

Quincy Public Schools Curriculum Committee Minutes

Board Office Conference Room #231

March 11, 2013 – 5:00 p.m.

ATTENDANCE

Committee members present: Mary Christensen, Jan Cory, Steve Krause, Jeff Mays (via phone), Jim Rubottom, Jody Steinke, Patricia Viniard.

Committee member(s) absent: Ann Behrens.

Board members, staff and others: Sayeed Ali, Danielle Edgar, Jason Fink, Diane Glaub, Ed Husar, Jeff Kerkhoff, John Lumpkin, Richard McNay, Joel Murphy.

1. Call to order

Steve Krause, committee chair, called the meeting to order at 5:00 p.m.

2. Information provided to Committee

a. Initiatives Update.

Adams County Regional Safe Schools (ACRSS): On behalf of director Cheryl Dreasler, dean of students John Lumpkin and teacher Diane Glaub presented a report on the ACRSS program. This program is housed at 1416 Maine on the lower level and serves non-IEP students who have had multiple disciplinary referrals or suspensions. A number of ACRSS students are in the criminal justice system and have been placed there as a condition of their probation. The past two years, these students were served through a contractual arrangement with Ombudsman. As a cost-saving measure, the district opted to run its own alternative program beginning this year. Enrollment currently stands at 69 students in grades 7-12; the school year started with an enrollment of 57 students. Ten slots are allotted to county schools, with funding for those slots provided by the Regional Office of Education. ACRSS staff members meet with incoming students and parents to outline expectations, which include maintaining at least a "C" average, complying with behavior expectations, and having at least 90% attendance. ACRSS students are typically far behind in graduation credits, and the program's eight-week terms with two-period blocks provide a means for students to gain credits relatively quickly and efficiently. Jody Steinke noted that the ACRSS courses are closely aligned to what is offered at QHS. Attendance data reported show a significant improvement over last year's Ombudsman attendance—67% attendance so far for ACRSS versus 54% for Ombudsman last year. For the first three terms, ACRSS students earned 167.25 credits out of 214.75 attempted, or 77.8%. Discipline referral data presented show that the categories of "disrespect" and "inappropriate language" are the most common issues. Trish commended the staff for being effective in creating a climate that is conducive to learning and which fosters positive rapport with and among students.

21st Century Community Learning Centers (21st CCLC): The district has two 21st CCLC grant programs (Junior High and Senior High), and they are most commonly known as

"9th hour" since the grant funds the 9th (after school) period at both schools. 21st CCLC is a competitive grant, and funding for the two programs is:

	QHS (5-year grant)	QJHS (3-year grant)
FY 10	\$107,040	-
FY 11	\$107,040	-
FY 12	\$107,040	\$149,684
FY 13	\$96,336	\$149,684
FY 14	\$80,280	\$149,684
Total	\$497,736	\$449,052

Note: Grant awards ranged from \$50,000 (minimum) to \$150,000 (maximum). The terms of the QHS grant stipulated that applicants would assume a portion of the costs for program operations in years four and five (10% in Year 4 and 25% in Year 5).

QHS: Danielle Edgar shared that the QHS 21st CCLC after-school 9th hour is mandated for the most academically at-risk student population. The students are behind in two or more core courses. 9th hour meets four times a week for 50 minutes and provides academic enrichment lessons and homework help. Additional components in 2012-13 include:

- An additional period after 9th hour focusing on credit recovery (a different core subject area each quarter – 1st quarter-Mathematics; 2nd quarter-Social Studies; 3rd quarter-English; 4th quarter-Biology).
- APEX lab from 2:30-6:30 Wednesday evenings.
- Summer program (95 students were served during summer 2012).
- ACT Preparation to prepare students for April test dates.
- Career explorations through visits to community employers and GREDF/WorkNet workshops.

Data show that 200 students (duplicated count) were enrolled from summer 2012 through spring 2013 semester, as follows:

- Summer 2012: 95
- Fall 2012: 112
- Spring 2013: 112

Of these students, 64% increased their GPA; 48% are on track for graduation.

QJHS: On behalf of Junior High administrators, Trish presented similar data for the QJHS 21st CCLC program. The QJHS 9th hour program, also mandated for underachieving students, meets for 50 minutes four times a week with the following additional components:

- Saturday academic enrichment and parent universities (weekly, 3 hours).
- Summer program (65 students were served during summer 2012).
- APEX lab available, with 10 students enrolled during spring 2013 semester and 10 students enrolled during Saturday session.
- Community partnerships include Teen Reach providing additional homework support, service project with Madonna House, and Quincy Medical Group Heptathlon of Wellness.

Data shows that 250 students (duplicated count) were enrolled from summer 2012 through spring 2013 semester, as follows:

- Summer 2012: 65
- Fall 2012: 90
- Spring 2013: 95

Of these students, 59% are passing all core classes; 51.5% of regular attendees for Fall 2012 are on track with credits.

It was noted that with the impending expiration of grant funding, the future of these services will need to be addressed.

QJHS 9th grade floor: Report will be given at the April meeting.

b. ISAT cut score change and implications.

Trish discussed issues that Illinois is dealing with as the transition is made to Common Core State Standards (CCSS). Additionally, to address the “disconnect” between the higher scores of the ISAT (grades 3-8) versus the PSAE which is administered to 11th graders, ISBE is raising the cut scores for ISAT so that performance outcomes will better align with the more rigorous and robust standards of CCSS. Last year, 82% of Illinois students met/exceeded standards on ISAT, compared to just 51% of 11th graders meeting/exceeding on PSAE. A new state assessment test, called the Partnership for Assessment of Readiness for College and Careers assessment (PARCC), will be implemented in 2014-15. About 20% of this year’s ISAT test questions were written to the CCSS as the state prepares for complete alignment with the standards and new assessment system in 2014-15.

Trish presented data showing what QPS students’ performance results would have been for 2010-12 if the new ISAT cut scores had been in effect. As expected, the percentage of students exceeding/meeting standards would have been considerably lower. NOTE: See attached document.

3. **Recommend to the Board of Education for Action – None.**
4. **Consider any other matter relating to the Curriculum needs or concerns of the District – None.**
5. **Questions and comments from the Public**
6. **Adjourn: 6:35 p.m.**

NEXT MEETING: Monday, April 8, 2013 – 5:00 p.m.

Illinois State Board of Education – February 27, 2013
Students in Grades 3-8 to Take Illinois Standards Achievement Test (ISAT) Next Month
Under New Performance Levels

This year's ISATs include 20 percent items written to Common Core Standards

SPRINGFIELD – Students in grades 3-8 will be taking the Illinois Standards Achievement Test (ISAT) next month under new, more rigorous performance levels approved by the Illinois State Board of Education earlier this year. Additionally, about 20 percent of this year's test questions were written to the Common Core Learning Standards as the state prepares for complete alignment with the standards and a new assessment system in 2014-15.

"Illinois is demonstrating considerable improvements to education," said State Superintendent of Education Christopher A. Koch. "As part of many new initiatives, we've raised performance level expectations on the ISATs so we can obtain a more accurate picture of where students stand against college and career readiness. I fully expect that students and teachers will rise to these new expectations as they have done in the past."

State Superintendent Koch noted that Illinois went through a similar transition more than a decade ago when it became one of the first states to require all 11th graders to take the ACT as part of the Prairie State Achievement Exam (PSAE). When expanding the pool beyond prepared college-bound students, the state composite score initially dropped but it has increased incrementally over time. For the last several years, Illinois has posted the highest composite ACT score among those states that require all graduates take the test. Last year's state composite for 2012 graduates was 20.9.

The ISATs, used as part of the state and federal accountability system, assess students in math, reading and science each spring but have not proven to be a strong indicator of college and career readiness. Educators have observed a disconnect between the higher scores of the ISAT results, at 82 percent of students meeting or exceeding standards statewide last year, and the lower scores of the PSAE, given to all 11th graders, at 51 percent statewide last year.

By raising the cut scores, the performance outcomes will better align with the more rigorous and robust standards of the Common Core being implemented in schools across the state and provide more accurate information about students' progress toward success after high school graduation.

The higher expectations of the new ISAT cut scores will cause an initial downward shift in the number of students who meet or exceed standards. According to the 2012 ISAT results, 79 percent of all grade 3 through 8 students scored proficient in reading and 86 percent of students scored proficient in mathematics. When using the new performance levels to analyze the ISAT data collected in spring 2012, the percentage of students who meet and exceed standards drops to 60 percent for both reading and mathematics. This drop is a result of raising expectations, not a reflection of student or teacher performance.

The move to include 20 percent of items written to Common Core Learning Standards will help pave the way for 2014-15 when the Partnership for Assessment of Readiness for College and Careers (PARCC) is expected to debut and be completely aligned to the Common Core Standards. The Illinois State Board of Education adopted the Common Core in 2010, replacing the Illinois Learning Standards that were developed in 1997. The Common Core standards are higher, fewer and deeper than the previous standards and establish year-by-year guidelines outlining the skills and content our students must master at each grade level to continue on the path to college or training programs to join the workforce. To learn more about the standards or read them, visit http://www.isbe.net/common_core/default.htm.

The 2013 ISATs testing window is from March 4 to March 15. Students in grades 3-8 are tested in math and reading. Students in 4th and 7th grade are also tested in science. The State Board is expected to consider new science standards, called Next Generation Science Standards, during the summer 2013 and assessments will later be aligned to those new standards.

ISAT Cut Score Change: Data Provided on the *Illinois Interactive Report Card Site*

“What performance results would have resulted in Quincy Public Schools for 2010-2012 if the new ISAT cut scores had been in effect?”

<i>ISAT READING BY GRADE</i>									
READING – GRADE 3 (Average No. Tested = 489)									
	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	27	50	20	3	2010	14	45	37	4
2011	22	50	23	5	2011	11	36	47	6
2012	25	48	22	6	2012	16	35	43	6
READING – GRADE 4 (Average No. Tested = 484)									
	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	27	45	28	1	2010	13	39	45	4
2011	29	47	24	1	2011	12	43	41	5
2012	23	47	29	2	2012	10	39	41	10
READING – GRADE 5 (Average No. Tested = 482)									
	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	30	47	24	0	2010	14	40	39	7
2011	27	47	25	0	2011	12	42	40	7
2012	26	48	26	0	2012	9	45	34	12
READING – GRADE 6 (Average No. Tested = 474)									
	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	29	53	18	0	2010	12	49	33	5
2011	26	58	16	0	2011	10	43	41	6
2012	24	55	21	0	2012	13	41	40	7
READING – GRADE 7 (Average No. Tested = 467)									
	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	19	56	26	1	2010	16	39	35	11
2011	20	55	24	0	2011	15	45	31	9
2012	17	54	28	1	2012	12	44	35	10

READING – GRADE 8 (Average No. Tested = 450)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	12	66	22	0	2010	17	36	36	11
2011	12	66	21	0	2011	15	36	38	11
2012	9	73	18	0	2012	14	42	36	8

ISAT Cut Scores were increased to align with the more appropriate and rigorous expectations on the PSÆ assessment (administered to 11th graders), thereby presenting a more accurate report regarding the performance of elementary students. The revised ISAT scores (column on right above) can be compared to the high school's PSÆ scores on more of an "apples-to-apples" basis.

READING, GRADE 11, PERFORMANCE (Average No. Tested = 473)

	% Exceeding	% Meeting	% Below	% Warning
2010	10	49	35	6
2011	9	45	36	10
2012	7	43	40	10

ISAT READING BY SCHOOL

READING – ADAMS ELEMENTARY (Average No. Tested = 74)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	18	56	20	6	2010	7	45	42	6
2011	14	53	27	6	2011	3	41	49	8
2012	10	50	26	14	2012	4	28	54	14

READING – BERRIAN ELEMENTARY (Average No. Tested = 60)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	13	48	36	3	2010	5	33	59	3
2011	3	46	35	15	2011	2	26	48	25
2012	15	49	31	6	2012	9	26	60	6

READING – DEWEY ELEMENTARY (Average No. Tested = 56)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	33	52	15	0	2010	17	42	40	0
2011	28	57	13	2	2011	17	41	41	2
2012	21	59	16	3	2012	12	41	44	3

READING – ELLINGTON ELEMENTARY (Average No. Tested = 79)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	19	64	12	4	2010	14	45	37	4
2011	34	48	15	3	2011	21	37	40	3
2012	28	47	23	2	2012	16	41	39	3

READING – MADISON ELEMENTARY (Average No. Tested = 92)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	44	47	7	2	2010	29	46	23	2
2011	28	54	18	1	2011	10	46	42	2
2012	42	40	13	4	2012	33	37	26	4

READING – MONROE ELEMENTARY (Average No. Tested = 67)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	31	41	26	1	2010	14	47	34	4
2011	35	46	15	4	2011	21	31	44	4
2012	32	49	17	2	2012	22	37	37	3

READING – WASHINGTON ELEMENTARY (Average No. Tested = 62)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	25	41	29	5	2010	7	56	32	5
2011	11	49	37	3	2011	3	29	65	3
2012	13	43	34	10	2012	7	28	53	13

READING – BALDWIN INTERMEDIATE (Average No. Tested = 1440)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	28	48	23	0	2010	13	42	39	6
2011	27	51	22	0	2011	11	43	40	6
2012	24	50	25	1	2012	11	41	38	10

READING –QUINCY JUNIOR HIGH SCHOOL (Average No. Tested = 916)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	15	61	24	0	2010	16	38	36	11
2011	16	61	23	0	2011	15	41	35	9
2012	14	63	23	0	2012	13	43	35	9

ISAT Cut Scores were increased to align with the more appropriate and rigorous expectations on the PSAE assessment (administered to 11th graders), thereby presenting a more accurate report regarding the performance of elementary students. The revised ISAT scores (column on right above) can be compared to the high school's PSAE scores on more of an "apples-to-apples" basis.

READING – QHS, GRADE 11, PERFORMANCE (Average No. Tested = 473)

	% Exceeding	% Meeting	% Below	% Warning
2010	10	49	35	6
2011	9	45	36	10
2012	7	43	40	10

ISAT MATH BY GRADE

MATH – GRADE 3 (Average No. Tested = 489)

	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	40	47	12	2	2010	8	44	42	7
2011	38	50	9	3	2011	7	40	46	7
2012	36	48	11	5	2012	7	43	40	10

MATH – GRADE 4 (Average No. Tested = 484)

	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	24	60	14	2	2010	6	45	38	11
2011	20	63	16	1	2011	6	44	40	11
2012	23	57	17	3	2012	5	44	37	14

MATH – GRADE 5 (Average No. Tested = 482)

	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	9	69	23	0	2010	5	38	48	9
2011	14	65	21	0	2011	7	42	43	8
2012	11	65	23	1	2012	5	41	42	11

MATH – GRADE 6 (Average No. Tested = 474)

	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	26	60	15	0	2010	9	51	35	6
2011	21	59	19	1	2011	9	43	39	9
2012	22	60	17	1	2012	10	43	38	9

MATH – GRADE 7 (Average No. Tested = 467)

	What results were under OLD cut scores					What results would have been if NEW cut scores had been in effect			
	%	%	%	%		%	%	%	%
	Exceeding	Meeting	Below	Warning		Exceeding	Meeting	Below	Warning
2010	23	53	22	3	2010	9	39	40	12
2011	22	53	22	4	2011	9	41	38	13
2012	17	55	25	4	2012	4	38	43	14

MATH – GRADE 8 (Average No. Tested = 450)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	24	53	23	0	2010	8	42	42	8
2011	24	53	22	1	2011	8	40	43	9
2012	22	54	23	0	2012	8	40	45	8

ISAT Cut Scores were increased to align with the more appropriate and rigorous expectations on the PSAE assessment (administered to 11th graders), thereby presenting a more accurate report regarding the performance of elementary students. The revised ISAT scores (column on right above) can be compared to the high school's PSAE scores on more of an "apples-to-apples" basis.
MATH -- QHS GRADE 11, PERFORMANCE (Average No. Tested = 473)

	% Exceeding	% Meeting	% Below	% Warning
2010	9	46	35	10
2011	5	43	42	10
2012	5	43	39	13

ISAT MATH BY SCHOOL

MATH – ADAMS ELEMENTARY (Average No. Tested = 74)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	41	45	11	3	2010	6	48	38	9
2011	32	56	8	4	2011	5	35	54	6
2012	17	57	15	11	2012	1	28	54	17

MATH – BERRIAN ELEMENTARY (Average No. Tested = 60)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	18	57	21	3	2010	3	21	64	12
2011	17	52	19	12	2011	0	26	49	25
2012	13	60	20	7	2012	0	20	60	20

MATH – DEWEY ELEMENTARY (Average No. Tested = 56)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	34	55	8	4	2010	13	43	36	8
2011	29	60	11	0	2011	4	42	53	2
2012	39	56	5	0	2012	12	49	39	0

MATH – ELLINGTON ELEMENTARY (Average No. Tested = 79)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	45	41	14	0	2010	10	48	34	8
2011	49	43	7	1	2011	15	45	34	6
2012	42	44	11	3	2012	5	52	33	10

MATH – MADISON ELEMENTARY (Average No. Tested = 92)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	61	35	5	0	2010	14	60	25	1
2011	54	39	6	2	2011	11	48	39	2
2012	58	34	6	2	2012	18	54	24	5

MATH – MONROE ELEMENTARY (Average No. Tested = 67)

	What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect			
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	43	49	9	0	2010	4	47	46	3
2011	54	46	0	0	2011	10	56	35	0
2012	58	39	2	2	2012	10	58	31	2

MATH – WASHINGTON ELEMENTARY (Average No. Tested = 62)									
What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect				
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	26	52	17	5	2010	2	31	59	9
2011	17	62	17	5	2011	2	25	62	12
2012	15	53	23	10	2012	0	26	56	18

MATH – BALDWIN INTERMEDIATE (Average No. Tested = 1440)									
What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect				
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	19	63	18	1	2010	7	44	40	8
2011	18	62	19	1	2011	7	43	40	9
2012	18	61	19	2	2012	7	43	39	11

MATH – QUINCY JUNIOR HIGH SCHOOL (Average No. Tested = 916)									
What results <u>were</u> under OLD cut scores					What results <u>would have been</u> if NEW cut scores had been in effect				
	% Exceeding	% Meeting	% Below	% Warning		% Exceeding	% Meeting	% Below	% Warning
2010	24	53	22	1	2010	8	41	41	10
2011	23	53	22	2	2011	8	40	40	11
2012	19	55	24	2	2012	6	39	44	11

ISAT Cut Scores were increased to align with the more appropriate and rigorous expectations on the PSAE assessment (administered to 11th graders), thereby presenting a more accurate report regarding the performance of elementary students. The revised ISAT scores (column on right above) can be compared to the high school's PSAE scores on more of an "apples-to-apples" basis.

MATH – QHS, GRADE 11, PERFORMANCE (Average No. Tested = 473)

	% Exceeding	% Meeting	% Below	% Warning
2010	9	46	35	10
2011	5	43	42	10
2012	5	43	39	13