

**GERMANTOWN SCHOOL DISTRICT
NOTICE OF BOARD OF EDUCATION MEETING
District Administrative Offices - Board Room
N104 W13840 Donges Bay Road
Germantown, WI 53022**

**Monday, August 11, 2014
7:00 p.m.**

AGENDA

- I. Meeting Called to Order and Pledge of Allegiance
 - A. Official Meeting Notification
 - B. Roll Call

- II. Approval of Agenda

- III. Citizen Comments (15 Minutes):

Community Members are invited to share their questions, comments, or concerns with the School Board. When speaking, citizens should state their name for the record. The presentation time frame shall be determined by the Board President once an indication of the number of people wishing to speak is made. Wisconsin law authorizes the school board to receive information from members of the public. Where possible, the Board will answer factual questions immediately or may provide a written response if information is not available. If a response would involve discussion of Board Policy or decisions which might be of interest to citizens not present at the meeting, the Board may place the item on a future meeting agenda. Comments which may be injurious to school district personnel or other individuals will not be allowed.

- IV. Approval of Minutes
 - A. July 14, 2014 Board Meeting
 - B. July 28, 2014 Board Meeting

- V. Correspondence, Reports, and Information Items
 - A. Technology Plan Update
 - B. Website Update
 - C. Enrollment Update
 - D. Ad-hoc Standards Development Update

- VI. Building Committee
 - A. Update on items discussed in Building Committee.

- VII. Insurance Committee
 - A. Discussion and action regarding Wellness Program.
 - B. Discussion and action regarding 2014-2015 health insurance renewal.
 - C. Discussion and action regarding 2014-2015 ancillary employee insurance renewals.
 - D. Update on remaining items discussed in Insurance Committee.

- VIII. Unfinished Business
 - A. Discussion and action regarding Germantown Hawks Basketball.
 - B. Discussion and action regarding Early Childhood Alternative Learning Facility.
- IX. New Business
 - A. Discussion and action to approve donations.
 - B. Discussion and action to approve resignations.
 - C. Discussion and action to approve new teacher employment contracts.
 - D. Discussion and action regarding Resolution Authorizing the Borrowing of Not to Exceed \$5,000,000; and Providing for the Issuance and Sale of General Obligation Promissory Notes Therefor.

- X. Closed Session - The Board will take action to enter into closed session pursuant to Section 19.85(1)(c), Section 19.85(1)(e), and Section 19.85(1)(g).

Section 19.85(1)(c) reads: Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Section 19.85(1)(e) reads: Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

Section 19.85 (1)(g) reads: Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which is or is likely to become involved.

- A. Approval of July 28, 2014 closed session meeting minutes.
 - B. Discussion and update regarding former employee issue.
 - C. Discussion and update regarding current employee issue.
 - D. Discussion and update regarding long term care insurance litigation.
 - E. Discussion regarding proposed new administrator contract and related negotiations, if any.
- XI. Open Session
 - A. Discussion and action to approve new administrator contract.
 - XII. Adjourn

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
July 14, 2014

1. The meeting of the Board of Education was called to order by Board Vice President Sarah Larson in the District Office Board Room at 7:05 p.m. District Administrator Jeff Holmes read the official meeting notification. Roll call: Larson – yes, Medved – yes, Loth – yes, Barney – yes. Board Members Soderberg, Spies, and Warnimont were absent (excused).
2. Motion by Barney, second by Medved to approve the agenda. Motion carried.
3. Motion by Larson, second by Spies to approve the June 23, 2014 minutes. Motion carried.
4. Director of Teaching and Learning Brenda O'Brien updated the Board on a summer childcare pilot program for staff. The daycare program will be staffed with an adult supervisor and high school Key Club students filling volunteer hours.
5. Director of Human Resources Cynthia Coley provided an enrollment report and Jayne Borst provided an update on the status of registration of Chapter 220 and open enrollment students for the 2014-2015 school year.
6. Recommendation from Building Committee to authorize the Director of Business and Auxiliary Services to negotiate a competitive lease agreement with Compass Properties, LLC, contingent upon the ability to fund 100% of the lease cost through Flow Through dollars, for the site located on Mequon Rd near Starbucks and as defined in the initial lease agreement provided by Compass Properties and further authorize the engagement of the district's legal counsel to review the lease at such appropriate time and advise the Board of Education with respect to WI Statutes 120.08 and 120.13 et al with respect to a building lease; and further authorize the district to apply for a Conditional Use Permit with the Village of Germantown. Motion carried.
7. Recommendation from Building Committee to approve the Germantown Park and Rec Department Intergovernmental Agreement and district facility use program schedule for 2014-2015. Motion carried.
8. Director of Business Ric Ericksen provided updates from the July 10, 2014 Building Committee meeting including renovations to the high school main gym and chorus room, the MacArthur playground, the gold entrance overhang at the middle school, and the high school ticket booth, as well as information regarding the implications of the upgrades and roundabout project on the corner of Fond du Lac Avenue and Donges Bay Road.
9. Personnel Committee Chair Sarah Larson informed the Board that the Committee had reviewed a draft teacher employee handbook and had given direction to the administration to proceed with the development of four employee handbooks customized for each employee group to be brought to the Board in the near future for approval.

10. The Board was also updated on discussion that took place in Personnel Committee regarding new hires, open positions, and co-curricular contracts.

11. Motion by Medved, second by Loth to approve the following donations and thank all parties for their generous gifts:

Accept the donation of \$1000 from the Kennedy Middle School PTA for the purchase of a SmartBoard for the school.

Accept the donation of \$950 from the Kennedy Middle School PTA to the Kennedy PBIS Committee for tools and supplies for the program.

Accept the donation of \$1,000 from the Kennedy Middle School PTA for the Civil War Reenactment for 8th grade students.

Accept the donation of \$1,178.58 from the Kohl's Community Relations Field Trip Program to County Line for field trips to the Milwaukee County Zoo and Betty Brinn Museum during the 2014-2015 school year.

Accept the donation of \$800 from Waterstone Bank to the two high school Destination Imagination teams that attended Global Finals.

Motion carried.

12. Motion by Barney, second by Loth to Approve the 2014-2015 teacher contracts and proposed salaries of \$36,923 for Shelley Adair, \$43,527 for Susan Byshenk, \$36,923.00 for Tiffany Hansen, \$36,923 for Ashley Svitak, \$47,000 for Jodie Carroll, \$41,905 for Melissa Scott, \$43,527 for Benjamin Schuh, \$50,908 for Tiffany Redner, \$35,629.60 for Tracy Miller, \$31,101 for Nancy Kurten, \$29,856.50 for Lisa Cross, \$8,179 for Abdelaziz Ait El Hassouni, and \$61,400 for Shelley Juedes. Motion carried.

13. Motion by Medved, second by Barney to approve the revised list of fall 2014 co-curricular coaching contracts. Motion carried.

14. Motion by Loth, second by Medved to approve the following resolution:

Whereas the following school districts have a need and desire to participate in the 2014-2015 Peer Review Mentor Grant program in order to advance the Educator Effectiveness Evaluation Model, and whereas it appears that the long-term educational interests of all students and staff in the school districts will be served best by the districts joining together, as authorized by the Department of Public Instruction.

Be it, and it is hereby resolved that the school boards of the Germantown School District, Cudahy School District, and Hartland-Lakeside School District agree to participate in the 2014-2015 Peer Review Mentor Grant program, on a cooperative basis, pursuant to section 66.0301 of the Wisconsin Statutes.

Motion carried.

15. Motion by Barney, second by Medved to enter into closed session pursuant to 19.85(1)(c), 19.85(1)(e), and 19.85(1)(g). Roll call vote: Medved – yes, Loth – yes, Barney – yes, Larson – yes. Motion to enter into closed session carried at 8:08 p.m.
16. The Board entered into closed session at 8:11 p.m. and did not return to open session. Board President Soderberg declared the meeting adjourned at 7:49 p.m.
17. The Board reconvened in open session at 10:02 p.m.
18. Motion by Loth, second by Barney to approve a two year contract for Steven Williams as MacArthur principal at a salary of \$92,000 for the 2014-2015 school year and the 2015-2016 school year salary to be negotiated. Motion carried.
19. Motion by Loth, second by Barney to adjourn. Motion carried.
20. The Board adjourned at 10:04 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

GERMANTOWN SCHOOL DISTRICT
GERMANTOWN, WISCONSIN 53022
MINUTES OF THE BOARD OF EDUCATION
July 28, 2014

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 7:29 p.m. District Administrator Jeff Holmes read the official meeting notification. Roll call: Soderberg - yes, Medved – yes, Loth – yes, Warnimont - yes, Barney – yes, and Larson - yes. Board Member Spies absent (excused).
2. Motion by Warnimont, second by Barney to approve the agenda. Motion carried.
3. Motion by Warnimont, second by Medved to approve the July 14, 2014 minutes. Motion withdrawn. Minutes will be brought back to the August 11, 2014 meeting for approval.
4. Recommendation from Finance Committee to approve awarding school district seal and repair work to Asphalt Seal & Repair in the amount of \$23,800 and to Pablocki Paving in the amount of \$29,177. Motion carried.
5. Recommendation from Finance Committee to authorize the Director of Business and Auxiliary Services to begin the process of preparing resolution material for the authorization to issue a ten-year note in an amount not to exceed \$5 million. Motion carried.
6. Recommendation from Finance Committee to approve the 2014-2015 preliminary budget. Motion carried 4-2 (Warnimont – no, Barney – no).
7. Recommendation from Finance Committee to designate the purchase of KMS and Amy Belle Chromebooks and cart, invest in compartmentalization of all district school buildings, bring advanced placement Physics and Project Lead the Way AP courses on board in 2015-2016, and purchase band uniforms totaling approximately \$574,010 to the June 30, 2014 General Fund Balance sub-account titled “Committed Fund Balance.” Motion carried.
8. Director of Business Ric Ericksen provided an update on the 2013-2014 district audit indicating it will be completed in August of 2014.
9. Motion by Warnimont, second by Larson to accept the resignations of Sarah Schlicht assessing liquidated damages in the amount of \$500, and Lindsay Hesse assessing liquidated damages in the amount of \$250, effective July 24, 2014.

Motion by Larson, second by Medved to amend the original motion to waive liquidation damages for Linsay Hesse. Motion carried 5-1 (Warnimont – no).

Vote on original motion to accept the resignations of Sarah Schlicht assessing liquidated damages in the amount of \$500, and Lindsay Hesse, waiving liquidated damages, effective July 24, 2014. Motion carried.

10. Motion by Warnimont, second by Barney to approve the letter of employment and contract for Adam Johnson 1.0 FTE at \$50,714. Motion carried.
11. Motion by Warnimont, second by Medved to approve the Germantown Youth Futures facility use request for Kennedy Middle School gold areas on May 9, 2015. Motion carried.
12. Motion by Barney, second by Warnimont to table action on the Germantown Hawks facility use request pending clarification and additional information. Motion carried.
13. Motion by Warnimont, second by Barney to accept the donation of a segment timer valued at approximately \$1,360 from the Germantown Gridiron Club and the high school football team and thank them for their generous donation. Motion carried.
14. Motion by Warnimont, second by Barney to enter into closed session pursuant to 19.85(1)(c), 19.85(1)(e), and 19.85(1)(g). Roll call vote: Medved – yes, Loth – yes, Warnimont – yes, Barney – yes, Larson – yes, Soderberg - yes. Motion to enter into closed session carried at 7:55 p.m.
15. The Board entered into closed session at 7:57 p.m. and did not return to open session. Board President Soderberg declared the meeting adjourned at 8:12 p.m.

Jayne Borst
Recording Secretary

Lester Spies
School Board Clerk

Germantown School District

Technology Plan Overview

Here is a **preliminary** overview of the 2014-2017 (and beyond) District Technology Plan to be presented to the Board of Education on August 11, 2014.

Technology Vision

Germantown School District, as the premier district in Wisconsin, ~~is dedicated to using~~ will use technology for innovative teaching and learning, to empower and inspire all learners to become productive, innovative, and ethical citizens.

Why Technology Goals

The District's technology goals focus on the attainment of the District Mission - ***Empower and Inspire Every Student to Success***. This mission compels our students, families, teachers, and administrators to embark on a visionary plan. This new plan will concentrate on concepts for how the classroom will look in the present and in the future with the intention of helping our instructors and learners thrive in a quickly evolving world. An emergent component of the new plan will be to create a multimedia-rich environment of anywhere, anytime learning. This plan will also address the idea that innovative implementation of technology integration is unattainable unless a comprehensive plan is in place for ongoing professional development that meets our organizational needs. Professional development will be essential so that the integration of technology in teaching and learning is relevant and seamless...and based on next/best practices. The following current and proposed goals specify how the District will support the integration of technology throughout the District.

Current Goals

Specific **M**easurable **A**ttainable **R**ealistic **T**ime-bound

Goal 1: Increase student achievement while expanding educational opportunities

Supported by District Strategic Goals (http://www.germantownschools.org/our_purpose.cfm)

- GOAL #1 - Enhance quality teaching through evaluation and improvement of curriculum, instructional practices, and assessment practices specifically in literacy and math to ensure that all students are growing academically.
- GOAL #4 - The district will continue to transform learning through technology.

Supported by A Vision for Digital Learning Elements

- Pedagogy and Instruction
- Curriculum and Assessment

Objectives

Embed information and technology literacy into the core curriculum. *In order to prepare for performance assessments students need to have experience responding to questions, solving problems, and collaborating in a digital workspace. In order to align to the Germantown Curriculum and to aid learner retention, students must have these skills taught in the context of a project, not as a stand-alone learning event*

- Articulate Information and technology literacy skills to be embedded into curriculum per grade strands to be determined by stakeholders
 - Action: Scope and sequence timeline of skills and assessments of student application
 - Product: Timeline document, examples of effective assessment activities, exemplars.
 - Available: January 2015
 - Action: Collaborative work by ETC to develop specific activities and resources
 - Product: Resource website/shared folders
 - Available: August 2015
- ~~Create guidelines on what high and poor quality information and technology literacy looks like.~~
- Grade Level Teams, Houses and Departments will meet with a technology specialist (instructional technology integrator personalized learning coordinator or library media specialist) once a semester or once a trimester in order to assist with unit and lesson design
 - Action: Create shared calendar of technology meetings with staff
 - Product: Google Calendar
 - Available: September 2014

- By the end of 2015-2016 technology specialists will compile an online portfolio of work on how they where students have embedded incorporated information and technology literacy skills into the core-curriculum the Learn-Create-Share Process.
 - Actions: Collect exemplars of student work in each phase of the Learn-Create-Share Process. Include photos, video, audio, and other digital-friendly content.
 - Product: Website or blog shared with schools, community that promotes students' use of technology as a tool for learning, creating, and sharing.
 - Product: These can also be shared via other school and district publications, as well.
 - Sub-Action: Prepare legal documentation needed for publicly sharing student work.

Provide blended learning opportunities for students. *Analysis shows that blending learning "generally produces better outcomes than face-to-face or online learning alone."*

- Teachers 5-12 will deliver online content in at least one unit per semester through both classroom and homework activities. This could include, but isn't limited to class discussions via an online resource and/or facilitate student collaboration in an online space.
 - Action: Provide teachers with planning documents with examples of methods of sharing content electronically.
 - Action: Provide multiple opportunities for teachers to convert or adapt a lesson to an online format.
 - Products: Super Saturday workshop (4 hrs.), After School (1 hr. compacted), and online video library as part of the GSD Professional Learning website.
 - Available: Beginning November 2014

Leverage technology to improve/guide instruction. *According to the research done by Dylan William, Rick Stiggins and John Hattie quality feedback is one of, if not the most important factor in improving student learning.*

- Teachers will utilize wireless technologies that provide real time assessment feedback in the classroom to provide more responsive instruction.
- ~~Data Coordinator~~ Personalized Learning Coordinator and Library Media Specialists will ~~track the use of collaborative documents and~~ build a portfolio of teacher-created forms to drive instruction. The end result will give the Teaching and Learning Department real-world examples of how it is used by teachers in order to share best practices.
 - Action: Instructional teams (grade level or departments) will have evidence of collaboration with technology specialists on online components to their curriculum. Artifacts will be submitted for a curated a resource library.
 - Product: Online Resource Library (Template Library within Google Drive suggested)
 - Available: June/July 2015

Explore online learning options. *In order to offer more learning options, the district will explore online learning opportunities to offer a greater variety of courses - with an emphasis on high school courses. This objective supports Teaching and Learning as they pursue the expansion of high school offerings to help support the Germantown School District's Board's **Objective to "establish and evaluate programs that will encourage and enable the full academic, social and emotional development of each student."***

- Meet with vendors to price out online learning options
- Select vendor based on current needs and potential growth
- Investigation into strategic online-learning opportunities for students by the 2015-2016 school year. Partnerships with outside entities will be investigated.
 - Who: Director of Teaching and Learning, Personalized Learning Coordinator
 - Available by: February 2015 (in time for class registrations for Fall 2015)

Identify and implement adaptive platform (technologies that use learning analytics, such as Knewton or Dreambox...) technologies for interventions AND extensions of learning. *In order to help with learners in need of remediation and learners in need of additional challenges, technologies need to be available that adapt to their learning level.*

- Create rubric to vet online learning services, with an exclusive preference for adaptive learning frameworks
- Select adaptive learning options for K-12 with a priority on reading and math
 - Actions: There are currently limited and expensive options. Many publishers are promising more products in development, and the Director of Teaching and Learning, Personalized Learning Coordinator, and Technology Coordinator will meet with representatives to examine features and hardware/network requirements, plan for pilot applications, and determine where and when proposals for district-wide implementation will be made to the
- Begin promoting adaptive technologies for reading and math in 2013-2014 with clear plans in place for the identification of students and allocation of seats across the district for the purposes of interventions and extensions of learning.
 - Action: Three digital, adaptive learning products were used as part of math intervention or instruction during 2013-2014: Dreambox Learning (Elementary), TenMarks (Middle), and ALEKS (High). Teachers used performance on benchmark assessments and daily work to determine if students demonstrated gaps in prior learning. Programs provide initial assessments to identify specific skills that are weaker and require additional instruction and practice, as well as those that are secure. Next step is to pilot Dreambox Learning with all students at one elementary school, moving from an intervention model to an integrated resource for all students. Other elementary schools will continue with second year of Dreambox as an intervention tool only.

Measure teacher and student knowledge of information technology skills. *In order to identify our strengths and weaknesses, survey students and teachers annually to analyze and plan next steps.*

- Investigate different diagnostic and survey tools to assess student and teacher knowledge.
 - Examples may include:

- edtechchallenge.com
 - self-paced, self-reporting, allows district to monitor individual member progress.
 - Includes district survey to measure current levels of integrations
 - Goes beyond technology skills to larger issues like effective teaching practices, assessing student applications of learning, and templates for personalized learning plans.
 - Tools are free.
- BrightBytes Clarity
 - Web-based assessment tool to collect and report data on initiatives from technology, to curriculum and assessment, behavior, and even issues like referendum or community program support.
 - Easy to read dashboards provide interactive reports
 - After initial survey, Clarity continues to report progress of initiatives like professional development or student achievement.
 - Subscriptions service - pricey
 - South Milwaukee piloted the service in Spring 2014 to measure technology integration skills and identify needs for professional development.
- District-developed Google Form
 - Simple, and quick responses
 - Not comprehensive, but would assist in identifying priorities at no cost.
 - No expectation for staff to complete hours of self-paced instruction after initial survey
 - Technology specialists plan work with grade levels based on data from the assessment tool chosen.

Goal 2: Develop workforce talent

Supported by District Strategic Goals (http://www.germantownschools.org/our_purpose.cfm)

- GOAL #1 - Enhance quality teaching through evaluation and improvement of curriculum, instructional practices, and assessment practices specifically in literacy and math to ensure that all students are growing academically.
- GOAL #4 - The district will continue to transform learning through technology.

Supported by A Vision for Digital Learning Elements

- Pedagogy and Instruction
- Curriculum and Assessment
- Professional Learning & Leadership

Objectives

Embed instructional technology coaching into collaborative time and curriculum work. *Research shows that technology and information skills need to be taught in a context, not in isolation. In 2013 and beyond teachers will be engaging in continuous curriculum development during inservice days. This will be the venue to integrate instructional technologies into the curriculum.*

- Department of Teaching and Learning's Technology Specialists will meet with collaborative teams during curriculum development work days and/or inservice days to integrate technology into their lessons and units.
- Technology specialists will meet with collaborative teams - grade level, team or department meetings.
- Create an online portfolio of work teachers have created using the skills that have been taught in these coaching sessions.

Provide support to help staff become independent learners in order to improve and innovate instruction. *By embedding information skills (see goal 1) into the core curriculum, teachers will become more comfortable with seeking out information independently.*

- Explore possibilities associated with external/foundation revenue streams for supporting technology initiatives.
- Fund and support innovation grants.
- Curate resource repositories for teachers to access for personal learning.
- Explore pathways to compensating teachers for proving competence in an area in which they taught themselves.
- Create an online portfolio of innovations that teachers have created based on learning they've done independently.

Develop workforce talent with inter- and intra-district partnerships. *In order to be cost effective we need leverage our own talent and the talent of local districts to grow our knowledge.*

- Create partnerships with area school districts to offer professional development opportunities
- Promote train-the-trainer model to provide in-house expertise in technology driven education delivery.

Goal 3: Develop school information systems

Supported by District Strategic Goals (http://www.germantownschoools.org/our_purpose.cfm)

- GOAL #1 - Enhance quality teaching through evaluation and improvement of curriculum, instructional practices, and assessment practices specifically in literacy and math to ensure that all students are growing academically.
- GOAL #2 - Maximize operational efficiency and establish long-range plans for technological growth, facilities and financial stability

Supported by A Vision for Digital Learning Elements

- Curriculum and Assessment
- Data and Information Systems

Objectives

- Formulate a SSIS (Statewide Student Information System) implementation plan based on the parameters the district has to work with (based on legislation and decisions by leadership).
- Create an action plan for moving ahead with Skyward or bringing the student side of Infinite Campus into Germantown inside of our 5 year window for implementation.
- Action plan created by the end of the 2013-2014 school year.
 - No further progress by DPI, so current SIS, Skyward, will continue to support district needs at this time.

Build systems to access student assessment data and manage interventions. *Currently student assessment data is housed in multiple locations. All assessment data needs to be streamlined into one location for teachers and administrators to access information to meet individual student learning needs.*

- Bring all district assessment data in a data warehouse connected with the Student Information System
- Provide coaching and resources for staff to learn how to access information
- Develop and deploy survey based on “how’s it going” with access to the data warehouse.
 - Have researched most effective and sustainable solution (softwareology.com) and are currently looking for savings in other areas to offset the \$75,000 startup cost and approximately \$50,000 annual cost in subsequent years to support this project.

Goal 4: Infrastructure and policy

Supported by District Strategic Goals (http://www.germantownschoools.org/our_purpose.cfm)

- GOAL #2 - Maximize operational efficiency and establish long-range plans for technological growth, facilities and financial stability
- GOAL #4 - The district will continue to transform learning through technology.

Supported by A Vision for Digital Learning Elements

- Policies and Procedures
- Hardware and Infrastructure

Objectives

Appropriately monitor district-wide network with an emphasis on the recent wireless upgrade to quantify student and staff use of those enhanced technologies.

- Assess district needs on an annual basis to meet student/staff connectivity and network traffic demands that impact instruction and productivity.

Work with leadership to reconsider policies that govern access to connectivity and communication inside the district. *Current policies state that personal electronic devices can't connect to the district network, and student devices need to be turned off and stored away in lockers. In order to take advantage of technology in a modern education environment, board policy needs to be revisited.*

- Through a collaborative process administration will collect and analyze potential policy options for the board to consider.
- Work with leadership to promote greater professional development opportunities, which leads to enhanced instructional capabilities of teaching staff.
 - Professional learning to focus on concepts of student designed learning, using technology as a means of differentiating and managing the classroom.
 - Examples of tools designed for
 - Learning
 - Searching for text and multimedia content
 -
 - Creating
 - Design
 - Prototypes (3D printing)
 - Testing
 - Evaluating
 - Sharing
 - Presentations
 - Audio
 - Video
 - Videoconferencing
 - Websites, Blogs, Wikispace, Twitter, etc.
 - local and global template galleries

Suggested additional goals: (May entwine with current goals or keep separate)

Goal 1: All learners will have access to technology in an anytime, anywhere computing environment

Purpose:

- An anytime, anywhere computing environment encourages creativity and innovation, facilitates communication and collaboration, supports research and access to digital content, increases critical thinking and problem solving opportunities, and promotes the proper use of information and technology.
-

Goal 2: All learners will have access to interactive multimedia-capable peripherals

Purpose:

- Interactive visual and audio peripherals enhances teaching and learning, facilitates a dynamic and engaging presentation of curriculum, and supports varying learning styles within a modern classroom.

Goal 3: All instructors will have access to and professional development in dissemination and implementation of relevant and enhanced technology integration - Professional Development (PD) will be a top priority for the success of all learners

Purpose:

- The purpose of professional development is to ensure the success of the integration of technology in teaching and learning. When applied appropriately, technology's value is not merely in its inherent capabilities but in its impact on teaching and learning. Also, the integration of technology helps to close the digital, generational, and cultural divides often evident between teachers and students. Closing this divide will enhance delivery and affirmation of the curriculum. Also, collaboration amongst colleagues in an ongoing PD structure inspires innovation, collaboration and collegiality. PD supports individual growth, which is an imperative of the Germantown School District for attaining its mission and vision.

Goal 4: All instructors and learners will have equitable access to technological resources and tools that support a modern teaching and learning environment

Purpose:

- As the widespread use of the internet has informed and connected people, the availability of technological resources and tools should support and foster the collaborative, modern component of teaching and learning.

Goal #5: All stakeholders will be encouraged, supported, and empowered to apply their personally owned technology in teaching and learning

Purpose:

- Encouraging and supporting BYOT will increase opportunities to integrate technology. Also, encouraging a BYOT learning environment helps to expedite the attainment of our goal of creating an anywhere, anytime computing environment. While carefully aligning with the District's acceptable use policy (AUP), allowing instructors and learners to use their own technology will promote a "real-world" sense of empowerment in teaching and learning.

Goal 6: Using the International Society for Technology in Education National Educational Technology Standards (ISTE NETS) as a guideline, technology will be integrated into all K-12 curricula

Instructional stakeholders will contribute to developing and updating technology-integrated curriculum maps and resources. Teachers will regularly integrate technology as defined within their respective curriculum.

Purpose:

- To provide students, parents, and teachers with clearly defined learning goals in all grade level and content area curricula;
- to promote and support contributions to curriculum due to the ongoing growth and emergence of viable technologies;
- to efficiently and effectively support teachers in integrating technology by focusing on common learning goals.

Goal 7: All instructors and learners will have access to online learning that will allow for the delivery of, access to, and interaction with content in a convenient way in order to promote greater learning opportunities...and increase enrollment

Purpose:

- The purpose of online learning is to allow for the implementation of a more relevant and personalized education for students.

Goal 8: The Board will be provided with an annually-updated budgetary and inventory workbook

Purpose:

- This will allow for the Board to appropriately monitor an increasingly important facet of educational delivery in a modern setting that has an increasing economic impact on the annual budget.

Glossary of Terms

Performance Assessments

Learn-Create-Share

Hurdles:

1. Anytime, anywhere learning...
 - a. Learning content needs to be converted to digital format and placed in shared locations to provide access to any stakeholder: teacher, parent, student, community member.
 - i. Providing time, tools, and training for making these conversions.
 - b. Students and teachers need reliable and mobile devices to use for learning, creating, and sharing.
 - i. Cost
 - ii. Ongoing support (repairs, updates)
 - c. All stakeholders must have robust access to the Internet at all times.
 - i. wireless in all areas of school property
 - ii. increased number of public community access locations
 - iii. support for low-cost or free internet services in homes where needed
- 2.

Germantown School District

Print Form

Facility Request Form

All requests must be received 30 days prior to the requested date of your event

A) Date of Application: B) Name of Individual/Organization:

C) Name of Contact Person (List only one person):

Check if you or your organization is incorporated as any of the following: C-corp; S-Corp, LLC or considered a sole proprietorship.

School or District Funded Event Check if you are a registered 501(c)3 Tax Exempt Organization

C1) Complete Address of Contact Person:

C2) Phone Number of Contact Person: C3) E-mail Address:

C4) Name of Person in Charge (if different than above, list only one):

D) Purpose of Organization/Event:

D1) Check all that apply We charge a membership/participation fee We charge an entry fee
 We do not charge a membership/participation fee We do not charge an entry fee

E1) Facility (s) Being Requested

Check all that apply

- Amy Belle
- County Line
- MacArthur
- Rockfield
- KMS
- GHS

E2) Area(s) Being Requested

Check all that apply

- Classroom
- Library
- Fields
- Gym KMS -Gold Gym KMS -Blue Gym
- GHS -Main Gym GHS -Upper Auxiliary GHS -Lower Auxiliary

Request is for
1 to 2x per week
Monday - Thursday

E3) Dates Requested from:
Dates Requested to:

(Times should include any set up needed)
E4) Time Requested from:
Time Requested to:

E5) Highest Expected Number of Participants plus spectators at peak:

E7) Doors that will be programmed: E6) Do you need doors unlocked, if so which doors would you prefer? List door #

E8) AV Equipment Needed (podium, microphone, DVD, VCR, etc.):

E9) Food Service Equipment and/or Areas Needed (serving line, freezer, sinks): *(requires additional approval and/or fees)*

E9) Event set up requirements:

Tables Needed Chairs Needed

F) Certificate of Liability Attached:

How many Tables: How many Chairs:

G) Agreement

The undersigned applicant or organization agrees by all policies, rules and regulations of the School District governing the use of building and grounds as a consideration for being permitted to use the school facilities and equipment, and that the rules are obeyed and carried out; to assume responsibility for and make good on any damages what-so-ever resulting from use and further agrees to hold the Board of Education and its officers, agents, and employees free and harmless on any account from any claims arising out of the use of the school facilities controlled by the Board of Education.

Signature David Schultz Date Signed 4/28/14

INSTRUCTIONS

When to use: This form must be completed by individual or group when applying for any facility or site use.

How to use: Every box must be filled in and every question must be answered or the form will NOT be processed. Follow the attached flow chart to determine your "designation". Print the form and sign. Submit to facility being requested or business office. *(please send in typed version)*

Do Not Write Below this Line -- Germantown School District Facility Services Use Only

Schedule ID #

Category Assignment:

Priority Group 1:

Priority Group 2 -6

Charges will be assessed

Forwarded to Comptroller

Total Charges as per Attached Fee Structure Sheet:

Charges will not be assessed

Principal's Signature: _____ Date Signed _____

Food Service Signature: Billie J. Keeler Date Signed _____

Facility Services Signature: _____ Date Signed 2/17/14

District Admin. Signature: _____ Date Signed _____

GERMANTOWN SCHOOL DISTRICT

TO: Board Members

TOPIC: Donations

FROM: Jeff Holmes

BOARD MEETING: August 11, 2014

DATE: August 5, 2014

AGENDA ITEM: IX.A.

Please act on the donation requests described below. The Board of Education should consider acceptance of the donations in accordance with Board Policy 7230 – Gifts, Grants, and Bequests.

1. Accept the donation of volleyball equipment valued at approximately \$3,921 from the Germantown boys and girls volleyball teams.

RECOMMENDATION: Thank the donors for their generosity and approve the donations as listed.

GERMANTOWN SCHOOL DISTRICT

TO:	All Board Members	TOPIC:	Resignations
FROM:	Cynthia Coley	BOARD MEETING:	August 11, 2014
DATE:	August 5, 2014	AGENDA ITEM:	IX.B.

Kenneth Kasbohm, Special Education teacher at Germantown High School, submitted his letter of resignation on July 29, 2014 effective immediately to accept employment in another school district. Ken was hired in August of 2009, serving the district for five years.

RECOMMENDATION: Accept the resignation of Kenneth Kasbohm effective July 29, 2014 and assess the \$500 fee for liquidated damages*

*Note: Per the Teacher Contract, "It is further agreed by the parties hereto that in the event said Teacher with a signed contract for the ensuing school year seeks release to accept other employment after July 1, he/she shall forfeit five hundred dollars (\$500), after August 1, he/she shall forfeit seven hundred fifty dollars (\$750), and after August 15, he/she shall forfeit one thousand dollars (\$1,000) as liquidated damages for securing a replacement."

GERMANTOWN SCHOOL DISTRICT

TO:	Board Members	TOPIC:	Resolution authorizing the issuance of \$5.0 million of General Obligation Promissory Notes
FROM:	Ric Ericksen	BOARD MEETING:	August 11, 2014
DATE:	August 5, 2014	AGENDA ITEM:	IX.D.

Quarles & Brady (the district's bond counsel) has prepared a resolution to issue promissory notes. It is attached.

Attorney Allison Buchanan from Quarles had provided me with the following commentary:

"The Board would need to adopt a resolution setting forth the amount of money you want to borrow and identifying the purpose of the borrowing. Within 10 days of that meeting, you need to publish a notice to electors and then wait out a 30 day petition period. If no valid petition is timely filed, you are free to issue the notes by subsequent board resolution. If a petition is filed, you can call for a referendum or just drop the proposed borrowing."

The note is limited to a 10 year term.

Again, keep in mind that the principal and interest payments are subject to the state imposed revenue limits. Additionally, the Board of Education could "Commit" part of the General Fund Balance to pay for principal and interest thereby reducing or eliminating the impact on Board educational programs and initiatives. The formality of "Committing" General Fund Balance could be done: 1) yearly as the budget is developed, 2) upfront for the entire term of the 10 year note; 3) upfront for a set period of time of the 10 year note.

Process and Timetable:

- Approve this resolution in order to provide a funding option for Capital Projects and Improvements
- Building Committee continues work on determining Capital Projects and Improvements priorities
- Once an amount and priorities have been determined by the Building Committee and confirmed by the full Board the final funding will be placed on the Finance Committee agenda for further action and recommendation to the full Board.

Mr. Dudzik of Springsted prepared the following timetable option:

Date	Action/Task	
August 11, 2014	School Board Authorizes Resolution Prepared by Quarles and Brady	
Week of August 11 th , 2014	Posting Immediately after Board Authorization - 30 day waiting/petition required	
Week of September 8th, 2014	Rating Call/Conference	
September 22, 2014 (Changed to meet levy timing and first interest payment)	Competitive Bid/Sale Date of Notes	
September 22, 2014 (Changed to meet levy timing and first interest payment)	School Board Action on Bids	
Mid-to-late-October	Proceeds are received	

Knowing that proceeds would be available in Mid-to-late-October (*as the above time table suggests*) the end result of this would allow Mr. Don Erickson, Director of Buildings and Grounds, ample time to send out Requests for Bids and receive bids/quotes for projects. This would also provide ample to for contractors to schedule work and provide competitive pricing. The full resolution is attached.

RECOMMENDATION: Administration supports resolution. The following may be read: “move to approve the RESOLUTION AUTHORIZING THE BORROWING OF NOT TO EXCEED \$5,000,000; AND PROVIDING FOR THE ISSUANCE AND SALE OF GENERAL OBLIGATION PROMISSORY NOTES THEREFOR as presented”.

RESOLUTION NO. _____

RESOLUTION AUTHORIZING THE BORROWING
OF NOT TO EXCEED \$5,000,000; AND
PROVIDING FOR THE ISSUANCE AND SALE OF
GENERAL OBLIGATION PROMISSORY NOTES THEREFOR

WHEREAS, it is necessary that funds be raised by the Germantown School District, Washington County, Wisconsin (the "District") for the public purpose of paying the cost of capital projects relating to safety, security, energy, general building and site maintenance repair and remodeling, and technology infrastructure (the "Project"), and there are insufficient funds on hand to pay said costs;

WHEREAS, the District hereby finds and determines that the Project is within the District's power to undertake and serves a "public purpose" as that term is defined in Section 67.04(1)(b), Wisconsin Statutes; and

WHEREAS, school districts are authorized by the provisions of Section 67.12(12), Wisconsin Statutes to borrow money and to issue general obligation promissory notes for such public purposes.

NOW, THEREFORE, BE IT RESOLVED by the School Board of the District, that;

Section 1. Authorization of the Notes. For the purpose of paying the cost of the Project, there shall be borrowed pursuant to Section 67.12(12), Wisconsin Statutes, the principal sum of not to exceed FIVE MILLION DOLLARS (\$5,000,000) from a purchaser to be determined by subsequent resolution of the School Board (the "Purchaser").

Section 2. Sale of the Notes. To evidence such indebtedness, the District President and District Clerk are hereby authorized, empowered and directed to make, execute, issue and sell to the Purchaser for, on behalf of and in the name of the District, general obligation promissory notes aggregating the principal amount of not to exceed FIVE MILLION DOLLARS (\$5,000,000) (the "Notes").

Section 3. Notice to Electors. Pursuant to Section 67.12(12)(e)2, Wisconsin Statutes, the District Clerk shall, within ten (10) days of adoption of this Resolution, cause public notice of such adoption to be given to the electors of the District by publishing a notice in the Germantown Now, the official newspaper of the District. The notice to electors shall be in substantially the form attached hereto as Exhibit A and incorporated herein by this reference (the "Notice").

Section 4. Award of the Notes. Following receipt of the purchase proposal from the Purchaser specifying the terms of and interest rates on the Notes, the School Board shall consider taking further action to provide the details of the Notes and to levy a direct annual irrepealable tax to pay the principal of and interest on the Notes as required by law. Any such further action shall be subject to the condition that no petition for referendum on the question of the issuance of the Notes has been filed within thirty (30) days of publication of the Notice.

Section 5. Conflicting Resolutions: Severability: Effective Date. All prior resolutions, rules or other actions of the School Board or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law.

Adopted, approved and recorded August 11, 2014.

Robert Soderberg
District President

ATTEST:

Lester Spies
District Clerk

(SEAL)

EXHIBIT A

NOTICE TO THE ELECTORS
OF THE
GERMANTOWN SCHOOL DISTRICT
WASHINGTON COUNTY, WISCONSIN

NOTICE IS HEREBY GIVEN that the School Board of the above-named School District, at a meeting duly called, noticed, held and conducted on August 11, 2014, adopted a resolution entitled:

RESOLUTION AUTHORIZING THE BORROWING OF NOT TO EXCEED \$5,000,000:
AND PROVIDING FOR THE ISSUANCE AND SALE OF GENERAL OBLIGATION
PROMISSORY NOTES THEREFOR

Said Resolution was adopted pursuant to the provisions of Section 67.12(12), Wisconsin Statutes to authorize a borrowing for the public purpose of paying the cost of capital projects relating to safety, security, energy, general building and site maintenance repair and remodeling, and technology infrastructure (the "Project").

Copies of said Resolution are on file in the District office, located at N104 W13840 Donges Bay Road, Germantown, Wisconsin 53022 and may be inspected weekdays, except holidays, between the hours of 9:00 a.m. and 4:00 p.m.

Section 67.12(12)(e)2, Wisconsin Statutes provides in part that a referendum is required on the question of this borrowing only if a petition is filed within 30 days after this publication signed by at least 7,500 District electors or 20% of the District electors voting for Governor at the last general election, whichever is the lesser. If no such petition is filed, then the Resolution shall be effective without a referendum.

Dated this 11th day of August, 2014.

BY THE ORDER OF THE
SCHOOL BOARD

Lester Spies
District Clerk

Published this ____ day of August, 2014 in the Germantown Now.