

**TWIN FALLS SCHOOL DISTRICT NO. 411  
SCHOOL BOARD MEETING  
HELD AT:  
160 GOODING STREET WEST  
TWIN FALLS, IDAHO 83301**

(For a Courtesy Live Stream of this Meeting go to:  
<https://www.youtube.com/channel/UCeuVI9P46lMkgY-R2gWXLAQ>)

**February 12, 2024  
7:00 p.m.  
AGENDA**

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- **on Agenda Items**)

*Please note: Clerk of the Board must receive completed request form before the meeting starts; time to address the Board is limited to 3 minutes each on a specific agenda item listed below; and total time allotted for public comment will not exceed one (1) hour.*

V. Consent Calendar *Action*

- A. Approval of Minutes from the January 8 and 24, 2024 meetings
- B. Approval of Board Financial Reports
- C. Approval of Building Financial Reports
- D. Approval of Accounts Payables and Payroll
- E. Approval of Contracts for Private Service Providers (PSP)/Consultants and Other
- F. Approval of Administrator Retirement – 2024-2025
- G. Approval of Administrator Resignation – 2024-2025
- H. Approval of New Certified Personnel
- I. Approval of Certified Personnel Resignations
- J. Approval of Job Sharing Request from O’Leary Middle School

VI. Superintendent's Report

- A. Certified Employee of the Month – MVHS, and Support Services
- B. Classified Employee of the Month – MVHS, and Support Services

VII. Instruction

A. Information Items:

- 1. Building Reports
  - a. Pillar Falls Elementary School - Nancy Murphy
  - b. Rock Creek Elementary School – Lisa Honas
  - c. Magic Valley High School – Jason Kiester
- 2. Individualized Occupation Training (IOT) – Anne Peterson/Ryan Nesmith
- 3. Launch Program Update – Anne Peterson/Ryan Nesmith
- 4. Career Technical Education (CTE) Courses & Pathways/Clusters Modifications/Additions
  - Courses:
    - a. Banking and Credit- Canyon Ridge High School
    - b. Leadership in Business and Marketing- Twin Falls and Canyon Ridge High Schools
  - Pathways/Clusters:
    - a. Pre-Engineering
    - b. Digital Media Production Pathway
    - c. Web Development Pathway
    - d. Cyber Security Pathway
    - e. Business/Marketing Education Cluster
    - f. IOT Pathway
    - g. Animal Science Pathway

B. *Action* Items:

- 1. Career Technical Education (CTE) Courses & Pathways/Clusters Modifications/Additions

VIII. Budget and Finance

- A. Information Items: (None)
- B. *Action* Items: (None)

IX. Personnel

A. Information Items:

- 1. Classified Personnel: New Hires/Resignations/Retirements/Transfers
- 2. Policy/Procedure Review and Revisions Recommendations 1<sup>st</sup> Reading
- ISBA Updates:
  - 3227 Student Club Operated Social Media – NEW
  - 3500 Student Health and Physical Screenings and Examinations

**MISSION**

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

The School District Board Room is accessible to the physically disabled. Interpreters for persons with hearing impairments, and brailled or taped information for persons with visual impairments, can be provided upon 5 days’ notice. For arrangements, contact Chelsea Popplewell at 733-6900.

3520 Contagious or Infectious Diseases  
3523 Head Lice (Pediculosis)  
Administrative Updates:  
2375 Service Animals  
4400 Relations with the Law Enforcement and Child Protective Agencies  
8120 Bus Routes, Stops, and, Non-Transportation Zones  
8180 Driver Training and Responsibility – NEW  
8190 Emergencies Involving Buses - NEW

B. **Action** Items: (None)

X. Board Goals

- A. Information Items:
1. 2020-2025 Strategic Plan Update - Eva Craner
  2. Discuss Removing July’s Board Work Session

B. **Action** Items: (None)

XI. Future Agenda Items

- A. ISBA’s Legislative Day on the Hill Conference Reminder - February 19<sup>th</sup> & 20<sup>th</sup>  
B. February 28, 2024 Meeting – Building Reports from Michelle Brewer, Bickel; Cheri McKenzie, Lincoln; Jennifer Stokesberry, Morningside; and Tana Schroeder, Oregon Trail; at 7:00 p.m. at Bickel Elementary School.

XII. **Action**: Executive Session as per Idaho Code 74-206(1) Subsection (b) and (d)  
(b) To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public school student; and  
(d) To consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code.

**Action** on student discipline – in executive session. Pursuant to Section 33-205 the Board may engage in an action item relating to student discipline. (74-206(1)(b)).

Open back up to the public.

XIII. 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 chair 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 PUBLIC SCHOOLS

**School District No. 411**

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO

83301

(208) 733-6900

January 8, 2024

7:00 p.m.

- I. Call to Order - The Board of Trustees of Twin Falls School District No. 411, Twin Falls County, State of Idaho, met in its, properly posted, regular monthly meeting at Twin Falls School District Boardroom located at 160 Gooding Street West, Twin Falls, Idaho, at the hour of 7:00 p.m., on Monday, January 8, 2024. The following trustees were present: Chairman, Eric Smallwood; Vice Chairman, Jayson Lloyd; Trustees, Heidi Casdorph, and Emily Christensen. There were also present Superintendent, Brady Dickinson; Associate Superintendent, Ryan Nesmith; Board Clerk, Michelle Lucas, as well as district directors, interested patrons, employees, and the media.
- II. Pledge of Allegiance - The Board of Trustees stood and recited the Pledge of Allegiance.
- III. Procedural Matters Action Items:
  1. Approval of Agenda – Vice Chairman Lloyd asked if there were any additions or deletions to the agenda. There were none. Trustee Smallwood moved to approve the agenda as presented. Trustee Casdorph seconded the motion, motion carried.
  2. Vice Chairman Lloyd asked for nominations for the office of chairman of the board for Twin Falls School District #411. Trustee Casdorph nominated Eric Smallwood as chairman. Trustee Christensen seconded the motion. With no other nominations, motion carried. With a passing of the gavel to the newly nominated Chairman Smallwood, he called for nominations for the office of vice chairman of the board for Twin Falls School District #411. Trustee Casdorph nominated Jayson Lloyd as vice chairman of the board. Trustee Christensen seconded the motion. With no other nominations, motion carried. Eric Smallwood is officially chairman and Jayson Lloyd will remain vice chairman of the Twin Falls School District #411.
  3. Vice Chairman Lloyd moved to appoint Michelle Lucas as Clerk of the Board, Claudia Paredez as Interim Clerk of the Board, Zach Schaal as Treasurer of the Board, and Deborah Ogden as Assistant Treasurer of the Board. The motion was seconded by Trustee Casdorph. motion passed unanimously.
  4. Trustee Christensen moved to approve the meeting schedule as submitted for January 2024 – January 2025 board meetings as proposed. The board will meet on the second Monday and the fourth Wednesday at 7:00 p.m., work sessions at 5:00 p.m., with the exception of the second meetings of the months of May, June, August, November, and December. The first meeting of each month will serve as the board's business meeting and the second meetings of the month will serve as board building reports or board work-sessions. Meetings will be held

at the School District boardroom located at 160 Gooding Street West, unless posted otherwise. The motion was seconded by Vice Chairman Lloyd, motion carried.

5. Trustee Christensen moved to set the notice and agenda posting locations, as we have done in the past, on the district website and at the administration office. Vice Chairman Lloyd seconded the motion, motion carried.
  6. Trustee Christensen moved to keep signatories as recommended for Twin Falls School District #411 when not covered by a specific policy as Board Chair, Vice Chair, Superintendent, Associate Superintendent and/or Superintendents Designee(s). Vice Chairman Lloyd seconded the motion, motion carried.
- IV. Unscheduled Delegations (Audience to Address the Board) – Chairman Smallwood asked if there was anyone wishing to address the Board. There were none.
- V. Consent Calendar – Trustee Casdorff moved to approve the consent calendar which included: minutes from the December 11, 2023 meeting; board and building financial reports; accounts payable and payroll; certified release of contract for John Scott Minor as resource teacher at Robert Stuart Middle School; and early graduation requests from Twin Falls High School for Michael Nave and Mazie Walter. The motion was seconded by Vice Chairman Lloyd, motion passed unanimously.
- VI. Superintendent's Report
- A/B. Superintendent Dickinson announced the certified employee(s) of the month from Bickel Elementary School for the month of January as Kim Ruiz, first grade teacher and from Pillar Falls Elementary School as Sheli Hulet, instructional coach; and the classified employee(s) of the month from Bickel Elementary School as Kate Milligan, mentor; and from Pillar Falls Elementary School as Gina Black, behavior para. He read a brief resume' on each one and gave them a gift from the Board and a plaque. They all thanked the Board for the honor.
- VII. Instruction A. Information Items:
1. Superintendent Dickinson shared the American Rescue Plan Safe Return to School renewal and presented the submitted written comments received on the plan during the review process. It is required to review this plan every 6 months. July 2024 will be the last time the plan has to be reviewed. The Board acknowledged the 4 comments that patrons submitted. The survey for input goes out to all staff and students, roughly 18,000 people have the opportunity to review and comment.
  2. Superintendent Dickinson introduced Elevate Academy Network Charter School's Chief Executive Officer and Co-Founder, Monica White and Chief Officer and Co-Founder, Matt Strong. Superintendent Dickinson shared that the District has the option to partner with Elevate or send them on to the State Charter School Commission. Ms. White shared Elevates' background, how it arrived here, why a charter, current footprint and governance structure. They focus on finding the genius in every struggling student at risk to not graduate. She explained that they are governed by their own board which are appointed, not elected and consist of partners in local trades, industry workers, and other community members. The school is a 6<sup>th</sup> – 12<sup>th</sup> career tech charter school, which allows students to earn a two industry certificate and a high school diploma. All trades offered will be based on this community. This program is mastery based and meets every student where they are. They are anticipating



enrollment for grades 6<sup>th</sup> - 10<sup>th</sup> the first year of 310 and 460 at full capacity with grades 6<sup>th</sup> - 12<sup>th</sup>. Class sizes of 15 to 1, and will have approximately 20% in special education on IEP's. Their plan in Idaho is to have 8 schools. The location is set for across from South Hills Middle School. Ms. White explained the differences of them working with a district vs. working with the Commission and the role of the authorizer, and stood for questions. Superintendent Dickinson shared his concerns with another charter school coming into Twin Falls area. This will return at the next board meeting, January 24, 2024.

VII. Instruction B. Action Items:

1. Vice Chairman Lloyd moved to accept the American Rescue Plan Safe Return to School renewal as proposed. Trustee Christensen seconded the motion, motion carried.

VIII. Budget & Finance A. Information Items: None

VIII. Budget & Finance B. Action Items: None

IX. Personnel A. Information Items:

1. Most recent classified personnel new hires and resignations were shared with the Board.

IX. Personnel B. Action Items:

1. Director of Community Relations, Eva Craner summarized the recommended policies/procedures changes, as a second reading. Policies and procedures were: 2335 Digital Citizenship and Safety Education, 3340P Corrective Action and Discipline, 3510 Student Medications, 3518 Treatment of Opioid Overdoses, 3530 Suicide, 3545 Student Questioning and Arrests, 4140 Visitors to the Schools, 4330 Spectator Conduct and Sportsmanship for Athletic and Co-Curricular Events, 5280 Professional Standards Commission (PSC) Code of Ethics, and 5500 Personnel Files. Administrative Updates: 2700P Graduation Requirements, 3281 Gender Identity and Sexual Orientation. Vice Chairman Lloyd moved to approve policies/procedures as recommended. Trustee Christensen seconded the motion, motion carried.

X. Board Goals A. Information Items:

1. Twin Falls School Board of Trustees read through and signed their Code of Ethics.

X. Board Goals B. Action Items:

1. Vice Chairman Lloyd moved to approve the removal of item VIII Secondary Curriculum Mapping and add Elevate Academy Request for Authorization (by Zoom) to the work session agenda. Trustee Casdorph seconded the motion, motion carried.
2. Trustees reviewed the district committee list for Board members and decided which trustees would take each committee. Trustee Christensen moved to approve the board committee representatives as amended. Trustee Casdorph seconded the motion, motion carried.

XI. Future Agenda Items:

1. The next board meeting is a work session and is scheduled for January 24, 2024 at 5:00 p.m.
2. The next regular board meeting is scheduled for February 12, 2024 at 7:00 p.m.
3. Idaho School Board Association's Legislative Day on the Hill is scheduled for February 19<sup>th</sup> and 20<sup>th</sup>, 2024 in Boise. Registered to attend are: Brady Dickinson, Jayson Lloyd, Heidi Casdorff, Heidi Tubbs, Eric Smallwood, and Emily Christensen.

XII. Executive Session

Since there was no other business to come before the Board in open session, Trustee Christensen moved that the Board retire into executive session as per Idaho Code 74-206(1) subsection (b) to consider disciplining of public school students; (d) to consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code. Vice Chairman Lloyd seconded the motion. Chairman Smallwood asked Board Clerk, Michelle Lucas to poll the board. Roll call vote was as follows:

Chairman, Eric Smallwood – Yes;  
 Vice Chairman, Jayson Lloyd – Yes;  
 Trustee, Heidi Casdorff – Yes; and  
 Trustee, Emily Christensen – Yes.

With 2/3<sup>rd</sup> the Boards governing body voting yes, motion carried. The Board convened into executive session at 8:39 p.m.

Student discipline was discussed from 8:39 p.m. to 8:59 p.m. as per Section 33-205 and 74-206(1)(b) the Board considered three (3) student hearings and took action accordingly. Such action shall be documented in the student's educational record and is confidential pursuant to the Family Educational Rights and Privacy Act (FERPA) and other applicable state and federal code and regulation provisions.

Vice Chairman Lloyd moved to adjourn the meeting. Trustee Casdorff seconded the motion and the motion carried. Meeting adjourned at 9:00 p.m.

ATTEST:

\_\_\_\_\_  
 Chairman, Eric Smallwood

\_\_\_\_\_  
 Clerk, Michelle Lucas

TWIN FALLS PUBLIC SCHOOLS

**School District No. 411**

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO  
83301

January 8, 2024

The Board of Trustees of Twin Falls School District #411 met in executive session on Monday, January 8, 2024 at 8:39 p.m., at Twin Falls School District Boardroom located at 160 Gooding Street West, Twin Falls, Idaho, Twin Falls, Idaho. Chairman, Eric Smallwood conducted the meeting. Vice Chairman, Jayson Lloyd, Trustees: Heidi Casdorff, and Emily Christensen; Superintendent, Brady Dickinson; Associate Superintendent, Ryan Nesmith; and Board Clerk, Michelle Lucas were also present.

Since there was no other business to come before the Board in open session, Trustee Christensen moved that the Board retire into executive session as per Idaho Code 74-206(1) subsection (b) to consider disciplining of public school students; (d) to consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code. Vice Chairman Lloyd seconded the motion. Chairman Smallwood asked Board Clerk, Michelle Lucas to poll the board. Roll call vote was as follows:

Chairman, Eric Smallwood – Yes;

Vice Chairman, Jayson Lloyd – Yes;

Trustee, Heidi Casdorff – Yes; and

Trustee, Emily Christensen – Yes.

With 2/3<sup>rd</sup> the Boards governing body voting yes, motion carried. The Board convened into executive session at 8:39 p.m.

Student discipline was discussed from 8:39 p.m. to 8:59 p.m. as per Section 33-205 and 74-206(1)(b) the Board considered three (3) student hearings and took action accordingly. Such action shall be documented in the student's educational record and is confidential pursuant to the Family Educational Rights and Privacy Act (FERPA) and other applicable state and federal code and regulation provisions.

Vice Chairman Lloyd moved to adjourn the meeting. Trustee Casdorff seconded the motion and the motion carried. Meeting adjourned at 9:00 p.m.

ATTEST

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 Chairman, Eric Smallwood

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 Clerk, Michelle Lucas

TWIN FALLS PUBLIC SCHOOLS

# School District No. 411

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO

83301

(208) 733-6900

January 24, 2024

5:00 p.m.

- I. Call to Order - The Board of Trustees of Twin Falls School District No. 411, Twin Falls County, State of Idaho, met in its, properly posted, regular monthly meeting at Twin Falls School District Boardroom located at 160 Gooding Street West, Twin Falls, Idaho, at the hour of 5:00 p.m., on Wednesday, January 24, 2024. The following trustees were present: Chairman, Eric Smallwood; Vice Chairman, Jayson Lloyd; and Trustees, Heidi Casdorff, and Emily Christensen. There were also present Superintendent, Brady Dickinson; Associate Superintendent, Ryan Nesmith; Board Clerk, Michelle Lucas, as well as district directors, interested patrons, employees, and the media. Trustee Tubbs was unable to attend.
- II. Pledge of Allegiance - The Board of Trustees stood and recited the Pledge of Allegiance.
- III. Procedural Matters Action Items:  
Approval of Agenda – Chairman Smallwood asked if there were any additions or deletions to the agenda. There were none. Vice Chairman Lloyd moved to approve the agenda as posted. Trustee Christensen seconded the motion, motion carried.
- IV. Unscheduled Delegations (Audience to Address the Board) – Chairman Smallwood asked if there was anyone wishing to address the Board. There were none.
- V. Consent Calendar - Trustee Christensen moved to approve the consent calendar, which included: certified release of contract for Mary Kimberly Dahl; certified resignation from Mary Jo Gartner for 2024-2025 school year; certified retirements from Marla Erkin Goss and Carmel Steffen; extra-curricular (certified) resignation from Douglas Stewart as head 8<sup>th</sup> grade football coach at South Hills Middle School; and early graduation requests from Keeley Emberlin and Thomas Atkin from Twin Falls High School. The motion was seconded by Vice Chairman Lloyd, motion carried.
- VI. Student Panel Discussion with the Board  
The Board had a thirty-minute discussion with a panel of students: two Twin Falls High School Theater students: Alexis Lancaster and Ally Hanchey; two Twin Falls High School Band students: Anthony Ramirez and Eli Quigley; two Canyon Ridge High School Debate students: Victoria Wai and Nevach Koch; two from Canyon Ridge High School Riverhawk Review: Kloe Perry and Ashlyn Wagner. The Board asked questions about the student's experiences in the Clubs they are involved in, and their overall experiences at their school, and gave the students an opportunity to express their concerns, ask questions, and make



suggestions to help the Board make improvements. After a great discussion with the students, the Board thanked the students for their feedback and participation.

VII. Elevate Academy Request for Authorization

Elevate Academy Network Charter School's Chief Executive Officer and Co-Founder, Monica White attended the meeting via Zoom. After a few comments, Vice Chairman Lloyd moved to approve Twin Falls School District authorizing Elevate Academy here in Twin Falls. Trustee Casdorff seconded the motion, motion carried. Ms. White thanked the Board for authorizing their charter school Elevate Academy and commented that she looks forward to working with the Twin Falls School District.

VIII. Elementary, Secondary, and Special Education Behavior Update

Director of Elementary Programs, Jennie Peterson, Director of Support Services, Kindel Mason, and Director of Secondary Programs, L.T. Erickson gave a K-12 Behavior Update. They shared what data the District is collecting, the impact on the system, staffing challenges, the District approach to systemic behavior change, building capacity districtwide, professional development, and information on the Elementary Behavior Workgroup. Mrs. Peterson shared that elementary behaviors have increased both because there's been a higher incident rate and the schools are tracking better (more intentional tracking). Mr. Mason shared that there are 2% of the district's total student population on behavior plans. Top discipline/incident types were shared for Elementary, Middle School, and High School. Superintendent Dickinson shared that the Behavior Workgroup will have approximately two more meetings before making recommendations to him on ways to improve student behavior. The superintendent will report out to the Board at a later date.

The Board took a quick break from 6:50 p.m. to 6:55 p.m.

IX. District Office Structure

Superintendent Dickinson shared a spreadsheet and explained in detail outlining some changes to the structure of the District Administration roles. He listed his three goals as 1) To become more aligned academically in a K-12 model, 2) To grow, maintain, and ensure we have world-class CTE programs, and 3) For students to fully understand and utilize their college and career opportunities. The second piece of the plan is to shift leadership and evaluations to the Associate Superintendent and Superintendent. Conduct whole group professional development to focus on growing leaders. Split the Director's positions and duties to have a K-12 Director of Academic Programs (Mrs. Peterson) and K-12 Director of Assessment and Student Programs (L.T. Erickson). Superintendent Dickinson stood for questions from the Board. The next step is to present the District Organizational Chart to the Board for consideration on February 12, 2024.

X. January Emergency Closures

Superintendent Dickinson requested the board to approve the three (3) full days of emergency closures that took place on January 12, 15, and 17, 2024 due to inclement weather. All three certificates of closure were sent to the State Department of Education. Superintendent Dickinson explained how a snow day is calculated and shared that they don't take it lightly. It is a very stressful call to make. They have to consider all the parents, all the students, and all the staff plus balance it with safety considerations. One big question is always "Can we safely run bus routes?" He also checks in with and communicates with the City, Highway District, and the County. After a few comments, Vice Chairman Lloyd moved to approve the

emergency closures for January 12, 15, and 17, 2024 as presented. Trustee Christensen seconded the motion, motion carried.

XI. Executive Session

Since there was no other business to come before the Board in open session, Trustee Casdorph moved that the Board retire into executive session as per Idaho Code 74-206(1) subsection (b) to consider the disciplining of or charges brought against, public school students; and (d) to consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code. Trustee Christensen seconded the motion. Chairman Smallwood asked Board Clerk, Michelle Lucas to poll the board. Roll call vote was as follows:

Chairman Eric Smallwood – Yes

Vice Chairman Jayson Lloyd – Yes

Trustee Heidi Casdorph – Yes

Trustee Emily Christensen – Yes

With 2/3<sup>rd</sup> of the Boards governing body voting yes, motion carried. The Board convened into executive session at 7:32 p.m.

Student discipline was discussed from 7:33 p.m. to 7:39 p.m. as per Section 33-205 and 74-206(1)(b) the Board considered three student hearings and took action accordingly. Such action shall be documented in the student's educational record and is confidential pursuant to the Family Educational Rights and Privacy Act (FERPA) and other applicable state and federal code and regulation provisions.

The Board opened back up to the public at 7:39 p.m.

Trustee Casdorph moved to adjourn the meeting. Trustee Christensen seconded the motion and the motion carried. The meeting adjourned at 7:40 p.m.

ATTEST:

\_\_\_\_\_  
Chairman, Eric Smallwood

\_\_\_\_\_  
Clerk, Michelle Lucas

These Minutes have not been approved by the Board of Trustees.

TWIN FALLS PUBLIC SCHOOLS

**School District No. 411**

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO

83301

January 24, 2024

**EXECUTIVE SESSION MINUTES**

The Board of Trustees of Twin Falls School District #411 met in executive session on Wednesday, January 24, 2024 at 7:32 p.m., at Twin Falls School District Office boardroom located at 160 Gooding Street West, Twin Falls, Idaho. Chairman Eric Smallwood conducted the meeting. Vice Chairman, Jayson Lloyd and Trustees, Heidi Casdorph, Emily Christensen; Superintendent, Brady Dickinson; Board Clerk, Michelle Lucas; Associate Superintendent, Ryan Nesmith were also present. Trustee Tubbs was unable to attend.

Since there was no other business to come before the Board in open session, Trustee Casdorph moved that the Board retire into executive session as per Idaho Code 74-206(1) subsection (b) to consider the disciplining of or charges brought against, public school students; and (d) to consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code. Trustee Christensen seconded the motion. Chairman Smallwood asked Board Clerk, Michelle Lucas to poll the board.

Roll call vote was as follows:

Chairman Eric Smallwood – Yes

Vice Chairman Jayson Lloyd – Yes

Trustee Heidi Casdorph – Yes

Trustee Emily Christensen – Yes

With 2/3<sup>rd</sup> of the Boards governing body voting yes, motion carried. The Board convened into executive session at 7:32 p.m.

Student discipline was discussed from 7:33 p.m. to 7:39 p.m. as per Section 33-205 and 74-206(1)(b) the Board considered three student hearings and took action accordingly. Such action shall be documented in the student's educational record and is confidential pursuant to the Family Educational Rights and Privacy Act (FERPA) and other applicable state and federal code and regulation provisions.

The Board opened back up to the public at 7:39 p.m.

Trustee Casdorph moved to adjourn the meeting. Trustee Christensen seconded the motion and the motion carried. The meeting adjourned at 7:40 p.m.

ATTEST:

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Chairman, Eric Smallwood

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Clerk, Michelle Lucas

## Contracts - Private Service Providers (PSP)/Consultants/Other

### EXECUTIVE SUMMARY

#### Submitted for Board Information

Dates of Service	Vendor	Amount
12/18/2023 – 08/01/2024	Glen Thorne	Varies – Please see contract for specific pricing
1/18/2024- End of 23-24 School Year	Ampersand Therapy	Varies – Please see contract for specific pricing

NOTE: Per Board Policy 5725: *“The District encourages the use of private service providers and professional consultants as resource individuals when such consultative services will be helpful in the improvement of the educational program of the District. The District, through the Superintendent as its designee, may enter into contracts with private service providers and/or consultants to provide necessary services to students.” In no event shall such agreement exceed twelve (12) calendar months.”*



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

P 208.733.6900  
F 208.733.6987  
[www.tfsd.org](http://www.tfsd.org)

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

Date: February 12, 2024

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

From: Chelsea Popplewell, Human Resources Manager

Re: Administrator Retirement – 2024-2025

The following administrator has submitted their retirement letter resigning their position for the 2024-2025 school year:

- Michelle “Mickey” Combs, Principal, Sawtooth Elementary School

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





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

P 208.733.6900  
F 208.733.6987  
[www.tfsd.org](http://www.tfsd.org)

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

Date: February 12, 2024

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

From: Chelsea Popplewell, Human Resources Manager

Re: Administrator Resignation -- 2024-2025

The following administrator has submitted their retirement letter resigning their position for the 2024-2025 school year:

- Sara Praegitzer, Principal, South Hills Middle School

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



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

P 208.733.6900  
F 208.733.6987  
[www.tfsd.org](http://www.tfsd.org)

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

Date: February 12, 2024

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

From: Chelsea Popplewell, Human Resources Manager

Re: New Certified Employees

It is the recommendation of the Human Resources Department to the Superintendent and the Twin Falls School District Board of Trustees that the individuals listed below be approved for hiring for the 2023-2024 school year.

First Name	Last Name	Grade	School	Education	Experience
Erica	Covington	Counselor	O'Leary	MA	4 Years
Paula	Miller	1 <sup>st</sup> Grade Teacher	Oregon Trail	BA	6 Years
Maya	Massey	Art Teacher	O'Leary	BA	0 Years
Katherine	Jensen	4 <sup>th</sup> Grade Teacher	Morningside	BA	0 Years
Kathy	Brown	Resource Teacher	Robert Stuart	BA	22 Years

All are in the process of completing the necessary onboarding requirements 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.



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

P 208.733.6900  
F 208.733.6987  
[www.tfsd.org](http://www.tfsd.org)

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

Date: February 12, 2024

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

From: Chelsea Popplewell, Human Resources Manager

Re: Certified Resignations

The following certified employees have submitted their resignation letter resigning their position for the 2024-2025 school year:

- Hannah Clapier, ESL Teacher, South Hills Middle School
- Shannon Van Horn, Resource Teacher, Oregon Trail Elementary School

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



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

February 12, 2024

**To:** Brady Dickinson, Superintendent  
Twin Falls School District Board of Trustees

**From:** Shannon Swafford, Human Resources Director

**Re:** Job Sharing Request at O'Leary Middle School

Hope Wayne and Vern McFarlin are requesting to be allowed to job share a Social Studies position at O'Leary Middle School. Currently, Mrs. Wayne is a full-time Social Studies teacher at O'Leary and Mr. McFarlin is also a full-time teacher at O'Leary Middle School.

Mr. Marcellus, Principal at O'Leary Middle School, has approved the job-sharing request from Mrs. Wayne and Mr. McFarlin.

Mrs. Wayne and Mr. McFarlin have followed the guidelines stipulated in the job sharing policy in the district's policy manual. It is our recommendation to the Superintendent and the Twin Falls School District Board of Trustees that this request be granted.

Attachments



# Vera C. O'Leary Middle School

2350 Elizabeth Blvd. Twin Falls, Idaho 83301  
208-733-2155 Fax 208-733-8666

**Excellence: Everybody, Every Day, Every Minute ~ No Exceptions**

Re: Job Sharing Approval

Shannon and Chelsea, I have reviewed the plans submitted by Hope Wayne and Skip McFarlin to job share next year. I believe that we can work with these plans and approve of them job sharing next year. If you need anything further from me, please let me know.

Sincerely,

Ace Marcellus  
Principal  
Vera C. O'Leary Middle School



## Job Sharing Position Proposal for OMS

To Whom it May Concern:

Hope Wayne and Vern McFarlin are hoping to job-share a 7th grade Social Studies/8th grade History position at O'Leary Middle School starting next year (2024-2025). It will be moving a full time position to two half-time positions.

The schedule and expectations agreed upon by the two employees and administration are as follows:

- Teachers will agree to participate in staff meetings, parent meetings, school functions, etc. as are needed.
- Teachers will participate in any and all PD days that are required of them by the school district administration.
- Teachers will participate in all requirements to maintain certification.
- Vern McFarlin will be working Monday-Friday teaching for 4 hours 10 minutes a day.
- Hope Wayne will be working Monday-Friday teaching for 4 hours 10 minutes a day.
- The exact class periods that each teacher will be teaching will be determined at a later time dependent on the class schedule needed for the entire building.

Our hope is to continue this schedule for the foreseeable future. We are looking forward to this new opportunity and adventure!

Sincerely,



Hope Wayne



Vern McFarlin

## EMPLOYEE OF THE MONTH QUESTIONS

Certified \_\_\_\_\_ or Classified ✓

Name:	Tammy Craig
School:	Magic Valley High School
Position:	Student Specialist / Attendance
Hometown:	Twin Falls
Inspiration:	My Sister <sup>Husband</sup> Cindy Castaneda - Daniel Craig - <sup>Daughter</sup> ShyAnn Depina - <sup>Daughter</sup> Lilly Craig
Pet Peeve:	People chewing with their mouth full.
Favorite hobby away from work:	Snowmobiling, Camping, Crochet, time with family
What word describes you best?	Hard working - Reliable
One thing people don't know about you:	I like watching true crime shows.
Why did you choose this career?	To be off the same days my kids are - ended up in love with the job.
What is the #1 activity on your bucket list:	Travel to Alaska - Scotland.
How do you want to be Remembered?	As an amazing Mom, Wife, friend
Best day on the job was.....	Will always be May Graduation. So proud of all the students!

Principal Note:

We are so lucky to have Tammy at MVHS. She goes above and beyond each day to ensure our students are coming to school. She is a hard worker and brings such a positive, helpful attitude to work each day. We are very blessed to have Tammy at MVHS!

# EMPLOYEE OF THE MONTH QUESTIONS

Certified ✓ or Classified       

Name:	Erin Kulhanek
School:	MAGIC VALLEY HIGH SCHOOL
Position:	CTE BUSINESS TEACHER
Hometown:	FILER, ID.
Inspiration:	MY GRANDMA AND MY HUSBAND
Pet Peeve:	DISHONEST PEOPLE
Favorite hobby away from work:	CAMPING, RIDING SIDE BY SIDES, ANYTHING OUTDOORS SPENDING TIME W/FAMILY
What word describes you best?	PASSIONATE
One thing people don't know about you:	I'M ADOPTED
Why did you choose this career?	I GREW UP WATCHING MY GRANDMA TEACH ADULTS HOW TO READ. I KNEW THEN I WANTED TO MAKE A DIFFERENCE IN YOUNG PEOPLES LIVES.
What is the #1 activity on your bucket list:	TRAVEL TO IRELAND
How do you want to be Remembered?	SEEING IN KIDS WHAT THEY CAN BE, NOT WHERE THEY ARE, AND BUILDING RELATIONSHIPS THAT IMPACT EACH STUDENT.
Best day on the job was.....	THE DAY I WAS HIRED TO TEACH AT MAGIC VALLEY HIGH SCHOOL

Principal Note:

Erin is a master teacher who takes each day to build relationships with her students and provide them with what they need to be successful. She goes above and beyond and is the model example of what a perfect teacher should be.



## EMPLOYEE OF THE MONTH QUESTIONS

Certified or Classified ✓

Name:	Ancher finespie
School:	Support Services
Position:	Secretary
Hometown:	Foreman, Arkansas
Inspiration:	Family
Pet Peeve:	People not using the Oxford comma
Favorite hobby away from work:	Family history
What word describes you best?	Private
One thing people don't know about you:	I don't drive at night
Why did you choose this career?	The job chose me
What is the #1 activity on your bucket list:	I don't have a bucket list
How do you want to be Remembered?	helpful
Best day on the job was.....	When Kindel became director

Principal Note:

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Amber demonstrates exceptional leadership and dedication in her role overseeing compliance efforts for special education staff supporting students with Individualized Education Programs (IEPs) and 504 plans. Under her guidance, the TFSD has consistently achieved the highest tier of compliance recognized by the Idaho State Department of Education for four consecutive years, reflecting her commitment to excellence.

Her role in ensuring the accuracy and effectiveness of Individual Student Education Evaluation (ISEE) reports is pivotal, and she diligently addresses any issues that arise during the upload process. Moreover, Amber's proactive approach extends to providing comprehensive training to new case managers and clerks, supplemented by detailed guidance documents she has authored. This not only ensures continuity but also equips staff with the necessary tools to navigate the complexities of the IEP and 504 systems confidently.

Amber's depth of knowledge in special education and 504 processes is widely recognized, with colleagues regularly seeking her guidance. Her patient demeanor and willingness to support staff through intricate processes reflect her dedication to fostering a collaborative and supportive environment.

Furthermore, Amber's willingness to assist beyond her designated responsibilities speaks volumes about her work ethic and dedication to the success of the Support Services Office. Her availability and willingness to lend a helping hand whenever needed enhance the overall efficiency of the team.

In summary, Amber's contributions are invaluable to the success of the TFSD's compliance efforts and the smooth operation of the Support Services Office. Her hard work, expertise, and willingness to support her colleagues make her an indispensable asset to the organization.



## EMPLOYEE OF THE MONTH QUESTIONS

Certified ✓ or Classified       

Name:	Kim Eskeldson
School:	Support Services
Position:	Audiologist
Hometown:	Claremont, CA
Inspiration:	Family + Friends
Pet Peeve:	tailgaters
Favorite hobby away from work:	reading
What word describes you best?	patient
One thing people don't know about you:	I worked at Disneyland when I was in college.
Why did you choose this career?	I was fascinated by the science + audiology provided a wide variety of career options. The school job is the best!
What is the #1 activity on your bucket list:	Alaska cruise
How do you want to be Remembered?	Someone who is kind to others + made a difference in the lives of others
Best day on the job was.....	When a student gets hearing aids and tells me how happy they are that they can hear better.

Principal Note:

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Kim plays a crucial role within TFSD as both a part-time audiologist and part-time speech-language pathologist assistant, effectively balancing the demands of two full-time positions. Her contributions are invaluable in meeting the needs of the 115 students identified as deaf or hard of hearing within the district.

Kim collaborates closely with teams to develop individualized education plans (IEPs) or 504 plans tailored to meet the unique needs of these students. Her partnership with the Idaho School for the Deaf and Blind ensures that students receive the necessary services, accommodations, and assistive technology devices for their success. Additionally, Kim plays a key role in determining the best placement options for these students, including recommending attendance at the campus program of the Idaho School for the Deaf and Blind when appropriate.

In addition to her responsibilities with students who are deaf or hard of hearing, Kim conducts annual hearing screenings for kindergarten, second, and fifth-grade students district-wide. Beyond these screenings, she performs an average of 500 additional screenings each year, demonstrating her commitment to identifying and addressing hearing concerns promptly.

Kim's proactive approach is evident in her successful grant application to acquire a new sound booth and equipment, replacing outdated technology from the 1980s. She not only facilitated the procurement process but also provided guidance to the construction crew during installation and ensured the proper calibration of the new equipment to maintain accuracy in measuring students' hearing abilities.

Kim's dedication, reliability, and genuine care for students shine through in her work. Her organizational skills, willingness to go above and beyond, and kindness make her an indispensable asset to the TFSD.

**Twin Falls School District  
Elementary Board Report Form  
2023-2024**

**School: Pillar Falls Elementary**

English Language Arts/Literacy ISAT Spring 2022				
	Percent of Students Proficient or Advanced			
Grade	Goal	School	District	State
3rd	Not set	55%	41%	43%
4th	70% ISAT	52%	39%	46%
5th	75% ISAT	56%	39%	49%

Mathematics ISAT Spring 2022				
	Percent of Students Proficient or Advanced			
Grade	Goal	School	District	State
3rd	Not set	62%	46%	46%
4th	70%	67%	39%	44%
5th	75%	50%	32%	38%

Science ISAT Spring 2022				
	Percent of Students Proficient or Advanced			
Grade	Goal	School	District	State
5th	Not set	51%	33%	40%



**Twin Falls School District  
Elementary Board Report Form  
2023-2024**

Rate of Improvement in Reading			
	Percent of Students Who Made Adequate Growth		
Grade	Goal	School	District
Winter 2021	80%	No data	This data was not collected
Winter 2022	80%	50%	32%
Winter 2023	80%	57%	38%

Rate of Improvement in Math			
	Percent of Students Who Made Adequate Growth		
Grade	Goal	School	District
Winter 2021	80%	No data	This data was not collected
Winter 2022	80%	No data	38%
Winter 2023	80%	64%	46%

Student Engagement Data			
Grade	Goal	Winter 2022	Winter 2023
Time on Task	90-100% students	46%	51%
Rate of Positive Interactions	100% teachers reaching 3:1	This data was not collected in 2022	81%
Opportunities to Respond	100% teachers reaching more than 40 in 10 minute period	This data was not collected in 2022	Collecting Baseline Data Now

Student Behavior			
Grade	Goal	Fall 2023	Winter 2023
Tier I	80%	Collecting Baseline Data	94%
Tier II	15%	Collecting Baseline Data	5%
Tier III	5%	Collecting Baseline Data	<1%

**Twin Falls School District  
Elementary Board Report Form  
2023-2024**

**1. Focus and Priorities- Academic and Behavior**

- Focus on intentional standards-based instruction
- Side by Side work with consultant
- Core Phonics- K-5 (3 times throughout the year)
- Behavior- Collaboration with students, teachers, parents, administration

**2. Growth Towards Goals**

- Tracking monthly growth on Data Wall, Student Data Binders & ROI graphs
- Setting quarterly grade level achievement goals
- Continued management of disruptive behaviors

**3. Challenges**

- Student accountability and motivation
- Attendance and tardies

**4. Celebrations**

- Increased ROI
- Successful implementation of IDLA in intervention
- Strong family/school relationships



**Twin Falls School District  
Elementary Board Report Form  
2023-2024**

**School: Rock Creek Elementary**

English Language Arts/Literacy ISAT Spring 2023				
	Percent of Students Proficient or Advanced			
Grade	Goal	School	District	State
3rd	62%	57%	41%	45%
4th	47%	42%	39%	48%
5th	54%	49%	39%	51%

Mathematics ISAT Spring 2023				
	Percent of Students Proficient or Advanced			
Grade	Goal	School	District	State
3rd	71%	66%	46%	49%
4th	57%	52%	39%	47%
5th	47%	42%	32%	41%

Science ISAT Spring 2023				
	Percent of Students Proficient or Advanced			
Grade	Goal	School	District	State
5th	41%	36%	33%	42%

**Twin Falls School District  
Elementary Board Report Form  
2023-2024**

Rate of Improvement in Reading			
	Percent of Students Who Made Adequate Growth		
Grade	Goal	School	District
Winter 2021	80%	Not collected	Not collected
Winter 2022	80%	Not collected	32%
Winter 2023	80%	50.23%	38%

Rate of Improvement in Math			
	Percent of Students Who Made Adequate Growth		
Grade	Goal	School	District
Winter 2021	80%	Not collected	Not collected
Winter 2022	80%	Not collected	38%
Winter 2023	80%	59%	46%

Student Engagement Data			
Grade	Goal	Winter 2022	Winter 2023
Time on Task	90-100% students	This data was not collected in 2022	63%
Rate of Positive Interactions	100% teachers reaching 3:1	This data was not collected in 2022	62%
Opportunities to Respond	100% teachers reaching more than 40 in 10 minute period	27%	33%

Student Behavior			
Grade	Goal	Winter 2022	Winter 2023
Tier I	80%	86.68%	93.69%
Tier II	15%	10.63%	5.05%
Tier III	5%	2.69%	1.26%

**Twin Falls School District  
Elementary Board Report Form  
2023-2024**

**1. Focus and Priorities- Academic and Behavior**

- Literacy has been our big focus. We have worked to tighten up core instruction with routines and increasing opportunities students have to respond.
- Playworks has been a big focus this year to keep students occupied and resolve conflict on the playground.

**2. Growth Towards Goals**

- Our February rate of improvement school wide average is 54%. Both kindergarten and third grade were around 70%.
- School wide behaviors are down from this year and the Playworks site visit in the fall was a huge success. The evaluator commended us on the advancement of implementation.

**3. Challenges**

- Change in administration has been an adjustment
- Lack of substitutes continues to be a challenge.

**4. Celebrations**

- The implementation of PlayWorks outside led by our PE teacher, Pauli Connelley, and sixth year of PBIS.
- We were fully staffed for the first time in years, but just lost a behavior para.
- Our teachers are really digging in to the hard work to implement what we know are researched-based best practices for teaching reading to build solid foundations and/or fill gaps.

**Twin Falls School District  
High School Board Report Form  
2023-2024**

**School: Magic Valley High School**

English Language Arts/Literacy ISAT Spring 2023				
	Percent of Students Proficient or Advanced			
Grade	Goal	School	District	State
11th	35	23	31	45

Mathematics ISAT Spring 2023				
	Percent of Students Proficient or Advanced			
Grade	Goal	School	District	State
11th	10	2	11	21

Science ISAT Spring 2023				
	Percent of Students Proficient or Advanced			
Grade	Goal	School	District	State
11th	—	15	50	40

**1. Focus and Priorities- Academic and Behavior**

- Academic Focus/Priorities:
  - Attendance/6 Week Courses
  - 20 Credits per Year
  - Relationship-Building (Trauma-Informed Training)
  - Mentors for Newer Teachers
  - Curriculum Mapping (Instructional Coach)
- Behavior Focus/Priorities:
  - Trauma-Informed Training
  - Relationship-Building (Advancement)
  - Problem-Solving for Struggling Students
  - Zero Tolerance for Fighting

**Twin Falls School District  
High School Board Report Form  
2023-2024**

**2. Growth Towards Goals**

- Achieve 3000 / STAR Math / Aleks
  - Advancement / Incentives
- SICA ISAT Testing
  - Testing All 9-10 Graders (19 students)
- Read 180 / Math 180
  - Target Students who could benefit Interventions
- ELA / Math ISAT Prep Courses
  - Younger Students who could benefit Interventions

**3. Challenges**

- Attendance for Students
- Mental Health for Students
- Separate Buildings on Campus / Lack of Space
- No Paras
- Vaping

**4. Celebrations**

- We have graduated over 30 students in our first 4 terms and are set to graduate another 50-60 by May
- Attendance is up from previous years
- We are averaging close to 180 students per term
- Possibility to earn 20 credits per year
- We have some phenomenal, master teachers at MVHS
- Amazing support staff (Amy, Patrick, Tammy, Daycare)





# Individualized Occupational Training

Presented by:  
Anne Peterson

# What is IOT?

- IOT is a CTE program that allows work-based learning (WBL) experiences for students with career interests outside of the CTE pathways offered in our district. Students will learn through internships about work and career education. The students will be engaging directly with potential future employers in the workplace.
- The students will have the opportunity to participate in real life adventures while they are still in high school.
- Internships that will be offered include the following:
  - Pilot
  - Cosmetologist
  - Crime Scene Investigator



# IOT Pathway Sequence

Pathway Course Sequence



**Employment Preparation Class-**  
**such as Strategies for Success**  
9<sup>th</sup> grade



**WBL- Experience 1**  
**Internship Semester 1**

**WBL Experience 2 Internship**  
**Semester 2**



**WBL Experience 3**  
**Internship Semester 3**



**WBL Experience 4**  
**Capstone Class**  
**Internship Semester 4**

# IOT Implementation

- The students will take the employment preparation class. This class will teach them how to become workforce ready for their WBL experiences (internships).
- The students will also be given an in-depth survey of their interests.
- There will be requirements for the students to be placed in the IOT Program.
- The students will be referred by the counselors as well as the administration.
- The students can take four semesters of the WBL experiences. The semesters do not have to be consecutive in order. They can start their sophomore year.
- I will be monitoring their progress with assignments for the students to complete.
- The WBL experiences or internships will be a one credit elective each semester.
- The students will be graded on such things as attendance and attitude.
- They must take an employment preparation class.
- I will be going out to the businesses to make sure everything is running smoothly.
- In their final semester, or the capstone class they will be required to write a reflection paper about what they have learned from the program.
- When the students complete all four semesters, they will receive a special cord at graduation for completing the CTE/IOT Program Pathway.



# IOT Benefits

- The IOT Survey from The Twin Falls High School Teachers and Counselors.
- The WBL experiences or internships will help them know what career they want to pursue after high school.
- The students will have a better understanding of what they may not want to do after high school.
- Engaged students tend to stay in school they see purpose in their education.
- The students will obtain employment after they graduate.
- The students will be able to showcase their skills and what they can offer the employer.
- The students will be able to show the employers how they are workforce ready.
- I have business contacts in place ready to help our students.
- The WBL experiences will enhance their resumes.
- We have many IEP students that participate in 4H or other life skills programs. This would provide the opportunity for them to earn a credit for their efforts.
- The initial cost is very little.
- The Employment Preparation class is already in place with an available classroom.
- The students will take pride in completing the program and feel successful.



# IOT Survey responses

## Survey questions:

1. IOT is a CTE program that will allow students to experience career exploration through internships at local businesses. Do you feel this would be beneficial to our students and why or why not?

**Responses:** Yes, this would be beneficial to my students'. They need to see what careers are available to them. I believe any and all internships will be beneficial for our students no matter what CTE program they are taking classes through. Students need a sneak peek at what "real" workplace skills are needed for career fields they are interested in.

Yes! I think it is crucial for our students to find their WHY. Often this is found with career exploration and often found outside of the traditional classroom. I think that this provides a critical link in the transition from high school to postsecondary life.

2. Do you think the program will help with students' desire to stay in school?

**Responses:** Yes, they will be motivated to graduate if they know they could have a job after they graduate high school.

Absolutely! When students see the skills and/or college degrees necessary for the career they are interested in...they will hopefully be motivated to pursue more education.

Absolutely. It is difficult for students to find meaning in many of our traditional classes like math, English, etc. Having an end vision really helps them understand the importance of our core classes and gives meaning & purpose to their work. I think it would increase their willingness to increase their effort and desire to stay in school.

# IOT Survey responses continued

3. If companies offer internships to our students would that benefit your programs?

Responses: Yes, many of my students want that real-world experience.

Of course! If students could take the knowledge they gain in the classroom and transfer it to the workplace or see what they are learning then this is a *win-win* situation!

Even if students just get a job, shadowing experience would be great!

As a counselor, I find internships to be an absolute benefit. Students want experience, they want to feel purpose and connected. Internships provide critical skills and value to the high school experience!

Yes, and right now I have a lot of students finishing my pathway in their junior year so an internship for credit as a senior would be a perfect transition.

Potentially, yes. There are so many job experiences dealing with skills in the business/financial realm. There are multiple marketing companies in the area, large companies have their own marketing divisions onboard. Title companies where loans are being processed every day. Oh, so many!

- Email from Jenni Bradford, I hope this helps and am thrilled by your district's progress in adding an IOT program! Let me know if you have any questions!

Best,

Jenni Bradford, Ed.S., LPC

Senior Program Quality Manager | Middle School & IOT



# Job shadowing opportunity & Lunch Plans

Real Estate Agent



Lytle Signs



Business Coach



ANY  
QUESTIONS







**THANK YOU**

**FOR YOUR ATTENTION**





## Individualized Occupational Training

### What is IOT?

- IOT is a CTE program that allows work-based learning (WBL) experiences for students with career interests outside of the CTE pathways offered in our district. Students will learn through internships about work and career education. The students will be engaging directly with potential future employers in the workplace.
- The students will have the opportunity to participate in real life adventures while they are still in high school.
- Internships that will be offered include the following:
  - Pilot
  - Cosmetologist
  - Crime Scene Investigator

#### Pathway Course Sequence

Employment Preparation  
Class- 9th grade

Work-based Learning  
Experience 1

Work-based Learning  
Experience 2

Work-based Learning  
Experience 3

Work-based Learning  
Experience 4

## **Implementation:**

- The students will take the employment preparation class. This class will teach them how to become workforce ready for their WBL experiences (internships).
- The students will also be given an in-depth survey of their interests.
- There will be requirements for the students to be placed in the IOT Program.
- The students will be referred by the counselors as well as the administration.
- The students can take four semesters of the WBL experiences. The semesters do not have to be consecutive in order. They can start their sophomore year.
- I will be monitoring their progress with assignments for the students to complete.
- The WBL experiences or internships will be a one credit elective each semester.
- The students will be graded on such things as attendance and attitude.
- They must take an employment preparation class.
- I will be going out to the businesses to make sure everything is running smoothly.
- In their final semester, or the capstone class they will be required to write a reflection paper about what they have learned from the program.
- When the students complete all four semesters, they will receive a special cord at graduation for completing the CTE/IOT Program Pathway.
- **Benefits:**
  - The IOT Survey from The Twin Falls High School Teachers and Counselors.
  - The WBL experiences or internships will help them know what career they want to pursue after high school.
  - The students will have a better understanding of what they may not want to do after high school.
  - Engaged students tend to stay in school they see purpose in their education.
  - The students will obtain employment after they graduate.
  - The students will be able to showcase their skills and what they can offer the employer.
  - The students will be able to show the employers how they are workforce ready.
  - I have business contacts in place ready to help our students.
  - The WBL experiences will enhance their resumes.
  - The initial cost is very little.
  - The Employment Preparation class is already in place with an available classroom.
  - The students will take pride in completing the program and feel successful.

## **CTE/IOT Survey Responses**

**The survey was given to the ten TFHS CTE teachers & two counselors  
I received 9 completed surveys**

**1. IOT is a CTE program that will allow students to experience career exploration through internships at local businesses. Do you feel this would be beneficial to our students and why or why not?**

**Responses: Yes, this would be beneficial to my students'. They need to see what careers are available to them.**

**I believe any and all internships will be beneficial for our students no matter what CTE program they are taking classes through. Students need a sneak peek at what "real" workplace skills are needed for career fields they are interested in.**

**Yes! I think it is crucial for our students to find their WHY. Often this is found with career exploration and often found outside of the traditional classroom. I think that this provides a critical link in the transition from high school to postsecondary life.**

**I am in favor of internships with local businesses but have struggled to find any students willing to take on an internship. When I have proposed possible internships in the past, students do not want to make the commitment and if they do not pay, they are not interested.**

**Yes, absolutely I do feel this would be beneficial to our students. Many of them do not have and have never had a job and are not sure what to expect in the workplace. These experiences help them to bridge many of these gaps.**

**2. Do you think the program will help with students' desire to stay in school?**

**Responses: Yes, they will be motivated to graduate if they know they could have a job after they graduate high school.**

**Absolutely! When students see the skills and/or college degrees necessary for the career they are interested in...they will hopefully be motivated to pursue more education.**

**Absolutely. It is difficult for students to find meaning in many of our traditional classes like math, English, etc. Having an end vision really helps them understand the importance of our core classes and gives meaning & purpose to their work. I think it would increase their willingness to increase their effort and desire to stay in school.**

**If they are realistic about a career and sincere about equipping themselves with as many skills as possible, then they might. In the Graphic Design field, I get most students thinking they need to go to college next so they are already focused on their education.**

**If students are being placed into jobs that they can see themselves in into the future, with growth..not as just another high school job..yes, I believe they will stay as the reputation of the program grows. If it is seen as "high school employment," it will be a lose-lose for everyone.**

**3. If companies offer internships to our students would that benefit your programs?**

**Responses: Yes, many of my students want that real-world experience.**

**Of course! If students could take the knowledge they gain in the classroom and transfer it to the workplace or see what they are learning then this is a *win-win* situation!**

**Even if students just get a job, shadowing experience would be great!**

**As a counselor, I find internships to be an absolute benefit. Students want experience, they want to feel purpose and connected. Internships provide critical skills and value to the high school experience!**

**Yes, and right now I have a lot of students finishing my pathway in their junior year so an internship for credit as a senior would be a perfect transition.**

**Potentially, yes. There are so many job experiences dealing with skills in the business/financial realm. There are multiple marketing companies in the area, large companies have their own marketing divisions onboard. Title companies where loans are being processed every day. Oh, so many!**

**Email from Jenni Bradford, I hope this helps and am thrilled by your district's progress in adding an IOT program! Let me know if you have any questions!**

**Best,**

**Jenni Bradford, Ed.S., LPC**

**Senior Program Quality Manager | Middle School & IOT**

# IDAHO LAUNCH UPDATES





# LAUNCH UPDATES & DATA

- ▶ Data provided by The Next Steps Idaho Counselor Suite portal & Sherawn Reberry from The Workforce Development Council of Idaho.
- ▶ Promoting efforts of Launch in the three high schools included the following:
- ▶ I handed out info at registration & on parent-teacher conference nights in the fall.
- ▶ Assemblies, parent nights, classroom visits, & completing in advisory classes.
- ▶ The State set a goal of 50 % completion.
- ▶ The district set a goal of 80% completion for the three high schools.
- ▶ All the high schools did a fabulous job getting seniors to apply!
- ▶ Completion rates for the three high schools are as follows:
- ▶ CRHS=66%
- ▶ MVHS=46%
- ▶ TFHS=79%

# LAUNCH UPDATES & DATA CONTINUED



- The most chosen careers at the three high schools include the following:
- CRHS-All Healthcare aspects, Engineering, Law Enforcement & Natural Resources.
- MVHS-Criminal Justice, Cosmetology, & Diesel Tech.
- TFHS- Healthcare, Business, Engineering, Trades & Art careers.
- The number of seniors who applied for Launch= 489
- There are a total of 714 seniors from all three high schools.
- CRHS seniors who applied were=198
- MVHS seniors who applied= 56
- TFHS seniors who applied= 235



**Twin Falls School District #41 | P 208.733.6900**

**201 Main Ave. W F 208.733.6987**

**Twin Falls, ID 83301 [www.tfsd.org](http://www.tfsd.org)**

**Ryan Nesmith, Ed. S.**

**Associate Superintendent Director of Federal Programs**

Twin Falls School District School Board Trustees,

Twin Falls School District Administration is seeking approval for the following new courses/pathways:

- Banking and Credit (New Course)
- Leadership in Business and Marketing (New Course)
- Pre-Engineering (New Pathway)
- Digital Media Production (New Pathway)
- Web Development (New Pathway)
- Cyber Security (New Pathway)
- Business/Marketing Education (New Cluster)
- Individual Occupational Training (New Pathway)
- Animal Science (New Pathway)

Within your packet you will find the proposals for each course/pathway, which highlights a description of each request, course standards, a cost analysis, etc. Twin Falls School District Administration believes these new courses/pathways will provide expanded learning opportunities for our students. Thank you for your consideration in approving these proposals.

Ryan Nesmith

Associate Superintendent, Director of Federal Programs



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

Date: February 12, 2024

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

From: Chelsea Popplewell, Human Resources Manager

Re: Classified New Hire Employees/Transfers – **Information Only**

The following classified employees have been hired for the 2023-2024 school year:

- Tressa Pollow, Custodian, Perrine Elementary School
- Tanner Swafford, Cook, O'Leary Middle School
- Madsen Wood, Sped Paraeducator, Twin Falls High School
- Rebecca Mark, Registrar, Robert Stuart Middle School
- Shawna Yeary, Pass Room Supervisor, Canyon Ridge High School
- Savannah Arellano, IDLA Coordinator, Robert Stuart Middle School
- Daniel Murphy, Computer Aide, Oregon Trail Elementary School
- Jerry Butts, Custodian, Robert Stuart Middle School
- Jason McGoveran, Custodian, Morningside Elementary School
- Charleston Tubbs, IRC Para, Canyon Ridge High School
- Madyson Ussey, Playground Aide, Pillar Falls Elementary School
- Keanu Larson, Title Paraeducator, Robert Stuart Middle School
- Chelci Jones, Cook, Perrine Elementary School
- Claudia Csatlus, Cook, Robert Stuart Middle School
- Monica Reynoso, Student Support Paraeducator, Harrison Elementary School
- Clarissa Gutierrez, Cook, Perrine Elementary School
- Samantha Ramirez, Cook, South Hills Middle School

The following employees have transferred within the district for the 2023-2024 school year:

- Daniela Juarez, FAST Paraeducator to Title Paraeducator at Oregon Trail Elementary School
- Karen Carter, Assistant Kitchen Manager to Kitchen Manager at South Hills Middle School
- Kelly Zaccane, Cook to Assistant Kitchen Manager at Robert Stuart Middle School
- Mary Susan DeBie, Secretary at Robert Stuart Middle School to Secretary/Online Coordinator at South Hills Middle School

The following classified extracurricular employees have been hired for the 2023-2024 school year:

- David DeLeon, 8<sup>th</sup> Grade Boys Conference Basketball Coach, Robert Stuart Middle School
- Jamie Stierstorfer, Head Varsity Softball Coach, Canyon Ridge High School

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





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

Date: February 12, 2024

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

From: Chelsea Popplewell, Human Resources Manager

Re: Classified Resignations – **Information Only**

The following classified employees have submitted their resignation letters resigning their positions for the 2023-2024 school year:

- Avery Stirling, Online Coordinator, South Hills Middle School
- Amanda Bates, Kitchen Manager, South Hills Middle School
- Tanner Swafford, Cook, O'Leary Middle School
- Kathryn Fish, Cook, South Hills Middle School
- Talon Slead, Elementary Behavior Support, Oregon Trail Elementary School
- Kristina Blevins, Behavior Paraeducator, Rock Creek Elementary School
- Faith Slaughter, ERC Paraeducator, Canyon Ridge High School

The following classified extracurricular employee has submitted their resignation letter resigning their position for the 2023-2024 school year:

- Corinne Anthoney, Varsity Softball Assistant Coach, Canyon Ridge High School
- David Rockwell, 8<sup>th</sup> Grade Boys Conference Basketball Coach, Robert Stuart Middle School

The following classified extracurricular employee has submitted their resignation letter resigning their position for the 2024-2025 school year:

- Amber Santos, Cheer Coach, South Hills Middle School

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



## **MEMORANDUM**

**To:** Board of Trustees  
Twin Falls School District 411  
**From:** Eva Craner, Director of Public Relations  
**Re:** Policy Updates  
**Date:** February 12, 2024

### **First Reading:**

#### **ISBA Updates:**

- 3227 Student Club Operated Social Media – NEW
- 3500 Student Health and Physical Screenings and Examinations
- 3520 Contagious or Infectious Diseases
- 3523 Head Lice (Pediculosis)

#### **Administrative Updates:**

- 2375 Service Animals
- 4400 Relations with the Law Enforcement and Child Protective Agencies
- 8120 Bus Routes, Stops, and, Non-Transportation Zones
- 8180 Driver Training and Responsibility – NEW
- 8190 Emergencies Involving Buses - NEW

**TFSD 2020-25 Strategic Plan:**  
**2023-24 Yearly Action Plan**

**Life Ready Students**

1. The TFSD will continue to strive for growth in all academic measures. This includes IRI, ISAT, graduation rates, and school-based assessments with the ultimate goal of being above the state average in all measures. (See Addendum 1 for state-required reporting metrics.)

**Literacy:**

- a. Elementary: Continue to strengthen core instructional practices and streamline Tier II and Tier III instructional pathways.
  - i. **January Update:** The elementary team continues to work with Side by Side to provide one-on-one consulting with teachers to refine and support their classroom practices. Additionally, specialists are working on Tier II and Tier III instructional pathways that will be ready to roll out in the fall.
- b. Secondary: Implementation of new ELA curriculum: Savvas Learning, My Perspectives. Continued implementation of the Achieve 3000 Program at the middle schools as well as fidelity with WRITE Tools implementation.
  - i. **January Update:** There has been ongoing professional development for teachers utilizing Savvas Learning. Additionally, training sessions are being planned to support new teachers in their use of WRITE Tools.

**Math**

- c. Elementary: Continue to strengthen core instructional practices and streamline Tier II and Tier III instructional pathways.
    - i. **January Update:** The elementary team is taking a step back from work in Tier II and Tier III to better align the curriculum with best practices in core instruction ahead of embarking on Tier II and Tier III work. Once alignment work is completed, Tier II and Tier II work will follow.
  - d. Secondary: Align curriculum, instruction, and assessment with the ISAT.
    - i. **January Update:** Training continues for secondary teachers to support this work.
2. The TFSD will support work around student behaviors:
    - a. Elementary: Make systematic changes in support for students who are struggling with behaviors.
      - i. **January Update:** All schools continue to strengthen their systems of support by working closely with our Safe and Civil Schools consultant. All teachers have been trained and are actively using

CHAMPS core classroom framework, and instructional coaches are now trained in coaching CHAMPS in the classrooms.

- b. Secondary: Continue monthly meetings with VPs to calibrate discipline, including consistency among disciplinary actions such as expulsions.
  - i. **January Update:** These meetings are ongoing and have proven to be valuable. Guest speakers, such as Mike Gemar to talk about developing relationships with challenging students, and Amy White to talk about legal issues, have attended to provide additional resources.
- c. Support Service: Training, support, and provide services in collaboration with the elementary and secondary programs. Build up the behavior programs in the District.
  - i. **January Update:** The TFSD has hired a full-time behavior teacher so that there is a full-time teacher for each behavior program. The Behavior Analyst works closely with buildings to streamline intake and provides training at staff meetings. They also consistently meet with the Oregon Trail team to integrate the behavior program into the school building.

### **Quality Learning Opportunities**

- 1. The TFSD will work with State CTE to develop a Career/Technical School for the TFSD, will work with CSI on a Machine Operators Apprenticeship, and will add an Agriculture Program at CRHS.
  - a. **January Update:** This work is in progress and in addition to the Agriculture program, the District is also adding a pre-engineering program at TFHS. Additionally, work is being done to develop an individualized occupational training program.
- 2. The TFSD will continue to work on expanding the Dual Immersion and Gifted and Talented programming with advisory committee input.
  - a. **January Update:** The Dual Immersion program is moving forward as planned. A teacher has been selected for the second grade and advertisement for the kindergarten cohort will begin soon. The Gifted and Talented advisory team met and determined that the existing program needs to be fine-tuned before expansion. A GT Handbook has been developed and work to strengthen the Morningside magnet program is underway. The TFSD GT three-year plan has been completed and submitted to the state. In addition, work is being done to support GT students who remain in the general education setting. In addition, the TFSD is sending teachers to Edufest, the state GT conference, to bring back strategies to improve the fourth and fifth-grade magnet program and ideas about how to think outside the box for the general education setting.

Finally, the TFSD hosted the state-wide GT coordinator's meeting with representatives from across the state.

3. The TFSD will continue to emphasize and utilize the least restrictive environments for special education students as applicable and will work to increase the graduation rate among special education students.
  - a. **January Update:** The TFSD Director of Support Services continues to share data and train staff members on the importance of and implementation of LRE. Consulting teachers consistently attend IEP meetings to discuss LRE as well as provide training during the building administrator meetings. School teams and department leads discuss special education graduation and dropout rates regularly. Additionally, the Director of Secondary Programs and the Director of Support Services continue to align intervention curriculum with the Special Education department.

#### **A Healthy Learning Community**

1. The TFSD will continue to implement and evaluate policies that support student and staff member mental health.
  - a. **January Update:** The District continues to support the work of the staff wellness coordinator. This position has been critical in providing staff members with work-life balance resources including monthly newsletters, financial management learning opportunities, and physical wellness programs. Additionally, the District continues to support work by the school counselors to implement and develop student-driven mental health initiatives like Sources of Strength. Finally, the District Wellness Committee will be meeting in March to review federal and state wellness policy requirements and ensure all schools are compliant.
2. The TFSD will continue to offer and collaborate with community-based mental health support for students and staff members.
  - a. **January Update:** The District continues to offer mental health resources through BPA Health for both students and staff members. With the end of ESSER funds, which have been used for the student portion of this program, coming to an end, the District has secured grant funding from the Stronger Connections Grant to continue the program through the 2024-25 academic year. Additionally, the District has also implemented and continues to provide training opportunities for Case Solace, a mental health navigation service that allows school counselors and administrators to make direct connections between families and care coordinators.
3. The TFSD will support work to create a community center where patrons can access resources such as migrant liaisons, school nurses, homeless support, and community health navigators.

- a. **January Update:** Work continues to remodel the Community-Based Services building where the community center will be housed. The Center for Community Health has hired an executive director who will utilize one of the offices in the CBS Building.

### **Quality Personnel**

1. District administrators will meet with each principal in the fall to collaboratively set school-level goals for the year. Progress towards these goals will be evaluated at the end of the school year.
  - a. **January Update:** Fall meetings were completed and goals for the year were set. These goals support broader District goals while addressing each individual school's needs and circumstances.
2. The TFSD will implement strategies to attract and retain qualified staff for certified and classified positions. This may include:
  - a. Continuing to support new and veteran teachers.
    - i. **January Update:** The TFSD has dispatched a team of instructional coaches to support teachers. The TFSD continually evaluates this program to ensure that the coaches are engaged in work that truly supports the teachers and their professional growth.
  - b. Creating collaborative teaching teams that are focused on results.
    - i. **January Update:** The District continues to utilize teaching teams that regularly collaborate around academic goals. This includes sharing best practices and designing interventions and extensions specific to each student to ensure academic goals are met.
  - c. Providing support and training to staff in effectively using Collaboration Monday to maximize the opportunity for alignment in curriculum, instruction, and assessment.
    - i. **January Update:** The District continues to work to support Collaboration Monday. Building and department teams have a variety of options as well as consistent expectations so that each team can use the time as effectively as possible.
  - d. Ensuring that professional development is high quality, timely, and aligned to District goals.
    - i. **January Update:** The administrative team continues to utilize the instructional coaches and building administrators to discuss the needs of teachers while also utilizing the Superintendent's goals to ensure that all professional development opportunities work to address needs and goals within the District. These discussions outline what professional development will be offered during Summer Institute and other professional development days throughout the year. An example of this is the Safe and Civil



Schools training that addresses behaviors and classroom management through positive relationships.

### **School Community Public Relations**

1. The TFSD will continue to implement a public relations plan centered around advanced opportunities for students in the TFSD. At the secondary level, this plan will highlight dual credits, students earning associate's degrees, CTE opportunities, etc. At the elementary level, this plan will highlight enrichment opportunities and highlight academic support and parent engagement.
  - a. **January Update:** The TFSD continues to utilize advertising on social media sites, Facebook, Instagram, and YouTube with video campaigns. The Director of Public Relations is also completing a comprehensive evaluation of all public relations efforts to better understand what areas could be improved upon.
2. The TFSD will increase opportunities for staff engagement by hosting Superintendent Office Hours throughout the year in each school. During these office hours, Dr. Dickinson will be available for staff to visit about any topic of importance.
  - a. **January Update:** Dr. Dickinson has continued to visit all schools twice within the first semester for Superintendent Office Hours.
3. The TFSD will continue to highlight schools through the Highlights of the Week emails and will support enhancing school-based social media promotion.
  - a. **January Update:** Dr. Dickinson continues to publish weekly Highlights of the Week emails that promote positive stories in the TFSD. Additionally, two new school-operated social media pages came online this year, Perrine Elementary School and Harrison Elementary School. Moving into the new year, the Communications Committee will begin work on best practices for school-based social media pages and websites.
4. The TFSD will support work to enhance customer service for patrons interacting with the TFSD.
  - a. **January Update:** The Communications Committee has begun work to address commonly asked questions and requests for information by ensuring that this type of information is readily available and easily accessible on school websites.

### **School Environment and Facilities**

1. The TFSD will continue the implementation of the 10-year long-range plan for facilities including security, HVAC, furniture, and technology.
  - a. **January Update:** The TFSD continues to utilize the 10-year long-range plan in addressing needs. This includes continuing to utilize a process through which aging technology devices are updated to ensure the safety of our digital network, upgrading and expanding the camera system

throughout the District, and implementing a process and application through which staff members can quickly communicate with first responders in an emergency. Finally, plans are being made to complete important summer projects such as asphalt work, a new roof at Roper Auditorium, and new exterior doors at O'Leary Middle School.

2. The TFSD will explore options to accelerate the work to update and modernize our aging school buildings. This may include working with the Budget Advisory Committee on a proposal for either a bond or second plant facilities levy.
  - a. **January Update:** The TFSD Budget Advisory Committee met two times in the fall of 2023 and began to explore the possibility of utilizing a bond or second plant facilities levy for this purpose. The committee directed the District to continue work pricing the actual cost of upgrading HVAC systems and will meet in the spring of 2024 to continue to evaluate options.
3. The TFSD will work with the Safety Committee to provide additional security to our schools including reviewing current practices and working with the Twin Falls Police Department to ensure best practices.
  - a. **January Update:** The TFSD Safety Committee continues to review current practices and recommend areas for improvement. One area that will be vastly improved in our emergency response plans is reunification. In the near future, the TFSD will roll out a comprehensive reunification system and will enact training for those staff members who would likely be part of the reunification team in the event of an emergency.

### **Stewardship of Resources**

1. The TFSD will ensure an accurate and responsible budget is implemented for 2023-2024 that maintains programs, takes care of employees, and keeps the District in sound financial condition.
  - a. **January Update:** The TFSD has enacted a responsible and conservative budget. This includes planning for potential drops in enrollment, lower-than-normal attendance rates, and the expiration of the ESSER funds.
2. The TFSD Fiscal Affairs Director and Finance Department will work to streamline processes to modernize business practices.
  - a. **January Update:** The Finance Department has implemented new practices to modernize TFSD business operations. As an example, the TFSD now cuts checks weekly which allows vendors to be paid in a more timely manner. Additionally, the TFSD is in the process of issuing purchasing cards. These cards will allow staff members to purchase lower-priced goods from vendors who do not take purchase orders. The

process to establish a purchasing card system is complex and will be tested at the District Office starting in April and will be rolled out to the entire District for the 2024-25 school year.

**PUBLIC NOTICE: SCHEDULE OF REGULAR MEETINGS  
OF THE BOARD OF TRUSTEES OF  
TWIN FALLS SCHOOL DISTRICT 411,  
TWIN FALLS, IDAHO**

NOTICE IS HEREBY GIVEN that the regular meetings of the Board of Trustees of the above named school district will hold regular Board meetings ***January 2024- through January 2025*** the second Monday and the fourth Wednesday of each month, with the exception of March, May, June, July, August, October, November, and December, at 7:00 p.m. at **160 Gooding Street West, Twin Falls** **unless otherwise specified below** or unless the Board duly cancels any such regular meeting or, by resolution, changes the uniform day of the uniform week designated for regular meetings of the Board. This action represents a change of the formerly adopted schedule of regular meetings and supersedes said former schedule.

The district will adhere to the following dates unless unexpected conflicts occur. Any date changes will have prior approval of the board and notice of changes will be announced.

**January 8, 2024** Organizational/Annual Meeting

**5:00 p.m.** January 24, 2024-*Work Session*

February 12, 2024

February 28, 2024 @ **Bickel**

March 4, 2024

March 20, 2024

April 8, 2024

April 24, 2024 @ **RSMS**

May 13, 2024

June 10, 2024 – **Annual Budget Hearing**

July 8, 2024 Regular July Meeting

**5:00 p.m.** ~~July 31, 2024-*Work Session*~~ **REMOVE**

August 12, 2024

September 9, 2024

**5:00 p.m.** September 25, 2024-*Work Session*

October 7, 2024

October 23, 2024

November 11, 2024

December 9, 2024

January 6, 2025 Organizational/Annual Meeting

*Michelle Lucas*

Clerk of the Board of Trustees

POSTED: January 9, 2024 – **Re-Post** \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Administration Office

TFSD Website

**TWIN FALLS SCHOOL DISTRICT NO. 411  
SCHOOL BOARD MEETING  
160 GOODING STREET WEST  
TWIN FALLS, IDAHO**

**July 31, 2024  
5:00 P.M.**

**WORK SESSION AGENDA**

I. Call to Order – **Action**

II. Pledge of Allegiance

**MISSION**

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

III. Procedural Matters

A. **Action** Items:

1. Approval of Agenda (Additions and Deletions)

IV. Unscheduled Delegations (Audience to Address the Board on **Agenda items**)

*Please note: Clerk of the Board must receive completed request form before meeting starts; time to address the Board is limited to 3 minutes each; and total time allotted for public comment will not exceed one (1) hour.*

V. Consent Calendar – **Action**

A. Approval of Administrative Contract

B. Approval of New Certified Employees

VI. 10 Year Plant Facilities Plan - Building Projects Update – Bowman (15 min)

VII. 2020-2025 TFSD #411 Strategic Plan – Craner (15 min)

VIII. Student Achievement Reports/Board Discussion – Vision, Goals, and Focus for Year  
Nesmith/Erickson/Peterson (90 min)

A. Elementary (i.e. Student Achievement/School Climate)

B. Secondary (i.e. Student Achievement/School Climate)

C. Special Ed (i.e. Student Achievement/School Climate)

IX. Adjournment – **Action**

Motion to go into executive session:

I move that after a five-minute break the Board retire into executive session as per ID Code 74-206(1) subsections (b), and (d):

**Action** Executive Session as per Idaho Code 74-206(1) Subsection (b) and (d)  
(b) To consider the evaluation, dismissal or disciplining of a staff member and a public school student; and  
(d) To consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code.