

**TWIN FALLS SCHOOL DISTRICT NO. 411
SCHOOL BOARD MEETING**

**HELD AT:
Roper Auditorium, 1615 Filer Ave. E., Twin Falls, Idaho**

And
Virtually, go to [www.tfsd.org](https://us02web.zoom.us/j/89672128840?pwd=Ull4ZnhJTzhsMlZ2SUJOSHJWU9yUT09) for link to Zoom Meeting:
Join Zoom Meeting <https://us02web.zoom.us/j/89672128840?pwd=Ull4ZnhJTzhsMlZ2SUJOSHJWU9yUT09>
or
Dial by your location +1 253 215 8782 or +1 346 248 7799
Meeting ID: 896 7212 8840 Password: 120899

**July 27, 2020
5:00 P.M.**

REGULAR JULY ANNUAL BOARD MEETING AND WORK SESSION AGENDA

MISSION

Our mission is to provide a quality
education necessary for all
students to be successful in life.

- I. Call to Order – Action
- II. Pledge of Allegiance
- III. Procedural Matters
 - A. Action Items:
 - 1. Approval of Agenda (Additions and Deletions)
- IV. Unscheduled Delegations (Audience to Address the Board)
- V. Consent Calendar – Action
 - A. Approval of Administrator Retirement
 - B. Approval of New Certified Employees
 - C. Approval of Certified Retirement
 - D. Approval of New Classified Employees
 - E. Approval of Classified Personnel Retirement
 - F. Approval of Classified Personnel Resignations
 - G. Approval of Extra-Curricular Employees
 - H. Approval of Extra-Curricular Resignations
- VI. Fall 2020 Re-Opening/Operational COVID Protocol – Brady Dickinson (60 min) – Action
- VII. 10 Year Plant Facilities Plan - Building Projects Update – Ryan Bowman (20 min)
- VIII. 2020-2025 TFSD #411 Strategic Plan – Eva Craner (30 min) – Action
- IX. Superintendent's Goals and Objectives – Brady Dickinson (15 min)
- X. Adjournment – Action

WORKING WITH YOUR SCHOOL BOARD

WELCOME to another Twin Falls School District Board of Trustees Meeting. You are encouraged to attend all regular board meetings.

We are proud of our school system and the board members are dedicated to the continued improvement of the Twin Falls Schools.

We understand that from time to time patrons of school districts have concerns and feel a need to bring those concerns to the attention of the school or teachers. In order to maintain continuity and best resolve these concerns, we recommend to our patrons the following procedures:

1. The first and most effective step is to take the concern to the staff member who is closest to the problem. (In many cases this will be the teacher, coach, etc.) We have found that most problems are resolved at this level.
2. If there is still a concern on the matter, we then recommend that the concern be brought to the attention of the Principal. We have found that unresolved concerns from item #1 are usually resolved satisfactorily by the building administrator.
3. If the concern is not satisfactorily resolved at that level, then the concern should be taken to the Director of Elementary Programs or Director of Secondary Programs.
4. If the concern is not satisfactorily resolved at that level, then the concern should be taken to the Superintendent of Schools. Difficult concerns can usually be resolved.
5. However, if the patron still feels the concern has not been properly resolved he/she may use the right of appeal to the Board of Trustees. This is done by calling or writing to the Superintendent and asking for the item to be placed on the agenda of the next regularly scheduled board meeting.
6. If you desire to address the board, we would like you to be as comfortable as possible. As a board we hold public meetings which are not public forums and therefore have rules which are necessary for the benefit of all. The following guidelines will assist you as you present your information to the board.
 - A. Prepare your thoughts ahead of time. Usually a brief written outline handed to each board member helps the board follow your presentation. This outline would also give them something upon which to make notes as you speak.
 - B. If a group is involved, select one individual to be your spokesperson. He/she can then guide the presentation with the board and help the board chairman in directing questions to the group.
 - C. Plan your presentation to be as brief as possible. This should include a question/answer period. If more time is needed it is best to give a complete written presentation to the board for their future study. If you give more than five to six minutes of testimony, time restraints will make it difficult for the board to respond that same evening.
 - D. Usually the board will direct the administration to help resolve the concerns and ask for a report back to the board at a later date. However, please remember a solution may take time to be resolved.

We are eager to have our patrons and school staff working together for the improvement of education in the Twin Falls Schools.

Thank you for coming. Please come again.

Your Board of Trustees



Twin Falls School District #411
201 Main Ave. W
Twin Falls, ID 83301

P 208.733.6900
F 208.733.6987
www.tfsd.org

Brady D. Dickinson, PH.D. SUPERINTENDENT OF SCHOOLS

Date: July 21, 2020

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Administrator Retirement

Robert Seaman, Director of Business Affairs, has submitted his retirement letter resigning his position for the 2021-2022 school year.

The Human Resources Department recommends to the Superintendent and the Board of Trustees that we accept this resignation.

Brady D. Dickinson, Ph.D.
Superintendent of Schools

William Brulotte
Associate Superintendent

NEW CERTIFIED EMPLOYEE 2020-2021

[illegible]



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Date: July 21, 2020

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Certified Retirement – 2020-2021

The following certified employee has submitted her retirement letter resigning her position for the 2020-2021 school year:

- Laurie Stanley – Teacher – 4th Grade at Sawtooth Elementary School

The Human Resources Department recommends to the Superintendent and the Board of Trustees that we accept this resignation.



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Date: July 21, 2020

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: New Classified Employees or Classified Transfers

It's the recommendation of the Human Resources Department to the Superintendent and the Twin Falls School District Board of Trustees these individuals listed below be approved for hiring for the 2020-2021 school year:

LeeAnn Alexander	Para educator (SPED) at Harrison Elementary School
Manuel Ramirez	Educational Sign Language Interpreter at Canyon Ridge High School
Sherry Sarbu	Playground Aide at Harrison Elementary School

The individual listed below is a current employee that has accepted a transfer within the district for the 2020-2021 school year.

NAME

POSITION

Jasmine Victorious	Elementary Library Technician at Perrine Elementary School
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All are in the process of completing the necessary consent, I-9's, drug free work place form etc., and have met the criteria to become employees of the Twin Falls School District.

If you have any questions or concerns, please do not hesitate to contact me.

Brady D. Dickinson, Ph.D.
Superintendent of Schools

William Brulotte
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Date: July 21, 2020

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Classified Retirement – 2020-2021

The following classified employee has submitted her retirement letter resigning her position for the 2020-2021 school year:

- Debbie Padia, Child Nutrition- Cafeteria Manager at Bickel Elementary School

The Human Resources Department recommends to the Superintendent and the Board of Trustees that we accept this resignation.



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Date: July 21, 2020

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Classified Resignations

The following classified employees have submitted their resignation letter resigning their position for the 2020-2021 school year:

Stefanie Penning	Para educator – Title	Harrison Elementary School
Christopher Newbry	Playground Aide	Bickel Elementary School
Dawn Hentrup	Cook/Cashier	Bickel Elementary School
Becky Flanary	Computer Lab Assistant	Lincoln Elementary School

The Human Resources Department recommends to the Superintendent and the Board of Trustees that we accept these resignations.

Brady D. Dickinson, Ph.D.
Superintendent of Schools

William Brulotte
Associate Superintendent



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Date: July 21, 2020

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Extra-Curricular Employees

It is the recommendation of the Human Resources Department to the Superintendent and the Twin Falls School District Board of Trustees that these individuals listed below be approved for hiring. An employment letter will be issued for the 2020-2021 school year.

If you have any questions or concerns, please do not hesitate to contact me.

Shalene Ruiz	Assistant Dance Coach	Twin Falls High School
Mark Schaal	Driver's Ed. Coordinator	District Wide
Domink Unger	Assistant Football Coach	Twin Falls High School
Jared Sorenson	Soccer Coach (Boys)	O'Leary Middle School

Brady D. Dickinson, Ph.D.
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Date: July 21, 2020

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Extra-Curricular Resignations

The following employees have submitted their resignation letter resigning their position for the 2020-2021 school year:

Bishop, Nathan	Assistant Football Coach	Twin Falls High School
Stacey Behrens	Assistant Basketball Coach (Boys)	Twin Falls High School
Brian Ayers	Assistant Softball Coach	Twin Falls High School

The Human Resources Department recommends to the Superintendent and the Twin Falls School District Board of Trustees that we accept these resignations.

Brady D. Dickinson, Ph.D.
Superintendent of Schools

William Brulotte
Associate Superintendent

Superintendent Goal and Objectives: 2020-2021

Goal: Be the District of choice for parents, students, and employees through the offering of top-notch programs in a fiscally responsible, modern, and flexible system that is effectively structured to mitigate challenges associated with COVID-19.

For each objective, items without quantitative measures will be reported on in the spring of 2021 for evaluation.

Objective: Expand opportunities for students.

Effectively communicate and implement the reopening plan created by the HEAL Taskforce. Reports will be made at each Board meeting this coming year.

Ensure the system effectively and efficiently modifies and adjusts practices as needed in order to ensure the continuation of high impact programs during crisis situations and ensure that these changes are effectively communicated.

Continue expanding CTE programs while promoting a technical center and/or partnership with CSI. Increase enrollment in CTE programs at the high schools, and opportunities for TFSD students at all levels, recognizing that this may be difficult this year due to challenges related to mitigating COVID-19.

Maximize advanced opportunities funding as demonstrated by student utilization.

Objective: Improved student achievement

Effectively address challenges related to the loss of instruction time due to COVID-19. This includes closing achievement gaps and implementing programs designed to meet the needs of families in Twin Falls.

Demonstrate continuous improvement in academic achievement. This includes a variety of data points from various academic indicators from each school.

Increase the number of grade levels at or above the state average on ISAT and IRI and/or demonstrate continued growth in these areas. In addition, demonstrate positive trends in SAT and graduation rates.

Objective: Fiscally responsible

Ensure an accurate and responsible budget is created and implemented for 2020-2021 that maintains programs, takes care of employees, and keeps the district in sound financial condition.

Effectively manage CARES funds in a responsible manner.

Continue ensuring transparency with the budget and any challenges that arise in the coming year.

Continue efforts to increase carryover to a minimum of 5% in unrestricted funds.

Objective: School Connection

Be visible throughout the district and community. Attend 3 school events at each school during the year, and attend a school faculty meeting or collaboration session once a week. In addition, attend community events and collaborate with other community leaders.

Continue utilizing the Highlights of the Week to be sent out each Friday.

Continue providing the Board with an update each week.

Objectives: Modern facilities

Work with the Director of Operations to continue implementation of the 10-year long-range plan for facilities. Topics include security, HVAC, furniture, and technology.

Objective: Effective use of shared leadership

Meet with each director and principal in the fall to collaboratively set goals for the year. Evaluate progress at the end of the school year.

Meet with each Board member individually during the 2020-2021 school year to ensure open communication.

Complete the process of attendance zone adjustments (if any) to ensure a more even distribution of students at the elementary level.

Lead the Budget Advisory Committee through the decision-making process related to the emergency levy and upcoming supplemental levy.

Objective: Quality personnel

Hire and retain qualified staff for certified and classified positions. A report will be made to the Board before April 2020 demonstrating progress in this area.

Objective: Social-Emotional Health

Support the implementation of strategies designed to promote and foster an environment of wellness for staff and students. Reports will be given during the Strategic Plan Board Updates.