

of the whole child, the vision statement will be used as a basis for an overall approach to education. In addition to speaking with the board and staff, Brofft said that the community will also be asked to support the vision.

With this vision in mind, Brofft and others will examine various data and revise board policies to contribute to achieving the goal set forth in the vision. Meetings will be ongoing throughout the year.

Staff evaluation procedure update

Director of Personnel and Student Services Bob Foster gave an evaluation update, saying there had been little change since his last report in May. State Senate Bill 191 requires that half of a teacher's evaluation be tied to student performance. The other half must be based on professional practices. Performance data are based on individual test scores and school and district performance frameworks, including such other factors as postsecondary and workforce readiness and graduation and dropout rates.

Foster stressed that 70 percent of the staff cannot be evaluated on the basis of test scores. These individuals include teachers in grades K-3, PE and music, and physical and occupational therapists, among others.

Art, music, and physical education teachers worked to-

gether in each category to create their own evaluation framework. Each such framework must then be approved by state officials.

Each teacher is subject to a number of evaluations each year, beginning with an annual orientation, self-assessment, review of goals by way of a 27-element rubric, observation by supervisors, and mid-year and final reviews.

Foster stressed that feedback between staff and principals is ongoing. Two years of ineffective performance by a teacher results in loss of nonprobationary status.

Teachers who are rated accomplished and exemplary are identified through outstanding student achievement.

Foster said that the goal is to



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Lewis Palmer D38 School Board spends almost \$1.0 million dollars on Cosmetics, Smoke & Mirrors



2010: Your School Board adds \$4,135,000 debt to cosmetically increase district financial reserves and then the board asks for more \$ via the failed MLO!

2010–2014: Four years and \$978,966.39 later in scheduled debt payments for principle and interest, reserves remain inflated doing nothing for kids or teachers.

August 2014: (Using Defeasance and financial smoke & mirrors)

- 1) D38 School Board uses expensive newspaper ads to brag paying off this 4-years of useless debt at an announced cost of \$4.3 million dollars.
- 2) D38's announcement DOES NOT mention the additional \$1 million dollars of wasted payments on this idle, useless, and cosmetic debt. Not Pretty!
- 3) What could you have done with \$5.3 million dollars and 4-years to improve our kid's education or support earned pay raises for our outstanding teacher's? Please! Ask! Them!

*It is past time to show this School Board the door →
Get involved, ask questions, crunch your own numbers
and secure our kids and teachers educational future.*



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