

MINUTES OF THE ANCHORAGE SCHOOL BOARD  
REGULAR MEETING OF October 12, 2009

The Anchorage School Board met in Regular Session on Monday, October 12, 2009, at 6:35 p.m. in the Board Room, at the Anchorage School District Administration Building. President, John Steiner, presided.

A. CALL TO ORDER, ROLL CALL, FLAG SALUTE, John Steiner Presiding

Board Members Present: John Steiner, Pat Higgins, Crystal Kennedy, Jeannie Mackie, Kathleen Plunkett and Tim Steele

Jeff Friedman was excused.

Others Present: Carol Comeau, Ed Graff, Linda Carlson, Jerry Koetje, Mike Henry, MerriKae Vanderploeg, Jerry Sjolander, Jane Berglund, Eric Tollefsen, Heather Sawyer, Janet Stokesbary, Mike Abbott, Brandon Boyer, Col. Tim Prior, James Ellsworth, Brian Griggs, Laurel Vorachek, Chad Stiteler, Jim Lepley, Vanessa Blake, the press and other interested parties.

B. APPROVAL OF AGENDA

Ms. Comeau asked that the Recognition for the Paralympics Sports Program be moved in front of the Healthy Futures presentation.

The revised agenda was approved by unanimous consent.

C. AWARDS/RECOGNITIONS/PRESENTATIONS

1. Kincade Coyote Choir, Lesli Olson, Director
2. ASD Presentation - Healthy Futures - Cindy Nordquist

Ms. Nordquist, Volunteer Director, explained that Healthy Futures is a grass roots program that encourages kids to have daily physical activity. Their mission is to build the habit of daily physical activity in children's lives. Last year 14,521 kids throughout the state of Alaska participated. Anchorage has had the greatest participation. Kids are documenting on an activity log their amount of activity outside of PE class. Logs are turned in after 4 weeks and students can receive incentives. After three months of logs the student's name is entered into a grand prize drawing. The prize is a \$300 sports package of their

choice. Girdwood School, O'Malley Elementary, Klatt Elementary, and Bowman Elementary had the highest participation rates for Anchorage. Two students were recognized that had won a grand prize drawing. Lexi Davis from Chester Valley Elementary completed 8 months of logs. She chose a basketball gift bag and shoes. She also chose to take swimming lesson with some of her friends. Cody Kerfman who attends Chugiak Elementary won a prize with 7 months of logging activity. He chose a hockey package. Ms. Nordquist said that they had a challenge for the Board and District leaders. The challenge is to complete activity logs for October, November and December which is Healthy Futures quarter. The goal should be to log 30 minutes of activity 3 times per week for the last quarter of 2009.

Ms. Mackie thanked Ms. Nordquist and accepted the Challenge. Ms. Kennedy, Mr. Higgins, Mr. Steele and Ms. Plunkett also accepted. Ms. Comeau stated that she was sure that Mr. Friedman who was absent would be willing to join in, as well. Other members of the Administration also agreed to participate in the Healthy Futures Challenge.

3. ASD Recognition - Paralympics Sports Program

Ms. Kennedy introduced Elizabeth Edmunds and David Polland and read letters of commendation from the School Board and the District for their work on behalf of Challenge Alaska and the Paralympics Sports Program. Dave Harrington spoke about the implementation of the program and announced that they were doing paralympic wheelchair basketball. Second semester they would be doing wheelchair soccer. Practices are held at the Central gym. He hoped that in the future students that currently had opted out of PE classes would use their program to remain physically active.

D. ANNOUNCEMENTS

E. SPECIAL ADVISORY REPORTS

1. Student Advisory Board

Brandon Boyer reported that the last SAB meeting had strong attendance. They had their annual photo taken and learned some AASG cheers. Fall conference was being held that weekend at West High School. Over 100 people were scheduled to attend. National Junior Honor Society was underway at most schools.

They had discussions on school dances and discipline. In October he would be attending a middle schools principals meeting to encourage SAB membership. The next SAB meeting was scheduled for November 5<sup>th</sup> from 11:15 - 1:30 at KCC.

2. Military Delegate

Col. Prior thanked Ms. Comeau for coming out and talking to the military community. She gave a great overview of the schools and was very well received by the soldiers and family members

3. MECAC

The MECAC representative, Dr. James Ellsworth reported that the last board meeting was very interesting and that they were reviewing their guidelines. They are also engaging in team building skills to come together as a group. There are 11 members on the team which is quite a bit. They had a guest at the last meeting, an intern from Bridgebuilders. Officer elections are coming up. He thanked the board for their leadership.

F. PERSONS TO BE HEARD NON-AGENDA ITEMS

G. BOARD COMMITTEE REPORTS

Mr. Higgins reported that the Audit Committee met the last Friday. The CAFR was great financial report. The second report reviewed was an update on management review for purchasing. What they are looking at will have an impact on the policies of the district. They would be asking for a joint meeting with Policy and Audit committees after the consultant is selected.

Mr. Steele reported that the Legislative committee met on the 6<sup>th</sup>. They went through all the items received from the board. The next stage is to work through a draft. The next meeting will be on November 16<sup>th</sup> at 3:30.

Ms. Comeau mentioned that Mr. Friedman had emailed that the Policy Committee meeting had been moved from October 15<sup>th</sup> to the 22<sup>nd</sup> of October at 2:00 p.m. Ms. Kennedy clarified that if it were necessary a meeting could be held on the 15<sup>th</sup> of October.

H. CONSENT AGENDA

Consent Agenda is attached. **All attachments referred to in memoranda Recommendations are on file in the Superintendent's office.**

1. Approval of Minutes
  - a. Early Meeting - September 14, 2009 (REVISED)
  - b. Early Meeting - September 28, 2009
2. ASD Memorandum # 39 - Naming of the South Anchorage High School Baseball Field in Honor of Taylor Young

It is recommended that the School Board approve the request from the Anchorage School District administration, the South Anchorage High School staff, and the South Anchorage High School Baseball Booster Club to name the new baseball field at South Anchorage High School, "The Taylor Young Memorial Ballpark".

3. ASD Memorandum # 84 - Comprehensive Annual Financial Report (CAFR) FY 2008-2009

It is the Administration's recommendation that the School Board approve the Comprehensive Annual Financial Report for the fiscal year ended June 30, 2009 and authorize the Superintendent to forward this report to the Commissioner of Education, State of Alaska, and the Anchorage Assembly.

4. ASD Memorandum # 109 - Nomination of Tim Steele for AASB School Board Member of the Year - 2009

The Anchorage School Board recommends that School Board member Tim Steele be nominated for the Association of Alaska School Board's Outstanding School Board Member Award.

5. ASD Memorandum # 68 - Resolution in Support of School Bus Safety Wee, October 19-23, 2009

The administration recommends approval of a resolution recognizing Oct. 19-23, 2009 as School Bus Safety Week in the Anchorage School District. The resolution symbolizes the strong support the Anchorage School Board places on all phases of school bus safety.

6. ASD Memorandum # 69 - Resolution Designating October 19-23, 2009 as Red Ribbon Week for Anchorage School District

This is a request by the administration that the Anchorage School Board adopt the attached resolution designating October 19-23, 2009

as Red Ribbon Week in the Anchorage School District.

7. ASD Memorandum # 70 – Resolution in Support of Lights On Afterschool – October 22, 2009

“Lights On Afterschool” is a nationwide effort to focus on the importance of after-school programs in America. Early childhood education expert James Heckman recently concluded that participation in afterschool programs, in compliment to early education, reduces initiating drug use among youth by nearly 50 percent and reduces the likelihood of skipping school by half.

8. ASD Memorandum # 134 – School Board Policy Revision Section 114a, Nondiscrimination and Harassment, First Reading

It is the Policy Committee’s recommendation that the School Board approve on First Reading the recommended policy revision to School Board Policy 114, Nondiscrimination and Harassment as shown on Attachment A.

9. ASD Memorandum # 110 – Acceptance of Contract: Construction Education Foundation for Anchorage Construction Academy

It is the Administration’s recommendation that the School Board approve and authorize the Superintendent to accept a contract from the Construction Education Foundation in the amount of \$674,519 to support the Anchorage Construction Academy.

10. ASD Memorandum # 89 – Acceptance of Grant Award: Alaskans for Better Choices

It is the Administration's recommendation that the School Board authorize the Superintendent to accept a grant award of an anticipated \$30,000, from Alaskans for Better Choices.

11. ASD Memorandum # 71 – Acceptance of Continuation of Grant Award: Reading is FUNdamental, Inc.

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept a continuation grant from Reading is FUNdamental, Inc., in the amount of \$36,432.

12. ASD Memorandum # 88 – Acceptance of Continuation Grant Award: Comprehensive Behavioral Health Prevention and Early Intervention Services

It is the Administration's recommendation that the School Board authorize the Superintendent to accept a grant award from the Alaska Department of Health and Social Services in the amount of \$184,521.

13. ASD Memorandum # 94 - Acceptance of Continuation Contract Agreement: The Alaska Initiative for Community Engagement

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept a continuation contract agreement from the Association of Alaska School Boards in the amount of \$135,000.

14. ASD Memorandum # 92 - Acceptance of Grant Award: Foreign Language Assistance Program - Project MIR (Mission Is Russian) Expansion: Pipeline to Superior Proficiency

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept a grant from the U. S. Department of Education's Foreign Language Assistance Program, in the amount of \$257,106 for the first year of a five-year award to expand the District's Russian language partial immersion program.

15. ASD Memorandum # 108 - Acceptance of Grant Award: Alaska Humanities Forum, Picturing Alaska / Picturing Anchorage

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept a grant from the Alaska Humanities Forum in the amount of \$12,000.

16. ASD Memorandum # 135 - Acceptance of Grant Award: Cultural Collaboration Project, Steller Secondary School

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept a grant from the Alaska State Council on the Arts for \$5,000 for Steller Secondary School's Youth Arts Program.

17. ASD Memorandum # 132 - Approval of Pilot Program: Elementary Social Studies - Grades 4,5 and 6

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to implement a curriculum pilot for instructional materials under consideration for the district's elementary social studies adoption for grades 4, 5, and 6.

18. ASD Memorandum # 65 - Personnel Report

It is the Administration's recommendation that the School Board approve the attached Personnel Report.

Mr. Higgins requested that ASD Memorandum # 39, Naming the South Anchorage High School Baseball Field in honor of Taylar Young be pulled for discussion.

Ms. Plunkett asked that ASD Memorandum # 84, Comprehensive Annual Financial Report (CAFR) FY 2008-2009 be pulled for discussion.

Mr. Steiner requested that ASD Memorandum # 109, Nomination of Tim Steele for AASB School Board Member of the Year - 2009 be pulled for discussion.

Ms. Comeau asked that ASD Memorandum # 129, Districtwide Educational Specifications Update be pulled from the Superintendent's Report for a presentation and that ASD Memorandum # 73, Certificated Recruitment Report 2009-2010 and ASD Memorandum # 57, Substitute Status Report for 2008-2009 be pulled from the Superintendent's Report for discussion.

ACTION:

Moved by: Tim Steele  
Seconded by: Crystal Kennedy

To approve Minutes of the Early Meeting September 14, 2009 (REVISED), Minutes of the Early Meeting September 28, 2009 and Memoranda #68, #69, #70, #134, #110, #89, #71, #88, #94, #92, #108, #135, #132, and #65.

VOTE

Ayes: Pat Higgins, Crystal Kennedy  
Jeannie Mackie, Kathleen Plunkett, Tim Steele,  
John Steiner

Nays: None

MOTION PASSED

ASD Memorandum # 39 - Naming of the South Anchorage High School Baseball Field in Honor of Taylar Young

It is recommended that the School Board approve the request from the Anchorage School District administration, the South Anchorage High

School staff, and the South Anchorage High School Baseball Booster Club to name the new baseball field at South Anchorage High School, "The Taylar Young Memorial Ballpark".

Ms. Comeau commented that memorials were always bittersweet recommendations but she was pleased that South Anchorage High School staff, the booster club, the community and the team came together very quickly and recognized that the project that they had been planning for quite some time and could be a project in Taylar's memory. She stated that this was an amazing tribute to a young man who was well-loved and a real ball of fire with the baseball community. South Anchorage High School faculty purchased a book for the library, The Baseball Hall of Fame, in memory of Taylar. Ms. Comeau introduced Taylor's dad, Dennis Young.

Mr. Young gave a slide presentation on the progress of the baseball field. He thanked the board members and Ms. Comeau who attended the ground breaking ceremony.

Mr. Dave Avery announced that the grass seed was already growing. A lot of progress has been made. Over the winter the dugouts will be designed and a scoreboard will be ordered. The hope is that next spring/summer games will be able to be played on the field. Donations are still being accepted at the website. He thanked the school district and Chris Borst for being such a big help.

Mr. Steiner acknowledged the legacy to Taylar. He noted that the baseball field will be the first full regulation baseball on any school district property. He was very supportive of baseball being in the schools and thanked the American Legion for making the baseball programs possible.

ACTION:

Moved by: Pat Higgins  
Seconded by: Crystal Kennedy

To approve the Superintendent the request from the Anchorage School District administration, the South Anchorage High School staff, and the South Anchorage High School Baseball Booster Club to name the new baseball field at South Anchorage High School, "The Taylar Young Memorial Ballpark".

VOTE

Ayes: Pat Higgins, Crystal Kennedy  
Jeannie Mackie, Kathleen Plunkett, Tim Steele,  
John Steiner

Nays: None

MOTION PASSED

ASD Memorandum # 84 - Comprehensive Annual Financial Report (CAFR) FY 2008-2009

It is the Administration's recommendation that the School Board approve the Comprehensive Annual Financial Report for the fiscal year ended June 30, 2009 and authorize the Superintendent to forward this report to the Commissioner of Education, State of Alaska, and the Anchorage Assembly.

Ms. Comeau announced that she was pleased with the Audit Committee's report. It was a clean audit and she was really proud of the finance staff.

Ms. Plunkett appreciated all the hard work that the accounting and finance team did, as well as, their dedication.

Ms. Stokesbary complimented the whole district because it was a culmination of the whole year's worth of activities from the individual schools to the departments to the administration and the accounting department. With out all of them following the rules and procedures, we would be where we are.

Mr. Higgins noted that auditor had made flattering comments about the whole process. He mentioned that Mr. Steele had asked if it was better than last years. It was about the same which is a great compliment after a great audit. There has been a consistency with the audits which is key. He appreciated all the work with the finance team. Mr. Steele said that if the audit was the same as last year it was high praise indeed. Last year the district received a certificate of achievement for Excellence in Financial Reporting from the Council of Great City Schools.

ACTION:

Moved by: Kathleen Plunkett

Seconded by: Tim Steele

To approve and authorize the Superintendent to forward this report to the Commissioner of Education, State of Alaska, and the Anchorage Assembly.

VOTE

Ayes: Pat Higgins, Crystal Kennedy  
Jeannie Mackie, Kathleen Plunkett, Tim Steele,  
John Steiner

Nays: None

MOTION PASSED

ASD Memorandum # 109 - Nomination of Tim Steele for AASB School Board Member of the Year - 2009

The Anchorage School Board recommends that School Board member Tim Steele be nominated for the Association of Alaska School Board's Outstanding School Board Member Award.

Mr. Steele abstained from voting. Mr. Higgins commented that this would be Mr. Steele's ninth year on the board, therefore, his last year. The memo outlines some of the accomplishments that he has had while on the board. He offered his congratulations and said that it was a well deserved nomination.

ACTION:

Moved by: Crystal Kennedy  
Seconded by: Pat Higgins

To recommend that School Board member Tim Steele be nominated for the Association of Alaska School Board's Outstanding School Board Member Award.

VOTE

Ayes: Pat Higgins, Crystal Kennedy  
Jeannie Mackie, Kathleen Plunkett,  
John Steiner

Nays: None

MOTION PASSED

I. SUPERINTENDENT'S REPORT

1. ASD Memorandum # 129 - Districtwide Educational Specifications Update

Educational specifications serve as a reference describing physical attributes required to serve an educational program. They establish ideal standards to guide development of both new and renewal projects. Those standards include detailed design requirements for

each space. Educational specifications reflect schools' program capacities and physical sizes, which are critical for planning district facility needs.

Mr. Price introduced Amy Yurko founder and owner of BrainSpaces.

Ms. Yurko presented an update on the project. There was a slide show presentation then an opportunity for the board to ask questions.

Mr. Higgins had a question regarding the four clusters. Are they grouped together on learning styles or skill sets? Ms. Yurko explained that there were several schools of thought regarding clustering of spaces in high school. One is career clustering using a career based curriculum as a vehicle for the educational program. In other words, all the students no matter what career cluster they are in are still taking the same tests. They are learning through a vehicle that has real life application. Mr. Higgins voiced concern that schools don't limit their clusters to very particular types of areas. He would like to be sure that schools can offer flexibility to students. Would any of the equipment, such as a simulator be able to be portable so that it could be used at more than one school? He is interested in providing as much variety to students as possible. Ms. Yurko explained that there were meetings planned with Mike Henry and Rick Rios from King Career Center to discuss how to define the career clusters and how to select those and create the common denominators. Ms. Yurko pointed out that each school would have all four of the clusters. Mr. Steiner added that what he was hearing was that designs would not pigeonhole schools but provide flexibility even if it isn't known what would be assigned from school to school. Mr. Steele noted that we are building the Educational Specifications for the facilities and that the curriculum isn't being decided on at this point. The important thing at this point is to consider the flexible space of new or renovated schools then it could be adapted to what the school needed.

Ms. Mackie thanked Ms. Yurko for the presentation. She asked her to explain again about utilization of space at the middle school level. The 2000 proposal had 85% utilization but the 2009 proposal showed 71%. Ms. Yurko explained the utilization factor is based on how many periods a day that space is being occupied by a class full of students. Generally junior high and high school models recognize the teacher as having one period of prep, which was what was used for the 2000 model. In a middle school model, which is quite a bit different, a team of teachers work together and they have a prep period and a planning period when they meet with the other teachers on their team. So the different percentages account for a different

amount of time being spent without children in those spaces. Mr. Steiner wanted to follow up by stating that it assumes during that prep time the teacher needs to be in the room but during the planning time could someone else use that room instead? At middle school level utilization is less across the country dependent on how many periods they have, usually 70-75%. It is difficult for the teachers to "share" the rooms.

Mr. Higgins thanked Ms. Yurko for the presentation.

Mr. Steiner wondered if ten years from now the traditional classroom model would be functional. Ms. Yurko answered that they knew that some aspects would definitely change and some would stay the same. However, students will always respond positively to a good connection with an adult. The goal would be to create an environment that would support those components and would be able to transcend time.

Mr. Steele thanked Ms. Yurko for her efforts with the project. He would prefer that each school not have one focus or specialty. He also voiced concern about budget and size and how new schools and spaces would be built. Ms. Yurko complimented the ASD Facilities staff for all of their help putting the information together.

Mr. Steiner recollected that the district generally had trouble staying within the Ed Specs of DEED. He wondered if it was realistic to think that there would be extra monies available for additional space.

Mr. Price answered that in the renovation projects it was a challenge. The EED doesn't really address two story schools and in a two story school you have things that you don't have in a single story school like stairwells and elevators. Those are some issues that would require requesting additional square footage. However, designs are targeted to EED standards.

Mr. Steiner asked how these specs could be applied to existing facilities. Mr. Price said that it is a balancing act. It has to be determined what has the best value and how to best manage the funds that have been given to the district by the public.

Ms. Comeau gave the example of Chester Valley. How classrooms can be reconfigured by moving interior walls because exterior walls can not be moved. There is a big difference between building a brand new school and renovating an existing one to meet Ed specs.

Mr. Steiner had a question about moveable walls and if the technology regarding them had improved. He remembered them as being noisy. Ms. Yurko responded that the key piece to that question

depends on how moveable does it need to be? Sound resistant walls are very expensive. Mr. Steiner's final comment was about the difficulty of having every program in every school. He liked the idea of having three types of hands on schools (heavy, med, and light). The idea would be to give students something that they can latch on to but still get the core curriculum. However, the most important thing was to have really good teachers. He would rather have fewer programs in each school but have them be superior.

Mr. Higgins commented again on not leaving schools out of certain areas of study. He mentioned the correlation between the interest of the student and how well they do well in school.

Mr. Graff reported that Curriculum was currently engaged in reviewing the 16 National Career Clusters including Career Pathways.

Ms. Carlson added that she sat on Ed Spec committee last year as a principal. She was able to see what those spaces would like. She appreciated being able to have input on the process. Mr. Henry liked flexibility of the Ed Specs. Mr. Sjolander added that accessibility for students with disability was important and a lot of spaces can be reconfigured to accommodate them. The process had been interesting and exciting to work through. Mr. Koetje commented on the relationships between teachers and students and how important it is. Ms. Berglund stated technology is changing and we need to be as flexible as we can to be prepared for that.

Ms. Comeau thanked Ms. Yurko for the presentation and her time.

2. ASD Memorandum # 67 - Project Status Report

This is a report of activities and project status changes in Major Capital Projects during the period of September 11, 2009 through September 28, 2009.

3. ASD Memorandum # 66 - Enrollment Status Update for September 30, 2009

Enrollment as of September 30, 2009, the official membership date for the District, was a total of 49,243 students. This enrollment is 803 (1.7%) students more than the 48,440 reported for the same time last year.

4. ASD Memorandum # 72-Anchorage School District Improvement Plan

	2009-2010	School	Year
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The Department of Education and Early Development issues its annual designations of districts in terms of Adequate Yearly Progress (AYP) each fall. As the Anchorage School District is in Level 4, or Corrective Action Status, the No Child Left Behind Act and Alaska state regulations require the District to submit an improvement plan to the Department of Education and Early Development (Attachment A). The plan's goals should address the specific areas wherein the District did not make AYP targets. For ASD, the African American, Alaska Native and American Indian, Low Income, Disabled, and Limited English Proficient student subgroups did not meet AYP in both language arts and math performance. The Asian and Hispanic subgroups did not meet AYP in language arts only. Instructional strategies, activities, materials, and trainings in the plan should reflect changes to current practice as well as continuing efforts the District has deemed effective.

5. ASD Memorandum # 73 – Certificated Recruitment Report 2009-2010

Attached is a copy of the Certificated Recruitment Accountability Report (2009-2010 School Year) and Certificated Recruitment Plan (2010-2011 School Year). The report shares new hire data, “pooled” applicant information, an analysis of the recruitment trips, school-by-school transfer and new hire data, recruiting observations, evaluation of goal attainment, and the 2010-2011 recruitment plans.

Ms. Comeau commended Dr. Robb Boyer and his team for this year's report. She noted that it was a spectacular and remarkable document.

Dr. Boyer thanked the classified and certificated hiring teams in Human Resources, the Executive Directors, the principals, and the hiring supervisors for their participation in hiring over 400 teachers this year. He summarized the 5<sup>th</sup> Annual Certificated Recruitment Report for the board.

Mr. Steele noted that the report was a great example of data driven decisions. He believed that the report highlighted the need for forward funding. He would like find ways to speed up the process of licensure and highly qualified certification.

Mr. Higgins commented on the 10 to 10.5% turnover and wondered if there had been a change in that number. Dr. Boyer answered that 10% has been pretty constant in the district for the last 6-7 years.

Ms. Mackie appreciated all the information. She asked if the district should work with Juneau in terms of early hiring so that teachers can get certified in Alaska earlier. Dr. Boyer answered that the district had already been collaborating with the state the last couple of years. The state changed some of their online tools based on input by the district. Ms. Mackie asked Dr. Boyer to clarify the statement regarding the difficulty of selling Alaska because most applicants put that location was the reason that they chose to come to the District. Dr. Boyer mentioned that it was a two edged sword. To some people Alaska is very foreign. A lot of our teachers come from states where people are already familiar with Alaska.

Mr. Steiner commented that "location" could have multiple sub categories.

Ms. Kennedy wondered about the students that aren't being hired from the local universities. Dr. Boyer indicated the numbers have steadily gone up in hiring local teachers and then this year was significantly lower. The goal would be to hire locally however, the key is who are the best candidates? Ms. Kennedy asked if there was something we could do with UAA and their curriculum to better prepare those teachers and get more students interested in their education department. Dr. Boyer said that they would be having serious discussions with UAA in the coming months.

Mr. Higgins had a follow up question regarding recruiting from other states and the retention of those teachers. Dr. Boyer answered that with the new software program they should be able to start looking at that.

Mr. Steiner asked what requirements seem to be hurdles for state certification. Dr. Boyer said that the state has a complex three-tiered licensure system. Everyone applies for initial teaching certificate whether they are just out of a program, whether they have not finished a program but enrolled or if they are an outside applicant with a certificate in another state they can get a one year initial certificate. A Praxis I reading, writing, and math test has to be passed. To move from the initial certificate they have to complete an Alaska Studies class, a multi-cultural class and a Praxis II content test to move to a professional certificate. However, not all delays are not due to DEED regulations.

Mr. Steiner wondered about the possibility of eliminating the interview screening process in the HR department. He noted that about 35% of the applicants do not pass that portion of the process. Dr. Boyer let the board know that there would be a lot more discussion with principals and Executive Directors on that subject. The process was started about 20 years ago to make sure that applicants had been properly vetted, to stop "good ol' boy" hiring processes, to help with diversity issues, and to help the principals from having to interview applicants that did not meet minimum qualifications. The screening interview has been reviewed every year. However, it is costly to do, \$50-100 per candidate. Ms. Comeau stated that if qualified teachers were recruited and hired it was worth the money spent.

Mr. Steiner asked a question regarding staffing time frames and how principals choose teachers from the staffing pool. Was there an order of priority for certain schools that have staffing challenges? Dr. Boyer commented that the contracts are very specific on how hiring can be done. We have to hold a staffing meeting and that is when the hiring begins for most positions. There may be some help for the principals if they can start interviewing in February whether they have an actual opening or not rather than at the end of the school year when everything is so busy. Mr. Steiner asked if all the schools were in the same staffing meeting. Ms. Comeau explained that elementary, middle and high schools each had their own staffing meetings. The staffing meeting date needs to be as early as possible based on what is known about the budget for the next school year. Mr. Steiner wondered about the limitation on how much service credit a new hire can bring in to the district. Is that part of the reason there are recruits with less experience? Mr. Boyer answered that state regulations require that the district can take no more than six years for a bachelor's degree and eight years for a master's degree. The district gives a maximum of 5 years service credit. Mr. Steiner asked if Mr. Boyer thought that the limitation on service credit was a deterrent for hiring experienced teachers. Ms. Comeau said she had talked to some teachers who felt that it was a negative to hiring on with the district; especially if they had 15 years of experience but only got credit for 5 years, plus had to move to Alaska. Mr. Steiner also wanted to know if the pool of non-hired were those not hired because the district declined to hire them or because they declined to accept the position. Dr. Boyer said that 99.9% of them were not hired because the district declined to hire them. Mr. Steiner's final question was about the possibility of discontinuing the regional recruiters. Dr. Boyer and Ms.

Comeau said that they would continue to look at the possibility of having the regional recruiters do some type of pre-screening and recruiting if there are funds available in the budget. Mr. Steiner thanked Dr. Boyer for the report.

6. ASD Memorandum # 57 - Substitute Status Report 2008-2009

The information in the attached report identifies the status of issues surrounding the district's ability to provide substitute teachers and substitute support staff during the 2008-2009 school year. The report also provides some insight into where we stand with regard to substitutes as we start the 2009-2010 school year.

Ms. Comeau introduced the Substitute Status Report that Dr. Boyer would be highlighting. She noted that issues from previous years of not having enough substitutes available to fill positions have gotten much better.

Dr. Boyer went over the highlights of the report. He thanked Sandy Filmore, Kathy Hester and Elaine Ivey in Sub Dispatch. The district fills 91,000 sub jobs a year and is up to a 98% fill rate on the certificated side.

Dr. Boyer thanked TPD for their training for subs. They have developed a customized assessment training tool for new subs. Ms. Comeau felt that the training along with the incentives being offered made a big difference in the data.

Mr. Higgins asked if the increase in the subs was at the Elementary level or all over. Dr. Boyer said that the data had not been dissected. Ms. Comeau suggested that informally it was probably mostly Elementary because of the RTI initiative.

Mr. Steiner asked about the fill rate in certificated subs that peaked at the end of year when there are less people getting sick and less people doing training. He wondered if there was something else going on there. Dr. Boyer said that they could look at the one peak day last year that had 600 to see what the reasons for absence were. Mr. Steiner voiced concern about subs in the classroom not being able to be effective teachers. Is there anything that can be done to increase contact time with the students' regular teachers or to increase the quality of lesson that they receive when they have sub. Dr. Boyer explained that the premise varies from school to school and division to

division. One of the most significant complaints that Human Resources sees from schools and from teachers is failure to follow lesson plans. It is one of the discipline issues that they address with the subs. Mr. Steiner thanked Dr. Boyer for the report.

7. ASD Memorandum #74 - Monthly Update Student Information System - Zangle

J. PERSONS TO BE HEARD ON NON-AGENDA ITEMS

K. COMMUNICATIONS & SCHOOL BOARD COMMENTS

Ms. Kennedy stated that there would be no policy meeting on October 15<sup>th</sup> because the memo regarding policy had been approved.

Mr. Steele complimented the superintendent and the staff on the reports that were given and the quality of the information.

L. EXECUTIVE SESSION - PERSONNEL/FINANCE/NEGOTIATIONS LITIGATION

M. ADJOURNMENT

The Regular Meeting of October 12, 2009 was adjourned by unanimous consent at 10:25 p.m.

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John Steiner, President

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Jeannie Mackie, Clerk

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Vanessa Blake, Recording Secretary

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Date Minutes Approved