

TO: Bayfield School Board  
FROM: Jay Mitchell  
DATE: December 8, 2011  
RE: December Board Report

#### 1. WASB Evaluation and Compensation Conference – December 2, 2011

I attended this conference to specifically get alternative compensation packages to aid the Board in making a decision on structuring a compensation package for the teaching staff. That part of the program was disappointing to me but the evaluation part was informative and something the Board needs to comply with in the next two years. The handouts outline the legal requirements of the evaluation system. “Evaluation Policies and Procedures – Legal Requirement” gives you detail on what is required. You can watch for Senate Bill 95 which will clarify what the added value criteria can be.

“An Update on Educator Effectiveness in the State of Wisconsin” is a reflection of the handout I shared with you at the last Board meeting. It is the model schools will be following to create their teacher evaluation systems locally. Bayfield does not have an adequate system at this point so this is something that will be created in the near future. As you can see, the accountability systems most include a fifty percent weighted system made up of student outcomes. That fifty percent is divided by fifteen percent state assessments, fifteen percent District assessment, fifteen percent student learning objectives, two and one half percent District choice and two and one half percent school-wide reading (elementary) or graduation rate (high school).

All of this seems pretty clear but as you know the devil is always in the details. There are many unanswered questions and many hurdles in completing the model design.

The handout “Building Capacity for Teacher Evaluation and Effectiveness” is how one district has approached its design of the model. Superior started this process ten years ago and will get a waiver from the state to use the model it has created. They have written it into their teacher compensation package to be implemented next year.

The last handout “Teacher Salary Schedules” talks about Wisconsin Act 10 and Act 32 which change collective bargaining. It covers how new cost out system will work with base salary and CPI. I don’t know how useful the history of compensation systems is in helping Boards determine what the future package might look like. There is a number of alternative compensation systems listed and in most cases a web page provided. I would read carefully the observations on alternative compensation systems, the considerations, and options. The final rules for base wage calculation have not been written by the WERC yet. Will it be year one base for every teacher or the total of every teacher’s salary? There are examples of both in the handout. The difference in the two is significant in dollars.

## 2. Finance Update

Last week we received the 2011-2012 update on Title I, Special Education Flow Through and Impact Aid estimate. There is a considerable reduction in the three areas. Carol is adjusting revenue side and will make necessary adjustments on expenditure side so I can have budget update for Finance Committee on December 8.

## 3. Bus Issue

We have had several incidents over the first four months of school where students are on the wrong bus or were not dropped off at the appropriate time. This is a concern from both parents and staff. The major problem has been communication between school and bus drivers. Steve Dunn is working on a solution that would put radios in the buses and a local trucking firm would allow us to use their tower during route time. If the details can be worked out we believe the expenditure is well worth the safety it will provide our children.