

PROCEEDINGS
OF THE PADUCAH BOARD OF EDUCATION
REGULAR MEETING
November 19, 2018

A regular meeting of the Board of Education of the Paducah Independent School District was held at the Central Office, 800 Caldwell Street, Paducah, Kentucky, on Monday, November 19, 2018 at 6:00 p.m.

ROLL CALL

Members Present: Felix Akojie, Janice Howard, Danette Humphrey, Carl LeBuhn

Absent: James Hudson

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

William Black, Instruction/Assistant Superintendent

Dale Weaver, IT

Troy Brock, DPP

Angela Copeland, Finance

Wayne Walden, Community Relations

Kristy Lewis, Head Start

Nicholas Holland, Attorney

Other staff and administrators

Media

After the roll call, it was established that a quorum of Board members was present. Dr. Shively led the Pledge of Allegiance.

ORDER NO. 148

APPROVAL OF AGENDA

The agenda was presented with a field trip added to the consent agenda. The motion was made by Dr. Akojie and seconded by Mrs. Humphrey that the Board concur with the recommendation of the superintendent and approve the agenda as presented. The roll was called and all members present voted "yes".

SPECIAL RECOGNITIONS:

Troy Brock recognized Clark, Morgan, and McNabb Elementary and Paducah Middle Schools for achieving Bronze Status with regard to KYCID Fidelity Standards.

Carol Withrow and Sid Hancock recognized the following students for their recent wins in the state writing contest with the KY Council of Teachers of English and Language Arts. There were 8 state champions, 2 state runners up, and 2 top 5 finishes.

Elementary division, grades K-2

Bennett Seaton, Clark Elementary State Champion in Narrative Writing for "The Three Ninja Brothers"

Abigail Kilburn, Morgan Elementary State Runner Up in Narrative Writing for "The Spelling Bee"

Jaden Powell, Morgan Elementary State Champion in Poetry for "Fortnite"

Jaylin Bellamy, Morgan Elementary State Champion in Opinion Writing for "Dear Christopher Paul Curtis"

Elementary Division, grades 3-5

Taryn Tucker, Morgan Elementary State Champion in Poetry for "A Little Glimpse of Hope", now 6th gr

Wells Hancock, Clark Elementary 5th in State for "Did You Know?"

Caroline Adkins, Clark Elementary State Champion Informational Writing for "Mercy Otis Warren: Conscience of the American Revolution"

Eliza Esper, Clark Elementary State Champion in Narrative Writing for "A Brave New World"

Middle School Division

Paige Kight, Paducah Middle School (now at PTHS) State Champion in Poetry for "Duality"

High School Division

Kate Criner, Paducah Tilghman State Champion in Poetry for "Admirable Abuse"

Kate Criner, Paducah Tilghman State Runner Up in Argumentative Writing for "Reach Out and Take Hold"

Grace Raber, Paducah Tilghman, 3rd in State in Informational Writing for "How Education Saved This Foster Child's Life"

ITEMS OF INTEREST/SUPERINTENDENT’S REPORT

Will Black presented information on the book “The 4 Disciplines of Execution: Achieving Your Wildly Important Goals” by Chris McChesney, Sean Covey and Jim Huling. He and Dr. Shively have used such principles in our schools, especially in accountability and scoreboards.

The 4 Disciplines of Execution:

Discipline 1: Focus on the Wildly Important

Discipline 2: Act on the Lead Measures

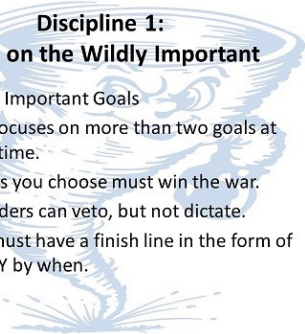
Discipline 3: Keep a Compelling Scorecard

Discipline 4: Create a Cadence of Accountability

Discipline 1:

Focus on the Wildly Important

- 1-2 Wildly Important Goals
- No team focuses on more than two goals at the same time.
- The battles you choose must win the war.
- Senior leaders can veto, but not dictate.
- All goals must have a finish line in the form of from X to Y by when.



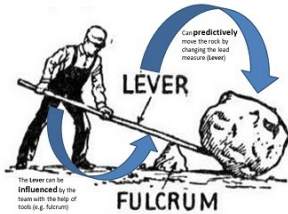
Discipline 2:

Act on the Lead Measures



Discipline 2:

Act on the Lead Measures



Lead Measure Examples

- What percentage of students are on track to meet their Accelerated Reading Goal this week?

An 85% average percent correct on AR tests in a student’s personal range predicts a higher reading level on STAR and KPREP.

Lead Measure Examples

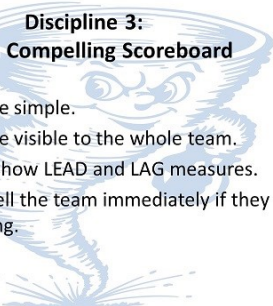
- What percentage of students have mastered math objectives according to our weekly quiz system?

Students with higher weekly quiz scores tend to score better on KPREP.

Discipline 3:

Keep a Compelling Scoreboard

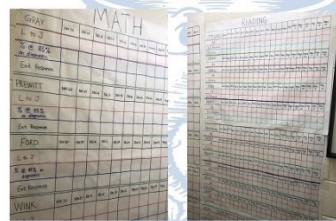
- It has to be simple.
- It has to be visible to the whole team.
- It should show LEAD and LAG measures.
- It has to tell the team immediately if they are winning.



Scoreboard Examples



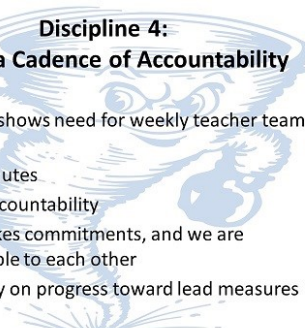
Scoreboard Examples



Discipline 4:

Create a Cadence of Accountability

- Research shows need for weekly teacher team sessions
- 20-30 minutes
- Shared accountability
- Team makes commitments, and we are accountable to each other
- Focus only on progress toward lead measures



Discipline 4:

Create a Cadence of Accountability

- 20 - 30 Minute Meeting
- Scheduled
- Once a week
- Keep attendance



Troy Brock, director of pupil personnel, presented the attendance report.

Attendance:

- Highest percent attendance: Clark Elementary 97.31%
- | | |
|------------|--------|
| PM | 96.07% |
| McNabb | 95.70% |
| Morgan | 95.44% |
| PTHS | 95.33% |
| Choices | 83.49% |
| District | 95.86% |
| Cumulative | 96.39% |

Enrollment:

- Total of 2881 up 11 vs last year
- Choices is down 8 vs last year
- PM is up 41
- Morgan up 14
- McNabb down 16
- Clark and PTHS have remained relatively stable
- Note: we have a larger Kindergarten class than last year (up 25) which affects funding negatively overall.

ADA:

- 2636 vs last year of 2632.12 (up 3.88)
- Cumulative 2639.34 vs last year 2641.44 (dn 1.91) – related to Kindergarten enrollment
- Note: Growth Factor returned -5.319 difference from last year. There is no growth funding this year.

HEARINGS OF INDIVIDUALS AND GROUPS

There were none.

ORDER NO. 149

APPROVAL CONSENT AGENDA ITEMS

The Consent Agenda was presented with a recommendation for each item:

APPROVAL OF BILLS AND REGULAR DISBURSEMENTS - A listing of the disbursements was given to Board members with the agenda. Checks: 102106-102360 Voids: 101455, 102061
It was recommended that the bills and regular disbursements be approved.

ACCEPTANCE OF TREASURER'S MONTHLY REPORT - The Treasurer's Monthly Report for the period ending October 31, 2018 was presented. It was recommended that the Treasurer's Monthly Report be received.

ACCEPTANCE OF WORKING BUDGET ADJUSTMENTS - The Working Budget Adjustments for the period ending October 31, 2018 were presented. It was recommended that the Working Budget Adjustments be received.

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held October 15 and special meeting held November 2, 2018. It was recommended that the minutes be approved.

ACCEPTANCE OF NOTIFICATION OF PERSONNEL ACTIONS - It was recommended that the Board receive the notification of personnel actions for certified and support personnel. These actions occurred since October 15, 2018.

APPROVAL OF LEAVE OF ABSENCE - It was recommended that the Paducah Board of Education grant a leave of absence to the following staff members as requested: Sherida Phillips October 1, 2018 through June 30, 2019; Jeanette Townsley October 10-23, 2018, October 24-26, 2018; Julie Huff November 1-30, 2018; Pamela Smith half day November 16, 2018; Thomas Knight November 12, 2018 to February 22, 2019.

ACCEPTANCE AND APPROVAL OF HEAD START REPORTS - It was recommended that the Paducah Board of Education accept the following: the Director's Report, Education Report, Family Services Report, Shared

Governance Report, Non Federal Shares Report and approve the new substitute (Gracie Scott), new teacher (Angela Workman) and CDA books and classes for Sara Fret as presented by Kristy Lewis, director.

ACCEPTANCE OF CDIP PROGRESS MONITORING REPORT - It was recommended that the Paducah Board of Education receive the CDIP Progress Monitoring Report for November 2018 as presented by Will Black, Assistant Superintendent.

The motion was made by Dr. Akojie and seconded by Mrs. Howard that the Board concur with the recommendations for the items included in the CONSENT AGENDA. The roll was called and all members present voted "Yes."

ORDER NO. 150

APPROVAL OF CALENDAR COMMITTEE SELECTION 2019-2020

Dr. Shively recommended that the Paducah Board of Education approve the following representatives to serve on the 2019-2020 Calendar Committee as presented by Troy Brock, DPP. Principals: Dr. Mark Fenske, Morgan Elementary and Steve Ybarzabal, Clark Elementary. District Office Administration: Troy Brock, DPP. Board Member: Janice Howard. Parents: Robin Kelly, Allison Rains, Holly Loshier, and Tara Sawvel. Elementary School Teachers: Kim Davidson (Morgan), Amanda Holm (Clark) and Amy Bakehouse (McNabb). Middle School and High School Teachers: Kari Balkey and Antonio Cardon (PTHS), and Tasha Allen (PM). District Classified Employees: Lauren Turner and Lauren Wyatt. Community Members: Mary Hammond, Paducah Visitors Bureau and Terri Lundberg, Paducah Chamber of Commerce.

The motion was made by Mrs. Humphrey and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 151

APPROVAL OF INNOVATION HUB COMMISSIONING AUTHORITY

Dr. Shively recommended that the Paducah Board of Education approve the low bid of \$27,040.00 and award the contract to The Performance Commissioning Agency to lead the functional testing and successful commissioning of water heating, HVAC and lighting systems. Commissioning is required by the International Energy Conservation Code.

The motion was made by Mrs. Humphrey and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 152

APPROVAL OF INNOVATION HUB TESTING & BALANCING BID

Dr. Shively recommended that the Paducah Board of Education approve the low bid of \$26,285.00 and award the contact with Synergy Test & Balance Inc. for the testing and balancing of the Paducah Innovation Hub. The TAB service company will test, adjust, and balance the HVAC systems to perform as specified by the Engineer. This involves both air and water flow rates. The motion was made by Dr. Akojie and seconded by Mrs. Humphrey that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 153

APPROVAL OF BOARD MEETING DATES FOR 2019

Dr. Shively recommended that the Paducah Board of Education approve the following as its regular meeting dates for 2019 with the meetings to commence at 6 p.m. in the Board Room of the Whiteside Building (Paducah Board of Education), 800 Caldwell Street, Paducah, Kentucky unless announced otherwise:

January 14, 2019
February 18, 2019
March 18, 2019
April 15, 2019
May 20, 2019
June 17, 2019
July 15, 2019
August 19, 2019
September 16, 2019
October 21, 2019
November 18, 2019
December 16, 2019

The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 154

APPROVAL OF BG1 REVISED – PTHS COURTYARD PROJECT

Dr. Shively recommended that the Paducah Board of Education approve the Revised BG 1 for the Paducah Tilghman High School Court Yard Renovation Project BG 16-212 as presented by Troy Brock, DPP.

The motion was made by Mrs. Humphrey and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 155

ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced the need to go into executive session for the discussion of personnel, litigation and. The motion was made by Mrs. Humphrey and seconded by Mrs. Howard that the Board go into executive session. The roll was called and all members present voted "Yes." Donald Shively, Felix Akojie, Danette Humphrey, Janice Howard, Will Black, Lisa Chappell and Nicholas Holland were present for the executive session and hearing.

ORDER NO. 156

ACTION TO RETURN TO OPEN SESSION

The motion was made by Mrs. Humphrey and seconded by Dr. Akojie that the Board return to open session. The roll was called and all members present voted "Yes."

ORDER NO. 157

ACTION TO ADJOURN

The motion was made by Dr. Akojie and seconded by Mrs. Howard that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 7:51 p.m.

Chairman

Secretary

The requirements of KRS 61.810, 61.815, 61.820 and 61.823 were complied with relative to the foregoing meeting.