



Quincy Public Schools

UPDATE

AUGUST 24, 2016

FROM SUPERINTENDENT WEBB—BOARD MEETING REVIEW

The first Board meeting of the 2016-2017 school year was held at Adams School. Some of the Adams students led the Pledge of Allegiance, sang *My Country Tis of Thee* and the Adams School Song. Even though they only had two days to practice, they did a fantastic job led by music teacher Sarah Guilford.

Board Member Mike Troup said the past year has been one of change and progress. He commended principals, teachers, support staff and maintenance for their hard work transitioning to grades 6-8 at QJHS and 9-12 at QHS. On behalf of the Board, he thanked staff for their extraordinary efforts. He also stated that without the leadership of central office, this plan would still be a dream. There will be many changes in the next few years. QPS needs the continued support of staff, students, parents and the community. It is exciting times and it was all made possible by the voters supporting the building referendum.

Dave Boster, Human Resources Director, presented an overview on how administrators' salaries are determined when a new administrator is hired. Calculations start with a specific cell on the teachers' salary schedule (which is subject to change). Most recently, it has been M+30 Step 20 on the 2012-2013 schedule used as the base. Factors are added to the base including an index for days worked per year (221 or 260), responsibility index, and factors for education, administrative experience, and teaching experience. In addition, salary ranges for administrators differ based on number of students and staff in their care. He also explained how the salaries for the new School Administrative Managers (SAMS) are determined which are based on the teacher schedules with additional amounts for increased days and duties.

Mr. Boster also presented information on the Teacher Evaluation Plan. Teachers are evaluated per the Performance Evaluation Reform Act (PERA) which became law in 2011. Licensed staff must be evaluated by trained evaluators and the evaluations must include data and indicators of student growth as a significant factor. The evaluation uses four rating categories (excellent, proficient, needs improvement, or unsatisfactory). Evaluation of non-tenured staff is once per year and once every other year for tenured staff. Non-tenured staff receive two formal and at least two informal observations. Evaluators hold a pre-conference and summative conference with each teacher. The Charlotte Danielson model and domains are used as the tool for teacher evaluation. Evaluators use special software, EvaluWise, to document the evaluations.

Updates were presented on the building projects. Punch list items are being completed at the High School along with grading work around the outside. Any items to be corrected or completed inside are being done after school hours. A time lapse video of the progress at the Monroe site was shown. Work continues on the roof and HVAC system. Interior renderings of the N. 12th building with tree-themed decor were shown. Bids from the ADM site came in \$1.1 million over budget. The bid specs will be modified and the project re-bid.

The Board approved discipline policy changes to align with Senate Bill 100. The purpose of this law is to keep students in school. Out of school suspensions and expulsions are to be used only as a last resort. QPS has had suspended expulsions for many years so SB 100 is not a major change for our district. The more the child is out of school, the more likelihood of a dropout. The student falls behind, becomes frustrated and eventually no longer cares. Interventions must be provided to keep students in school. All interventions are fully documented. Each incident needs to be considered individually but similar situations need to be dealt with in the same manner. The new discipline procedures were effective on the first day of school.

Have a great school year!

Roy Webb
Superintendent

PERSONNEL ITEMS

Appointments for 2016-2017. COURINEYERFFT—3RD ADAMS. JULIE SIMONS—5TH BALDWIN N 1ST SEMESTER. MATT LONGO—PE BALDWIN 1ST SEMESTER. STEPHANIE FURMAN—3RD ADAMS. JENNIFER LARSON—SOC STUDIES QHS. NONA HOLDIMAN—SP ED QHS. AMANDA KAITCHUCK—1ST MADISON. SAMANTHA SEITA—MUSIC MONROE/DEWEY. CAMILLA FERREL—2ND DEWEY. KALEB SMITH—CAREER TECH INSTRUCTOR/CURR FACILITATOR QAVTC. ALLISON OHNEMUS—KDG ADAMS. ANDRIA BALL—STRINGS QJHS. REBECCA ADAMS—PBIS INT COACH BALDWIN N. BRANDI MANY AND LORI COX—PAL SPONSORS QHS. KELLY CURRAN—KEY CLUB SPONSOR QHS. BRENT CASSENS—ISS QJHS. WHITNEY BAUMGARTNER—PARA QJHS. JIM SCHALLER—NIGHT SECURITY. LAURA ZOLLER—CROSSING GUARD SUB. ASHLEY KELTNER—PARA BALDWIN S. KELLE MOCK—PARA BALDWIN W. KATHY BECKMAN—PARA BALDWIN W. JERMAINE JORDAN—CHADDOCK/ACYH LIAISON. LACEY FARWELL—PARA BALDWIN S. LINDA LAGEMAN—COOK WASH. CATHY SPRAGUE—COOK ECFC. NATHAN GERHARDT—DAY CUST QJHS. THERESA OWENS—PARA WASH. DEB FASANO—PARA BALDWIN N. LORI TEEL—TAOEP FAM LIAISON/TUTOR—QHS/QJHS. DARLENE HERMAN—KITCHEN HELPER BERR. PATTIE DIXON—COOK WASH. CHARITY COX—NURSE DISTRICT. BAILEE LASH—ISS BALDWIN N. DARLENE HERMAN—KITCHEN HELPER BERR. CLARA ROBERTSON—PARA BALDWIN S. JENNIFER PUGH—PARA MADISON. MARTIN WILKES—PARA QJHS. DENNIS MCCARTY—PARA BALDWIN W. PATRICIA SMITH—PARA BALDWIN N. DEBRA WHITE—NIGHT CUST BALDWIN. DAN WARE—IT SYSTEM ADMINISTRATOR DISTRICT. KEVIN SMITH, BECKY WILSON, JEFF SMITH—DRIVERS AM-PM.

Leaves—EMILY HEEMEYER—KDG DEWEY 12 WEEKS FMLA 7/11—APPROX 10/3/16. MEGHAN BUCKLEY—ENG QHS 6 WEEKS FMLA 10/12 -- APPROX 11/23/16. SARAH HOFFMAN—PSYCHOLOGIST QHS 8 WEEKS FMLA 10/15 —APPROX 12/12/16. BARB OENNING—COOK DEWEY FMLA 8/22—APPROX 10/3/16. NICHOLLE GERHARDT—PARA BALDWIN N. EXT LEAVE FOR 2016-17 SCHOOL YEAR.

Quincy Public Schools

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PERSONNEL (CONTINUED)

Resignations—KARISSA HAM—ASST SOFTBALL COACH QJHS. BRIAN LEWTON—ASST FOOTBALL COACH QJHS. JENNIFER SIMS—SP ED ABC ACADEMY. TIM ROCKHOLD—SP ED QJHS. KAITLYN PHILLIPS—CLINICAL INSTRUCTION QAVTC. STEVE MILES—ASST VARSITY BASEBALL COACH QHS. TYLER DUSCHINSKY—HEAD 8TH GRADE BASKETBALL COACH QJHS. KELLY HERZOG—SCIENCE QJHS. KATIE WELTER—KDG ADAMS. BRET SHEVLIN—SP ED QJHS. JOHN POTTS SECURITY. EMY HILGENBRINCK—PARA WASH. JODEEN CAMPBELL—PARA BALDWIN W. MEGANN YAKLE—PARA BALDWIN S. ANTHONY WIEWEL—PARA BALDWIN S. CURTIS PETERS—PARA QHS. GORDON STREET—BUS RIDER. DENISE BAILEY—COOK BERR. ELAINE REES—BUS DRIVER. NICOLE KRAMER—PARA WASH. BARB CONNERS—COOK WASH. THERESA OWENS—COOK WASH. MELLIA TREASTER—PARA ELL. MARK MES-TER—DRIVER. TERRY HILL—SECURITY GUARD MADISON.

House for Sale near QJHS—1124 Jersey. Two bedrooms, one bath. \$72,900. Eager to sell! Call 223-8851 for a showing.

First Christian Church—seeking mature individual to staff nursery during Sunday services, 9 am—noon. Child care certificate or experience required. Neat appearance and people skills, background check \$10.50/hr. Send resume to First Christian Church, 1415 Maine or call 222-0812.