

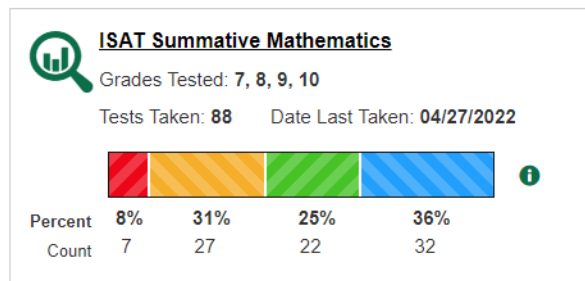
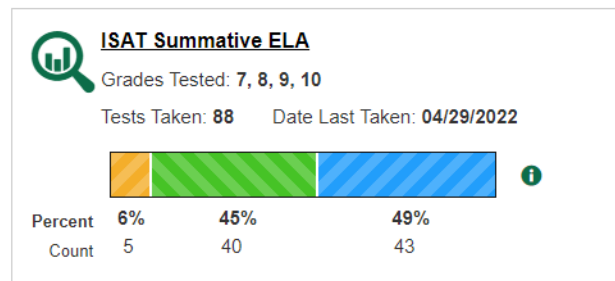
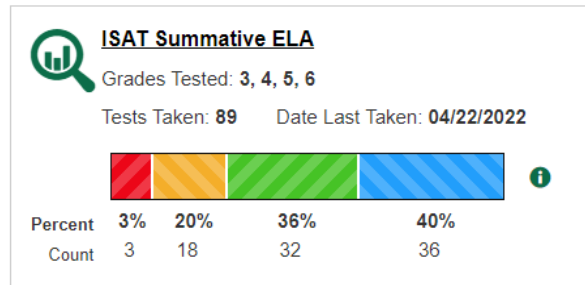
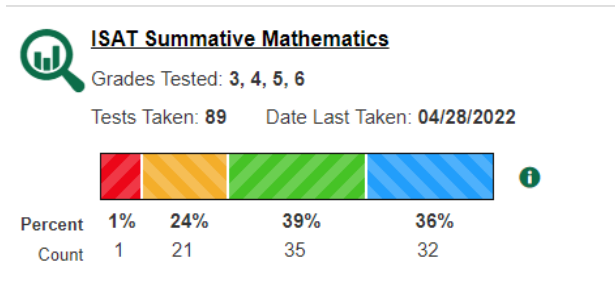
Superintendent's Report: 9.19.2022

Superintendent's Report:

- *Regional ISBA Meeting:*
The Regional ISBA Meeting is scheduled for October 11, 2022 at 6:00pm at the Lapwai Middle/High School Library at 200 Willow Ave W, Lapwai, ID 83540. If three or more attend, we will need to post that information to the public.
- *Beyond Textbooks Super Conference:* Team of five will be traveling to Arizona for the Beyond Textbook Super Conference on Sept 29-Oct 1.
- *Snow Removal Advertisement:* We are going to send out an advertisement for snow removal this year. It will include the following information: plow the parking lots, Trojan Drive, sidewalks, and hauling away the snow when necessary.
- *Safety Drill:* Fire drill
- *Mentors 2022-2023:*
 - Kami Heath-Jordyne Fredrickson
 - Jessica Renfrow-Lisa Hazeltine
 - Allison Foote-Morgan Loy
- Here are the top 10 districts and charters for spring 2022, based on the percentages of K-3 students at grade level as reported by IdahoEdNews June 2022:
 - Gem Prep Online, Meridian: 91.2%
 - North Idaho STEM Charter Academy, Rathdrum: 89.5%
 - Cambridge School District: 89.4%
 - Compass Public Charter School, Meridian: 88.8%
 - North Star Charter School, Eagle: 87.7%
 - Cottonwood School District: 87.3%
 - Council School District: 85.2%
 - **Troy School District: 85.1%**
 - Gem Prep, Meridian: 85.0%
 - Rockland School District: 84.4%

ISAT rankings will be published at a later date. The sde said they are still working on them, but we were delayed due to the new science testing. The preliminary results for Troy are as followed:

| | 2021-2022 | 2021-2022 |
|-------------|------------------|-----------------|
| | Idaho Proficient | Troy Proficient |
| ELA | | |
| 3 | 49% | 77% |
| 4 | 52% | 74% |
| 5 | 55% | 70% |
| 6 | 51% | 83% |
| 7 | 56% | 92% |
| 8 | 52% | 100% |
| 9 | 55% | 91% |
| 10 | 59% | 96% |
| Math | | |
| 3 | 51% | 82% |
| 4 | 49% | 65% |
| 5 | 40% | 75% |
| 6 | 39% | 79% |
| 7 | 40% | 54% |
| 8 | 34% | 56% |
| 9 | 33% | 64% |
| 10 | 31% | 69% |



Superintendent's Report: 10.10.2022

- **Parent-Teacher Conferences:** PT conferences will be held from 3:30 – 7:30 PM on October 11 & 12 “Arena Style” at THS and by appointment at TES. The Title One outreach will occur simultaneously.
- **SEL Donation:** Schweitzer Engineering Lab donated \$2000 to TES to develop and provide opportunities for students in the area of math and science. See attached letter.
- **2022 ISBA Convention:** Pam Hilliard, Wendy Fredrickson, Lisa Hunter, Theresa Priebe and I will be attending the Convention in Coeur d’Alene November 9-11, 2022
- **Staff Training:**
 - SPED Staff Review, Epi Pen and Inhaler w/ School Nurse.
 - *BT Super Conference* was a success! Bobby Wilson, Krystal Kovisto, Morgan Loy, [Lisa Hazeltine](#), and myself attended the conference. Troy School District was recognized for the most contributions of resources over all and Krystal Kovisto was recognized for the teacher who contributed the most resources.
 - *Wellness Committee:* The district wellness committee met to review the policy, wellness plan and brainstorm the calendar of student and staff wellness challenges.
 - *Staff Development:* TES Staff reviewed the Harry Wong videos regarding procedures, mentor planning, dyslexia data, dyslexia programs.
 - *Homeless Liaison and GT coordinator* are the two positions that need a stipend. Please advise.
 - *Classified Salary schedules:* Theresa and I are researching the neighboring classified salary schedules, current staffing and options moving forward. We would like to develop a salary schedule with advancement and updated pay rates. Depending on the direction, we will plan to build a recommendation with the total costs and costs moving forward. Currently, the TSD does provide full coverage to the employees who are more than thirty hours per week. See attachments.

Building and Crisis committees will be scheduled Oct-Nov. You will receive an email.

Superintendent's Report: 11.7.2022

- **ISBA Convention/Resolutions:**
- **Evaluation Onsite Review:** The admin team met with the State Board of Education Educator Effectiveness Program manager. The goal was to review our evaluation policy to be sure it meets Idaho Code and review files and processes here in our district. Our files were reviewed and found to be compliant, along with the policy.
- **State Safety Inspection:** The state safety inspection was completed on Wednesday October 11, 2022. No unsafe or hazardous conditions were identified.
- **Office of State Board of Education Idaho School Safety Center Threat Assessment:** A threat safety assessment for both schools was completed this month. This entails an expert attempting to enter the buildings. They evaluate the areas of vulnerability and ways to improve safety. The overall inspection went well. The main recommendation is to look at all the levels of security and procedures. Are they being followed? Are they working? The main deterrent is communication. Do we have those pieces in place? Our facilities are physically secure, but we have extremely friendly students who let people in the back doors. They were able to access the locker rooms and halls before they were approached by two staff members

at the high school. They were able to get into the MPR during breakfast. The door was propped for fifteen minutes. If we have a door open, we need to monitor it. It was recommended that we invest in walkie talkies for playground supervision and in the event of a threat. In theory it tones out to multiples versus just one person. The lettering on the window is black and the should be white to assist outside agencies clear markers.

- **District Building/Facility/Maintenance Committee:** Meeting scheduled for Nov. 21, 2022 at 3:30pm at TES in the conference room.
- **Superintendent evaluation** – The board needs to schedule a meeting to go over the 2022-23 Superintendent's evaluation. The past few years this has been done prior to the December monthly meeting (one hour prior to the regular meeting.) This year's December meeting is scheduled for the 12th. I have included the evaluation form in the supplemental materials in this packet. Please review the form and complete it the best you can before coming to the meeting.
- **Student Information Systems Research:** Our current student information system has been "bought out" and will no longer be available. We have a team researching a new program that will best fit the needs of the district. Members: Klaire, Aaron, Thomas, Crystal, Senica, Janet, Theresa, Ashley, James, and Suzette.
- **Classified Salary Schedule:** We are working on developing a more efficient/predictable pay scale to present by January. In the meantime, attached is the overall cost of a \$1/hour raise for paraprofessionals and \$1/hour raise for all classified employees.

Paras only:

- Current annual cost for paras: \$206, 194
- Total cost for \$1 increase per para per year: \$221, 194
- Total cost for \$1 for 12 paras is \$14, 878

All Classified:

- Current annual cost (salaries only) for all classified employees: \$661,452
 - Total cost for \$1 increase per all classified employee per year: \$696,258
 - Total cost for \$1 for all classified employees: \$34,806
-
- **Rankings:** Troy did it again! We ranked in the top 10 for Idaho schools. We ranked #1 in ELA for public schools and #2 in Math for public schools. I was happy to talk with Idaho Ed News in further detail.
 - <https://www.idahoednews.org/news/charter-schools-lead-idahos-isat-proficiency-list-again/>

Superintendent's Report: 12.12.2022

- **ISBA Conference**
- **FACE Conference: Family and Community Engagement**
- **Building Maintenance Committee:** The Building Maintenance Committee met on November 21st and December 6th to prioritize the potential projects for the 2023-24 fiscal year. The committee brainstormed options, researched the information and then will rank the projects to be forwarded for consideration.
- **Crisis Team:** The committee met to review the results of the threat assessment, create action plan and review
- **Wellness Committee:** The wellness committee met to review and refine some of the activities planned for the school year.
- **Student Information Systems:** The committee has met with three vendors for student information systems. The team will meet when we return to decide on a recommendation.
- **Special Education Team:** The team met to review files and submit the required documents to the State Department of Education. (General Supervised File Review, GSFR)
- **Classified Salary Schedule Draft:** Para example
- **Audio Enhancement Quote:** \$203, 000 We are still in the process of reducing the number.
- **Idaho Quality Program Standards Incentive Grant:** \$7500 was awarded to Mr. Hoffman from the Division of Career Technical Education

Superintendent's report: 1.9.2023

- The student information systems research committee has chosen PowerSchool to be the strongest system to meet the needs of the district.
- The RFP has been put out for bid for the audio/bell/intercom system. These will be opened Feb 1, 2023.
- We need to put the request for purchase (RFP) out for the new bus and auditor. I will have the information available for consideration at the February meeting.
- The new flooring in five classrooms at TES was completed over break.
- Dyslexia Training is ready to go.
- 22-23 TSD Building/Maintenance Committee recommendation list.
- Board Training: Strategic Planning (ISBA) – A long-range plan founded on the vision, mission, and values of the district or charter and strongly informed by stakeholder input. A 5-Year Strategic Plan is different from the Continuous Improvement Plan (CIP) as it focuses on longer term goals and is guided by community participation with an emphasis on effective implementation and follow through. This professional development provides:

Training that covers the purpose, elements, and process of developing a 5-Year Strategic Plan and how Superintendent/Charter School Administrator evaluation may be embedded.

Support survey development and review of results to create draft focus areas and goal statements for the 5-Year Strategic Plan.

Community involvement facilitation: town hall or round table session

Support on the process for development and review of your Strategic Plan

What it cost: \$5,000

What you get: One 2-3 hour in person workshop, one in person community involvement facilitation, online survey creation and aggregation of results, and up to 10 hours of additional collaboration time with board/superintendent/charter administrator team.

Superintendent's Report 2.13.2023

- **ISBA Day on the Hill:** The Day on the Hill will start the morning of February 20 and conclude the afternoon of February 21.
- **ISBA Trainings:** Strategic Planning to be scheduled for March. They are going to get some dates to choose from. That information will be emailed as soon as it is received.
- **Beyond Textbooks Panel:** The panel consisted of administrators who are partnering with BT. The focus was to connect the processes put in place for reteach and enrich. I was able to present the basics through some of the details about our process in K-12.
- **GSFR:** The special education team received notification from the SDE of their 100% compliance with the General Supervised File Review.
- **Request for Proposal for the bus:** The RFP advertisement dates for the bus will be Feb 17th & 18th and March 3rd & 4th
- **Request for Proposal for the Auditor:** The RFP advertisement dates for the Auditor will be Feb 17th & 18th and March 3rd & 4th. The auditor proposal will include a five-year agreement.
- **Garage Update:** There was an accident at the bus garage on 1/17/2023 where the back of the bus hit the right-side post as they were backing out of the garage. There was damage to the rail, post, window, masonry, and cement board.
- The area was secured by Wasankari. Overhead Doors fixed the right rail, and reported replacement parts for the motor do not exist anymore. The engineer who reviewed the supports and needs is Alfred Sanchez. He is in communication with Wasankari Construction on a plan to proceed with a twenty-foot door. At this point, there are a couple of options to consider:
 - a) Use the insurance funds to restore to previous condition
 - b) Allocate plant facility funds to expand to a twenty-foot door and frame around the door with wood. This would eliminate the window. The total cost is still pending. The insurance will be approximately \$10,802.32. The cost of a new door will be \$11,924. The other costs associated include engineering, asbestos removal, and labor.
- **Open Enrollment Numbers:** THS 17, TES 19

Superintendent's report: 3.13.2023

- Admin Meeting: ISAT Prep, Staffing needs for next year, budgets
- Technology Committee: Tech Plan, goals, needs/wants
- Athletic Trainer Program/Status (Mr. Stoner)
- Post Legislative Tour: To be announced
- Strategic Planning Update: Pam and I met to get the plan outlined. We will need a day in April to meet.
- Day on the Hill Update: Networking, processes, committees
- No softball for spring 2022: There were not enough participants to meet the requirements.
- Negotiations Meeting: March 16th at 4:00pm in the TES library

Superintendent's Report 4.10.23

- **Post Legislative Tour-** April 19, 2023 Information will be reviewed at the next meeting. We will be learning the specifics on the ADA funding, levy dates, salary guidelines, classified funding, and new course requirements.
- **Negotiations Meeting-** April 27th at 4:00pm
- **Flight Team Training:** Morgan Loy, Jordyne Fredrickson, Ashley Nelson, and Klaire Vogt participated in a two day training to become members of a “flight team” when a crisis arises in our region.
- **Board Training:** Need to determine the date. Options include: April 24-28, May 1, or 3, May 8, 11 or 12
- **Transportation Spot Inspection:** See attached
- **New School Bus Update:** \$113, 385 from Western Mountain Bus and Auto Sales.
- **CRT Response:** When asked if we teach CRT, the answer is no. We do teach the standards.
- **Needs for next year:** additional science/math at THS and Title-I teacher increased from .8 to 1.0
- **Classified Salary Schedules Options:**

5.8.2023 Superintendent Report

2023 Preliminary ISAT Results: 2023 ISAT scores are coming in. We should have final data to present at the June meeting.

Law Conference: The panel covered the new legislation, hot topics, title nine, and highlighted liability issues. I can share the slides if interested.

May 1 Board Training: Strategic Planning:

- 1) Student Achievement
- 2) Financial Responsibility/Transparency
- 3) Facilities
- 4) Communication
- 5) Recruitment and Retention of Staff

Post Legislative Roadshow: See attached slide show notes

Summer Maintenance Projects Student Occupied:

- TES bathrooms
- HVAC MPR/Ag room
- TES Flooring
- Installation of basketball hoops purchased by Parent Group for MPR
- THS/TES Audio Enhancement/ Intercom (ESSER)

Summer Maintenance Projects General Fund:

Maintenance Vehicle (UTV) \$15,000 was budgeted for this year, then added \$5000 for add-ons from 23-24 budget.

- driveway for emergency vehicles (on hold)
- drinking fountain at the track (on hold-checking with Parent Group)
- paint shed (brainstorming other options)
- Bus Garage (Starts in May, insurance with cover and plant/facilities funds)

Superintendent's Report, cont.

Miscellaneous:

Technology Committee Meeting: May 4th

Insurance Committee Meeting: May 4th

Wellness Committee Meeting: May 8th

Negotiations Meeting: May 9th

6.12.2023 Superintendent’s Report

Strategic Plan-Student Achievement

1. Continuous Improvement Plan:

- * LEA (Local Education Agency) Chosen Metrics 22-23 College Career Advising: 450 Credits, actual 452 credits earned
- * Increase the average amount of college scholarships by the graduating class \$30,000, actual was 24,596 granted for 19 students.

2. 22-23 Literacy Intervention:

- * 60% of K students who scored Basic (tier 2) or Below Basic (tier 3) on the Fall IRI who make at least a 1 performance category improvement on the Spring IRI (20-21 88%), actual 100%.
- * 60% of 1st grade students who scored Basic (tier 2) or Below Basic (tier 3) on the Fall IRI who make at least a 1 performance category improvement on the Spring IRI (20-21 70%), actual 880%.

3. 2023 Unofficial ISAT Results:

| | 2022-2023 | 2022-2023 |
|------|------------------|-----------------|
| | Idaho Proficient | Troy Proficient |
| | ELA | |
| 3rd | 45% | 65% |
| 4th | 48% | 76% |
| 5th | 51% | 58% |
| 6th | 50% | 80% |
| 7th | 53% | 79% |
| 8th | 51% | 78% |
| 9th | n/a | n/a |
| 10th | n/a | n/a |
| 11th | 45% | 87% |
| | MATH | |
| 3rd | 49% | 68% |
| 4th | 47% | 84% |
| 5th | 41% | 50% |
| 6th | 39% | 75% |
| 7th | 40% | 58% |
| 8th | 36% | 63% |
| 9th | n/a | n/a |
| 10th | n/a | n/a |
| 11th | 21% | 63% |

Strategic Plan-Facilities

- 1. Elephant Ear Booth title inquiry:** Message from Jen Johnson: “I serve as the secretary for the Troy FFA Alumni & Supporters and our board had a question regarding the names listed on the title of the Elephant Ear Booth. Currently Mr. Braun’s name is listed, Troy School District and Troy FFA. Our board was wondering if the Troy SD would entertain the possibility of adding the Troy FFA Alumni & Supporters to the title. Also, would it be possible to remove Steve Braun? We were thinking the Advisors name was not necessary if Troy FFA is listed. What are your thoughts surrounding this?”
- 2. Garage Update-** The door work is being completed.

Strategic Plan-Recruitment and Retention

- 1. Secondary Science Teacher-** Due to larger classes, ADA and options for classes, and adding chemistry into the schedule Mr. Dail, Mrs. Nelson and I have determined it would be beneficial to hire an additional secondary science teacher for the year 2023-2024 school year. This position is included in the budget proposal and depending on who is hired, the District could be fully reimbursed for that position.
- 2. Classified:** The Classified Staff Salary Schedule was put into place. Each staff position was placed on the schedule with one step and 3% on each step plus longevity. The extra-curricular duties were increased 3% (coaches and advisors).