

PIEDMONT UNIFIED SCHOOL DISTRICT  
Council Chambers, City Hall  
120 Vista Avenue  
Piedmont, California 94611

MINUTES OF  
Regular Meeting of the Governing Board

October 28, 2009

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CALL TO ORDER	Board President Gadbois called the regular meeting of the Board of Education to order at 6:05 p.m.
ESTABLISHMENT OF QUORUM	President Ray Gadbois, Vice President Roy Tolles; Board Members June Monach, Martha Jones, Rick Raushenbush
ADJOURN TO CLOSED SESSION	The Board adjourned to Closed Session at 6:06 p.m. to discuss:  A. Conference with District Representative Constance Hubbard Regarding 2009-10 Negotiations with the Association of Piedmont School Administrators (APSA) (Government Code Section 54956.6)  B. Conference with District Representative Constance Hubbard Regarding 2009-10 Negotiations with the California School Employees Association (CSEA), Chapter 60 (Government Code Section 54956.6)
OTHERS PRESENT FOR CLOSED SESSION	Constance Hubbard, Superintendent David Roth, Assistant Superintendent, Business Services
RECONVENE TO REGULAR SESSION	Board President Gadbois called the Regular Session of the Board of Education to order at 7:03 p.m. and led the Board and audience in the Pledge of Allegiance.
OTHERS PRESENT AT REGULAR OPEN SESSION	Constance Hubbard, Superintendent David Roth, Assistant Superintendent, Educational Services
REPORT OF ACTION TAKEN IN CLOSED SESSION	None
AGENDA ADJUSTMENTS	None
COMMUNICATIONS / ANNOUNCEMENTS	
Association of Piedmont Teachers (APT)	APT President Harlan Mohagen, a Resource Specialist at Piedmont High School and Millennium High School is co-teaching two sections of Algebra I with teacher John Hayden this school year.  Ms. Mohagen again thanked the community for their contributions to the District. She stated that teachers are fully committed to being responsible partners with the District and looking forward to having discussions regarding reductions in costs and looking at areas to deal with the bottom line of the District budget. In conjunction with this, an advocacy group is providing a workshop to use as a tool to help the District gather information on health care costs. It is called the California Education Coalition for Health Care Reform. The training is free, and District staff, APT and CSEA members will all

participate.

California School Employees Association (CSEA) None

Associated Parent Clubs of Piedmont None

Student Representative to the Board Ally Leong, Student Representative to the Board, reported that this week is Homecoming; the theme is "Candyland". This is an unusual Homecoming because the dance came the week before Homecoming week. Mid-terms are on Friday and students are excited about this Friday's rally and homecoming game.

PERSONS REQUESTING TO SPEAK ON ITEMS NOT ON THE AGENDA None

Superintendent Announcements Superintendent Hubbard reminded everyone to turn their clocks back on Sunday, November 1.

Wednesday, November 11<sup>th</sup> is a holiday. It is one of the holidays that must always be celebrated on the actual day; that is why schools are closed on Wednesday.

Board President Announcements None

#### PRESENTATION

Recognition of Service: Dr. Jamie Adams, Outgoing Millennium High School Principal

Superintendent Hubbard recounted her experiences working with Dr. Adams. Dr. Adams has been with the District for eighteen years. She was a teacher at Havens and has taught all but third grade. Dr. Adams was the APT President when Superintendent Hubbard was the Assistant Superintendent, at which time they established a good working relationship. Dr. Adams most recently served as the Millennium High School Principal and as the District Curriculum Director. Dr. Adams has accepted a position as Principal of an elementary school in Hillsborough. She is already working on collaboration efforts between Hillsborough and Piedmont.

On behalf of the APT, APT President Mohagen extended best wishes to Dr. Adams, calling her a fabulous elementary teacher, a great APT President, a terrific Curriculum Director, and a wonderful Millennium High School teacher.

Havens Principal Tery Susman expressed her pride in Dr. Adams. Ms. Susman read the letter of recommendation she prepared on Dr. Adams in which she spoke of her having an outstanding educator intellect, problem solving skills, and always working toward consensus.

Dr. Adams thanked the Board and Superintendent, and both Assistant Superintendents, other Piedmont colleagues, and the community. She loved working in Piedmont but is excited about working as a site administrator. Dr. Adams especially commended Superintendent Hubbard, stating she has never known such a dedicated educator who endlessly seeks what is best for students.

The Board thanked Dr. Adams for her many years of service and wished her all the best. She was presented with a gift.

## REVIEW & DISCUSSION ITEMS

### Standardized Student Assessment Report (STAR)

Dr. Roth thanked Board Member Jones for assisting him on this project. A binder of information for each Board member was disseminated.

General trends were discussed. The report will be placed online along with tonight's PowerPoint.

The report included:

- graphic presentation of student performance on STAR (2004-2009), SAT (2006-2007 and 2007-08), ACT (2007-08), AP Exams (2007-09), API (2009), UC Analytical Writing (2005-08), and the California High School Exit Exam (CAHSEE) (2009).
- Presentation of summary test performance as well as performance on reporting clusters within each test.
- Sub-group performance (English Language, Disability, Ethnicity, and Gender).
- Comparative schools

Why:

- Provide teacher and administrators access to data that may inform instruction (reporting clusters), site councils (single plan), and the Board (District Goals and Action Plan; Curriculum decisions).
- Provide a longitudinal reference for parents, teachers, administrators, the Board, and the broader educational community
- Provide point of reference for continuous improvement related to the PUSD assessment program

Comparable Districts/Schools:

- In addition to examining performance trends within the District, the report provides a comparison of PUSD with other high performing Districts/Schools. Variables used in identifying comparables included API, US News Ranking, proximity, and socio-economic similarity.
- Unifieds (K-12): San Marino, La Canada, Palo Alto, San Ramon, Albany, Fremont
- Elementary Districts (K-8): Cupertino, Hillsborough, Los Altos, Moraga, Lafayette, Orinda, Portola Valley, Saratoga
- High Schools: Mission San Jose, Gunn, Saratoga, San Marino, Monte Vista, Los Gatos, Miramonte, Campolindo

The STAR program was discussed: criterion, performance levels (advanced, proficient, basic, below basic, far below basic), reporting clusters, District performance, various programs, and comparisons

with other schools.

The Academic Performance Index, Advanced Placement Test Scores, ACT scores and SAT score and UC Analytical Writing scores, and California High School Exit Exam were also reviewed.

Current and next Steps:

- Site Councils are using this information to inform goals within the Single Plan for Student Achievement.
- The District is identifying an assessment data collection and assessment development system for teachers and administrators (funded by a Piedmont Educational Foundation Grant).
- Sites will be discussing and building upon formative/common assessment program in the District.

This information was shared earlier in the year with teachers and department heads and discussed in more detail during professional development days.

Assistant Superintendent Roth would like to get away from the focus on STAR and instead work toward developing common assessments connected to Standards that helps inform instruction as a tool that teachers can use to improve student achievement. While this has been an important baseline conversation, it has raised sophistication but is just a jumping off point to a more relevant type of assessment practice. If the District continues to improve its understanding of the results and collaboration and communication of that information, improvements will be seen on STAR testing. This seems like the right strategy.

Board Member Jones commented that she really enjoyed working on the assessment reports. SB 19 and AB 1130 will link data and improvements in academic performance.

Resident George Childs asked if there has an element of a cost benefit analysis on a local or state basis or both, of the entire program? Is it really delivering to the District the ability for continuous improvement? Is any of this being used in an appraisal process (such as seeing how staff is performing?)

Resident Catherine Ogle commented that she felt no one is in favor of teaching to the test. She added that the Academic Performance Index is complicated and that the District needs to show how irrelevant it is.

GATE Parent-Student Survey

Assistant Superintendent David Roth provided information on the GATE Parent-Student Survey.

The response rates were as follows:

- 48% (130) of GATE eligible parents responded.
- 21% (5) of 4.0 GPA student's parents responded
- 16% (38) of teachers responded
- 85% (6) site administrators responded

#### Points of Interest / Trends:

- 86% indicate they have received site or District communications
- 55% (61) respondents indicate that the District is communicating that it has a GATE plan less than sufficiently
- 76% (82) of respondents indicate the District is communicating about what GATE provides less than sufficiently
- 82% (90) of respondents indicate the District is communicating about what GATE provides their child less than sufficiently

Depending upon the content area, 27% (math)-50% (writing) of respondents report that their student is not challenged sufficiently.

Overall, 50% (53) report their student is challenged less than sufficiently and 54% report that the District is supporting their student to reach their potential less than sufficiently.

Students (27) responded similarly to questions about challenge.

#### Social-Emotional:

- 72% of respondents believe we are sufficiently meeting the social/emotional needs of their student(s).

#### Enrichment experience:

- Parents report 50%-70% of their elementary GATE students participate in enrichments. Parents report 6%-27% of their secondary GATE students participate in enrichments. Students report similarly low levels of participation in enrichments.

#### Next Steps

- Present summary to Board
- Principals share with teachers
- Post on District web site
- Conduct another survey in May

Board Member Jones hopes that the District continues moving forward in spending more time on differentiated instruction within the classroom rather than enrichment activities after school.

APT President Mohagen stated that differentiated instruction is being used in the Algebra class she is in, along with an English class taught by Beth Black. Teachers have attended several workshops and are actively utilizing differentiated instruction and it has been working well. Many of the general education teachers using it in their classrooms as well in order to reach many high level, middle level, and lower level students within the classroom experience. Anne Beninghof, instructor, has been a tremendous asset.

Parent Catherine Ogle thanked Assistant Superintendent Roth for doing the and not shying away from issues that the District could be doing better. She was at yesterday's GATE Advisory Council meeting and she liked the way he engaged with the group. In the meeting, it was learned that cluster grouping did not happen in some cases because the programming was too difficult or the computer

could not deal with the information. Yet, we are in charge of the computers so we must make them do what we want. Also, if there is a choice of cluster grouping between, for instance, English or Math, versus an elective, parents would like to be able to make that choice. Differentiated instruction at some schools is working well at addressing the needs of the GATE students, and some parents were not seeing that. Differentiated instruction depends on the teacher delivering it and having the strategies for their GATE students. Cluster grouping did not occur at eighth grade and some at the high school level.

Dr. Roth advised that Master Scheduling might interfere with cluster schedules and the District needs to continue working on the computers for providing the information needed, even though sometimes it is difficult.

Cluster grouping was discussed.

Recap of First Collaboration Group Meeting on "Shaping Our Future" Initiative – Long-Range Planning for District

The first of two meetings was held on October 23. The day was segmented into two parts; creating a vision for the District, and then linking the ideas into the near-term reality.

People appreciated the candidness and open-mindedness of the various statements presented. Participants were excited to carry information back to stakeholders.

There was no one from the audience requesting to speak.

Board Member Monach will be submitting a grant to partially cover the cost of these collaboration meetings.

REVIEW & ACTION ITEM  
Draft Action Plan, 2009-10

The entire administrative staff provided input that went into the draft Action Plan presented to the Board at the October 28<sup>th</sup> meeting. The Board will review the draft and give specific feedback directly to the Superintendent, to be incorporated into a final Action Plan to be approved at the November 10, 2009 Board meeting.

There was no one from the public wishing to speak.

HANNOUNCEMENTS / INFORMATION  
H1N1 (Swine) Flu Information

Assistant Superintendent David Roth advised that communications were sent home earlier to parents and additional information will be posted on the District web site by Friday. There are no imminent plans for closing any of Piedmont's schools. Homework packets are being prepared in the event several students miss school for a period of days and feel well enough to do their work at home.

The District has installed hand sanitizers in all classrooms and offices. The District realizes there will probably be a larger outbreak of the flu this season. Parents are being asked to keep their students at home if they are not feeling well. County health officials are advising the District not to report every case to the public, as this may create undue anxiety, in addition to the District's responsibility to maintain student confidentiality. It is not known when or if the District will have availability of the flu shot. The District will continue using precautionary measures and will continue to keep in contact with County and State health officials.

Resident George Childs felt the District was being very proactive on this issue. He asked if the District will require a doctor's slip if the student is absent more than three days, and inquired if siblings of students with the swine flu will be requested to stay home from school.

Dr. Roth advised that right now, the swine flu is being considered as a "widespread outbreak". If the flu conditions become more severe, another communication would be sent out by the District.

#### Announcements / Information

##### Announcement of Special Board Meeting

A Special Board Meeting has been scheduled for Tuesday, November 17<sup>th</sup>, 4:00-6:00 p.m. in the Council Chambers of the City Hall, 120 Vista Avenue, Piedmont, to conduct a public hearing to receive comments regarding the field turf issues at the new Havens play field. It is anticipated that action will be taken by the Board at the November 17<sup>th</sup> meeting.

##### Announcement of Vacancies on Board of Education

Elections for Board of Education candidates (2 vacancies) will take place on February 2, 2010. The nomination period for the upcoming election is from October 12 to November 6. An Election Timetable was provided in the Board packet. Nomination forms may be obtained from and submitted to the City Clerk's office. It is not available on the City's web site because the City Clerk must physically distribute and receive the form back.

#### CORRESPONDENCE

Two emails were received: one regarding the school bus transportation services and one that referred to a New York Times editorial about the present administration trying to effect a change in education. President Gadbois received an email from a participant in the Collaborative Planning Group regarding dual enrollment between community college and high school whereby funding goes to both places.

#### BOARD REPORTS

Vice President Tolles attended a discussion regarding organic filler turf at the new Havens play field, along with Assistant Superintendent Brady and City of Piedmont Recreation Director Mark Delventhal. He also attended a Board meeting at the San Marino Unified School District. One of the processes they use at their Board meetings is to allow only 20 minutes of public comment at Board meetings. San Marino has a historic building in the middle of their athletic facilities and because it is unsafe, it is no longer used and is a hazard. He was there to try to facilitate a resolution.

Board Member Jones has attended several CHIME Board meetings where discussion was held regarding problems with some of the instrumental sections being too large and CHIME possibly funding an extra aide. At the high school, there is a scheduling issue occasionally with the middle school and high school are in orchestra together, and CHIME is discussing possible mitigations for that problem.

President Gadbois wanted the public to note that there were no bond program agenda items this evening, although all of the projects are on schedule. He added that an updated budget analysis is anticipated in December.

## CONSENT CALENDAR

President Gadbois acknowledged the donation from the PRAISE organization for their donation in the amount of \$11, 300 for use by the District's Special Education Program.

It was moved by Board Member Monach, seconded by Board Member Raushenbush, and passed unanimously to approve the Consent Calendar as presented, to include:

- A. Accept Donation
- B. Adopt Regular Board Meeting Minutes of October 14, 2009
- C. Approve District Warrant Lists for July and August 2009 for Goods and Services Rendered
- D. Approve Personnel Action Report

## FUTURE AGENDA ITEMS

The following future Board agenda items were presented, and are subject to change:

- Review of STAR Program Results to include GATE Survey (Oct 28)
- Update on Action Plan from Administrative Team (Oct 28)
- Special Board Meeting to Conduct Public Hearing on Field Turf at new Havens Elementary School (Nov 17, 4-6 p.m., Council Chambers)
- Second Reading / Adopt Proposed Revised Board Policy 4030, "Discrimination / Hate Crimes / Hazing / Harassment (Including Sexual Harassment, Intimidation, Bullying and Cyberbullying)" – *Employee Version*, and Board Policy 5145.3, "Discrimination / Hate Crimes / Hazing / Harassment (Including Sexual Harassment, Intimidation, Bullying and Cyberbullying)" – *Student Version* (Nov)
- Comprehensive School Safety Plan (Nov)
- Conduct Public Hearing and Approve Agreement Between the District and the California School Employees Association (CSEA), Chapter 60 (Nov)
- Approve Single Plans for Student Achievement (Nov)
- Comprehensive Summary of Bond Program Expenditures (Dec)
- Review of State Eligibility Funding (Dec)
- Board Decision Regarding Charter School Request (Dec)
- Review First Interim Financial Report and Approve a Positive Certification of the District's Ability to Meet Financial Obligations for Current and Subsequent Two Fiscal Years; Authorize Appropriate Budget Transfers (Dec)
- Review of Board Bylaws (Section 9000) (TBD)

Board Member Raushenbush requested that the Emery Lease be added to "Future Agenda Items". He asked when the Charter School action was coming back to the Board; Superintendent Hubbard advised it will return at the November 10<sup>th</sup> Board meeting.

Superintendent Hubbard advised that the next regular Board meeting is Tuesday, November 10 due to Veterans' Day, and tomorrow is the first meeting of the Citizens' Advisory Committee on the Parcel Tax Program – 4:30 p.m. in the District Office. The meeting has been posted.

ADJOURNMENT

There being no further business and with no objection by the Board,  
President Gadbois adjourned the meeting at 10:25 p.m.

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RAY GADBOIS, Board President  
Piedmont Unified School District  
Board of Education

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CONSTANCE HUBBARD  
Secretary, Piedmont Unified School District  
Board of Education