

NATRONA

COUNTY SCHOOLS

**Board of Trustees Meeting
School Central Services
970 N. Glenn Road
Casper, WY 82601**

January 24, 2011

I. Executive Session – 5:00 p.m.

- A. Legal
- B. Personnel
- C. Property

II. Work Session – 6:00 p.m.

- A. Board Mission and Goals

III. Regular Session – 7:30 p.m.

- A. Pledge of Allegiance
- B. Persons Requesting to Address the Board (three minute maximum)
- C. Recognition - National Board Certified Teachers
- D. Approval of Minutes of the Board of Trustees' General and Executive Sessions of January 10, 2011
- E. Consent Calendar Items
 - 1. Personnel Item - Certified and Classified Personnel Report
 - 2. Business and Financial Items
 - a. Bills of January 14 and 21, 2011
 - b. Bid Ratifications – Fire Alarm Replacements for Evansville and Park Elementary Schools

IV. Reports and Recommendations

- A. Early Notification Update
- B. Consideration of Employment Matter
- C. Eastside Activity Complex Fundraising Update
- D. Legislative Update, including Wy Accountability Model
- E. Consideration of Exception to Board Policy 3423 – Transportation for Casper Mountain

V. Trustee Comments

VI. Other Business

- A. Next Board Meeting – February 14, 2011, 7:30 p.m., Central Services Facility

VII. Adjournment

NATRONA

COUNTY SCHOOLS

**National Board Certified Teachers
January 24, 2011**

Nancy Pickett	Kelly Walsh
Becky Byer	Kelly Walsh
Beth Williams	Kelly Walsh
Ernie Smith	Centennial
Lisa Smith	Centennial
Sandra Stille	Centennial
Sue Berchenbriter	Park
Amy Sorenson	Crest Hill
Catherine Hedlunc	Univ. Park
Erin Jackson	Evansville
Laurie Kilts	PV
Sally Keith	Roosevelt
Mary Fair Whitlach	Verda James, Alcova and Red Creek
Michelle Bustos	Summit

NATRONA

COUNTY SCHOOLS

Minutes of the Board of Trustees January 10, 2011

Chair Audrey Cotherman called the Board of Trustees of Natrona County School District Number One Work Session to order at 5:08 p.m. on January 10, 2011, at 970 N. Glenn Road, Casper, Wyoming, 82601.

Members Present: Audrey Cotherman, Rita Walsh, Donn McCall, Dave Applegate, Pat Keefe, and Suzanne Sandoval.

Absent: Elizabeth Horsch, Todd Ingram, and Steve Degenfelder.

Others Present: Superintendent Joel Dvorak; Associate Superintendent for Human Resource Services, Crystal Mueller; Executive Director for Human Resource Services, Kelly Hornby; Associate Superintendent for Curriculum and Instruction, Mark Mathern; Executive Director for Curriculum and Instruction, Mike Bond; Associate Superintendent for Facilities and Technology, Mark Antrim; Executive Director for Facilities and Technology, Dennis Bay; Associate Superintendent for Business Services, Steve Hopkins; and Board Counsel Charles Chapin.

Trustee Steve Degenfelder moved to go into Executive Session to discuss legal, personnel, and property issues. The motion was seconded by Trustee Rita Walsh and carried unanimously. Trustees adjourned the Executive Session at 5:36 p.m.

GENERAL SESSION: The General Session was called to order at 7:42 p.m., with the same Trustees attending with the exception of Elizabeth Horsch, Todd Ingram, and Steve Degenfelder. Those present stood for the Pledge of Allegiance.

Persons Requesting to Address Trustees

Linda Bergeron, 2352 S. Coffman Avenue, Casper, WY (1) expressed concern regarding House Bill 11LSO-0180.C2 regarding educational accountability and not tying to the federal level; (2) urged Trustees to end the Safe Schools Healthy Student grant; and (3) implement 8th grade testing on constitutional knowledge.

Andrea and Chris Sipe, 4021 Washakie Street, Casper, WY provided an update as to their inability to enroll their kindergartner at Verda James Elementary School and problems encountered on their son's first day of school at Sagewood Elementary School. The Sipe's expressed support for neighborhood schools and inquired as to the necessity of schools of choice.

Approval of Minutes

Trustee Suzanne Sandoval moved to accept the General Session minutes of December 13, 2010. The motion was seconded by Trustee Rita Walsh and carried unanimously.

Trustee Suzanne Sandoval moved to accept the Executive Session minutes of December 13, 2010. The motion was seconded by Trustee Dave Applegate and carried unanimously.

Consent Calendar

Superintendent Dvorak recommended the Board of Trustees accept the Consent Calendar items as follows (incorporating by reference the Superintendent's recommendations attached):

1. Personnel Item – Certified and Classified Personnel Report
2. Business and Financial Items
 - a. Bills of December 17 and 30, 2010 and January 7, 2011
 - b. Bid Ratifications – Lockset Replacement – Dean Morgan and Midwest Schools
 - c. Grant Award – Wy Department of Education / 2011 Consolidated Grant

Trustee Rita Walsh moved to accept the Consent Calendar items noted above. The motion was seconded by Trustee Suzanne Sandoval. Trustee Donn McCall requested a deeper conversation on federal programs and funding. The motion carried unanimously.

Reports and Recommendations

Equine Assisted Learning Program Update

Associate Superintendent for Curriculum and Instruction, Mark Mathern, and facilitators of the District's Centaurian Program - Julie Feiler, District Psychologist; Tammy Ray, Transitions Director; and Karol Santisteven, Director for Reach 4A Star Riding Academy, provided a report and showed a video on the District's equine assisted learning program.

Audit Report

Steve Hopkins, Associate Superintendent for Business Services, provided a report on the District's audit that was completed in December, 2010. The same report was provided at the Board Budget Development Committee meeting on December 13, 2010. There was only one finding in the audit report and the District's grant managers and Human Resources have already made a corrective action plan. It was noted that no action was required on this report.

Legislative Update

Superintendent Joel Dvorak and Associate Superintendent for Business Services, Steve Hopkins, provided an update on the work of the Selection Committee on Recalibration and pending legislation.

Statute requires the state funding model to be reviewed every five years to ensure it remains cost-based. The recommendation brought forward by consultants was to reduce K-12 funding by approximately \$100 million. However, pending legislation left the funding model intact, without any changes. The distribution model will also be discussed at upcoming legislative committee meetings.

House Bill 11LSO-0180.C2 is a draft is an educational accountability bill for math and reading achievement with implementation in the 2011-12 school year. It is similar to a model that was implemented in Kentucky. The bill has good intentions but is not detailed. Superintendent Dvorak reported that he will be working with superintendents from northeast Wyoming to develop a strategy and approach to the legislation. Dr. Mike Flicek, the District's Research Assessment Director, will be preparing an impact study and also review the Kentucky accountability formula that is contained the accountability bill and will provide a report at the next meeting.

Jobs Fund Update

Superintendent Joel Dvorak reported that the District has been allocated approximately \$2.1 million in one-time federal funds. It is the intent that these funds will be included in the 2011-12 budget development process with no expenditures being made without Trustee approval.

Trustee Comments

Trustee Donn McCall indicated concern with the recent Star Tribune article regarding the District's renovation/construction timeline. In addition, Trustee McCall apologized to Mr. and Mrs. Sipe for the problems encountered on their son's first day of school at Sagewood Elementary School.

Trustee Dave Applegate indicated that he is looking forward to the Superintendent's district update at the January 24, 2011 meeting. Trustee Applegate expressed appreciation for the update on the District's Centaurian Program and expressed interest in sharing the video with the community and posting on the District's website. While thanking staff for their hard work on the enrollment guide that was recently distributed, Trustee Applegate indicated that the public does not necessarily know educational jargon or District programs. It would be a great idea to use descriptions in the enrollment guide or website links to explain further.

Trustee Suzanne Sandoval congratulated Karol Santisteven and the District's Transitions program on an excellent program to engage Transition students. Trustee Sandoval indicated that the Board Ad Hoc Committee on Education Technology will meet on Tuesday, January 11, 2011 to discuss technology funding and one to one computing for students. Trustee Sandoval also urged the District to look at implementing a gifted and talented program for grades 7-12.

Chair Audrey Cotherman reported that the Board Retreat will be held on Wednesday, January 12, 2011 at 10:00 a.m. at the Petroleum Club to discuss board goals and strategies.

Other Business

Dr. Dvorak stated that next Board meeting will be on January 24, 2011, at the Central Services Facility at 7:30 p.m.

Adjournment

There being no further business to come before the Board of Trustees, Chair Cotherman adjourned the meeting 9:09 p.m.

Chairman

Clerk

NATRONA

COUNTY SCHOOLS

TO: Board of Trustees

FROM: Dr. Joel Dvorak

DATE: January 24, 2011

SUBJECT: Personnel Items Revised

RECOMMENDATION: I recommend that the Board approve the following requests:

I. Employment of the Following:

A. Teacher/Administrator
None

B. Classified

Toni Grosso, District Classified Substitute, 1/10/11
Belinda Griffith, District Classified Substitute, 1/10/11
Tammy Flores, Cafeteria Worker at CJH, 11/22/10
Sandi Dunkelberger, Refocus Room Coordinator at Grant, 12/28/10
Tamara Edmondson, District Classified Substitute, 12/27/10
Sharon Dever, District Certified Substitute, 12/1/10
Tracy Cole, Cafeteria Worker at Fort Caspar Academy/Mills, 11/30/10
Kendsey Collins, District Classified Substitute, 1/6/11
Carlton Staton, Student Monitor at Midwest, 1/11/11
Christy Parker, Cafeteria Worker at Fort Caspar Academy, 11/15/10
Marcella Martinez, District Classified Substitute, 1/13/11

II. Promotions/Transfers

A. Teacher/Administrator

Victoria Green, (B.A. in Social Science, Mount Saint Mary College, Newburgh, New York, 5/08) from Special Education Instructional Assistant II/Student Monitor at CJH to .6 FTE Special Education Resource Teacher at Verda James, 12/28/10

B. Classified

Holly Walter, from District Certified Substitute to Instructional Assistant HQ at Mountain View, 1/10/11
Heather Owens, from Instructional Assistant HQ at Grant to District Classified Substitute, 12/29/10
Rita Kottwitz, from Special Education Instructional Assistant I at Sagewood to District Classified Substitute, 11/23/10

IV. Resignations/Terminations

A. Teacher/Administrator

Cynthia Harmon, Homebound Instructor at Wyoming Behavioral Center for Transitions, 9/24/10

Catherine Hartley, Alternative At Risk Teacher for Transitions at FGC, 1/24/11

B. Classified

Shawna Beckstead, Special Education Instructional Assistant III at Manor Heights, 12/22/10

V. Retirements

A. Teacher/Administrator

None

B. Classified

None

VI. Corrections

A. Teacher/Administrator

Chaynee Washut, listed as OYO 1 FTE Third Grade Teacher at Mountain View, should be, Initial One Contract Renewal (1st year going to 2nd year) 1 FTE Third Grade Teacher at Mountain View

B. Classified

None

VII. Early Notification Incentive Program

A. Teacher/Administrator Resignation/Retirement 2010-2011

Sheila Bainter, Math Teacher at CYMS, 5/27/11

Linda J. Becker, Elementary Tutor for the District, 5/27/11

Carol Ann Boal, School Nurse, 5/27/11

James Boal, Biology Teacher at NCHS, 5/27/11

Sandy Cherry, Assistant Principal at KWHS, 6/30/11

Cynthia DeLeeuw, Second Grade Teacher at Manor Heights, 5/27/11

Cynthia Farrell, Spanish Teacher at KWHS, 5/27/11

Cynthia Foley, Special Education Teacher at DMJH, 5/27/11

Glenda Mahaffey, Language Arts Teacher at CJH, 5/27/11

Mary E. Mayberry, Social Worker for Special Education Service Center, 5/27/11

Karen Sue McCutcheon, Science Teacher at Woods, 5/27/11

Judy McLellan, Kindergarten Teacher at Mills, 5/27/11

Michael Scott McLellan Science Teacher at DMJH, 5/27/11

Mary Moler, Math Teacher at KWHS, 5/27/11

Marion V. Row, Social Studies Teacher at DMJH, 5/27/11

Judy Royer, Special Education Teacher at Manor Heights, 5/27/11

Nick Zaharas, History Teacher at CYMS, 5/27/11

B. Classified Resignation 2010-2011

Betty J. Aksamit, Secretary at KWHS, 6/10/11

Irma Jean Johnson, Special Education Instructional Assistant I at Paradise Valley, 5/27/11

Christine Low, Head Cafeteria Worker at Fort Caspar Academy, 5/27/11

Albert Mundell, Campus Supervisor at KWHS, 5/27/11

Marlene Radke, Library Media Technician at CYMS, 5/27/11

Sondra Somerville, School Office Manager at KWHS, 6/30/11

Jack L. Williams, Lead Custodian at KWHS, 7/5/11

Ruth Winzenried, Special Education Instructional Assistant II at Cottonwood, 5/27/11

Additional Dollars to be paid for 2010-2011 = \$24,750.00

A. Teacher/Administrator Resignation/Retirement 2011-2012

Clayton Lee Black, Math Teacher at Poison Spider, 5/25/12

Sharyle Good, Certified Library Media Specialist at NCHS, 5/31/12

Linda E. McKay, Language Arts Teacher at DMJH, 5/31/12

Jane Raugutt, Second Grade Teacher at Willard, 5/31/12

Kenneth J. Reed, Language Arts Teacher at CJH, 5/30/12

B. Classified Resignation/Retirement 2011-2012

None

Additional Dollars to be paid for 2011-2012 = \$7,500.00

A. Teacher/Administrator Resignation/Retirement 2012-2013

Shirla Loutas, Speech Language Pathologist at Crest Hill, 5/31/13

B. Classified Resignation/Retirement 2012-2013

None

Additional Dollars to be paid for 2012-2013 = \$2,000.00

Grand Total to be paid = \$34,250.00

NATRONA

COUNTY SCHOOLS

TO: Board of Trustees
FROM: Joel Dvorak, Superintendent
DATE: January 24, 2011
RE: Bid Award for Park Elementary School Fire Alarm System Replacement

RECOMMENDATION: I recommend the Board of Trustees award the bid for the Park Elementary School Fire Alarm System Replacement to Casper Electric, Inc. in the amount of \$43,204.00.

RATIONALE: The project was advertised and the following companies submitted a bid:

<u>Company</u>	<u>Amount of Bid</u>
Anchor Electric, Inc., Casper, WY	\$ 45,890.00
Biggs Electric, LLC, Casper, WY	\$ 45,791.00
Casper Electric, Inc., Casper, WY	\$ 43,204.00
City Service Electric Co. Inc., Casper, WY	\$ 49,400.00
ITC Electrical Technologies, Mills, WY	\$ 50,323.85
Modern Electric Co., Casper, WY	\$ 59,994.00
Sprecher Electric, Inc., Casper, WY	\$ 52,118.00

The bids were reviewed by Bret Benes, Caspar/Pope Joint Venture Project Manager and Keith Brown, District Project Manager.

The recommendation is to award the bid for the Park Elementary School Fire Alarm System Replacement to Casper Electric, Inc. in the amount of \$43,204.00.

Major Maintenance Funding for the Park Elementary School Fire Alarm Replacement project has been approved by the Wyoming School Facilities Commission.

NATRONA

COUNTY SCHOOLS

TO: Board of Trustees
FROM: Joel Dvorak, Superintendent
DATE: January 24, 2011
RE: Bid Award for Evansville Elementary School Fire Alarm System Replacement

RECOMMENDATION: I recommend the Board of Trustees award the bid for the Evansville Elementary School Fire Alarm System Replacement to Casper Electric, Inc. in the amount of \$50,598.00.

RATIONALE: The project was advertised and the following companies submitted a bid:

<u>Company</u>	<u>Amount of Bid</u>
Anchor Electric, Inc., Casper, WY	\$ 56,840.00
Biggs Electric, LLC, Casper, WY	\$ 56,234.00
Casper Electric, Inc., Casper, WY	\$ 50,598.00
City Service Electric Co. Inc., Casper, WY	\$ 62,725.00
ITC Electrical Technologies, Mills, WY	\$ 69,702.74
Modern Electric Co., Casper, WY	\$ 72,324.00
Sprecher Electric, Inc., Casper, WY	\$ 80,014.00

The bids were reviewed by Bret Benes, Caspar/Pope Joint Venture Project Manager and Keith Brown, District Project Manager.

The recommendation is to award the bid for the Evansville Elementary School Fire Alarm System Replacement to Casper Electric, Inc. in the amount of \$50,598.00.

Major Maintenance Funding for the Evansville Elementary School Fire Alarm Replacement project has been approved by the Wyoming School Facilities Commission.

NATRONA

COUNTY SCHOOLS

TO: Board of Trustees

FROM: Joel Dvorak, Superintendent

DATE: January 28, 2011

SUBJECT: Consideration of Exception to Board Policy 3423 – Transportation for Casper Mountain

RECOMMENDATION: I recommend to the NCS D Board of Trustees that they grant an exception to Policy 3423 to allow buses onto Casper Mountain for the 5th grade Hogadon Ski Program.

RATIONALE: Hogadon has approached the District with a Ski and Ride Physical Education Program for all 5th grade students. The objective of the program is to provide students an organized and cost effective opportunity to experience the winter activity of alpine skiing. This is a one-day event that will require transportation onto Casper Mountain. The PE program is offered throughout the winter season. Students **will not** be out of their classrooms during testing season.

This program addresses the three Physical Education standards of Movement, Fitness, and Personal and Social Responsibility. The benchmarks reference lifetime activities, enhancing a healthy lifestyle, participating in activities that improve health-related physical fitness, and understanding that activity provides enjoyment and social interaction.

Many research findings suggest “a single acute bout of moderate exercise ... was beneficial for cognitive function in a period of time afterward” (*ScienceDaily*. Retrieved January 18, 2011, from <http://www.sciencedaily.com/releases/2009/03/090331183800.htm>). Better test results following exercise have been noted (Active Living Research, 2007).

The program will cost \$20 per student, which includes one 2-hour lesson, rental of equipment for the full day, and skill-appropriate lift privileges. This fee is the responsibility of the student. Scholarships will be offered if a student cannot pay for the program. (The PEP grant is not able to pay for these student fees.)

CITY OF CASPER



**ALPINE
PHYSICAL
EDUCATION
PROGRAM**

Program Objectives:

To provide Natrona County School District's 5th grade students an organized and cost effective opportunity to experience the winter activity of alpine skiing and snowboarding. Encourage participation in a healthy life time sport which can build a young person's self esteem, encourage positive personal growth, encourage growth of pride in community and region, and provide an exciting motivational tool which serves to enhance the students/teachers educational experience.

Positive Aspects of Program: (Student)

1. Participation in this program will in many cases allow the child to experience the feeling of pride that accompanies the accomplishments in conquering the physical challenges of alpine skiing.
2. The nature of the sport encourages personal growth by building a student's self confidence through the success he/she experiences during the learning stages of program.
3. In a well structured program the participants have the opportunity to improve on their personal skills as they interact with ski instructors, ski patrol, and fellow students.
4. Students will grow in their ability to follow instruction, accept the personal responsibilities relating to the important safety issues of the sport, and meet the physical demands of the sport.
5. Provide 5th grader's the opportunity to experience the unique winter recreational facility offered them.
6. Skiing is an individual sport which provides many students with a comfort zone they may not find with organized group sports.
7. In many cases skiing provides the only opportunity for a student to participate in a school organized sporting event.
8. Students are allowed to progress at their own pace with minimal stress or pressure to perform at pre-determined levels, as may be the case in organized sports.
9. Students which are unable to meet financial requirements will be extended complimentary visits so that no child will be excluded from this program.
10. Students will experience the majestic beauty of the mountainous country in which they live and how an individual may enjoy the long winter months in Wyoming.
11. In many cases the student discovers an activity which he/she will participate in for a life time; perhaps as an avid recreational skier, racing competitor, or a professional in some phase of the sport.

Positive Aspects of Program: (Instructor)

1. Provides instructor with a motivational tool to encourage increased participation in daily class performance.
2. Provides instructor an opportunity to share with their class a positive, healthy, and exciting experience.
3. Enhances the student's experiences and knowledge of the world around them.
4. Provides educational opportunities which may be presented in a unique and enjoyable format.
5. In many cases the program may enhance the instructor's experiences and physical well being.
6. All instructors/teachers/chaperons will be extended a complimentary program visit.
7. Complete support of Hogadon staff in all areas of program organization, education, and safety issues.

Negative Aspects of Program

1. As with any physical sporting activity there exists a possibility of injury.
2. Transportation to ski facility is the responsibility of instructor/teacher.
3. There is a fee for students participating in program.

Hogadon's PE Program Outline



Who is Eligible to Participate?

All Natrona County Public Schools are eligible to participate in Hogadon's Ski and Ride Physical Education Program. All 5th grade students are welcome. Students must be at least 8 years old to snowboard.

When can you come?

The PE program is offered throughout the winter season (generally, December through April) any day that Hogadon is open and school is in regular session. PE Rates are *not available* on days when students are out of school, including holidays, weekends and PTC days.

How much does the program cost?

Rates depend on the sport that they choose to learn. Special rates are also available to Teachers, Chaperones and Community Members. You'll find a current rate sheet enclosed. Fees for students, teachers and chaperones are paid at Hogadon's ticket window upon your arrival in a single transaction, either by cash, check or purchase order. Community members pay individually upon arrival.

What does the program include?

Program fees include a *2-Hour Group Lesson*, Full Day use of *Rental Equipment*, and *Skill-Appropriate Lift Privileges*. Rates do not include food or drink. Whenever possible, Hogadon also sends a representative to your school about one week prior to your visit. This representative will speak to your students about preparation and safety issues, and will answer their many questions.

How does a PE day work?

- School groups arrive at Hogadon between 9 and 9:30 am. The group will meet in the Hogadon lodge and be given an orientation and safety briefing, and then broken up into lesson groups by ability level. Each student will then receive a special PE program lift ticket after which each student will retrieve his/her pre-set rental equipment from the Mountain Sports Rental Shop.
- *ALL students, regardless of ability, are required to take a 2-Hour Group Lesson.* The vast majority of students will take their lesson at 10:30 am. Occasionally, advanced skiers and riders will be asked to take their lessons at 1pm. In this case, the advanced students are permitted to ski or ride for the morning with a lift pass that expires at 12:30 pm (ensuring that they make it back for their lesson).
- At the end of their lesson, students will be issued a lift ticket indicating those lifts that they may use. At this point, students may practice their skills for the rest of the day. The purpose of restricting some students to certain lifts is to ensure their safety and the safety of others.
- *If there are instructors available* in the afternoon, and students are able to *demonstrate a marked improvement in the required skills*, it may be possible for students to have their lift pass upgraded. Again, this is fully at the discretion of the instructor, and is not guaranteed.

How do I sign up?

Call Hogadon at 307-235-8499 as soon as possible to reserve your trip date(s). Remember, the number of students that we can accommodate each day is limited – the sooner you call, the more options you'll have. When you call, you'll need to know:

- When you're planning to come
- How many kids
- When you'd like to schedule your in-school safety presentation
- Have alternate dates in mind!

Have more questions? Just call us! 307-235-8499

Hogadon's PE Program Teacher/Coordinator's Checklist



As Soon As Possible:

- Call 307-235-8499 Ext. 110 to reserve your dates. The sooner you call, the more likely you are to get your first choice! You'll need to know:
 - When you're planning to come
 - How many kids
 - When you'd like to schedule your in-school safety presentation.
 - Have alternate dates in mind!
 - Remember, the PE Program is offered any day that School is in regular session and Hogadon is open (Wed, Thurs, and Fri).

Five Weeks Before Your Trip:

- Make sure you've received your packet of Green Rental Cards and instructions from Hogadon. Take the time to carefully read them over, and call us with any questions.
- Download the Registration Form, Student Info Sheet and any other additional materials from www.hogadon.net

Four Weeks Before Your Trip:

- Send a **Green Card** and **Student Info. Sheet** home with **each Student**. EVERY student who will be participating in the PE program MUST have a Green Card filled out and signed by a parent/guardian – EVEN IF they do not intend to rent equipment, as the Green Card also serves as a liability release.
- **DO NOT GIVE GREEN CARDS TO ADULTS** (Chaperones, Teachers, etc.). These folks will have to fill out *different* forms and will *only* be given rental equipment **AFTER** the kids have all made it safely to their lessons.
- **Collect the Green Cards from Students**. Make sure all info has been filled in, and that they've been signed in THREE places by parent/guardian.
- **Collect the appropriate amount of Money from each Student**. See the Rate form, and call us with any questions.
- **Complete the REGISTRATION FORM**. Follow the directions on the top of the form. While filling this out, make sure that the money matches the activity selected by each student, i.e., that those who plan to snowboard have paid for snowboarding, etc. This form may be downloaded from our website.
- **MAIL YOUR COMPLETED REGISTRATION FORM AND ALL GREEN CARDS TO HOGADON SO THAT THEY WILL ARRIVE AT LEAST ONE WEEK PRIOR TO YOUR SKI DAY.** This is important for two reasons:
 - It allows us to catch any problems with the documents BEFORE you get here.
 - It allows us to pre-set all the equipment for the students, ensuring that they will be able to quickly and smoothly make it to their lessons.
- **Phone 235-8499 to make arrangements for any special needs students who will be participating.**

The Week of Your Trip:

- **Get the students mentally prepared for the trip**. Talk about how the day will work, what to bring, what to wear, etc. Reviewing the information provided in our online **ski tips** and **hints** from Hogadon is an **important** place to start. Hopefully, you'll also be able to enjoy the Safety Presentation by Hogadon's representatives.
- **If the number of participants for your trip changes, please call us!** This helps us to staff appropriately, and may provide openings for other schools/students that are on a waitlist.

Continued, next page...

The Day of Your Trip:

- **PLAN TO ARRIVE NO LATER THAN 9:30 AM.** If you are bringing a large group, plan to come earlier. *If there is no way you can make it by 9:30, it is very important to let us know well in advance so that we can staff appropriately!*
- **Upon your arrival, you'll be greeted by a Hogadon Representative and assigned an area of the lodge to use as your headquarters for the day.** Make sure that all students stay put!
- **Send your group leader to the Hogadon ticket office immediately.** You'll need to know the total number of students that are actually present so that you can pick up the *lift tickets*. These tickets are a special label, and will not work for teachers or chaperones.
- **A ski area representative will address your students.** They will discuss lift safety and rental equipment procedures; and will divide students into rough lesson groups (lesson groups are likely to change slightly once we're on the snow, but we have to start somewhere). They will hand you the students' *Green Cards*.
- **Before the students go to the rental shop, make sure that each has a LIFT TICKET on their jacket and their GREEN CARD in hand.**
- **Be sure that Teachers and Chaperones help the students through the rental shop and to the lesson area.**
- **Once the students are outside, return to Hogadon ticket window with any extra lift tickets.** You will be charged for any tickets not returned and will be expected to pay at this point. Now you can get rental equipment and tickets for teachers, chaperones, etc.
 - Payment must take place in a single transaction in the form of School Check, Purchase Order, Cash, Visa or MasterCard.

Additional Policies to be Aware of:

Students with Hogadon Season Passes

If any of your students are Hogadon Season Pass-holders, we strongly encourage you to **require** them to surrender their pass for the day, and participate in the program under the same rules as everyone else. Any student who uses their season pass for lift access on a PE day is not considered to be participating in the program.

Inappropriate Behavior

Any student, teacher or chaperone who behaves inappropriately while at Hogadon will have their lift ticket voided and will be asked to immediately return rental equipment. No refund will be issued. Inappropriate behavior includes, but is not limited to: Offensive language, belligerent or destructive behavior, disregard for area rules or authority, or theft.

We know that organizing PE groups takes a lot of work, and we appreciate your efforts!
PLEASE Remember that you may call us anytime: 307-235-8499.

All PE Program information may be found online at www.hogadon.net

Hogadon Ski Area, 1800 East "K" Street, Casper, WY. 82601
 Phone: 307-235-8499 * FAX (307-235-8498) * hogadon.net

PHYSICAL EDUCATION PROGRAM REGISTRATION

available any Wed., Thurs., or Fri. that is a regular school day for your school.)

Site of Trip _____ School _____ Phone _____
 Person in Charge of Trip _____

Instructions:

List students' names alphabetically
 List Teachers and Chaperones on a separate sheet.
 Indicate in the appropriate columns if Student is **skiing** or **snowboarding**, if student is **renting**, and if student is a **first timer**.
 This form and **ALL Green Rental Cards** **MUST** be received by Hogadon at least **ONE WEEK** prior to the school's visit.

	NAME	GRADE (or age)	SKIING	SNOW BOARD	Need to		1ST TIME?	AMOUNT PAID
					RENT?	RENT?		
0		5th						
1		5th						
2		5th						
3		5th						
4		5th						
5		5th						
6		5th						
7		5th						
8		5th						
9		5th						
0		5th						
TOTAL								

Copy As Needed

Hogadon PE Program Rates



Fees include one 2-Hour Group Lesson, Use of Equipment for the Full Day, and Skill-Appropriate Lift Privileges.

	Ski	Board	Own Board
5 th Grades only	\$20	\$30**	\$20**
Chaperones	\$20	\$30	\$20
Teachers	FREE	\$20	FREE

** You must be at least 8 years old to snowboard.
NOTE: There is a \$15 fee for switching activities during the day.

Scholarships:

Scholarships are available for students that are *absolutely unable* to pay program fees. Schools should use their own best judgment in determining *legitimate financial hardship*. Scholarship rates are as follows:

- Free for students skiing
- \$20 for students snowboarding and renting a Mountain Sports Snowboard
- Free for students on their own snowboard

Notes on Program Fees:

- Due to the already low cost of the program, we are not able to further reduce the cost for students who do not need rental equipment or who have a season pass.
- Chaperone rates are available to one adult for every five students. Exceptions may be granted for escorts of Special Needs Students.
- Group discounted rates are available for other adults and family members who will be traveling with the school, but who are not Teachers or Chaperones.

Students with Special Needs

Students with mental or physical disabilities are able to enjoy learning to ski right along side of their friends. **If you have a student that will require specialized or one-on-one attention, please contact Hogadon** one month prior to your visit. Include Special Needs students in your Hogadon paperwork at the normal PE rates. Additionally, arranging to have an extra chaperone to accompany each special needs students is helpful.

Teacher/Chaperone Responsibilities

Chaperone rates are available to one adult for every five participating students. We offer these rates to encourage schools to bring an appropriate number of adults for supervising their group. Chaperones are responsible for aiding students in getting dressed, keeping track of their rental equipment, ensuring that students make it to lessons on-time, and supervising students when they are not in a lesson. Equipment and lift tickets will be provided to Chaperones only after all students have made their way through the rental shop and out to the lesson area. Chaperones are welcome to participate in lessons at no charge, so long as they are not disruptive and/or occupying a disproportionate amount of the instructor's time. Our first priority must be the students, but we hope to be able to help adults learn to keep up with them.

Payment Options

Schools pay for their PE day in a single transaction at the Hogadon ticket window with School Check /Purchase Order, Cash, Visa, or Mastercard. Plan to collect cash or personal checks made payable to your School from students well in advance of the scheduled trip day.

Questions? Call us at 307-235-8499

Hogadon PE Program Community Rates



Community Rates are available for other adults and family members who will be traveling with the school, but who *are not* Teachers or Chaperones. Siblings whose grade is not included in the PE day will be charged the community rate.

Fees are paid directly to the ticket office, rental shop and ski school on *the day of your school visit*. No forms to fill out in advance. Simply identify yourself as a COMMUNITY member upon your arrival.

Lift Tickets

All Area, age 13+	\$30
All Area, ages 5-12	\$25
Poma only (beginner)	\$15
All Area, ages 4 & under	Free

Rentals

Skis, Boots, Poles	\$14
Snowboard & Boots	\$17

Lessons

2 Hour Group Lesson (skiers 7 yrs.+ , boarders yrs.11+)	\$ 35
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Please note:

There are no discounted community rates for ski or snowboard lessons.

If you expect a large group of community members to be traveling with your school, please let us know so that we may staff appropriately – Especially if there will be many *small children* taking lessons.

Call us at 307-235-8499 – Thanks!

Hogadon's PE Program

5th Grade Student Information Sheet



We are so happy that you'll be spending your day with us! Here's some information to help you prepare for a day at Hogadon and guidelines for filling out your paperwork. See you Soon!

Planning for your day at Hogadon:

- **Fill up the tank:** Whether you're a beginner or a pro, Skiing and Riding is hard work! Be sure that you'll have enough fuel to make the most of your day by eating a good breakfast, and either bringing or buying a smart, healthy lunch. It's also a good idea to bring a quick snack along to keep in your coat pocket.
- **Dress the part:** Have you ever noticed that all the people in the extreme skiing movies are so bundled up that you can't tell the guys from the girls? That's because they're smart enough to wear layers! The pros know that it's better to look a little weird than to have to sit inside because it's too cold. While it may not be super cold on the day you're on the mountain, you'll want to be prepared. Here's a list of stuff to start digging out of the closets at home:
 - A good warm coat to stop the wind and keep you dry
 - Snow pants, wind pants, or insulated or wool overalls
 - A warm hat that covers your ears (Hats keep you warmer than headbands do)
 - Warm, tough winter mittens or gloves – avoid knit ones since they get soggy wet and don't block the wind.
 - Warm, tall socks – and an extra dry pair to wear home
 - Scarf or neck gaiter to keep the wind and snow out
 - Long-johns, tights, sweats, or sweaters to wear underneath as layers
 - Sunglasses or goggles to protect your eyes from wind, sun and snow
- **Be kind to your Face:** Remember to throw some sunscreen and chap stick in your backpack – You'll be outside most of the day, and we don't want anyone to go home looking like a lobster.

Should I Ski or Snowboard?

Both are fun, but the first day on skis is *much easier* than the first day on a board. If you choose to snowboard, be prepared for a long, very tiring day. Basic skiing skills are easier to pick up, so if you choose to board, don't be surprised when your friends on skis are zooming around the mountain, while you are still struggling for a few turns in the learning area! (And remember, you must be at least 8 years-old to snowboard.)

Check out www.hogadon.net info on preparing for your day, mountain safety and to see photos of the mountain.

See the other side for details on how to complete your Green Rental Card

Filling Out Your Green Card:

Every single one of you must fill out a Green Card, even if you're not renting equipment. Why? Because it gives your parents' permission for you to come to Hogadon. Also, if your own skis or board were to break, the Green Card lets us quickly give you some loaner equipment.

Here's what to do:

- Fill in your **Full Name**, your **School's Name**, your **Home Mailing Address**, **Phone Number**, and your **Social Security Number** (Your parents will know this number if you don't.)
- **Snowboard Stance:** If you're a skier, Skip this part, and go on to Skier Type. **If you're a snowboarder, pick one. Regular** means left foot forward, **Goofy** means right foot forward. If you don't know or aren't sure, you still have to pick one as a place to start. Generally it is the foot that is forward when you are skateboarding or if you were to run and slide on a patch of ice, it would be the foot that you put forward.
- **Skier Type:** Everyone fills this out. **Read the descriptions and decide which one fits you best.** *Remember, your Skier Type has nothing to do with what lesson level you'll be in!* It just tells our rental crew how to set the bindings on your skis.
- Fill in your **Age, Weight, Height** and **Shoe Size**. This tells us what size equipment you'll need. **"Important":** Your weight must be included.
- **SUPER-IMPORTANT! Make sure your parent or guardian signs your Green Card in three locations.** (Once under your age and weight; and on the very bottom of both the rental agreement and the ski school lesson release form.)

Remember – We need all this info so that we can have your equipment all set for you when you arrive – You want to hit the slopes, not wait around in the Rental Shop!

NAME _____

DO NOT WRITE BELOW THIS LINE					
Date	Ski/Board Serial	Boot Number	Pole Length	Binding Setting L R	Mechanic Initials

EXAMPLE

MULTI-DAY RENTAL AGREEMENT AND RELEASE FROM LIABILITY

PLEASE READ CAREFULLY BEFORE SIGNING

I accept for use as is the equipment listed on this form, and accept full financial responsibility for the care of the equipment while it is in my possession. I will be responsible for the replacement at full value of any equipment rented under this form, but not returned to the shop. I agree to return all rental equipment by the agreed date.

I understand that the binding system cannot guarantee the user's safety. In downhill skiing, the binding system will not release at all times or under all circumstances where release may prevent injury or death, nor is it possible to predict every situation in which it will release. In snowboarding, cross country skiing and SnowBlade use, the binding system will not ordinarily release during use; these bindings are not designed to release as a result of forces generated during ordinary operation.

I understand that the sports of skiing, snowboarding, SnowBlade, and other recreation activities involve inherent and other risks of INJURY and DEATH. I voluntarily agree to expressly assume all risks of injury or death that may result from skiing/snowboarding/SnowBlade use, or which relate in any way to the use of this equipment.

I AGREE TO RELEASE Hogadon Ski Area, the City of Casper and it's officers, managers, or employees, and the manufacturers and distributors of this equipment (collectively "PROVIDERS"), from all liability for injury, death, property loss and damage which results from the equipment user's participation in the sport of skiing/snowboarding/SnowBlade use, or is in any way related to use of this equipment, including all liability, which results from the NEGLIGENCE of PROVIDERS, or any other person or cause.

I further agree to defend and indemnify PROVIDERS for any loss or damage, including any that results from claims or lawsuits for personal injury, death and property loss and damage related in any way to the use of this equipment.

This agreement is governed by the applicable law of this state or province. If any provision of this agreement is determined to be unenforceable, all other provisions shall be given full force and effect.

I, THE UNDERSIGNED, HAVE READ AND UNDERSTAND THIS EQUIPMENT RENTAL AND LIABILITY RELEASE AGREEMENT.

User's Signature _____ Date _____
Parent/Guardian: If equipment user is a minor, I verify that I am the parent or guardian of the minor, and I have authority to enter into this agreement on behalf of the equipment user and I agree to be bound by the terms and conditions of this agreement.
Parent/Guardian Signature _____ Date _____

NAME _____

DO NOT WRITE BELOW THIS LINE					
Date	Ski/Board Serial	Boot Number	Pole Length	Binding Setting L R	Mechanic Initials

MULTI-DAY RENTAL AGREEMENT AND RELEASE FROM LIABILITY

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User's Signature _____ Date _____
Parent/Guardian: If equipment user is a minor, I verify that I am the parent or guardian of the minor, and I have authority to enter into this agreement on behalf of the equipment user and I agree to be bound by the terms and conditions of this agreement.
Parent/Guardian Signature _____ Date _____

NAME _____

DO NOT WRITE BELOW THIS LINE

Date	Ski/Board Serial	Boot Number	Binding Setting		Pole Length	Customer Initials	Mechanic Initials
			L	R			

EXAMPLE

HOGADON SKI SCHOOL'S LESSON PARTICIPANT RELEASE

PLEASE READ CAREFULLY BEFORE SIGNING

I understand that Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing and taking lessons in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing can be dangerous. I understand that accidents, injuries, illness or death can arise in conjunction with Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing.

I further understand that there are inherent risks associated with Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing and taking lessons Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing which include but are not limited to accidents, injuries, illness or death in remote places without medical facilities, or due to the forces of nature, or due to equipment failure, or due to natural hazards, or due to other obstacles, whether obvious or not or whether manmade or not, in consideration for being given permission to participate in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing and taking lessons in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing activities run by the Hogadon Ski School. I hereby personally assume all risks in connection with such activities, including but not limited to those associated with the forces of nature, physical injury, illness or accidents, indemnify Hogadon Ski School, its Owners, Their Heirs or Assigns from any claim by all others, by Me or My Estate, Executors, Heirs or Assigns arising from my participation in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing activities. This release includes but is not limited to any and all rights, demands, causes of action and any and all medical expenses or other expenses of claims for damages in the event of an accident, illness or other incapacity, death or damage to property, however caused.

I will use due caution while participating in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing and taking lessons in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing activities and I have no physical or mental condition which, to my knowledge, would endanger myself or others if I participate in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing activities. I agree for Myself, Me or My Estate, Executors, Heirs or Assigns that this release and its Representations are contractually binding and are not mere recitals and that should I, My Estate, Executors, Heirs or Assigns assert my claim in contravention of this agreement, I My Estate, Executors, Heirs or Assigns shall be liable for the expenses (including legal fees) incurred by the other party or parties in defending, unless the other party or parties are finally adjudged liable on such a claim for willful and wanton negligence. This agreement may not be modified orally and a waiver of any provision shall not be construed as a modification of any other provision herein or as a consent to any other provision herein, or as a consent to any subsequent waiver or modification.

I further state that I am of lawful age and legally competent to sign this release. A parent or legal guardian must also sign for all persons under the age of Eighteen (18). Parent or legal guardian agrees to indemnify and hold harmless Hogadon Ski School, its Owners, Employees, Their Heirs or Assigns and indemnify Hogadon Ski School, its Owners, Employees, Their Heirs or Assigns from any and all claims made under any theory of liability, including negligence asserted at any time now or in the future by a minor for whom the parent or guardian signs this release. I have read the above release carefully before signing and understand that it is a contract with legal consequences.

SIGNATURE: _____ DATE: _____

SIGNATURE: _____ DATE: _____
(PARENT OR LEGAL GUARDIAN IF UNDER 18)

NAME _____

DO NOT WRITE BELOW THIS LINE

Date	Ski/Board Serial	Boot Number	Binding Setting		Pole Length	Customer Initials	Mechanic Initials
			L	R			

EXAMPLE

HOGADON SKI SCHOOL'S LESSON PARTICIPANT RELEASE

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I further understand that there are inherent risks associated with Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing and taking lessons Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing which include but are not limited to accidents, injuries, illness or death in remote places without medical facilities, or due to the forces of nature, or due to equipment failure, or due to natural hazards, or due to other obstacles, whether obvious or not or whether manmade or not, in consideration for being given permission to participate in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing and taking lessons in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing activities run by the Hogadon Ski School. I hereby personally assume all risks in connection with such activities, including but not limited to those associated with the forces of nature, physical injury, illness or accidents, indemnify Hogadon Ski School, its Owners, Their Heirs or Assigns from any claim by all others, by Me or My Estate, Executors, Heirs or Assigns arising from my participation in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing activities. This release includes but is not limited to any and all rights, demands, causes of action and any and all medical expenses or other expenses of claims for damages in the event of an accident, illness or other incapacity, death or damage to property, however caused.

I will use due caution while participating in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing and taking lessons in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing activities and I have no physical or mental condition which, to my knowledge, would endanger myself or others if I participate in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing and taking lessons in Snow Skiing, Snow Boarding, Nordic Downhill or "Telemark" Skiing activities. I agree for Myself, Me or My Estate, Executors, Heirs or Assigns that this release and its Representations are contractually binding and are not mere recitals and that should I, My Estate, Executors, Heirs or Assigns assert my claim in contravention of this agreement, I My Estate, Executors, Heirs or Assigns shall be liable for the expenses (including legal fees) incurred by the other party or parties in defending, unless the other party or parties are finally adjudged liable on such a claim for willful and wanton negligence. This agreement may not be modified orally and a waiver of any provision shall not be construed as a modification of any other provision herein or as a consent to any other provision herein, or as a consent to any subsequent waiver or modification.

I further state that I am of lawful age and legally competent to sign this release. A parent or legal guardian must also sign for all persons under the age of Eighteen (18). Parent or legal guardian agrees to indemnify and hold harmless Hogadon Ski School, its Owners, Employees, Their Heirs or Assigns and indemnify Hogadon Ski School, its Owners, Employees, Their Heirs or Assigns from any and all claims made under any theory of liability, including negligence asserted at any time now or in the future by a minor for whom the parent or guardian signs this release. I have read the above release carefully before signing and understand that it is a contract with legal consequences.

SIGNATURE: _____ DATE: _____

SIGNATURE: _____ DATE: _____
(PARENT OR LEGAL GUARDIAN IF UNDER 18)

Alpine Ski Program 2010-2011

School	PE Teacher	Administrator	# of Students
Bar Nunn	Jon Kauffman	Rene Rickabaugh	30
Cottonwood	Lisa Colling	Mari Stoll	59
Crest Hill	Mark Campbell	Jim Stark	50
Manor Heights	Nathan Vondra	Kent Thompson	49
Midwest	Amanda Winzenried	Chris Tobin	10
Mills	Lisa Colling	Coebie Taylor-Logan	19
Paradise Valley	Michelle Holden	Aaron Wilson	69
Park	Pat Scissons	Doris Waddell	40
Pineview	Marci Durtsche	Chris Carruth	25
Poison Spider	Jon Kauffman	Tammy Kelly	26
Southridge	Jim Garbutt	Rick Skatula	55
Summit	<i>Wayne Tuttle (not PE)</i>	Dr. Anne LaPlante	27
University Park	Pat Scissons	Brian Balfour	30
Verda	Kristin Underwood	Steve Ellbogen	75
Woods	Jim Garbutt		17
ESTIMATED TOTAL # OF STUDENTS			581
Cost per student			\$20
ESTIMATED TOTAL COST			\$11,620
Waiting to hear:			
Willard	Marci Durtsche	Dr. Leslie Madden	

1 5/6 Combo Class

4/5 Combo Classes

4/5 Combo Classes

Impact of “11LSO-0180.C3 Draft”

Prepared by Michael Flicek

Assumptions upon reading the draft bill

- Target score is 100 but all schools must improve including schools at or above a score of 100
- Improvement targets are based upon “prior year” scores
 - o Presumably when a school gets a lower score in a subsequent year it gets a new target which very well could be below their past performance (the bill is not clear on this point)
 - o All schools including schools with scores of 100 and above must improve by at least 2 points to meet their improvement target (this does not take into account that high status schools may maintain their high status without improving)
- Overall score (i.e., school status) does not seem to be related to sanction; rather, it is failure to improve that triggers sanctions
- Presumably there will be not sanctions until year 2 of implementation

Retrospective Impact in NCSD for schools with grades 3-8

- In 2008,
 - o Scores of 100 or above = 2 schools
 - o Scores in the 90s = 5 schools
 - o Scores in the 80s = 10 schools
 - o Scores in the 70s = 9 schools
 - o Score in the 60s = 1 school
- In 2009 (after computing improvement targets based upon 2008 performance),
 - o Scores of 100 or above = 2 schools
 - o Scores in the 90s = 6 schools
 - o Scores in the 80s = 6 schools
 - o Scores in the 70s = 11 schools
 - o Score in the 60s = 0 school
 - o Scores in the 50s = 2 schools
 - o 4 schools **met** improvement targets
 - o 24 schools **did not meet** improvement targets
- In 2010 (after computing improvement targets based upon 2009 performance),
 - o Scores of 100 or above = 2 schools
 - o Scores in the 90s = 6 schools
 - o Scores in the 80s = 6 schools
 - o Scores in the 70s = 6 schools
 - o Score in the 60s = 2 school

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- Scores in the 50s = 1 schools
- 14 schools **met** improvement targets
- 14 schools **did not meet** improvement targets
- 1 school met improvement targets 2 years in a row
- 27 schools did not meet improvement targets 2 years in a row

Schools that do not meet improvement targets will receive “technical assistance” from WDE “to develop turn-around strategies”. These schools are referred to as “underperforming schools” (page 8 lines 6-10). This is a clear indication that the purpose of the accountability system is to identify underperforming schools that need to turn-around. A valid accountability model would identify school that really are underperforming and do need to turn-around. The proposed system in this draft legislation has a serious validity problem. Schools with *high status (i.e., those with scores above 100 in the proposed system)* should not be considered to be low performing and in need of a turn-around unless individual students attending the school had low academic growth as they progressed from grade-to-grade. The model in the legislation does not take individual student growth over time into consideration.

It is not unusual for schools with high status to have relatively stable student performance from year-to-year. In this case they would not be improving but rather, they would be sustaining strong performance. In some cases it is accurate to say these schools are sustaining strong performance even if they slip a little in their status. When improvement is defined as increasing status over time, as it is in this bill, lack of improvement for high status schools should not be seen as evidence that the school is underperforming and in need of turn-around. If it is, the system is not valid because some wrong schools are being identified as underperforming and in need of turn-around. Conversely, when low status schools are not improving it would be accurate to describe them as underperforming and in need of turn-around. This would be especially true if individual student growth at the school was low. The proposed accountability system could be improved by acknowledging this interaction between status and improvement.

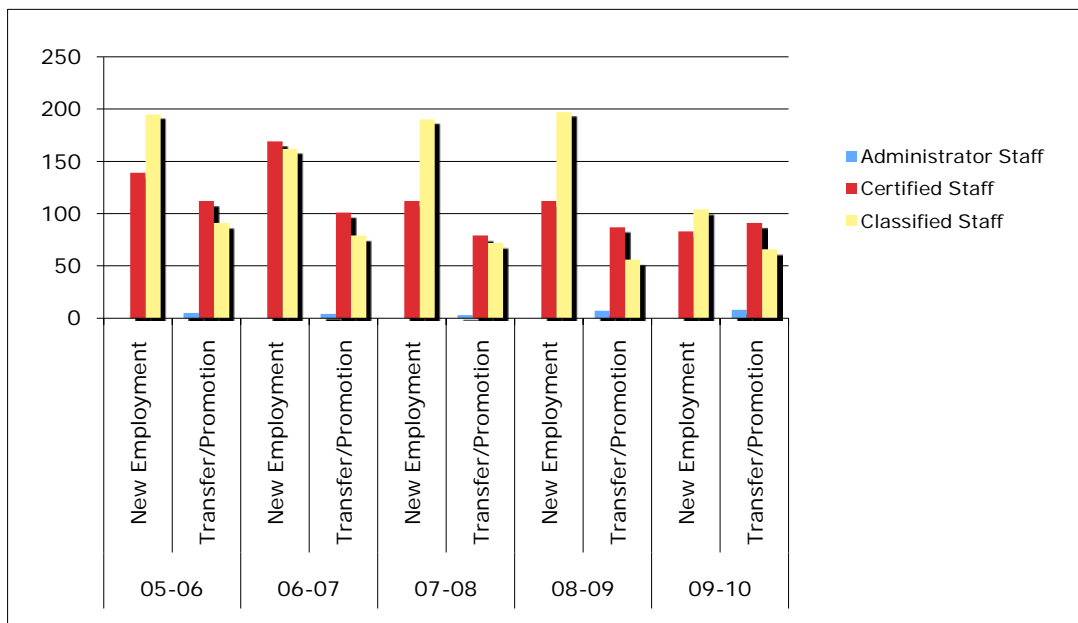
Finally, WDE and the districts do not have the capacity to carry out the provisions of a bill like the one proposed by the draft legislation above if the impact turns out to be anywhere close to what was demonstrated above by the retrospective analyses presented above. A valid accountability system would identify a manageable number of the lowest performing schools and “turn-around” efforts would begin there. A plan to celebrate the highest performing schools would also be helpful in that it would give an incentive to more average schools to work to perform at higher levels. Clarification is also needed about how to establish targets for schools that are earning lower scores over time.

NCSD Employee Data Report

New Hires and Transfers

	05-06		06-07		07-08		08-09		09-10		10-11	
	New Employment	Transfer/Promotion	New Employment	Transfer/Promotion	New Employment	Transfer/Promotion	New Employment	Transfer/Promotion	New Employment	Transfer/Promotion	New Employment	Transfer/Promotion
Administrator Staff	3	5	0	4	0	3	5	7	1	8		
Certified Staff	139	112	169	101	112	79	112	87	83	91		
Classified Staff	195	91	162	79	190	72	197	56	104	66		

	This data reflects new employees to the district either as first time employees, returning employees or one year only teachers rehired.
	This data reflects current employees transferring to another position or location and/or current position name/status change through EMS program.

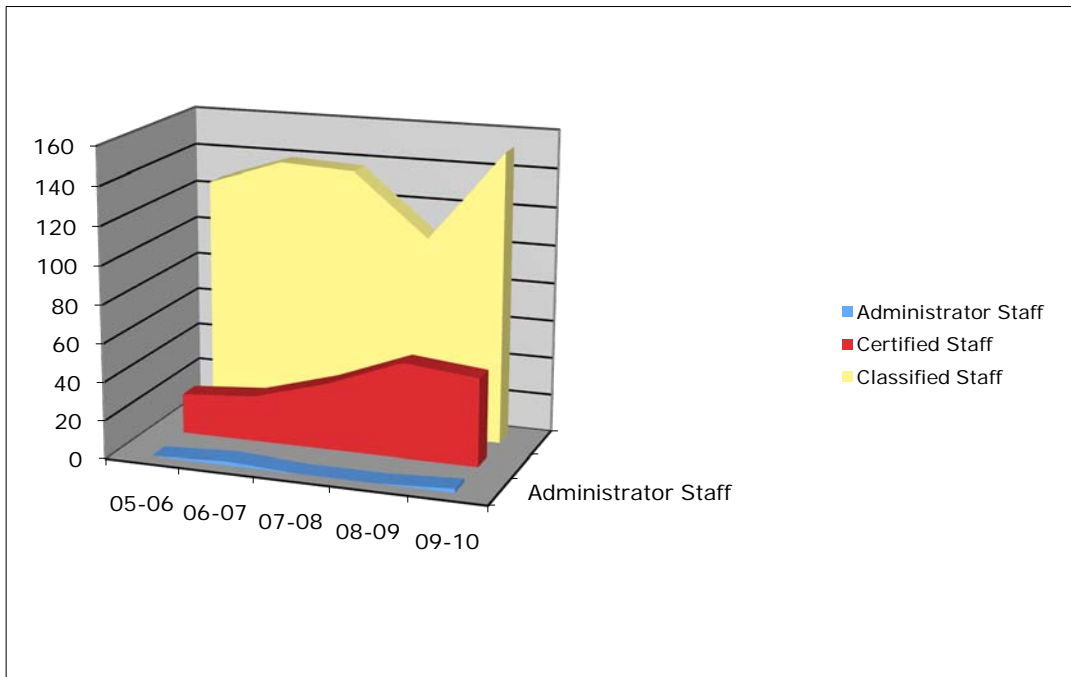


Please note: The numbers are actual number of people not actual FTE status. All of the data includes employees paid with general and federal dollars. Information reported was primarily collected from the Board Reports. Other information came from the Mainframe & LINKS System.

NCSD Employee Data Report

Resignations/Terminations

	05-06	06-07	07-08	08-09	09-10
Administrator Staff	0	2	0	0	2
Certified Staff	21	24	35	50	46
Classified Staff	126	139	137	105	152



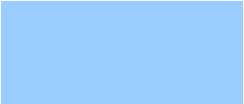
Please note: This data reflects employees who have resigned or have been terminated from their position(s).

NCSD Employee Data Report

One Year Only Employees

Certified Staff

05-06	06-07	07-08	08-09	09-10
47	51	39	43	26



This data reflects one year only certified employees who have not given a resignation, however, may have been hired back the next year.

