



Prairie Lakes Area Education Agency

Monday, August 17, 2015 - 4:00 PM

Iowa Lake Conference Room

500 NE 6th Street

Pocahontas, IA

Regular Monthly Board Meeting

AGENDA

1. Roll call
2. Review and Approve Agenda
3. Staff Presentation - Regional Administrators
4. Approve Minutes of July 20, 2015 Board Meeting
5. Approve Monthly Bills and Review Cash Flow Report
6. Personnel Matters
 - A. Retirements/Resignations
 - B. New Hires
 - C. Others
7. Approve Second Reading of Board Policy 402.7 Vacations
8. Appoint Level I Child Abuse Investigators for 2015-16
9. Appoint Harassment Coordinators for 2015-16
10. Chief Administrator's Report
11. Upcoming Dates
12. Set Date, Time for Next Regular Board Meeting
13. Other
14. Adjournment

BOARD PREVIEW

for the Board Meeting - August 17, 2015

MISSION OF PRAIRIE LAKES AEA

The mission of Prairie Lakes AEA is to ensure success for all learners through collaborative partnerships.

In an effort to promote better understanding and communication of Board actions, prior to each Prairie Lakes AEA Board meeting this **BOARD PREVIEW** with an agenda and summary of the agenda is sent to all Prairie Lakes staff via email. It includes basic information on the Agenda Items and Chief Administrator's recommendations to the Board. All are encouraged to attend the Board meetings to share their ideas and to see - live - what the discussion and actions of the Board are. Board meetings are held in the Iowa Lake Room at the Prairie Lakes AEA Office in Pocahontas at 4 PM unless otherwise noted on the agenda. This preview does not have any information related to discipline, confidential personnel matters, or negotiations.

Regular Board Meeting • 4:00 p.m.

1. **Roll Call**
2. **Review and Approve Agenda - Action Item**
3. **Staff Presentation - Regional Administrators - Information Item** - The Regional Administrators will share information about their role and responsibilities with our Agency and the Board will be introduced to our newest Regional Administrators.
4. **Approve Minutes of July 20, 2015 Board Meeting - Action Item**
5. **Approve Monthly Bills - Action Item**
 - A. **Review Monthly Cash Flow Report - Information Item**
6. **Personnel Matters**
 - A. **Retirement/Resignations**
 1. **Classified - Informational item**
 - a. Jaymie Krukow, Educational Paraprofessional Lakes Partnership School, resignation effective at the end of the 2014-2015 contract year.
 - B. **New Hires - none at this time**
 - C. **Other - none at this time**

7. **Approve Second Reading of Board Policy 402.7 Vacations - Action Item** - The first reading of this policy was approved at the July board meeting. The second reading of policy changes may be waived and the policy adopted as proposed.

Administrator's Recommendation - It is recommended that the second reading of the Board Policy 402.7 be waived and the policy adopted as presented.

8. **Appoint Level I Child Abuse Investigators for 2015-16 - Action Item** - The Prairie Lakes AEA Board must appoint annually Level I Child Abuse Investigators. In the event of an allegation of abuse involving a student by an AEA employee, an investigation will determine if the complaint is founded. Training is provided annually by the state. For 2015-2016, the Prairie Lakes Level I Child Abuse Investigators will be Wendy Parker, Pam Ahlrichs, Diane Jackson, Lesa Nauss, Kandy Martin

Administrator's Recommendation - It is recommended that the appointment of the Level I Child Abuse Investigators for 2015-2016 be approved.

9. **Appoint Harassment Coordinators for 2015-16 - Action Item** - Harassment Coordinators (one male and one female) are appointed annually and made known to all staff for due process in the event individuals experience a hostile work environment due to harassment issues. The Harassment Coordinators for 2015-2016 will be Josh Bader and Diane Jackson.

Administrator's Recommendation - It is recommended that the appointment of the Harassment Coordinators for 2015-2016 be approved.

10. **Chief Administrator's Report - Information Item** -

A. Recognition of Excellence:

- We would like acknowledge and say Thank you to all of our staff at Prairie Lakes AEA for their continue support and leadership they show our schools and families! Welcome back! We wish you a great 2015-2016 school year!

B. Board Member Development:

- AEA Legislative Advocacy:
 - Continuing our efforts...a meeting will be held w/ Linda Fandel, from Governor Branstad's office and PLAEA partner administrators/leaders on Tuesday, August 18 from 2:00-3:30ish. ([Agenda](#))
 - I have also attached a letter I sent to Governor Branstad on 8.10.15 after he failed to address administrator's questions at our School Administrator of Iowa conference on 8.5.15.
- Executive Director Report - July 2015 from Brent Siegrist
- What is all this talk about Instructional Coaching - from Jim Knight (Research Associate at the University of Kansas Center for Research on Learning, has spent the last decade studying instructional coaching; one of the models that school districts are using for their new Teacher Leadership systems)
 - So Why Doesn't Traditional Professional Development Work?
 - Instructional Coaching (described)
 - The Research

- Update on the Organizational Chart -
 - Still working on this DRAFT but it is getting closer to visually representing our Agency and the lines of communication and responsibility
- Creative Schools - Sir Ken Robinson - Questions to discuss (from 7.21.15 email)
 - 1) What kind of schools do we have?
 - 2) What kind of schools do we want?
 - 3) How can we close the gap, assuming there is one, between questions 1 and 2.
- Upcoming Staff Presentation Schedule -
 - September 21st - Balanced Literacy Project
 - October 19th - Instructional Coaching
 - November 16th - Lakes Partnership School
 - December 21st - Teacher Leadership & Compensation
 - January 18th - Gifted & Talented and School Counseling
 - February 15th - Learning, Teaching, & Innovation Scott McLeod

11. Upcoming Dates - Information Item -

- 70th Annual IASB Convention & Trade Show - November 18-20, 2015, Des Moines (should we move our Nov 16 meeting to Nov 18 and have it in DSM?)
- 30th Annual AESA Conference - December 2-5, 2015, New Orleans, LA (who might be interested in going?)
- AEA Governing Board Conference - April 14-15, 2016, West Des Moines

12. Set Date and time for Next Board Meeting - Information Item - The September board meeting is scheduled for **Monday, September 21, 2015 - 4:00 p.m.** Pocahontas AEA, Iowa Lake room.

13. Other

14. Adjournment

Prairie Lakes Area Education Agency
Regular Monthly Board Meeting
Monday, July 20, 2015 - 4:00 PM
Pocahontas, IA

President Dean Saunders called the regular meeting of the Prairie Lakes Area Education Agency Board of Directors to order at 4:00 pm. The following board members were present: Gary Astor, Pat Brown, Sue Brown, Steve Jimmerson, and Dean Saunders. Absent: Todd Lundgren and Rick Morain.

Board approval was given to the agenda presented by Chief Administrator Jeff Herzberg.

On a motion by Sue Brown, seconded by Steve Jimmerson, the board approved to go into closed session as authorized by Section 21.5(1)(a) Administrator's Evaluation at p.m.

On a motion by Sue Brown, seconded by Pat Brown, the board voted to return to regular (open) session at 4:30 pm.

On a motion by Steve Jimmerson, seconded by Pat Brown, board approval was given to the minutes of the June 15, 2015, Regular Board Meeting. Motion carried unanimously.

On a motion by Pat Brown, seconded by Sue Brown, board approval was given to the bills as presented by Michelle Dowd. Motion carried unanimously. The cash flow report was reviewed by Michelle Dowd.

On a motion by Gary Astor, seconded by Steve Jimmerson, the board approved the following resignation:

- Annie Schreier, Leadership & Learning Consultant/Literacy Coach, resignation effective at the end of the 2014-2015 contract year.

Motion carried unanimously.

On a motion by Pat Brown, seconded by Sue Brown, the board approved the following contract for 2015-2016:

- Jacqui Plumb, Behavior Strategist, Spencer Region, Lakes Partnership School, 193 day contract, MA/step 1 paid on 3, \$49,994.96, start August 10, 2015. (replacement)

Motion carried unanimously.

On a motion by Gary Astor, seconded by Sue Brown, the board approved the First Reading of Board Policy 402.7: Vacations, reducing the number of allowable unused vacation days that may be carried over from one year to another to a maximum of five days. Motion carried unanimously.

On a motion by Steve Jimmerson, seconded by Sue Brown, the board approved the Shared STEM Position Project Agreement with Iowa State University for the 2015-2016 fiscal year in the amount of \$31,983. Motion carried unanimously.

On a motion by Steve Jimmerson, seconded by Pat Brown, the board approved the Superintendent Service Agreement with Gilmore City Bradgate CSD for the 2015-2016 fiscal year in the amount of \$28,000. Motion carried unanimously.

On a motion by Sue Brown, seconded by Gary Astor, the board approved the 2013-2014 Annual Progress Report Assurances. Motion carried unanimously.

On a motion by Steve Jimmerson, seconded by Pat Brown, the board approved the 2015-2016 Legislative Priorities. Motion carried unanimously.

On a motion by Pat Brown, seconded by Steve Jimmerson, the board approved the 2015-2016 Iowa AEA PD OnLine Agreement. Motion carried unanimously.

Chief Administrator's Report:

- Recognition of Excellence: Senator Tim Kraayenbrink for taking his time and discussing educational issues in a productive and positive manner.
- AEA Legislative Advocacy: Chief Administrative Herzberg will be hosting a meeting with Linda Fandel and area superintendents on Tuesday, August 18th from 2:00 p.m. to 3:30 p.m. at our Jefferson office; 118 East State Street, Jefferson, Iowa.
- Executive Director Report from Brent Siegrist and an update on the Lakes Partnership School were also shared and discussed.

Upcoming dates:

- 70th Annual IASB Convention & Trade Show - November 18-20, 2015, Des Moines
- 30th Annual AESA Conference - December 2-5, 2015, New Orleans, LA
- AEA Governing Board Conference - April 14-15, 2016, West Des Moines

The August board meeting is scheduled for Monday, August 17, 2015 at 4:00 pm, Pocahontas AEA, Iowa Lake Conference Room.

There being no further business the board adjourned at 5:45 p.m.

Board President

Board Secretary

Prairie Lakes AEA 8
Board Bills
August 17, 2015

2014-2015

Check	Check Date	Payable To	Description	Amount
76923	7/21/2015	Nilda Aguirre	ICLC Stipend	\$ 2,000.00
76924	7/21/2015	Gary Astor	Mileage Reimbursement	\$ 149.73
76925	7/21/2015	Pat Brown	Mileage reimb.	\$ 251.72
76926	7/21/2015	Buena Vista University	PD Registrations	\$ 910.00
76927	7/21/2015	Bunjies Landscaping & Lawncare, Inc.	Lawn Care/June 2015	\$ 120.00
76928	7/21/2015	Compass Pointe	PD Registrations	\$ 1,084.00
76929	7/21/2015	Continuum Retail Energy Serrvices, LLC	SL-Utilities-Gas	\$ 343.97
76930	7/21/2015	Council for Exceptional Children	Instructional Supplies/PEC Gr	\$ 660.00
76931	7/21/2015	Drake University	PD Registrations	\$ 70.00
76932	7/21/2015	Eagle Grove CSD	Our Kids Summer Institute Exp	\$ 2,235.35
76933	7/21/2015	Maynard Kuhnes Cleaning Servicers LLC	Cleaning Service/June 2015	\$ 1,856.18
76934	7/21/2015	Menards	Maintenance Supplies	\$ 5.85
76935	7/21/2015	Rick Morain	June Mileage	\$ 52.08
76936	7/21/2015	Office Elements	Agency Copier Maintenance	\$ 1,662.11
76937	7/21/2015	Lori Porsch	ICLC Stipend/L.Porsch	\$ 2,000.00
76938	7/21/2015	Saddleback Educational Publishing	Instructional Supplies/PEC Gr	\$ 2,067.85
76939	7/21/2015	Sioux Central CSD	Our Kids Summer Institure Exp	\$ 161.60
76940	7/21/2015	United Parcel Service	Postage-FD	\$ 11.02
76941	7/28/2015	Grant Wood AEA 10	Iowa On-Line	\$ 7,208.18
76942	7/28/2015	Alliant Energy	Jefferson Utilities	\$ 324.87
76943	7/28/2015	Buena Vista University	Facility Usage/TICL Conf.	\$ 6,839.27
76944	7/28/2015	Drake University School of Education	TQPD	\$ 150.00
76945	7/28/2015	Drake University	PD Registrations	\$ 1,400.00
76946	7/28/2015	Emmet County Public Health	PAK June 2015	\$ 3,348.03
76947	7/28/2015	Alexandrea Hanson	PD Class Refund	\$ 75.00
76948	7/28/2015	Ia Braille & Sight Saving Sch	Professional Services	\$ 331.40
76949	7/28/2015	Iowa Workforce Development-Tax Bureau	Unemployment	\$ 5,408.00
76950	7/28/2015	Kossuth Regional Health Ctr	PAK June 2015	\$ 2,751.00
76951	7/28/2015	Mid-Sioux Opportunity	PAK June 2015	\$ 14,481.91
76952	7/28/2015	North Iowa Community Action Organization	June 2015/PAK	\$ 4,607.71
76953	7/28/2015	Palo Alto Community Health	PAK June 2015	\$ 2,500.82
76954	7/28/2015	The Reporter and Democrat	PAK June 2015	\$ 44.80
76955	7/28/2015	Beth Steenwyk	Contract Fee	\$ 916.12
76956	7/28/2015	Webster County Health Department	PAK June 2015	\$ 2,344.25
76957	7/28/2015	Winnebago County Public Health	PAK June 2015	\$ 9,700.97
				<u>\$ 78,073.79</u>
76960	8/17/2015	Heartland AEA 11	Beth Steenwik/PD Online	\$ 8,124.30
76961	8/17/2015	Aguirre Consulting Services, LLC	ICLC Stipent	\$ 2,000.00
76962	8/17/2015	Ahlers & Cooney, P.C.	Prfessional Services	\$ 179.00
76963	8/17/2015	Ann Carlsen Center for Children, Inc.	TICL Conf Presentation	\$ 4,615.46
76964	8/17/2015	Fort Dodge CSD	Registration Refund	\$ 100.00
76965	8/17/2015	Global Reach Internet Productions, LLC	Technology	\$ 550.00
76966	8/17/2015	Iowa State University	Lynn Campbell-STEM	\$ 6,677.99
76967	8/17/2015	Office Elements	Copier Maintenance	\$ 335.71
76968	8/17/2015	Storm Lake CSD	Title III Claim	\$ 2,584.04
76969	8/17/2015	Super 8	IPLA Lodging/Jaymie Randel	\$ 277.80
				<u>\$ 25,444.30</u>
Total 2014-2015				<u>\$ 103,518.09</u>

Prairie Lakes AEA 8
Board Bills
August 17, 2015

2015-2016

Check	Check Date	Payable To	Description	Amount
1	8/17/2015	Harriet Adams	JULY 2015 TRAVEL EXPENSES	\$ 95.70
2	8/17/2015	Pamela Ahlrichs	JULY 2015 TRAVEL EXPENSES	\$ 152.32
3	8/17/2015	Kris Ahrens	JULY 2015 TRAVEL EXPENSES	\$ 180.80
4	8/17/2015	Teresa Alesch	JULY 2015 TRAVEL EXPENSES	\$ 733.28
5	8/17/2015	Meredith Allen	JULY 2015 TRAVEL EXPENSES	\$ 29.12
6	8/17/2015	Linda Ankeny	JULY 2015 TRAVEL EXPENSES	\$ 128.77
7	8/17/2015	Jane Awtry	JULY 2015 TRAVEL EXPENSES	\$ 208.99
8	8/17/2015	Valerie K. Baker	Mileage Reimbursement PD	\$ 109.12
9	8/17/2015	Susan Bangert	JULY 2015 TRAVEL EXPENSES	\$ 11.20
10	8/17/2015	Lori Beltran	JULY 2015 TRAVEL EXPENSES	\$ 57.60
11	8/17/2015	Tammy Berger	JULY 2015 TRAVEL EXPENSES	\$ 259.52
12	8/17/2015	Laura Beshaler	JULY 2015 TRAVEL EXPENSES	\$ 4.48
13	8/17/2015	Randi Black	JULY 2015 TRAVEL EXPENSES	\$ 108.80
14	8/17/2015	Ashlie Brazel	JULY 2015 TRAVEL EXPENSES	\$ 282.24
15	8/17/2015	Sarah Burke	JULY 2015 TRAVEL EXPENSES	\$ 76.80
16	8/17/2015	Patricia Burma	JULY 2015 TRAVEL EXPENSES	\$ 152.32
17	8/17/2015	Susan Burnside	JULY 2015 TRAVEL EXPENSES	\$ 136.00
18	8/17/2015	Carrie Calhoun	JULY 2015 TRAVEL EXPENSES	\$ 25.92
19	8/17/2015	Cassady Carter	JULY 2015 TRAVEL EXPENSES	\$ 29.12
20	8/17/2015	Rebecca Coffelt	JULY 2015 TRAVEL EXPENSES	\$ 78.00
21	8/17/2015	Elizabeth Cooper	JULY 2015 TRAVEL EXPENSES	\$ 105.28
22	8/17/2015	Amanda DeLancey	JULY 2015 TRAVEL EXPENSES	\$ 177.60
23	8/17/2015	Tabitha DeMey	JULY 2015 TRAVEL EXPENSES	\$ 8.96
24	8/17/2015	Shannon DeMoss	JULY 2015 TRAVEL EXPENSES	\$ 112.96
25	8/17/2015	Michelle Dowd	JULY 2015 TRAVEL EXPENSES	\$ 26.88
26	8/17/2015	Lynn Eby	JULY 2015 TRAVEL EXPENSES	\$ 153.28
27	8/17/2015	Jacqueline Eisenbarth	JULY 2015 TRAVEL EXPENSES	\$ 44.80
28	8/17/2015	Scott Fosseen	JULY 2015 TRAVEL EXPENSES	\$ 132.16
29	8/17/2015	Emily Frostestad	JULY 2015 TRAVEL EXPENSES	\$ 44.16
30	8/17/2015	Kimberly Galles	JULY 2015 TRAVEL EXPENSES	\$ 124.20
31	8/17/2015	Brent Gerzema	JULY 2015 TRAVEL EXPENSES	\$ 30.72
32	8/17/2015	Julie Graber	JULY 2015 TRAVEL EXPENSES	\$ 167.45
33	8/17/2015	Shannon Hagen	JULY 2015 TRAVEL EXPENSES	\$ 42.56
34	8/17/2015	Jessie Hansen	JULY 2015 TRAVEL EXPENSES	\$ 187.84
35	8/17/2015	Carla Hauptert	JULY 2015 TRAVEL EXPENSES	\$ 44.48
36	8/17/2015	Jessica Hawkins	JULY 2015 TRAVEL EXPENSES	\$ 56.96
37	8/17/2015	Cari Hepperle	JULY 2015 TRAVEL EXPENSES	\$ 152.64
38	8/17/2015	Jeff Herzberg	JULY 2015 TRAVEL EXPENSES	\$ 418.88
39	8/17/2015	Nicole Hinrichs	JULY 2015 TRAVEL EXPENSES	\$ 83.20
40	8/17/2015	Tiffany Holt	JULY 2015 TRAVEL EXPENSES	\$ 80.64
41	8/17/2015	Diane Jackson	JULY 2015 TRAVEL EXPENSES	\$ 27.52
42	8/17/2015	Connie Johnson	JULY 2015 TRAVEL EXPENSES	\$ 76.74
43	8/17/2015	Kimberly Johnson	JULY 2015 TRAVEL EXPENSES	\$ 93.76
44	8/17/2015	Carrie Kee	JULY 2015 TRAVEL EXPENSES	\$ 141.53
45	8/17/2015	Jason Kehoe	JULY 2015 TRAVEL EXPENSES	\$ 206.72
46	8/17/2015	Catherine Kingery	JULY 2015 TRAVEL EXPENSES	\$ 28.80
47	8/17/2015	Peggy Koester	JULY 2015 TRAVEL EXPENSES	\$ 151.68
48	8/17/2015	Diane Krause	JULY 2015 TRAVEL EXPENSES	\$ 60.17
49	8/17/2015	Julie Krogman	JULY 2015 TRAVEL EXPENSES	\$ 151.68
50	8/17/2015	Connie Lappe	JULY 2015 TRAVEL EXPENSES	\$ 298.24
51	8/17/2015	Addy Leistikow	JULY 2015 TRAVEL EXPENSES	\$ 80.32

Prairie Lakes AEA 8
Board Bills
August 17, 2015

2015-2016

Check	Check Date	Payable To	Description	Amount
52	8/17/2015	Allyson Leners	JULY 2015 TRAVEL EXPENSES	\$ 150.08
53	8/17/2015	Marcie Lentsch	JULY 2015 TRAVEL EXPENSES	\$ 124.07
54	8/17/2015	Linda Linn	JULY 2015 TRAVEL EXPENSES	\$ 49.60
55	8/17/2015	Laura Lucchesi	JULY 2015 TRAVEL EXPENSES	\$ 46.08
56	8/17/2015	Tammy McKimney	JULY 2015 TRAVEL EXPENSES	\$ 5.12
57	8/17/2015	Scott McLeod	JULY 2015 TRAVEL EXPENSES	\$ 26.88
58	8/17/2015	Judy Mischke	JULY 2015 TRAVEL EXPENSES	\$ 247.42
59	8/17/2015	Robin Montgomery	JULY 2015 TRAVEL EXPENSES	\$ 153.28
60	8/17/2015	Dr. Leslie Moore	JULY 2015 TRAVEL EXPENSES	\$ 162.56
61	8/17/2015	Jann Murphy	JULY 2015 TRAVEL EXPENSES	\$ 47.36
62	8/17/2015	Katie Nelson	JULY 2015 TRAVEL EXPENSES	\$ 204.48
63	8/17/2015	Erin Olson	JULY 2015 TRAVEL EXPENSES	\$ 546.61
64	8/17/2015	Hope Paez	JULY 2015 TRAVEL EXPENSES	\$ 307.84
65	8/17/2015	Wendy Parker	JULY 2015 TRAVEL EXPENSES	\$ 229.92
66	8/17/2015	Amy Peterson	JULY 2015 TRAVEL EXPENSES	\$ 23.04
67	8/17/2015	Nicole Peter	JULY 2015 TRAVEL EXPENSES	\$ 39.68
68	8/17/2015	Martha Poland	JULY 2015 TRAVEL EXPENSES	\$ 72.96
69	8/17/2015	Amy Profit	JULY 2015 TRAVEL EXPENSES	\$ 64.32
70	8/17/2015	Gale Randall	JULY 2015 TRAVEL EXPENSES	\$ 348.80
71	8/17/2015	Jaymie Randel	JULY 2015 TRAVEL EXPENSES	\$ 229.29
72	8/17/2015	Susan Rasmussen	JULY 2015 TRAVEL EXPENSES	\$ 39.04
73	8/17/2015	Sheila Remington	JULY 2015 TRAVEL EXPENSES	\$ 83.84
74	8/17/2015	Debra Rowland	JULY 2015 TRAVEL EXPENSES	\$ 93.12
75	8/17/2015	Alma Rubio	JULY 2015 TRAVEL EXPENSES	\$ 63.04
76	8/17/2015	Maureen Salinas	JULY 2015 TRAVEL EXPENSES	\$ 11.52
77	8/17/2015	Nicholas Schelle	JULY 2015 TRAVEL EXPENSES	\$ 152.64
78	8/17/2015	Michael Schmidt	JULY 2015 TRAVEL EXPENSES	\$ 246.06
79	8/17/2015	Nancy L. Schofield	JULY 2015 TRAVEL EXPENSES	\$ 101.12
80	8/17/2015	Deb Shelton	JULY 2015 TRAVEL EXPENSES	\$ 4.16
81	8/17/2015	Jill Siefken	JULY 2015 TRAVEL EXPENSES	\$ 112.00
82	8/17/2015	Amanda Sigler	JULY 2015 TRAVEL EXPENSES	\$ 37.12
83	8/17/2015	Melissa Smith	JULY 2015 TRAVEL EXPENSES	\$ 85.12
84	8/17/2015	Kimberly Studer	JULY 2015 TRAVEL EXPENSES	\$ 194.24
85	8/17/2015	Jill Sundblad	JULY 2015 TRAVEL EXPENSES	\$ 48.00
86	8/17/2015	Janelle L. Swanson	JULY 2015 TRAVEL EXPENSES	\$ 61.12
87	8/17/2015	Teresa Teague	JULY 2015 TRAVEL EXPENSES	\$ 86.40
88	8/17/2015	Jane Thilges	JULY 2015 TRAVEL EXPENSES	\$ 142.40
89	8/17/2015	Tony Thilges	JULY 2015 TRAVEL EXPENSES	\$ 184.32
90	8/17/2015	Amy Thompson	JULY 2015 TRAVEL EXPENSES	\$ 32.00
91	8/17/2015	Lynn Vaught	JULY 2015 TRAVEL EXPENSES	\$ 26.88
92	8/17/2015	Chrys A. Velky	JULY 2015 TRAVEL EXPENSES	\$ 22.08
93	8/17/2015	Denise Wasko	JULY 2015 TRAVEL EXPENSES	\$ 99.32
94	8/17/2015	Christine Wells	JULY 2015 TRAVEL EXPENSES	\$ 216.07
95	8/17/2015	Lynn Weringa	JULY 2015 TRAVEL EXPENSES	\$ 75.20
96	8/17/2015	Jennifer Woodruff	JULY 2015 TRAVEL EXPENSES	\$ 123.52
97	8/17/2015	Timothy Youngdahl	JULY 2015 TRAVEL EXPENSES	\$ 35.52
76977	8/17/2015	Summer Boes	JULY 2015 TRAVEL EXPENSES	\$ 174.72
76979	8/17/2015	Kathy Brenny	JULY 2015 TRAVEL EXPENSES	\$ 194.46
77001	8/17/2015	Richard D. Feilmeier	JULY 2015 TRAVEL EXPENSES	\$ 300.80
77002	8/17/2015	Ryan Flaherty	JULY 2015 TRAVEL EXPENSES	\$ 107.52
77006	8/17/2015	Deb Gade	JULY 2015 TRAVEL EXPENSES	\$ 125.12

Check	Check Date	Payable To	Description	Amount
77023	8/17/2015	Sheila King	JULY 2015 TRAVEL EXPENSES	\$ 57.60
77029	8/17/2015	Jackie Loos	JULY 2015 TRAVEL EXPENSES	\$ 1.60
77030	8/17/2015	Kandace Martin	JULY 2015 TRAVEL EXPENSES	\$ 242.56
77035	8/17/2015	Lesa Nauss	JULY 2015 TRAVEL EXPENSES	\$ 292.16
77049	8/17/2015	Brenda Prentice	JULY 2015 TRAVEL EXPENSES	\$ 33.92
77059	8/17/2015	Melissa Rucker	JULY 2015 TRAVEL EXPENSES	\$ 122.88
77080	8/17/2015	Joy Weier	JULY 2015 TRAVEL EXPENSES	\$ 16.64
				<u>\$ 13,498.13</u>
76970	8/17/2015	A&M Laundry Inc	Media/Poky Supplies	\$ 102.26
76971	8/17/2015	ABC-CLIO, Inc.	Lending Library Supplies	\$ 51.00
76972	8/17/2015	Adventure Lighting Inc.	Light bulbs	\$ 171.16
76973	8/17/2015	Algona Municipal Utilities	Water/Utilities	\$ 379.90
76974	8/17/2015	Americinn Motel & Suites	Lodging/J.Graber	\$ 184.80
76975	8/17/2015	Birdbrain Technologies, LLC	Intg. Tech Supplies	\$ 538.00
76976	8/17/2015	Black Hills Energy	utilities	\$ 33.85
76978	8/17/2015	Book World	PEC Grant Supplies	\$ 1,475.11
76980	8/17/2015	Brown Services	Janitorial Service/Jefferson	\$ 100.00
76981	8/17/2015	BRW	Water/FD	\$ 69.00
76982	8/17/2015	Buena Vista University	PD Registration	\$ 3,445.00
76983	8/17/2015	Century Business Products	Media Production Supplies	\$ 142.77
76984	8/17/2015	CenturyLink	Forest Ridge Telephone	\$ 90.52
76985	8/17/2015	CESA #11, EdEvents/ITC	Registration/PEC/P.Fritz	\$ 230.00
76986	8/17/2015	City of Estherville	Water/Utilities/Garbage	\$ 309.62
76987	8/17/2015	City of Jefferson	Water/Garbage/Jefferson Office	\$ 25.57
76988	8/17/2015	City of Pocahontas	Water/Garbage/Utilities	\$ 2,963.07
76989	8/17/2015	City of Storm Lake	Water	\$ 206.13
76990	8/17/2015	Continental Fire Sprinkler Co	Repairs/Storm Lake Office	\$ 382.50
76991	8/17/2015	Continuum Retail Energy Serrvices, LLC	Utilities	\$ 94.36
76992	8/17/2015	Council for Exceptional Children	Membership Renewal/W.Parker	\$ 265.00
76993	8/17/2015	Culligan Water Conditioning	Water/FD Office	\$ 52.26
76994	8/17/2015	Culligan - Storm Lake	Bottled Water/SL Office	\$ 31.80
76994	8/17/2015	Culligan - Storm Lake	Poky/Aug. Softner Rent	\$ 22.00
76995	8/17/2015	Dell, Inc.	24x7 Maint. agreement for server	\$ 275.10
76996	8/17/2015	Dish Network	Pocahontas Cable	\$ 79.69
76997	8/17/2015	Drake University	PD Registration Fee	\$ 350.00
76998	8/17/2015	Dump It Sanitation & Recycling, Inc.	Garbage-Algona	\$ 55.00
76999	8/17/2015	Employee and Family Resources, Inc.	Renewal Fee	\$ 11,790.72
77000	8/17/2015	Engel Law Office	Legal Fees	\$ 90.00
77003	8/17/2015	Follett School Solutions	Lending Library Supplies	\$ 159.60
77004	8/17/2015	Fort Dodge Water Department	Water	\$ 54.06
77005	8/17/2015	Frontier	FD Telephone	\$ 1,544.04
77006	8/17/2015	Deb Gade	Maker Day Supply Reimbursement	\$ 99.39
77007	8/17/2015	Global Reach Internet Productions, LLC	Programming	\$ 66.00
77008	8/17/2015	Russ Goerend	Honorarium Standards-Based Gr	\$ 2,049.03
77009	8/17/2015	Klint Goodchild	PD Registration Refund	\$ 60.00
77010	8/17/2015	G & R Controls	Repairs/Poky office	\$ 1,658.00
77011	8/17/2015	Great Prairie AEA	Media ProductionSupplies	\$ 81.00
77012	8/17/2015	Harris Forms	Business Office Laser checks	\$ 793.31
77013	8/17/2015	Hughes, Brennan & Wirtz, Inc.	PAK July 2015	\$ 1,177.00
77014	8/17/2015	Iowa Association of Area Education Agencies	Lending Library Supplies	\$ 327.60

Check	Check Date	Payable To	Description	Amount
77015	8/17/2015	IASB	Fiscal Mgmt. Conference/Morain	\$ 130.00
77016	8/17/2015	Injoy Videos	Lending Library Supplies	\$ 141.11
77017	8/17/2015	Iowa Division of Labor Services	Boiler Inspection	\$ 270.00
77018	8/17/2015	Ipswitch Inc.	Agency hosted email	\$ 7,332.00
77019	8/17/2015	Jefferson Telecom	Telephone/Jefferson	\$ 703.45
77020	8/17/2015	Jerry's Pest Control	Monthly Pest Control/FD	\$ 40.00
77021	8/17/2015	Kakacek's Lawn Care	July Lawncare Service	\$ 240.00
77022	8/17/2015	Kids In Motion, Inc	Contracted PT/July 2015	\$ 6,749.00
77024	8/17/2015	Brady L. Krischel	Summer Production July 2015	\$ 584.38
77025	8/17/2015	KU-CRL	KU Strategies	\$ 1,342.00
77026	8/17/2015	The Laurens House of Print	Media Production Supplies	\$ 45.00
77027	8/17/2015	Lives in the Balance, Inc.	PEC Supplies	\$ 2,100.00
77028	8/17/2015	Marlin Lode	IPLA Contracted Services	\$ 995.62
77031	8/17/2015	Mayer Johnson	Supplies	\$ 399.00
77032	8/17/2015	Menards	Media Production Supplies	\$ 19.85
77033	8/17/2015	Midamerican Energy Company	Algona Utilities	\$ 19.02
77033	8/17/2015	Midamerican Energy Company	Utilities/FD	\$ 1,483.26
77033	8/17/2015	Midamerican Energy Company	Utilities/SL	\$ 2,530.03
77034	8/17/2015	Midwest Special Instruments	Audiology Supplies	\$ 2,715.58
77036	8/17/2015	Diane Twait Nelsen	Mileage Reimbursement	\$ 130.56
77037	8/17/2015	Oaktree Products, Inc.	Audiology Supplies	\$ 1,409.95
77038	8/17/2015	Office Elements	Copier Repair	\$ 199.50
77039	8/17/2015	Pederson Sanitation	Garbage/FD	\$ 100.00
77040	8/17/2015	Pilot Tribune	Legal Notice	\$ 26.40
77041	8/17/2015	Pitney Bowes Inc	FD Supplies	\$ 130.97
77042	8/17/2015	Pitney Bowes Global Financial Services, Inc.	Equipment return/Blairsborg	\$ 100.00
77043	8/17/2015	Pitney Bowes Purchase Power	Pocahontas Postage	\$ 3,125.82
77044	8/17/2015	Plunkett's Pest Control	Monthly Pest control/Estherville	\$ 61.28
77044	8/17/2015	Plunkett's Pest Control	Monthly Pest control/Pocahontas	\$ 49.69
77045	8/17/2015	Pocahontas Sales and Service	Media Production Supplies	\$ 240.75
77046	8/17/2015	Lori Porsch	IPLA Contracted Services	\$ 875.00
77047	8/17/2015	Powhatan Travel Service	Travel/Math Conf.	\$ 2,484.00
77048	8/17/2015	Leslie Pralle Keehn	Mileage Reimbursement PD	\$ 93.00
77050	8/17/2015	Pro Ed	Testing Materials/Early Acces	\$ 1,595.00
77051	8/17/2015	Quality Inn - Ottumwa	Lodging/J.Randel	\$ 165.00
77052	8/17/2015	Quality Inn	Lodging/J.Awtry	\$ 184.80
77052	8/17/2015	Quality Inn	Lodging/State PR/C.Johnson	\$ 156.75
77053	8/17/2015	Ramada Northwest Inn & Suites	Lodging/L.Ankeny	\$ 61.60
77054	8/17/2015	Jodi Ramsey, ORT/L	Contracted OTJuly 2015	\$ 2,286.33
77055	8/17/2015	Rapids Reproductions, Inc.	Media Production Supplies	\$ 1,804.00
77056	8/17/2015	R & D Body Shop	Van Repair	\$ 2,808.64
77057	8/17/2015	Realityworks, Inc.	Lending Library Supplies	\$ 879.90
77058	8/17/2015	Ries's Water Service	Water/Poky Office	\$ 48.00
77060	8/17/2015	School Administrators of Iowa	Registration/N.Smith	\$ 250.00
77060	8/17/2015	School Administrators of Iowa	Registrations/W.Parker/RA`s	\$ 1,150.00
77061	8/17/2015	Dr. Dana Schon	Team Facilitation	\$ 1,643.51
77062	8/17/2015	Scholastic	Forest Ridge Inst. Supplies	\$ 19.79
77063	8/17/2015	SCI Music Products	Keyboard Repairs	\$ 46.95
77064	8/17/2015	Serverworlds	Bandwidth 2	\$ 246.52
77065	8/17/2015	Sleep Inn	Lodging/D.Wasko/M.Lentsch	\$ 184.80
77066	8/17/2015	Solid Oak Software, Inc.	Email Hosting Renewal	\$ 495.00

Check	Check Date	Payable To	Description	Amount
77067	8/17/2015	Spencer Daily Reporter	Legal Notice	\$ 27.86
77068	8/17/2015	Spencer Municipal Utilities	Telephone/Spencer	\$ 450.00
77069	8/17/2015	Springhill Suites-Marriott	Lodging/Janelle Swanson	\$ 61.60
77070	8/17/2015	Staples Advantage	Jefferson Office Supplies	\$ 418.79
77070	8/17/2015	Staples Advantage	Media Production Supplies	\$ 38.76
77071	8/17/2015	Summit Speech Therapy, LLC	TQPD/Presenter Fees/Expenses	\$ 3,500.00
77072	8/17/2015	Kris Taphorn	Mileage Reimbursement	\$ 89.28
77073	8/17/2015	Matt Townsley	Honorarium Standards-Based G	\$ 2,303.82
77074	8/17/2015	Mary Trent	Honorarium PLN class	\$ 631.04
77075	8/17/2015	United Parcel Service	Media Production Postage	\$ 6.44
77075	8/17/2015	United Parcel Service	Pocahontas UPS	\$ 69.24
77076	8/17/2015	Verizon Wireless	Gigabyte Usage/Refund on cell phones	\$ 122.54
77077	8/17/2015	Vista Paints	Paint	\$ 5.00
77078	8/17/2015	Wallace's Water Condition Inc	Aug. 2015 Rent	\$ 10.50
77079	8/17/2015	The Water Connection	Water/Algona	\$ 31.00
77081	8/17/2015	Wells Fargo	Bandwidth/Technology/Lodging	\$ 475.32
77082	8/17/2015	Wells Fargo	Meals	\$ 34.11
77083	8/17/2015	Wells Fargo	Board Lodging - Morain	\$ 134.40
77083	8/17/2015	Wells Fargo	SING - Background checks	\$ 200.00
77083	8/17/2015	Wells Fargo	Tech Supplies - McLeod	\$ 1,722.58
77084	8/17/2015	Wells Fargo	Lodging - Teresa Alesch	\$ 606.02
77084	8/17/2015	Wells Fargo	Lodging - Wendy Parker	\$ 60.49
77085	8/17/2015	Westone Laboratories, Inc.	Audiology Supplies	\$ 178.85
77086	8/17/2015	Wex Bank	Fuel/Maintenance	\$ 199.89
77087	8/17/2015	Wildwood Lodge Greater Des Moines	Lodging/H.Adams	\$ 88.48
77087	8/17/2015	Wildwood Lodge Greater Des Moines	Lodging/N.Smith	\$ 217.28
77087	8/17/2015	Wildwood Lodge Greater Des Moines	Lodging/SAI Conf.	\$ 1,412.32
77088	8/17/2015	WINDSTREAM	Telephone Service	\$ 2,185.52
77088	8/17/2015	WINDSTREAM	Telephone/Jefferson	\$ 418.77
77089	8/17/2015	Xerox	Copier Maint. Agree. & Usage	\$ 9,608.99
77090	8/17/2015	Xpedx	Production toner & paper	\$ 6,275.97
				<u>\$ 114,552.89</u>
Total 2015-2016 expenditures				<u>\$ 128,051.02</u>

Prairie Lakes AEA 8

August 17, 2015

Summary for June 30, 2015

UNADJUSTED

REVENUE SUMMARY

	Budget	YTD	Balance
Special Education Support	20,699,960.53	19,179,412.60	1,520,547.93
Media Services	2,533,609.98	2,312,691.01	220,918.97
Educational Services	2,841,362.83	2,558,576.75	282,786.08
Special Education Instruction	344,345.64	304,847.87	39,497.77
Other Income	-	117,553.69	
Self Partial Fund Health Ins.	-	421,473.47	
Totals	26,419,278.98	24,894,555.39	1,524,723.59

EXPENDITURE SUMMARY

	Budget	Admin.	YTD	Balance
Administration		1,569,828.40	1,422,703.96	147,124.44
Sp Educ Support	20,699,960.53	(1,240,164.44)	19,699,508.29	(239,712.20)
Media Services	2,533,609.98	(156,982.84)	2,520,440.07	(143,812.93)
Educational Services	2,841,362.83	(156,982.84)	3,009,402.53	(325,022.54)
Sp Educ Instruction	344,345.64	(15,698.28)	358,896.75	(30,249.39)
Self Partial Fund Health Ins.	-	-	259,381.76	
Totals	26,419,278.98	(0.00)	27,270,333.36	(591,672.62)

Net income (loss) (2,375,777.97)

Prairie Lakes AEA 8
 August 17, 2015
 Budget Summary for
 July 31, 2015

REVENUE SUMMARY

	Budget	July	YTD	Balance
Special Education Support	21,252,674.00	1,154.40	1,154.40	21,251,519.60
Media Services	2,339,668.00	-	-	2,339,668.00
Educational Services	2,899,401.00	7,830.76	7,830.76	2,891,570.24
Special Education Instruction	345,000.00	-	-	345,000.00
Other Income	-	24.15	24.15	
Self Partial Fund Health Ins.	-	-	-	
Totals	26,836,743.00	9,009.31	9,009.31	26,827,733.69

EXPENDITURE SUMMARY

	Budget	Admin.	July	YTD	Balance
Administration		1,569,828.40	189,261.17	189,261.17	1,380,567.23
Sp Educ Support	21,252,674.00	(1,240,164.44)	198,378.35	198,378.35	19,814,131.21
Media Services	2,339,668.00	(156,982.84)	221,837.69	221,837.69	1,960,847.47
Educational Services	2,899,401.00	(156,982.84)	52,490.94	52,490.94	2,689,927.22
Sp Educ Instruction	345,000.00	(15,698.28)	-	-	329,301.72
Self Partial Fund Health Ins.	-	-	15,202.74	15,202.74	
Totals	26,836,743.00	(0.00)	677,170.89	677,170.89	26,174,774.85

Net income (loss) (668,161.58) (668,161.58)

Percentage of budget spent 3%
 Percentage of budget unspent 98%

Prairie Lakes AEA 8
 August 18, 2014
 Budget Summary for
 July 31, 2014

REVENUE SUMMARY

	Budget	July	YTD	Balance
Special Education Support	19,467,896.00	110,867.90	110,867.90	19,357,028.10
Media Services	2,398,624.00	320.00	320.00	2,398,304.00
Educational Services	2,740,955.00	9,818.91	9,818.91	2,731,136.09
Special Education Instruction	360,000.00	-	-	360,000.00
Other Income	-	339.67	339.67	
Self Partial Fund Health Ins.	-	32,334.13	32,334.13	
Totals	24,967,475.00	153,680.61	153,680.61	24,813,794.39

EXPENDITURE SUMMARY

	Budget	Admin.	July	YTD	Balance
Administration		1,386,145.55	97,086.18	97,086.18	1,289,059.37
Sp Educ Support	19,467,896.00	(1,095,054.98)	165,234.87	165,234.87	18,207,606.15
Media Services	2,398,624.00	(138,614.56)	209,209.22	209,209.22	2,050,800.23
Educational Services	2,740,955.00	(138,614.56)	54,667.43	54,667.43	2,547,673.02
Sp Educ Instruction	360,000.00	(13,861.46)	100.79	100.79	346,037.75
Self Partial Fund Health Ins.	-		20,010.99	20,010.99	
Totals	24,967,475.00	(0.00)	546,309.48	546,309.48	24,441,176.51

Net income (loss) (392,628.87) (392,628.87)

Percentage of budget spent 2%
 Percentage of budget unspent 98%

CASH SUMMARY		2015	2014
Checking Account Balance-Book balance at	07/31/15	\$ 461,318.74	\$ 4,177,049.89
Checking Account Balance-Bank Statement balance at	07/31/15	\$ 747,728.37	\$ 4,638,459.95
Less: Outstanding Checks		\$ (286,409.63)	\$ (461,410.06)
Bank statement reconciled to book balance:		\$ 461,318.74	\$ 4,177,049.89
Less: Bills Payable	08/17/15	2014-2015 \$ (25,444.30)	\$ (867,763.76)
Less: Payroll	08/20/15	2014-2015 \$ (1,249,233.97)	\$ (1,298,268.67)
Less: Bills Payable	08/17/15	2015-2016 \$ (128,051.02)	\$ (414,910.19)
Less: Payroll	08/20/15	2015-2016 \$ (492,303.73)	\$ (334,794.43)
Adjusted Checking Account Balance		\$ (1,433,714.28)	\$ 1,261,312.84
Add: Deposits	08/01/15 to 08/13/15	\$ 2,028,392.80	\$ 692,593.12
Pending - State Aide/TSS/TQ/Juv Home	09/17/15	\$ -	\$ -
Cash balance		\$ 594,678.52	\$ 1,953,905.96

	July Interest	Fiscal YTD Interest	Bank Balance 7/31/2015	Bank Balance 6/30/2014
<u>Wells Fargo Bank, N.A.:</u>				
Cash in Commercial Checking account	\$ -	\$ -	\$ 745,536.73	\$ 2,477,548.99
Merchant account	\$ -	\$ -	\$ 2,167.49	\$ 71,785.37
Cash in Savings account	Interest Rate .15% \$ 60.37	\$ 904.35	\$ 24.15	\$ 293,401.10
	\$ 60.37	\$ 904.35	\$ 747,728.37	\$ 2,842,735.46
<u>First State Bank:</u>				
Cash in Savings account	Interest Rate .20% \$ -	\$ 98.49	\$ -	\$ 1,795,724.49

Staff Personnel
Series 400

Policy Title Vacations

Code No. 402.7

The Prairie Lakes Area Education Agency Board of Directors believes vacation is an important factor in protecting the health of the employee. The unusual demands made upon the staff because of duties connected with their respective positions and the human need for periodic restoring of energy on the part of all agency employees makes vacation important.

Number of vacation days shall be determined by the negotiated contracts and personnel handbook. *Effective July 1, 2015, Administrative and Non Bargaining staff eligible to receive vacation leave will be allowed to carry over a maximum of five unused vacation days from one fiscal year into the next fiscal year. Such vacation days unused during one fiscal year may be used through June 30 of the following year. ~~The chief administrator may extend the June 30 deadline for using the previous year's vacation but not more than 30 days in extenuating situations based on his/her discretion.~~ Employees covered by contract language are governed by the current negotiated contract language.*

Date of Adoption:
December 16, 2002

Legal Reference: (Code of Iowa)

Amended: March 21, 2011

Related Administrative Rules & Regulations _____

“Moving Forward”

Linda Fandel at Jefferson PLAEA office

August 18, 2015 - 2:00 p.m.

Attendees:

Admns - Mike Sherwood (WC), Jon Hueser (LuVerne), Tim Christensen (Greene Co.), Joe Kramer (PAC), Gary Richardson (E'burg), Rob Olsen (NF/ACT), Nicole McChesney (SCC), Kreg Lensch (GR/PC), Rich Stoffers (SE Web), Scott Williamson (Sx Ctrl), Rob Cordes (Carroll)

Community College - Dan Kinney and Jim Kersten (ICCC)

Others - Lisa Bartusek (IASB), Tom Lane (AEA), Rick Morain & Todd Lundgren (PLAEA Board)

Discussion: The following talking points are what I had sent Linda when I invited her to meet with us. I want to make sure this is a positive, yet strong conversation, filled with specifics about your district, your schools, your students.. We will be professional yet purposeful with our conversation. I envision us posing questions and listening to Linda's responses as well as providing her with some detailed information about how schools operate. Please add your talking points to the following items and if you want to talk about something else, please add it to "other":

- education,
- the reform and
- what might be next...
- as well as gain some insight into what we need to do to have the Governor and the legislators provide the funding required to get the best possible results for our learners.
- other
 - It has become clear, from the Governor's comments in the DMR, that he does not have confidence in us (School Leaders), to make a difference in student achievement. Therefore, we have seen in the past decade, numerous initiatives that have come out of the National Governor's Conference, or from close confidantes of the Governor. Specifically, national standards, teacher compensation programs, literacy, and assessment to name a few. While all of these things could be construed as positive initiatives, they are Governor and legislative driven. School leaders have many times been left completely out of

the conversation, as the executive and legislative branches determine what schools should be doing, and how they should look. To the point.....because of the lack of confidence that these two branches of government have in school leaders, we have gone from allowing some leaders to “call the shots” for their schools, to a state that works around local school boards and administrators. No organization that any of us know would use this approach. The following questions remain:

- Why would we move from allowing the work of education to be done by educators, to an environment where our input is not wanted?
- What conversation needs to occur that brings decision-making back to those closest to the work?
- How can the Director of Education in Iowa, once again, be the “go-to” guy that is relied on by the Governor, law-makers, and educators?

August 7, 2015

Governor Terry Branstad
1007 East Grand Ave
Des Moines, Iowa 50319



Governor Branstad,

Thank you for taking the time to come to the School Administrators of Iowa conference on Wednesday, August 5. I wanted to follow up that conversation with some questions that I'm hoping you can answer.

1. There was a DSM Register's article on Monday, August 3, in which you were quoted as saying, "...decisions about where to put money have been left up to superintendents for years "and we went from best in America to middle of the pack." Can you give 2-3 specific examples of these decisions? You talked about TLC and state standards in your remarks but didn't answer this question specifically.
2. Do you agree with Republican Senator David Johnson's recent remarks that "True ed reform won't happen until that \$6,000 in state aid is stapled to every student's backpack and spent at the discretion of the parent(s)." Is this statement in alignment with the platform of the Iowa Republican Party?
3. What are the 2-3 specific measures of success of your educational reform agenda? What will our schools and classrooms look like if your reforms are successful?
4. Will you restore the \$15 million cut (\$85 million over the last 5 years) in special education funding to the Area Education Agency system in your 16-17 budget?
5. What are the estimated tax revenue benefits from increased state fair attendance and the tourism industry with the change in start dates for our schools? What will be the benefit to school and/or AEA budgets?

Thank you, in advance, for any feedback you can provide.

Respectfully,

Mr. Jeff Herzberg
Prairie Lakes AEA Chief Administrator
Gilmore City-Bradgate Superintendent

Executive Director Report – JULY 2015

It is hard to believe that it is August already and that school will start soon...well as soon as the anti-local control Governor and legislators will allow. July is a fairly slow month as people tend to scatter near and far throughout the month. However, there was some action worth reporting about.

The month had barely begun, before Governor Branstad enraged educators across Iowa with his ill-advised veto of several bills containing money for education in Iowa. The biggest hit was to K-12 education when he vetoed about \$58 million in one-time money. He also vetoed money for community colleges (they got NO increase in funding), private colleges and universities (NO increase) and the Regents who got a small increase but who are now planning on raising tuition starting second semester. With a budget surplus of just over \$1 billion, the state could easily handle that amount of one time money...but the Governor disagreed.

As luck, or fate, would have it, I was attending a small private function in Des Moines about two hours after the Governor issued his vetoes. Lo and behold, the Governor showed up at the event. I got him alone in a corner for about 20 minutes and we talked about the vetoes and other issues. He was steadfast that the vetoes were the right thing to do because he didn't want to spend one time money and end up with across the board cuts like Governor Culver had done. I opined that Culver didn't have a billion dollar surplus, but there was no convincing him. I told him that educators across Iowa would be angry, but he said he was used to that. So we chatted more about that as well as other issues. I did talk to him about the great work the AEA system is doing with TLC and he said that he had heard good things about our efforts. I did take the opportunity to talk to him about the \$1 million the AEA system is receiving to help LEAS implement TLC. I told him that for the third year of TLC \$1 million would not be enough (it needs to be at least \$2 million). He said he understood the problem and that they would take a look at that amount. So maybe there was some good that came out of that conversation.

Four days later I was at a grand opening for a new technology building at Iowa Western Community College (I am on the Board of Trustees there) and the Governor was there. I poked him a little about the vetoes, but basically kept the tone light. The new DE Director, Ryan Wise, was at the event and I was able to get him introduced to the crowd and had some good things said about him which I think he appreciated. Every little bit helps!

I also had a meeting with our lobbyists to begin planning legislative strategies for the next year. More on that as we move forward.

July 1 brought the changeover to the new system of governance known as the Iowa Association of Area Education Agencies (IAAEA). The changeover was smooth and was the culmination of a great deal of work over the past two years. The smooth changeover was a testament to all of the hours that many people put into the planning and execution of this new system. We had a final conference call with our legal counsel to review any hiccups, but it didn't appear that there were any. While we will have issues

pop up as we learn our way around the new setup, there were no problems with the changeover. We are now more of a system than at any time in our history. Onward and upward!!

The new system was front and center when we had our first AEA Purchasing Operation Committee meeting in July(replacing the IEC and the IAEP). Where there used to be two committee and two Boards of Directors, there is now one. It was a nice change to be able to know exactly who needed to approve what and not have to think about which committee or board needed to be involved. It was a nice change of pace.

I spent most of a week in July at the AESA Leadership Conference in Pittsburgh. As always, there were good presenters as well as very interesting offsite visits. The networking opportunities were great and interesting. It is safe to say that I couldn't find a colleague from the other states at the conference where they weren't upset with their Governor or legislature...or both. As hard as it is to believe, there are several states that are in much worse shape than Iowa. Small consolation.....

I also attended the statewide Iowa Community College Trustee Conference in Ottumwa. Great Prairie AEA was one of the sponsors and I was able to spend some time with the new chair of the Chiefs group...Jon Sheldahl. We were able to chat about some of the issues facing the Chiefs for the upcoming year. I also attended a legislative forum at the conference. None of the legislative leaders showed up for that event and they sent some junior members to face the crowd...and it was an angry crowd. Didn't learn anything new, but I did take the opportunity to visit with the four legislators and chat about education in general. Again, every little bit helps.

I also had a visit with Linda Fandel in the Governor's office about STEM issues. I took the opportunity to visit with her about the need to increase the money for TLC implementation from \$1 million to \$2 million and she said that she understood the need. Hopefully that will result in some positive action.

There was no Chief meeting in July, so we will have much to catch up on when we get together in August. August will be much busier than July and I am looking forward to the activity!!

Brent

SO WHY DOESN'T TRADITIONAL PROFESSIONAL DEVELOPMENT WORK?

There are many reasons why traditional professional development fails. First, all teachers face what Michael Fullan and Andy Hargreaves (1996) have referred to as a "pressing immediacy." "There are always things to be done, decisions to be made, children's needs to be met, not just every day, but every minute, every second" (p. 65). In a typical day, teachers have stacks of papers that need to be graded, parents who need to be called, lesson plans that need to be developed, reports that need to be completed, meetings that need to be attended, and so on. On top of that, they must complete all of these tasks while working on a job that requires a great deal of emotional fortitude. The result is that even if teachers want to implement some new program, they may not have the energy necessary to put it into practice.

But let's say a teacher does have an astonishing abundance of energy and the emotional resilience necessary to learn new things in the middle of his or her busy days. A second common barrier to implementing new programs is the sheer number of competing interventions in a district. With districts desperate to reach AYP, many leaders have decided that more is better, even if more is just more strategies without any kind of realistic implementation plan. The tendency of some districts to offer more and more new practices, without developing effective supports for those practices, reminds me of an old joke by Woody Allen. Two women are talking about the food in their retirement home. One turns to the other and says, "The food here is terrible." The other nods in agreement, frowns, and says, "Oh yes, and the portions are so small."

Like the women in the joke, many teachers face a menu of too much training, too poorly delivered. They are expected to implement Assessment for Learning, Understanding by Design, Differentiated Instruction, Dimensions of Learning, Positive Behavior Supports, Content Enhancement, and Learning Strategies Instruction all at once, usually with very little support. Each of these interventions, properly supported, could make a difference in students' lives. But when intervention upon intervention is served up with no attention to implementation planning, teachers begin to feel overwhelmed. Eric Abrahamson has rightly referred to this phenomenon as "initiative overload," "the tendency of organizations to launch more change initiatives than anyone could reasonably handle" (2004, p. 3). When faced with "initiative overload," Abrahamson says, "people . . . begin to duck and take cover whenever they see a new wave of initiatives coming" (p. 3).

Another reason why change doesn't occur is the complexity of change of any sort at the individual level. Personal change is much more complicated than most people realize. Changing the way we teach requires us to change habits of behavior, and changing habits is not easy, as anyone who has tried to quit smoking, lose weight, stop spending, or increase exercising has realized. Loehr and Schwartz's research (2003) on personal change gives us some insight into why we often find it difficult to change. The authors explain that even if we really want to change in some way, personal change only happens when we overcome our habitual way of living. Desire and willpower usually aren't enough to make real change occur. Due to our habitual nature, we are naturally inclined to protect the status quo. James Flaherty, an expert in the broader field of coaching, makes the same observation about coaching: "people generally aren't open to being coached because they already have a habitual way of accomplishing something with all the resultant components of that process, both physical and mental" (1999, p. 61).

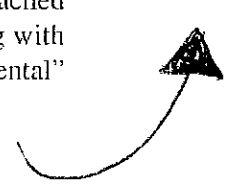
Instructional

Coaching

by Jim
Knight

Change is difficult because change requires us to change our habits and create new routines. If teachers are emotionally fatigued by the pressing immediacy of their professional life, overwhelmed by innovation overload, is it any surprise if they are not quick to pick up a practice and make it a routine in the classroom? Yet teachers need to keep trying to learn and implement better instructional practices if schools are going to get better at reaching all students. Instructional coaching represents one efficient method to help teachers learn better ways to teach their students.

The seeds for the particular model of instructional coaching I describe in this book ironically grew out of one of my worst experiences as a professional developer.



Instructional Coaching

The rest of this book is dedicated to explaining what ICs do. We use the term to refer to individuals who are full-time professional developers, on-site in schools. ICs work with teachers to help them incorporate research-based instructional practices. When ICs work with students, they do so with the primary goal of demonstrating new effective practices to teachers. Like executive coaches, ICs must be skilled at unpacking their clients' (collaborating teachers) goals so that they can help them create a plan for realizing their professional goals. Like coactive coaches, ICs have to have a repertoire of excellent communication skills and be able to empathize, listen, and build relationships and trust. Also, like cognitive coaches, ICs must be highly skilled at facilitating teachers' reflection about their classroom practices.

Finally, like literacy coaches, ICs have to know a large number of scientifically proven instructional practices. While the literacy coach naturally focuses on literacy issues, the IC focuses on a broader range of instructional issues, sharing a variety of effective practices that might address classroom management, content enhancement, specific teaching practices, or formative assessment. The IC, in other words, collaborates with teachers so they can choose and implement research-based interventions to help students learn more effectively.

The Research

Much of the information in this book is the result of more than 10 years of systematic study of professional development. The bulk of that content comes from studies completed during Pathways to Success, a project funded by the national GEAR UP program. Pathways to Success is a partnership between the Kansas University Center for Research on Learning, where I work, and the Topeka, Kansas, school district—the district made famous more than 50 years ago by the *Brown v. Board of Education* ruling (Knight, 2004). Topeka is in many ways a typical urban district, with more than 60% of its students living in poverty, a high mobility rate for both students and teachers, and many students struggling to be academically successful. Since 1999, Pathways to Success has placed full-time ICs in all middle schools, and since 2002–2003, ICs have been employed in all of the high schools.

During Pathways to Success, we have conducted an intensive study of instructional coaching that has included dozens of ethnographic interviews with coaches, teachers, administrators, district administrators, and other educators in the district, and an annual monitoring of the percentage and depth of implementation in all middle and high schools. The scope (nine schools) and length (seven years) of Pathways to Success has provided an opportunity to also study how coaches can improve student achievement by enabling what we refer to as “hi-fi” teaching,” teaching that demonstrates fidelity to the scientifically proven critical teaching behaviors of the various interventions being implemented.

Further, Pathways to Success has allowed us to conduct dozens of pretest-posttest and comparative studies of the impact of particular interventions, and we have also identified and validated practices that coaches can use to lead professional learning communities. The results of those studies, along with dozens of individual studies we've conducted of teachers implementing interventions, inform this discussion.

To validate the theoretical foundation for the instructional coaching approach, I conducted a study comparing two different approaches to professional development: (a) a traditional, lecture-based instructional model and (b) Partnership Learning, a dialogic approach to professional development built on seven principles of human interaction: equality, choice, voice, reflection, mutual learning, dialogue, and praxis (Knight, 1998). The partnership philosophy articulated for this study has come to be the theoretical foundation for instructional coaching.

Along with Don Deshler, Jean Schumaker, Irma Brasseur, and Paula Lancaster, I began the preliminary study of instructional coaching with the Strategic Advantage project, funded by the Office of Special Education in 1996. Strategic Advantage, a partnership between the Kansas University Center for Research on Learning and the Lawrence School District in Lawrence, Kansas, was a testing ground for many of the ideas that we implemented and studied more thoroughly with the Pathways to Success project.

A second project, the Maryland State Department of Special Education Departments' Passport to Success, has provided another setting for extended study of instructional coaching. Passport to Success has achieved results that are comparable to the results achieved by Pathways to Success.

Prior to Pathways and Passport to Success, several other studies were conducted to establish the research foundation for the study of instructional coaching. First, to understand how teachers experience professional development, I conducted the ethnographic study described above (Knight, 2000), along with over 150 interviews with teachers across the nation. To better understand teachers, I also conducted a study of the role of personal vision in teachers' professional lives (Knight, 1994).

