

School Improvement Advisory Committee

Record of Meeting Minutes

Date: November 6, 2024

Time: 6:00 p.m.

Location: Red Oak Jr/Sr High Auditorium

Facilitators: Ron Lorenz, Superintendent, Nate Perrien, Jr-Sr High School Principal, Leanne Fluckey, Curriculum Coordinator

A meeting of the School Improvement Advisory Committee of Red Oak Community School District was held on November 6, at 6 :00 p.m. at the Red Oak Jr-Sr High Auditorium.

The following members were present: Jamie Sherley, Meshell Billings, Janelle Erickson, Steven Green, Bret Eubank, Melinda Smits, Jason Orme, Sara Orme, Tracy Vannausdle, Kathy Walker, David Rydberg, Amy Rydberg, Nate Perrien, Edward Grass, Paulina Bueno, Brett Eubank, Keidy Camilo

Also in attendance to present: Ron Lorenz, Leanne Fluckey, Daric O'Neal

Welcome

Mr. Lorenz welcomed everyone, reviewed the purpose of SIAC and reminded everyone of the many changes that have been implemented across the district due to SIAC's input.

General Session

Mr. Lorenz asked participants to ask questions and comment throughout the presentation.

- Mr. Lorenz and Mr. Perrien presented information on Iowa Statewide Assessment of Student Progress (ISASP) in English Language Arts, Mathematics and Science. This included historical data and comparisons to state averages. Data was disaggregated for gender and disability status. No questions or comments were noted.
- Mr. Lorenz and Ms. Smits presented elementary FAST assessment scores from fall 2024. Ms. Smits and Mrs. Billings discussed testing protocols and offered some hypotheses regarding current student outcomes. Committee members asked a variety of questions regarding pre-academic skill acquisition and preschool/early elementary scope and sequence. There was also discussion regarding the residual impact of the COVID pandemic young learners. No suggestions were offered to enhance early literacy and mathematics outcomes.
- Mr. Perrien reviewed average daily attendance for 23-24 and 24-25 school years as well as chronic absenteeism for school year 22-23 to present. Mr. Lorenz reviewed district efforts to enhance student attendance and comply with SF 2435. Committee members asked a number of questions regarding parent notice requirements, school engagement meetings, absentee prevention plans, and parent accountability. Additional questions regarding at-risk factors relative to chronic absenteeism were discussed.

- 2023 Iowa School Performance Profile ranks were reviewed from the last meeting. Mrs. Fluckey explained the transition to the new accountability system. New profiles were released today but will remain embargoed until the Department of Education's press release; therefore they could not be shared at today's meeting. Committee members discussed the state's new ESSA accountability plan and asked for clarification on how the district uses the ISPP to enhance learning outcomes. No additional questions or comments were noted.
- Mrs. Fluckey also reviewed student learning goals and focus areas for the coming year. Individual literacy plans for students in K-6 were explained. Teacher members corrected a piece of information presented. Students are progress monitored weekly, not bi-weekly. No other questions or comments were noted.
- Long-Range and annual student learning goals were presented by Mrs. Fluckey with current percentages of students at or above proficiency levels as well as current graduation rates. No questions or comments were noted. No suggestions were offered.
- Mr. Perrien explained the status of culture and climate initiatives across the district. A buddy program has been established between the jr-sr high and the elementary. Phone and social media disruption policies were reviewed. Bullying and harassment was also discussed with the district focused on helping parents and students understand the difference between instances of bad behavior and bullying. Mr. Perrien shared estimates on the number of founded allegations of bullying and harassment. Committee members discussed the effectiveness of building specific efforts to address bullying and harassment, particularly at the elementary level (e.g., individual, small group and whole class skill building, school based mental health supports, student mentor program). Secondary students noted that policies, procedures, and initiatives are helping but could be better.
- Daric O'Neal presented long-range facilities plans including additions to all three attendance centers and updates to outdoor athletic facilities. No questions or comments were noted during this presentation.

Breakout Sessions

Breakout rooms were not needed due to the small number of attending members. One group discussion identified the following concerns and strengths based on questions posed by Mr. Lorenz and Mr. Perrien.

Facilities: What impact will proposed facilities projects have on student achievement, enrollment, and/or climate and culture?

- The cafeteria is used for a lot of different things including indoor recess. We currently have to go to lunch in smaller shifts. We don't currently have a space for all staff to meet. Behavior is high because of size in the lunchroom, even with the smaller classes. The space is used for after school programs as well. We also use the Media Center for lunch because there isn't enough space in the lunchroom.
- Adding space and shifting to a multi-purpose room would greatly help lunch, professional development for staff, and after school programs. It could also be used for indoor recess.
- Concerns were expressed that students don't want to attend due to chaos at lunch.

- We like the idea of added security with the office space.
- We already have cameras and the doors are closed.
- Why don't we have a school resource officer?
 - Resources are limited. If we hire an SRO, what do we do without?
 - The district is well-served by the local police department. The district meets with emergency management annually to discuss emergency operations plans. Strategies are in place to address immediate emergency situations. Emergency personnel have a very quick response time and arrive within just a few minutes.
 - Emergency drill - Students are scared to think about the possibility of a shooter coming in.
 - PickMyKid emergency operation plan
 - App sends out directions to staff so they don't have to reference a manual or handbook. This saves precious time.
 - App has a panic button for all staff - goes directly to emergency personnel.
 - Teachers feel more secure. All are involved in a live chat during the emergency. It's going to law enforcement and the 911 operator for emergency response.
 - Can be very upsetting for students to have school resource officers with guns in the hallways.
- Athletic facilities
 - Upgrade is beneficial. People judge the district by outdoor facilities. It reflects on the community. Improve safety, especially for practices when they (students) are using other facilities in the community.
 - May impact enrollment. We might get more students. We are currently in a decline. Open enrollment out has remained constant. Open enrollment in increased this year. Villa Village closed. Many people moved away. Some sought online learning opportunities.
 - Students are more encouraged to participate if it looks nice.
 - People will work better and stay if the facility is nicer.
 - The more kids are involved in activities, the more they improve academically.

Academic Improvement: What is going well academically? What more could we do to enhance achievement in literacy, math, and science? How can we continue to improve attendance?

- Job shadowing and work experience at the hospital have been consistent. We need to encourage more of this.
- Hospital career day with FORGE and iJAG was very impressive. Kids got to see a lot of different opportunities.
- The building trades program through SWCC is going well, but we need more kids to take advantage.

- We also have a welding program and construction at the high school.
- Concurrent enrollment has increased. We've developed programs in nursing, for example.
- Alignment of algebra courses - why Algebra, Geometry, then Algebra II? Why do we have to move through that sequence? The sequence aligns with ISASP testing. This is particularly important for our junior class for accountability purposes.

Increasing Social, Emotional and Behavioral Support: How can we enhance social, emotional, and behavioral support for students?

- The more involved our kids are in things, the better.
- This ties back to facilities. If things look good, clean, and feel good, then the kids are going to perform well. If you want an environment where kids want to learn well, it should look nice. Don't have an armed guy at the door.
- Reports are that kids like the cell phone policy.
- Phone policy is good, but kind of bad. Kids would use their phones to cheat instead of paying attention. Teachers need to enforce more.
- The buddy program with the big kids going down to the elementary, there is a lot that both groups can learn. The older kids can take that in and think about being looked up to. It's important to get the young kids up to the HS more often, too. The campuses are close. HS kids act better around the little kids. It's beneficial to both elementary and older students. HS students really like it and many now want to go into education.

Other Concerns/Comments

- Concern about lack of involvement as students get older. Many students are involved in sports at junior high, but the numbers decline significantly as they get older. Why?
 - With increasing club sports, kids feel like they aren't good enough to play. They aren't on the same level.
 - Kids get discouraged because they don't play. They don't want to play on the B team.
- Mr. Green, Mr. Perrien, and Mr. Erickson went through all the junior high kids that weren't in activities to ask them to get involved and explain why. We now have 40 junior high female wrestlers.
- We need continuity in coaching and programs so kids feel like we have a chance to win.

SIAC Recommendations:

- Enhance district marketing efforts to share positive outcomes and explain challenges to all stakeholders

- Increase public awareness of chronic absenteeism requirements, legal ramifications, and implications on student achievement
- Continue to expand Work-Based Learning Program (e.g., internships and job shadowing), CTE course offerings (e.g., Building Trades Program, Welding, etc.), and concurrent enrollment options (e.g., dual/college credit courses)
- Committee members endorsed proposed student learning goals with a continued emphasis on realistic incremental growth
- Enhance partnerships with local businesses and organizations (e.g., Montgomery County Memorial Hospital Career Fair) to enhance opportunities and outcomes for students and stakeholders
- Expand the Buddy Program (student mentoring program) to include more frequent and intensive interactions, including elementary students visiting their mentors at the high school, as a means of infusing character education in a more comprehensive manner.
- Continue to assess and refine our scope and sequence to improve student learning outcomes, particularly in the area of mathematics
- Continued to enhance district facilities to improve student participation and engagement, community pride, and district branding efforts

Closing Remarks

Mr. Lorenz asked for more feedback, suggestions, or comments. He thanked students for their insight and all members for their participation, feedback, and attendance.

Meeting adjourned at 8:14 p.m.