2015 school year. The major concerns were the proficiencies of reading at 3rd grade and closing the Achievement Gaps in all groups. There were also some specific concerns in a couple of the building sites that were targeted for individual interventions.*
- *The biggest concern is closing the achievement gaps between special education students and their non-sped peers. With special education students' MCA reading proficiency at 33.8 and math MCA proficiency at 25.7%; there was a need to readdress the curriculum needs in regard to both of these areas and many initiatives were put into place. Some of the initiatives included many different reading and math programs such as: "Reading Success Program", "Rewards Reading Program", "Multiple Skills Reading Program" and "Trans Math Program". Included with these new interventions was the use of IXL as a specific tool that special education students could be use in their mainstream classrooms.*
- *Current proficiencies have shown that we have fallen short of our goals. Current reading proficiencies at 27.4% and math proficiencies at 25.8% show a need to look at different types of intervention and more collaborative work with special education and mainstream teachers.*

Systems, Strategies and Support Category

Students

- *Cambridge-Isanti Schools use NWEA (MAP) testing along with the MCA scores to track student progress. In the fall of 2014 a Data Assessment Coordinator was hired by the district to allow an avenue to disaggregate all statistical data within the district. The Data Assessment Coordinator along with the two Curriculum Coordinators, Federal Programs Coordinator, Technology Coordinator and Innovative Coordinator meet on a monthly basis to analyze data and prepare interventions with focused areas within the district.*
- *Part of the data used was to create strategies and support as noted above in the comparison of MCA scores in regard to Third Grade Level Literacy and 3rd Grade MAP Scores. With a great deal of focus put at the 3rd grade level; we saw a moderate increase in reading proficiency scores from 59.1% to 62.8%. In disaggregating the data, we were able to see a significant increase in reading proficiency in the district specifically noted is the area of FRL. FRL reading proficiencies increased from 50.8% to 55.1%. Unfortunately; we saw a significant decrease in reading proficiencies district-wide within special education in a further disaggregation of the data. As stated above in the Identified Needs section, the district has decided to focus on the area of special education due to scores falling from 33.8% to 27.4%.*

Teachers and Principals

- With the implementation of iObservation through the Marzano teacher evaluation system, teachers would be more focused on “Learning Scales and Goals”. Along with the training on iObservation, representation from certified staff and administration took part in the Leadership Academy sponsored by Resource Training and Learning located in Sartell, MN. The purpose of the Leadership Academy was to allow both teacher and administration to be trained and exposed to district programs that will produce effective growth in student achievement. A major component of this training was the development of peer evaluation techniques that would allow direct collaboration among the teachers.
- Principals at the Leadership Academy would also be trained on the Leadership component of the Marzano evaluation program.
- There was a marked increase in the authenticity of teacher evaluations because of the emphasis and training received by both teacher and principals. This was discussed at the newly created District Instructional Leadership Team (DILT). During DILT’s end of the year meeting; it was noted that the teachers were given more clear direction on how to improve their teaching techniques by both peer evaluations and administrative formal teaching evaluations and the surveys reflected this.

District

- Cambridge-Isanti School District implemented a comprehensive Strategic Plan at the start of the 2014-2015 school year. There were many areas that were targeted for development to identify areas that were needed to support ongoing opportunities for student academic achievement. One of the areas identified was the use of technology in creating not only high quality instruction; but also the ability to develop personalized learning that meets their unique needs, goals, passions and strengths. The major component of this plan was to implement blended learning in two different grade levels at both the middle school level and high school level.
- Another part of the early implementation of the Strategic Plan is to create more formal Professional Learning Communities (PLC’s) within the school district. The formation of PLC’s at all building levels with allow for all staff to collaborate on best practices throughout the district.
- Along with the development of the PLC’s, an extensive Teacher Development Plan was put in place to identify areas of which teachers could improve instruction within the educational settings. The focus of the Teacher Development Plan was the adoption of iObservation through Marzano. All teachers were given specific training for Domain 1 that focused on “Learning Goals and Scales”.
- These supports were to specifically address the issues in both reading fluency in Grade 3 and math proficiency throughout all tested grade levels. As noted above, Third Grade Level Literacy proficiency was at 59%. It was determined that focusing on “Learning Goals and Scales” would enable staff at the 3rd grade level to refocus on standards; particularly in reading fluency to achieve a 65% proficiency.

Equitable Access to Excellent Teachers

[Note: Review the information below. **Districts do not need to report information in this section at this time.**]

Section 1111(b)(8)(C) of the Elementary and Secondary Education Act (ESEA) requires that each state take steps to ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified or out-of-field teachers. On June 1, 2015, MDE submitted a plan to the U.S. Department of Education that required all states to address long-term needs for improving equitable access of all students to great educators. The plan was developed with significant stakeholder input and can be found on the [MDE website](#).

From MDE's data review, the following statewide equity gaps surfaced:

- Schools in the highest poverty quartile are more likely to have inexperienced, unqualified and out-of-field teachers than schools in the lowest poverty quartile.
- Schools in the highest minority quartile are more likely to have inexperienced, unqualified and out-of-field teachers than schools in the lowest minority quartile.
- Priority and focus schools are more likely to have inexperienced, unqualified and out-of-field teachers than reward schools.
- Charter schools are more likely to have inexperienced, unqualified and out-of-field teachers than non-charter schools.

To reach the goals of the WBWF, it is important to ensure that all students, particularly students from low-income families and students of color, have equitable access to teachers and principals who can help them reach their potential. Beginning with the next WBWF summary, to be submitted in fall 2016, MDE will request information about the district process to examine the distribution of experienced and qualified teachers across the district and within school sites using data.



The Regular School Board Meeting of Cambridge-Isanti Schools was held on Tuesday, August 25, 2015 - 7:00 p.m. at the Education Center in Room 121A and B with Board Chair, Tim Hitchings; members, Gary Hawkins, Lynn Wedlund, Heidi Sprandel, Jenni Caulk, Darcy Winsor, and Kyle Johnson; and Ex Officio, Superintendent, Dr. Ray Queener. Absent: None.

Pledge of Allegiance was said.

Motion made by Darcy Winsor, seconded by Kyle Johnson to approve the revised meeting agenda. Motion carried unanimously.

Communications/Recognition: None at this time

School Board Showcase: None at this time

Board Committees/Administration Reports were as follows:

- Student Board Member – Coming from Mitch
- Community Education – Early Childhood School Readiness received additional money in grants for the 2015-2016 and 2016-2017 school year. The intentions of this money along with the Pathways II funding is to prepare children to enter Kindergarten.
- Legislative – None at this time
- Oak Land Cooperative Center – Meeting will be held on August 26, 2015 to discuss the decision for St. Francis and Princeton to withdraw from the Oak Land Cooperative come the 2016-2017 school year. A future plan and transition to follow will be developed.
- School Board Member Good News – Darcy Winsor spoke on the facilities tour that was held August 24, 2015. Great to see all the building updates.
- Board Committee Reports: Policy Review Committee, met on August 11 and reviewed 1st, 2nd and 3rd/1st Reading policies; Negotiations met on July 29 and August 12; Finance Committee met on August 12; Long Range Facility met on August 14; Dollars for Scholars met on August 19.
- Finance and Operations shared a document with the following updates:
 - Food Service: Menu and sanitation preparation under way for new concession stand; The Wellness Committee will be starting again; Positions open due to retirements and resignations.
 - Finance: Continuing to close out FY 2014-15 for the next couple of months for Audit Fieldwork.
 - Communications: Shawna Carpentier, Communications Coordinator will give an update later in agenda.
 - Building and Grounds: Led the School Board Facilities Tour on August 24 explaining the stages of the construction projects throughout the district.
 - Transportation: Three regular routes reduced because of enrollment; Construction at bus garage is continuing; Back to School drivers meeting on August 27th.
- Teaching and Learning distributed a document on the following updates:
 - Mr. Winter attended the Minnesota Assessment Conference. MDE is developing a new SLEDS program (State Longitudinal Education Data System) which will allow high schools to track students after graduating.

- Mr. Winter attended the training at CPIS on the impact PLC's have on student achievement.
- First principal meeting was held on August 20.
- Technology is implementing a single sign on product called "Wise Identity" for employees to have one password which they will be using for all programs; Technology staff is having a Tech Camp August 25-26. All C-I staff can attend and learn about different technology topics. Mr. Winter expressed his thanks and commends the technology staff and Ray Sperl for bringing different options and solutions to Cambridge-Isanti Schools.
- Human Resources handed out a document with the following updates:
 - Ms. Lines shared with the board they did substitute training with approximately 60 people attending. They also included statewide training and classroom training requested from the subs through a survey.
 - We are still filling job postings and needing more substitutes throughout the district.
 - The HR department will be going on a road show throughout the district to be face to face with employees who need answers about employee benefits and let them know their options for all benefits that apply to them.

Superintendent Dr. Queener shared with the School Board the following:

- Dr. Queener shared with the board he visited several fall activities practices.
- Dr. Queener expressed his thanks to everyone for the progress and work on the construction throughout the district. He gave thanks to the board and community for supporting the past Bond Referendum which has help fund these construction projects.
- MSBA Advocacy Tour will be in St. Cloud at Resource Training and Solutions on Tuesday, September 22. If any School Board member would like to attend, please let Dr. Queener or Kim Cheney know and we will get you registered.
- The 2015-2016 school year is started with staff attending many things happening around the district. Dr. Queener mentioned he will be presenting Bruce Novak with the Rotarian Vocational Service Award at the new teacher luncheon which will be held on Friday, August 28th. Our Back to School workshop will be on Monday, August 31st with a time change, starting at 7:30 – 8:15 refreshments and then the session beginning at 8:30 a.m. in PAC. Traditional School will start the week of Labor Day.
- Dr. Queener shared his results of the two questions he asked the leadership participants at the Lunch with leaders program:
 - What are you most proud of?
 - If you could, what is one thing you would change?
 The results are listed in Dr. Queener's Superintendent Report in your agenda.
- First Administrative Retreat was held August 18 – Define our Brand. A lot more coming on this topic.
- Dr. Queener attended the PLC training. He spoke again on what great people we have in Cambridge-Isanti Schools as the training was exceptional and 95% of attendees were there on their own time.
- Vicki Ostrom's retirement party is Thursday, August 27 – 3-6 p.m.
- Mr. Solberg shared a book "High School League – 100 Years of Memories" with the board filled with information of the State High School League's past 100 years.

Julia Lines explained to the board the changes on Policy 509 – Enrollment of Nonresident Students. This policy will come up for approval at next School Board meeting.

Julia Lines explained to the board the changes on Policy 509.1 – In District Open Enrollment. This policy will come up for approval at next School Board meeting.

Julia Lines explained to the board the changes on Policy 509.2 – Entrance Age: Early Entrance. This policy will come up for approval at next School Board meeting.

Julia Lines explained to the board the changes on Policy 707 – Transportation of Public School Students. This policy will come up for approval at next School Board meeting.

Kris Crocker gave a brief Legislative Update on the result of the spring sessions. A total of \$525 million education bill was approved. What this means for Cambridge-Isanti Schools is 2% on General Education Formula Allowance each year, additional money for Early Childhood Program, and New Long-Term Facilities Maintenance Revenue (10 year plan.)

Shawna Carpentier presented to the board a communications update. She provided an overview of the branding process already in place along with the next steps for launching a formal branding campaign in the fall. She showed examples of the upcoming Style Guide, Official District Mark and Logo in different color variations. Also a draft of our official Cambridge-Isanti Schools Letterhead was provided to give the school board an idea of what is to come.

Greg Winter along with Anne Johnson gave a presentation on the release of the current year's MCA scores (taken in 2014-2015). Greg shared with the board the Cambridge-Isanti Schools MCA Proficiency – Measure of the percent of students who meet or exceed the standards on the MCA test. He explained the results as a district, per building, and per grade level. Mr. Winter also shared some information relating to C-I funding vs. Conference schools and comparable schools. Dr. Queener stated we need to celebrate the accomplishments in proficiency we've seen throughout our schools. With MMR coming in October, Teaching and Learning will again share those results which will include the entirety of growth, proficiency, achievement gap reduction within the district and graduation rate at the high school.

Motion made by Gary Hawkins, seconded by Tim Hitchings to approve the revised consent agenda. Motion carried unanimously.

Heidi Sprandel met with Director of Finance and Operations, Kris Crocker, to discuss Cambridge-Isanti Schools' financials and everything looks good. Motion made by Kyle Johnson, seconded by Jenni Caulk to approve the Treasurer's Report subject to audit. Motion carried unanimously.

Kris Crocker read the resolution on gifts and donations and shared with the board the list of donors, nature of gift and amount of donation (*list is in board agenda*). Motion made by Lynn Wedlund, seconded by Heidi Sprandel to adopt the Resolution on Gifts and Donations to accept gifts, grants or devise of real or personal property. Roll call vote was taken: Heidi Sprandel, yes; Lynn Wedlund, yes; Gary Hawkins, yes; Tim Hitchings, yes; Jenni Caulk, yes; Darcy Winsor, yes; Kyle Johnson, yes. Against: None. Whereupon said resolution was declared duly passed and adopted.

Motion made by Gary Hawkins, seconded by Darcy Winsor to approve the increase in adult breakfast of \$.05 cents bringing the cost to \$1.70 and adult lunch of \$.10 cents bringing the cost to \$3.50. This increase is mandated and based on USDA guidance and is formula driven through federal/state reimbursements. Motion carried unanimously.

Motion made by Kyle Johnson, seconded by Heidi Sprandel to approve the SRO (School Resource Officer) Memorandum of Understanding between Isanti Police Department and Cambridge-Isanti Schools for the 2015-16, 2016-17 and 2017-18 school years. This position is a .5 FTE with Cambridge-Isanti Schools. Motion carried unanimously.

Motion made by Lynn Wedlund, seconded by Gary Hawkins to approve to move from fully-funded employee health benefits to self-funded. This means Cambridge-Isanti Schools will become the administrators for our employee health benefits. There will be no additional cost to the district. Motion carried unanimously.

Motion made by Kyle Johnson, seconded by Jenni Caulk to approve Preferred One as our health insurance carrier for the two consecutive school years of 2015-16 and 2016-17. There will be two options available to employees. One will have open access with a higher premium and one will have limited access (Fairview clinics only) with lower premium. Motion carried unanimously.

Motion made by Gary Hawkins, seconded by Jenni Caulk to approve the 2016-2019 Superintendent Employer Agreement. Chair, Hitchings, shared with the board the recommendation from the Board Negotiating Committee. Motion carried unanimously.

Motion made by Lynn Wedlund, seconded by Darcy Winsor to approve the Lease Agreement between Cambridge-Isanti Schools and Oak Land Cooperative Center for the 2015-2016 school year. Motion carried unanimously.

Motion made by Jenni Caulk, seconded by Heidi Sprandel to approve the Lease Agreement between Oak Land Cooperative Center and Cambridge-Isanti Schools Moving Forward Program for the 2015-2016 school year. Motion carried unanimously.

Motion made by Lynn Wedlund, seconded by Gary Hawkins to approve the Long-Term Facilities Maintenance 10 Year Plan. Dr. Queener explained to the board that there may be funds moved around within the 10 year plan and to be reminded that tax payers will not pay more than the actual projects costs. Motion carried unanimously.

Motion made by Heidi Sprandel, seconded by Kyle Johnson to approve the Amended Mutual Aid Agreement between the City of Isanti and Cambridge-Isanti Schools from June 1, 2015 – May 31, 2021. Motion carried unanimously.

Motion made by Jenni Caulk, seconded by Gary Hawkins to adopt the Resolution of Dissolution Regarding Oak Land Cooperative as amended. Roll call vote was taken: Heidi Sprandel, yes; Lynn Wedlund, yes; Gary Hawkins, yes; Tim Hitchings, yes; Jenni Caulk, yes; Darcy Winsor, yes; Kyle Johnson, yes. Against: None. Whereupon said resolution was declared duly passed and adopted.

Motion made by Kyle Johnson, seconded by Gary Hawkins to approve the Memorandum of Understanding with the City of Cambridge for Enforcement of Traffic and Parking Regulations. Motion carried. Jenni Caulk abstained.

Motion made by Darcy Winsor, seconded by Heidi Sprandel to approve the Memorandum of Understanding with the City of Isanti for Enforcement of Traffic and Parking Regulations. Motion carried. Jenni Caulk abstained.

Motion made by Jenni Caulk, seconded by Heidi Sprandel to adjourn meeting at 8:45 p.m. Motion carried unanimously.

School District Clerk

Date



The Regular School Board Meeting of Cambridge-Isanti Schools was held on Thursday, September 24, 2015 - 7:00 p.m. at the Education Center in Room 121A and B with Board Chair, Tim Hitchings; members, Gary Hawkins, Lynn Wedlund, Heidi Sprandel, Jenni Caulk, Darcy Winsor, and Kyle Johnson; and Ex Officio, Superintendent, Dr. Ray Queener. Absent: None.

Pledge of Allegiance was said by all.

Motion made by Gary Hawkins, seconded by Kyle Johnson to approve the revised meeting agenda. Motion carried unanimously.

Communications/Recognition: Dr. Queener presented Principal of IMS/MNC, Randy Pauly, an ESGR (Support for the Guard and Reserve) Award on the district's behalf, which is a voluntary force trained to respond to our community and our country in a time of need. Special Education Instructional Assistant, Renee Reents, nominated Mr. Pauly for the award after her husband Brad had returned from deployment to Afghanistan.

School Board Showcase: Principal, Mark Ziebarth, and Academic Coach, Barb Bengtson and Interventionist/STEAM Coordinator, Carla Allen, presented a PowerPoint explaining the role of the new interventionists at Isanti Intermediate School/School For All Seasons. IIS/SFAS has approximately 600 students to service and they are using the model "Every Student, Every Day" that Cambridge-Isanti Schools exemplifies. Ms. Bengtson and Ms. Allen shared the process used in helping students with different interventions on a one-to-one or small group basis in developing a Personal Learning Plan for each individual student. The interventionists collaborate as a team and work together to create instruction based on the students' needs. Thank you to Tammy Kraft, Title I Coordinator, for applying and receiving the ADSIS Grant for our district, Anne Johnson, Assessment Coordinator, who helped put together data to drive instructional decisions, and the interventionists for developing interventions to help individual students meet the state standards.

Board Committees/Administration Reports were as follows:

- Student Board Member – None at this time
- Community Education – Early Childhood received the Pathways II Grant in the amount of \$29,400. This will be used to help students prepare for kindergarten. A survey is being held throughout the community to gather information about the programs that Community Education offers.
- Legislative – Dr. Queener spoke on the area superintendent meeting held on September 24, 2015. MSBA is adopting resolutions to support different components of the legislative platforms, i.e. funding and licensure. Information on evaluation of these resolutions will be brought to the October school board meeting.
- Oak Land Cooperative Center – Meeting was held and discussion took place on how the co-op will dissolve in the future. The three district superintendents are meeting on a regular basis to discuss ideas and a law firm is being selected to give legal advice on future decisions made.
- School Board Member Good News – CIS: Parking in front of the building is still being worked on to create a system with better traffic flow; "Walk to School" will be held on October 7th starting at 7:30 a.m. beginning at Cambridge Medical Center. Anyone interested in walking with the students can attend; Book Fair, October 5th-9th; IPlay, October 13th – play written by CIHS students; October 5th - Bully presentation by Climb Theater. CMS-IMS/MNC: Registration for sixth grade band is huge this year – Fifty percent of sixth graders at IMS/MNC are participating and seventy-five percent of CMS sixth grade students are participating. CIHS: Four National Merit Scholars will be given at CIHS homecoming next week; Lilly Marlton exemplified the 5 Character Traits this past month while playing a 9th grade tennis

match. Her representation of what Cambridge-Isanti Schools is all about was seen through her sportsmanship with her opponent from the visiting team.

- Board Committee Reports: Policy Review Committee, met on September 8th and reviewed 1st, 2nd and 3rd/1st Reading policies; Negotiations met on September 10th with EMCI, 15th with administrative assistants, custodians and instructional assistants, and 21st with EMCI; ICICLE met on September 14th and will be holding a Property Tax forum on Wednesday, October 21, 2015 at 7:00 p.m. located at the CIHS PAC – Hardy Center with a presentation on taxes 101 and how the property values are determined at the county level. A Q and A will follow the presentation. Individual table top discussions will be held in the cafeteria after to answer further questions.
- Finance and Operations shared a document with the following updates:
 - Food Service: New concessions at CIHS passed MDH inspection; Cambridge Christian School is receiving lunches from Cambridge-Isanti Schools; Coffee machine at CIHS is in full swing.
 - Finance: Working on the Proposed Preliminary Property Tax Levy; Closing out FY 2014-2015 school year; Sunday Klonecz is new Student Accounting Specialist & Executive Administrative Assistant.
 - Building and Grounds: Special education project at CIHS is using the ADA changing area as a temporary plan for 2015-2016 school year; ALC classroom walls are underway; Bus garage is moving office back into building upon completion of technology installment; both irrigation and generator at CIHS are being looked at to resolve reoccurring issues.
 - Transportation: Drivers and IAs are still needed; 932 student records had changes the first week of school; transitioning is taking place on occupying the new building.
 - Communication: New website and mobile app have a launch date coming in October; back to school communication has been taking place at a very rapid pace; CAC focus for the 2015-2016 school year will be provided at October school board meeting.
- Teaching and Learning distributed a document on the following updates:
 - First DILT meeting held on September 16th.
 - Teaching and Learning Director, Greg Winter, attended the “Customer Appreciation Night” which was very well attended and the “Fall Garden Festival” which produced and donated over 500lbs. of fruits and vegetables for local needs in the community.
 - October 14th in-service will be changed to a professional conference and focus on the implementation of new initiatives and support for programs already functioning within the district.
 - Technology: Still working with single sign on for students and staff; a new tech help desk is available for in-house staff through accessing Google Forms; 300 iPads are being addressed as part of the K-2 Blended Learning Plan and will be distributed after inventory is completed. Tech is making plans to work with teachers who were the 12 recipients of the Tech Ticket from our back to school workshop. Jessica Scholla has been hired through Teaching and Learning as the District Information Specialist/Student Enrollment Administrative Assistant.
- Human Resources handed out a document with the following updates:
 - Ms. Lines and the HR staff have been doing mandatory trainings throughout the district. Policy review from these trainings is being accessed via online Google Forms – a great way to receive signature of who has completed the review.
 - George Vander Weit, Corporate Health Systems representative, Preferred One and EBC (flex and 403B) spent a day traveling to different locations within the district and offered information and a Q and A session on the new and existing benefits offered at Cambridge-Isanti Schools for the 2015-2016 school year.
 - C-I is still trying to fill difficult positions throughout the district. HR attended a college career fair at CIHS and gave vendors information on open positions needing to be filled in hopes to recruit excellent candidates for our district.

Superintendent Dr. Queener shared with the school board the following:

- New Teacher Luncheon was a huge success with approximately 30 new teachers in attendance. Dr. Queener had the honor of presenting Bruce Novak with the Vocational Service Award.
- The back to school workshop was a morning session this year. Thank you to the pep band led by Justin Kennedy for playing and welcoming everyone back. Supershadow (formerly Superswitch) will be taking

place again this year and names were drawn for participants who will be working with a cabinet member in demonstrating their daily activity.

- Dr. Queener visited approximately 350 classrooms the first two days of school welcoming back students and expressing his gratitude and appreciation to all students at Cambridge-Isanti Schools.
- An honorary ceremony was held on September 11th at CIHS in honor of our local men and women for their service to the country and our community. Thank you to Mark Solberg for putting this event together.

Director of Admin Services and HR, Julia Lines, explained to the board the changes on Policy 425 – Staff Development. This policy will come up for approval at next school board meeting.

Director of Teaching and Learning, Greg Winter, along with Anne Johnson, Assessment Coordinator, gave a presentation on the release of the current year's MMR (Multiple Measurements Rating) for Cambridge-Isanti Schools. A PowerPoint was given showing the MMR results for each building and districtwide. Cambridge Intermediate School is listed as a Reward school and Isanti Intermediate School is listed as a Celebration Eligible School. Mr. Winter asked the board to remember that this is one way of measuring a specific test and is in correlation only with the MCA's. The board expressed that it would be helpful to have a good way to show how the growth is measured where it could be easier to understand and more logical to the viewers. Mr. Winter shared with the board there will be more results from Teaching and Learning and information will be coming in the future as data throughout the year is analyzed.

Motion made by Jenni Caulk, seconded by Darcy Winsor to approve the revised consent agenda of items A. – School Board Minutes and C. – Personnel Action. Motion carried unanimously.

Motion made by Kyle Johnson, seconded by Lynn Wedlund to approve the revised consent agenda of item B. – Bills & Wire Transfers. Motion carried 6 – 0 with Heidi Sprandel abstaining.

Heidi Sprandel met with Director of Finance and Operations, Kris Crocker, to discuss Cambridge-Isanti Schools' financials and everything looks good. Motion made by Tim Hitchings, seconded by Kyle Johnson to approve the Treasurer's Report subject to audit. Motion carried unanimously.

Kris Crocker read the resolution on gifts and donations and shared with the board the list of donors, nature of gift and amount of donation (*list is in board agenda*). Motion made by Gary Hawkins, seconded by Darcy Winsor to adopt the Resolution on Gifts and Donations to accept gifts, grants or devise of real or personal property. Roll call vote was taken: Heidi Sprandel, yes; Lynn Wedlund, yes; Gary Hawkins, yes; Tim Hitchings, yes; Jenni Caulk, yes; Darcy Winsor, yes; Kyle Johnson, yes. Against: None. Whereupon said resolution was declared duly passed and adopted.

Motion made by Heidi Sprandel, seconded by Gary Hawkins to approve the Fiscal Services Agreement between Oak Land Cooperative Center and Cambridge-Isanti Schools. Motion carried unanimously.

Motion made by Kyle Johnson, seconded by Heidi Sprandel to approve the Bi-Annual MNC 7th and 8th grade Washington D. C. Field Trip. Motion carried unanimously.

Motion made by Jenni Caulk, seconded by Kyle Johnson to approve the Designation of Director of Teaching and Learning as the LEA (Local Education Agency) Representative for Various Federal Programs and Title I for 2015-2016. Motion carried unanimously.

Motion made by Lynn Wedlund, seconded by Jenni Caulk to approve the Maximum 2015-Payable 2016 Preliminary Property Tax Certification Levy. Director of Finance and Operations, Kris Crocker, shared a PowerPoint explaining and reviewing the changes for Cambridge-Isanti Schools and the community in regards to the levy. Final action of this levy will come to the board at the December 17th, 2015 regular school board meeting. Motion carried unanimously.

Motion made by Jenni Caulk, seconded by Gary Hawkins to approve the 2015-2016 MREA (Minnesota Rural Education Association) Trial Membership. Dr. Queener shared with the board he met with the Executive Director of MREA, Mr. Fred Nolan, and looking at the platform and advocacy that MREA offers with its lobbying efforts

and policy based action and it aligns with our district. This membership will be purchased at a discount for 2015-2016 and will be evaluated again next year to see if it warrants a recommendation to continue. Motion carried unanimously.

Motion made by Gary Hawkins, seconded by Kyle Johnson to approve Policy 509 – Enrollment of Nonresident Students. Motion carried unanimously.

Motion made by Lynn Wedlund, seconded by Darcy Winsor to approve Policy 509.1 – In District Open Enrollment. Motion carried unanimously.

Motion made by Heidi Sprandel, seconded by Kyle Johnson to approve Policy 509.2 – Entrance Age: Early Entrance. Motion carried unanimously.

Motion made by Darcy Winsor, seconded by Heidi Sprandel to approve Policy 707 – Transportation of Public School Students. Motion carried unanimously.

Motion made by Lynn Wedlund, seconded by Heidi Sprandel to approve the Denial of the Level III Grievances. Motion carried unanimously.

Motion made by Jenni Caulk, seconded by Heidi Sprandel to approve Moving to Closed Session for Negotiation Strategy Discussion per Statute 13D.03(b). Motion carried at 8:53 p.m.

Motion made by Tim Hitchings, seconded by Gary Hawkins to approve adjourning into open meeting. Motion carried unanimously.

Motion made by Jenni Caulk, seconded by Heidi Sprandel to adjourn meeting at 9:35 p.m. Motion carried unanimously.

School District Clerk

Date