

Ashland-Greenwood Public Schools' Claims
General Fund Claims
19-May-14

Check No.	Vendor	Amount	Description
032165	VISA	\$ 735.85	Lodging/ Wkshp Expenses/Supplies
032166	Seminole Retail Energy Service	\$ 6,571.67	Natural Gas
032167	AG Payroll Acct	\$ 274,549.88	May Net Payroll
032168	AGEA	\$ 2,667.50	Employee Dues
032169	BCBS	\$ 90,928.12	Payroll Employee Health Ins
032170	COREBank	\$ 9,763.93	Payroll Section 125 Deduct
032171	Guardian	\$ 771.28	Payroll Employee Life Prem
032172	Madison National Life	\$ 1,171.14	Payroll LTD Insurance Prem
032173	MidAmerica 403b	\$ 1,775.00	Payroll Annuity Deduction
032174	AG Payroll Acct	\$ 12,462.97	Payroll State Tax Wthhldg
032175	AG Payroll Acct	\$ 390.18	Child Support Order
032176	AG Payroll Acct	\$ 94,545.98	Payroll Federal Tax Wthhldg
032177	Retirement	\$ 77,510.38	Payroll Retirement Wthhldg
032178	TheStandard	\$ 832.64	Employee Vision Plan
032179	Ashland-Greenwood Activities Acct	\$ 1,000.00	FBLA National Qualifyers
032180	AmSan	\$ 3,507.76	Custodial: Supplies
032181	Ashland Auto Parts	\$ 3.71	Maintenance: Wiper blades
032182	Ashland Disposal Service	\$ 230.00	Custodial: Waste Removal
032183	Ashland-Greenwood PS Foundation	\$ 1,825.00	Board of Ed: Foundation Dinner Meals
032184	Ashland-Greenwood Hot Lunch	\$ 183.73	Instruction: Student snacks
032185	Awards Unlimited, Inc.	\$ 601.05	Various Awards
032186	Plains Equipment Group	\$ 141.03	Maintenance: mower parts
032187	Bishop Business Equipment Co Inc	\$ 95.80	Instruction: Supplies
032188	BurnTables, LLC	\$ 14,945.00	Instruction: CNC Table, torch, router
032189	Keith A Byrkit	\$ 170.00	Instruction: Piano tuning
032190	C & L Hardware	\$ 88.66	Maintenance: Supplies
032191	Brooke L Cheleen	\$ 562.64	Physical Therapy
032192	City Of Ashland	\$ 1,776.00	Water and Sewer
032193	Collison Center	\$ 73.55	03 Ford Tailgate Repair
032194	Cornhusker State Industries	\$ 3,290.00	Office Chairs, Desk, Conf table
032195	Creative Sites, LLC	\$ 39,247.00	Playgrnd & Field Improvements
032196	Delta Construction Services, Inc	\$ 12,066.00	Dist Office Remodel
032197	Drywall Supply Inc	\$ 153.08	Maintenance: Keys
032198	Dynamic Measurement Group	\$ 172.00	Instruction.: DIBELS Student Licenses
032199	Eakes Office Plus	\$ 144.94	Copier Use-Final Bill
032200	Eddie Lawn Service, LLC	\$ 3,600.00	Maint: Aeration and seeding FB Field
032201	Electronic Sound, Inc.	\$ 80.00	Instruction: Bell Repair
032202	Esu #2	\$ 1,926.00	Sped: SRS Fees 2014-15
032203	Fairfield Inn	\$ 99.95	Lodging
032204	Fat Brain Toys, LLC	\$ 108.79	MS Classroom Supplies, Dist Teach. Award
032205	General Fire and Safety	\$ 680.00	Maint: Fire Alarm HS Dist Office
032206	Gopher Sports	\$ 228.15	Elem Instruction: CD player
032207	GovConnection Inc.	\$ 766.10	Instruction: CPU, 2 Chromebooks
032208	Greenwood/Midwest Farmers Coop	\$ 328.85	Maintenance: grounds supplies

Ashland-Greenwood Public Schools' Claims**General Fund Claims****19-May-14**

Check No.	Vendor	Amount	Description
032209	Jennifer S Haralson	\$ 4,784.43	Visually Impaired
032210	HARRIS	\$ 707.31	Annual Maintenance
032211	Rachel Hegwood	\$ 60.00	Sped: Services
032212	Henry Doorly Zoo	\$ 287.00	Elem Instruction: 3rd Gr. field trip
032213	Holiday Inn Hotel	\$ 89.95	Supt Lodging
032214	Inland Truck Parts & Service	\$ 142.57	Transportation: Repair
032215	J. W. Pepper & Son, Inc	\$ 103.24	Instruction: Vocal Music Supp
032216	Kingery Construction	\$ 4,140.00	HVAC System
032217	Matheson Tri-Gas, Inc/Linweld	\$ 114.30	Voc Ag: Gas
032218	Douglas S Loftus	\$ 600.00	Maintenance: porta potties
032219	Look Architectural Coatings	\$ 1,545.00	Dist Office Window Coatings
032220	LeAnna W MacDonald	\$ 578.88	Cert Orient & Mobility, Vision
032221	MCI Communications Services	\$ 100.63	Long Distance Service
032222	Meininger Fire Protection Inc	\$ 280.00	Custodial: Qtrly Inspections
032223	Menard Inc	\$ 213.52	Maintenance: Supplies
032224	Midwest Technology Prod & Ser	\$ 232.10	Instruction: Ind. Tech supplies
032225	Montemarano Landscapes Inc	\$ 666.00	Maintenance: Mulch
032226	Nebraska Council of School Administrat.	\$ 1,159.00	NASBO ST Conv Regist & Annual Dues
032227	Nebraska Academic Decathlon, Inc.	\$ 175.00	Instruction: Dues & Fees
032228	Nebraska Department Of Ed.	\$ 25,818.50	Student Tuition
032229	Nebraska State Historical Society	\$ 64.50	Elem Instruction: Supplies
032230	Nicholson & Associates	\$ 160.00	Transp: Random Testing
032231	U Save Foods Inc/Nash Finch Co	\$ 107.95	All Areas Supplies
032232	O'Keefe Elevator Co.	\$ 168.00	Maint: Elev Repair
032233	Omaha Public Power District	\$ 10,504.35	All Areas: Electricity
032234	Perry, Guthery, Haase & Gessf	\$ 1,191.00	Admin: Legal Services
032235	Pitney Bowes Postage By Phone	\$ 1,000.00	All Areas: Postage
032236	Platte Valley Sanitation Inc	\$ 325.00	Waste Removal
032237	Quill Corp	\$ 540.84	Instru/Gen Bus/Media:Supplies
032238	Saunders Medical Center	\$ 100.00	Transp: Bus Empl Physical
032239	Jenifer Sloboth	\$ 2,145.00	Pupil Support: Choreography
032240	Sparkling Klean	\$ 5,867.60	Cleaning Service
032241	Todd Valley Plbg. & Htg	\$ 27.09	Maintenance: Supplies
032242	US Mechanical Service Inc	\$ 2,824.00	Maintenance: Qtrly Inspect. Serv Work
032243	Virco Mfg. Corporation	\$ 4,902.60	Instruction: desks
032244	Voyager Fleet Systems, Inc.	\$ 5,507.13	Transportation Fuel
032245	Wahoo-Waverly-Ashland Newspapers	\$ 146.02	Bd of Ed & Admin: Adv & Printing
032246	Beverly Wlggs	\$ 3,577.58	Occupational Therapy
032247	Willow Point Gallery/Museum	\$ 225.00	Media: AV Materials
032248	Williams Sales & Service	\$ 1,310.56	Transp: Bus Inspections
032249	Wisconsin Department of Corrections	\$ 550.00	Sped Instruction: Braille Textbooks
032250	Admin Operations Account	\$ 1,448.66	Field Trip, Mileage, Postage, Activity
032251	Ashland Auto Parts	\$ 551.49	Transportation: Supplies
032252	Awards Unlimited, Inc.	\$ 125.35	Bd of Ed: Retirement Awards

Ashland-Greenwood Public Schools' Claims
General Fund Claims
19-May-14

Check No.	Vendor	Amount	Description
032253	Bishop Business Equipment Co Inc	\$ 76.18	Instruction: Staples
032254	Cornhusker State Industries	\$ 284.28	Sped Instruction: Braille Mate
032255	Demco Inc.	\$ 22.73	Media: Supplies
032256	Pamela Duncan	\$ 180.00	Instruction: Sign Lang Interp
032257	Esu #3	\$ 15,209.70	Sped: Student Tuition
032258	Innovative Laboratory Systems	\$ 700.00	District Office Cabinets/Count
032259	Robert Krepel Jr. LLC	\$ 395.00	Maint: Asbestos Inspection
032260	Matheson Tri-Gas, Inc/Linweld	\$ 43.95	Voc Ag: CO2
032261	Midwest Turf & Irrigation	\$ 54.18	Maintenance: Supplies
032262	NASCO (Aristotle Corporation)	\$ 88.49	Distinguished Teacher Award Mo
032263	Nebraska Coaches Assn	\$ 1,620.00	Pupil Support: Coaches Clinic
032264	U Save Foods Inc/Nash Finch Co	\$ 62.78	Elem Instruction/COF: Supplies
032265	PayFlex Systems USA Inc	\$ 280.80	Employee Benefit
032266	Quill Corp	\$ 43.49	Instruction: Envelopes
032267	Reid's Variety	\$ 18.40	Elem Instruction: Pioneer Sch
032268	VISA	\$ 574.77	Instruction: MS Supplies
032269	Windstream	\$ 1,138.99	Local Telephone Service

Incompletes

Innovative Labs	\$ 700.00	District Office Cabinetry
Seminole		Natural Gas
Collision Center	\$ 6,000.00	Bus 03 Repair
M & M Towing		Vehicle Tow

Authorized by:

Ashland-Greenwood Public Schools
5-19-2014
Administrative Operations Account

Date	Check No	Description		Amount
4/16/14	5370	Z Kassebaum, Mileage	\$	85.68
4/22/14	5372	University of NE Morrill Hall Field Trip	\$	372.00
4/22/14	5373	J Finkey, Curr Director Mileage	\$	137.50
4/22/14	5374	USPO, Assessment Mailing	\$	9.60
4/28/14	5375	B Murphy, Marzano Wkshop Mileage	\$	160.30
4/29/14	5376	Z Kassebaum, Mileage	\$	168.30
4/29/14	5377	C Holz, Mileage	\$	168.30
5/1/14	5378	Ashland SubwayCOF May Day Activity	\$	95.00
5/1/14	5379	NDE, Parent Booklet	\$	70.00
5/6/14	5380	L Krueger, Fuel	\$	10.00
5/14/14	5381	Z Kassebaum, Mileage	\$	28.60
5/14/14	5382	C Holz, Bus Off Mileage	\$	25.30
5/19/14	5383	Sempecks COF Secondary Activity	\$	96.40
5/19/14	5384	J Gutierrez; Marzano Training Mileage	\$	80.30
	5385	voided clerical error		
5/19/14	5386	C Caswell; Guidance Mileage	\$	27.06

Approved By:

Ashland-Greenwood Public Schools
Hot Lunch Claims
May-14

Check #	VENDOR	Amount	Description	DATE
009861	BCBS	\$ 55.64	April Prem	4/11/2014
009877	AG Payroll Acct	\$ 9,264.76	May Net Payroll	5/9/2014
009878	Blue Cross and Blue Shield of Nebraska	\$ 55.58	MAY 14 PR	5/9/2014
009879	COREBank	\$ 25.00	MAY 14 PR	5/9/2014
009880	Guardian	\$ 57.72	MAY 14 PR	5/9/2014
009881	Madison National Life	\$ 27.75	MAY 14 PR	5/9/2014
009882	AG Payroll Acct	\$ 259.28	MAY 14 PR	5/9/2014
009883	AG Payroll Acct	\$ 3,013.03	MAY 14 PR	5/9/2014
009884	Retirement	\$ 2,388.87	MAY 14 PR	5/9/2014
009885	TheStandard	\$ 50.16	MAY 14 PR	5/9/2014
009886	Ashland-Greenwood Activities Acct	\$ 46.22	Vending Proceeds	5/19/2014
009887	Teresa Bray	\$ 17.90	HL: Account Refund	5/19/2014
009888	Nancy Campbell	\$ 38.90	HL: Account Refund	5/19/2014
009889	Cash-Wa Distributing Co.	\$ 5,200.04	Food Warmer, Nacho	5/19/2014
009890	Great Plains Pest Serv Inc	\$ 68.50	Exterminating Service:	5/19/2014
009891	Hiland Dairy Foods Company LLC	\$ 3,051.87	Milk & Milk Products	5/19/2014
009892	Institutional Chemical Systems	\$ 180.37	Supplies	5/19/2014
009893	U Save Foods Inc/Nash Finch Co	\$ 10.92	Hot Lunch: Supplies	5/19/2014
009894	Jacob Petersen	\$ 5.05	HL: Account Refund	5/19/2014
009895	Quill Corp	\$ 19.08	Hot Lunch: Supplies	5/19/2014
009896	Sysco Lincoln, Inc	\$ 12,300.10	Food & Supplies	5/19/2014
009897	The Thompson Co	\$ 6,943.10	Food	5/19/2014
009898	Barbara Washburn	\$ 5.85	HL: Account Refund	5/19/2014
009899	Bennett Refrigeration Inc	\$ 116.00	Hot Lunch: service cal	5/19/2014

Incompletes

U Save No Frills	Food
Nebraska Food Distribut. Pro.	Food

Authorized by:

Ashland-Greenwood Public Schools

Activities Account

April 21 2014 to May 19, 2014

<i>Date</i>	<i>Check #</i>	<i>Vendor</i>	<i>Description</i>	<i>Disbursed</i>
4/29/14	011770	Nebraska FFA Association	FFA Colt Deposit	\$ 600.00
4/29/14	011771	National Travel Systems LP	FBLA: NLC Flight and Hotel	\$ 2,220.00
4/29/14	011772	VISA	FFA :Supplies	\$ 24.70
5/1/14	011773	Abante LLC	Senior: Senior Gear	\$ 565.65
5/1/14	011774	Arlington Public Schools	Athletics: Golf fee	\$ 220.00
5/1/14	011775	Sarah Bloch	Spirit Squad: Judge Cheer	\$ 30.00
5/1/14	011776	C & L Hardware	MS STUCO: Supplies	\$ 30.00
5/1/14	011777	Conestoga Public Schools	Athletics: HS track fee	\$ 175.00
5/1/14	011778	Amber Dutcher	FBLA SLC Campaign Supplie	\$ 131.49
5/1/14	011779	Danielle N. Fayle	Spirit Squad: Judge Cheer	\$ 30.00
5/1/14	011780	Future Bus Leaders of America	FBLA: NLC Registration	\$ 190.00
5/1/14	011781	Fisher Tracks Inc	Athletics: Supplies	\$ 248.00
5/1/14	011782	Fort Calhoun Comm Scs	Athletics: MS track fee	\$ 145.00
5/1/14	011783	Fundraising University	Athletics: Fundraising	\$ 5,197.00
5/1/14	011784	Gretna Public Schools	Athletics: Golf fee	\$ 92.50
5/1/14	011785	Amber Henson	Spirit Squad: Judge Cheer	\$ 30.00
5/1/14	011786	Herbert's Fun Shop Inc	Drama: ONE ACT SUPPLIES	\$ 171.00
5/1/14	011787	Richard J. Jeffery	Athletics: MS starter 5-13	\$ 175.00
5/1/14	011788	Lincoln Christian	Athletics: Golf fee	\$ 100.00
5/1/14	011789	Mahoney Grille, LLC	Catering for Prom	\$ 2,845.90
5/1/14	011790	NASSP	NHS dues	\$ 85.00
5/1/14	011791	Brittany L Novotny	Spirit Squad: Judge Cheer	\$ 30.00
5/1/14	011792	Office Depot /Citibank	SLC Campaign Office Suppli	\$ 133.69
5/1/14	011793	South Sarpy School Dist 46	Athletics: Track fee	\$ 160.00
5/1/14	011794	Walsworth Publishing Co	Yearbook: 2nd payment	\$ 4,646.35
5/1/14	011795	McKenzie Wright	Spirit Squad: Judge Cheer	\$ 30.00
5/8/14	011796	Beatrice Public Schools	District Golf Fee	\$ 60.00
5/8/14	011797	Blooms Flaral and Gifts	Flowers	\$ 77.00
5/8/14	011798	Dale Rasmussen	SM Starter Track	\$ 50.00
5/8/14	011799	Shannon Lea Garner	FBLA Ribbons	\$ 78.88
5/8/14	011800	Mr. Basketball Inc.	Camp Fees	\$ 164.00
5/8/14	011801	National FFA Organization	Awards	\$ 474.00
5/8/14	011802	Phi Beta Lambda (SOFS #7135)	UNL Business Competition I	\$ 180.00
5/8/14	011803	Douglas Co West Comm Schls	District Track Fees	\$ 50.00
5/8/14	011804	VFW Ashland Food Pantry	Food Pantry Donations	\$ 250.00
5/19/14	011805	Awards Unlimited, Inc.	Supplies	\$ 54.45
5/19/14	011806	Blooms Flaral and Gifts/Red Robyn	Flowers	\$ 35.00
5/19/14	011807	C & L Hardware	Supplies	\$ 23.92
5/19/14	011808	AnnaLisa Estrela	Purchase of Rolls	\$ 33.49
5/19/14	011809	U Save Foods Inc/Nash Finch Co	SLC and Banquet Supplies	\$ 50.25
5/19/14	011809	U Save Foods Inc/Nash Finch Co	Banquet Supplies	\$ 132.72
5/19/14	011810	Nebraska School Activities Assn.	Baseball Plaque	\$ 50.00

Authorized by:

**Ashland-Greenwood Public Schools
Student Fee Account**

<i>Date</i>	<i>Check #</i>	<i>Vendor</i>	<i>Description</i>	<i>Disbursed</i>
5/19/14	1284	Casey General Stores Inc	MS Incentive Supplies	\$ 272.00

Authorized by:



Board of Education Meeting: MS/HS Principal's Report, Brad Jacobsen

May 19, 2014

Activities/Calendar update:

- ④ Graduation completed. 56 graduates (71 last year). 1 of the 56 will graduate from Iowa School for the Deaf. 1 has already entered the Job Corps and will not be at ceremony. Only 1 student was not able to complete requirements (As a new student this year, came to us very credit deficient already and will return next year).
- ④ (Brett, Kaitlynn, Maddie, Hailey and possibly Sammy) 4 maybe 5 state qualifiers in Track (4 in 2013)

Summer School:

- ④ We have sent summer school invitations to students in grades 6-11. We will have a busy building in June!
- ④ All MS aged students will receive support in Math and Reading/Language Arts daily.
- ④ Goals: Support student learning, recover credits and get students 'caught up' if they failed 1 or 2 semesters of required courses (especially in Math, Science, and English).

Staff Development:

- ④ As I meet with staff for yearend/summative & formative meetings, we are reviewing strengths, growth areas, and providing ideas for improvement. We have reviewed their draft of their own professional development plan and assure that it is connected with their evaluation. This eval process has been a LOT of work, but, I do feel like the product of the work is very strong.

Board of Education Meeting Elementary Principal's Report



May 19, 2014

Elementary Activities:

- All field trips (1st & 3rd Grade), Track and Field Days, and Friends and Family Days planned for May were held and enjoyed by all.
- 5th Grade students visited the middle school today. Students toured the building, ate lunch with 6th grade students and then meet with each of the 6th grade teachers. Mr. Jacobsen also met with the students. This visit is designed to familiarize students with the middle school setting and the teachers to make the transition more comfortable for students.

Upcoming Activities:

- May 20 - Class Picnics
- May 21 - Attendance and Academic Incentive Programs
 - Walk to Next Year's Class
 - Final day of school
 - Teacher Checkout

Professional Activities:

- We held our final staff meeting on May 13th. The meeting focus was our elementary writing program which is the topic of my Action Plan and teacher's Student Learning Objectives. Grade level teams took time to reflect on their 2013.2014 plans for improvement and then identified next steps for the 2014.2015 school year. Teachers also had an opportunity to provide feedback and suggestions regarding our new writing assessment process.
- 2013-2014 class lists have been developed and distributed to teachers. Two sharing sessions were held on May 15 and 19. The purpose of sharing sessions is to provide next year's teachers with pertinent information that will help the child transition smoothly to their new classroom next fall. Examples include reading levels, behavior plans, information regarding special services, medical information, etc...
- Evaluation conferences are underway and near completion.

Loading...

5.19.14

Drive

CREATE

My Drive

Shared with Me

Starred

Recent

Trash

More

Install Drive for your computer

Assessed Values by Ashland-Greenwood Pub 2014-15 Proposed

General Fund; 9-12 AFF Bond Fund and Building Fund

County	2012	2013
Cass	\$ 172,974,683	\$ 190,018,977
Sarpy	\$ 528,114	\$ 625,486
Saunders	\$ 357,930,797	\$ 412,577,830
TOTAL	\$ 531,433,594	\$ 603,222,293

K-8 Elementary Bond

County	2012	2013
Cass	\$ 172,974,683	\$ 188,266,390
Sarpy	\$ 528,114	\$ 625,486
Saunders	\$ 333,855,336	\$ 382,575,826
TOTAL	\$ 507,358,133	\$ 571,467,702

View all

Assessed Values by County14-15.pdf 1 of 5

Open

Board Meetings 2013,2014 5.19.14

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TITLE

Board Report – May 19th, 2014
Curriculum Director – Jill Finkey

Feedback collected from staff at the end of the year regarding the Nebraska Teacher/Principal Evaluation Pilot Project

The Administrative Team has attempted to be reflective throughout the process during the year, however; we have not collectively gathered formal feedback from administrators. I believe the following comments below capture the admin. teams general opinion about the pilot evaluation model (if not they can correct me at the meeting ... I will not be attending the meeting as I will still be enjoying some time with a few family members who will linger a day or two after graduation ... so, you can let me know if the rest of the admin. team disagrees with what I noted below ☺)

- Model is a definite improvement from the district's previous system
- Resources provided and gathered as a result of participating in the pilot project have been valuable
- Model focuses on growth and improvement
- Conversations held with teachers via various conferences/meetings as a result of the model have been richer, much more meaningful, and specifically focused on teaching and learning
- The forms and processes required of the model are cumbersome and at times tedious
- The amount of time needed for administrators to complete the forms, the processes, and the required conferences is overwhelming and to the point of being unmanageable
 - i.e. – End of year Evaluation Conference for a Teacher in the Summative Year requires:
 - 3 rubrics to be reviewed/completed (SLO, 7 Effective Practices, and Overall)
 - Next year a 4th is added (PD Plan)
 - 2 forms (1 of which is 5+ pages) with multiple ratings and sections to be filled in
 - Next year a 3rd added (PD Plan)
 - And additional form(s) may be needed if a Plan of Improvement or Plan of Assistance is required
 - In order to adequately complete the above, 4-8+ documents (representing classroom walkthroughs, informal, and formal observations) must be reviewed
 - A conference is then scheduled/held between evaluator and teacher; to adequately discuss all of the above ideally takes a conference of at least 45-60 minutes
 - Multiply all of above by 20+ teachers ... OMGosh...
 - And above just represents what occurs at the end of the year; there are multiple steps/processes/forms prior to this earlier in the year
- SO ... our challenge as we move forward will be how best to retain the 'value' of the model while still keeping the time/effort needed manageable

Feedback from staff has been collected at various points throughout the year. I've attached the compilation of feedback collected at our last Evaluation PLC/Meeting in May. The document is lengthy, but I wanted you to see the variety and similarities in comments from our staff. (Comments from staff are not in any particular order, etc. Next step for me/admin. team/local eval. committee will be to take the comments - sort, classify, identify possible priorities to address, etc.)

A Reminder: You will often see the acronym SLO reflected in many of the staff comments. SLO stands for Student Learning Objective. The SLO is the component of the evaluation model that serves as a direct link between a teachers' evaluation and their students' academic performance. (The SLO addresses one area/one subject/one standard for one group/class of students – i.e. elementary classroom teachers' SLO group was their entire class; MS/HS teachers' SLO group was comprised of one period.) All teachers, no matter what year of the cycle they are in, earn a rating of Unsatisfactory, Basic, Proficient, or Exemplary on their specific SLO.

Feedback collected from staff at May 2014 Evaluation PLC – RE: Evaluation Model/Process for 2014.2015 – was to be completed anonymously or staff could choose to put their name on it if they wanted.

1. List at least one +: what is one thing you feel went well that you would like to see continue or expanded upon
2. List at least one – or ?: what is one thing you feel ‘didn’t go so well’ or you still have questions/concerns about that you would like to see addressed or improved upon

Completing 1. and 2. both would be ideal – but all should at least have something for at least one of the above

Numbers below used only to differentiate between each notecard. Comments are in no specific order and no names are included within this document

1.

+ Had a large amount of support in creating our SLO’s etc.

Got great feedback from multiple observations

Overall great support, great work and great results - thanks for all that you do :)

-/? A little confused on if my new SLO will relate to building goal next year or what the goal is I just turned in.

2.

+ I understand and appreciate that this is helpful for both teachers and students

-/? I feel like we were strongly encouraged to make our SLO very ‘rigorous’ to the point of unrealistic. I feel like many things were not clear in the beginning about how student work/writing would be assessed and now I feel like it looks like I didn’t accomplish much for some students.

3.

+ I liked the SLO process - our writing assessment was just done today so excited to see results - also excited to use the same SLO next year

I also thought all the Eval. PLC’s were very informative

Excited to see if my PD goal works out like I think it will

-/? There was a lot of info. given to us and at times I was a little overwhelmed

4.

+ I thought that our SLO went well. I thought that it really helped me focus on improving students writing

-/? The 7 Effective Practices were quite confusing to me. It seemed like a lot of information and could have been made simpler

5.

+ Administrator’s hard work and empathy for staff (when frustrated) was a major help in completing these SLO goals. Jill and Brad were excellent in taking time to help and also had open door policy to work with us even though they were also stressed. Thanks to all. Zach also very helpful but yet did not back away from doing the best

6.

+ I think admin. does a great job of helping us when we need it throughout the process, makes things a little easier to handle.

-/? Still seems overwhelming with everything else we have going on. That is probably more an individual thing that bugs me but just seems like a mountain at times

7.

+ I liked the feedback from evaluators that came back so quickly.

-/? I did not like how the end of our SLO went. I feel that the same people that grade the initial writing pieces should have also graded the ending ones as well. It would also make more sense that if grade levels will be responsible for grading that 2nd grade grades 2nd grade writing and third does third and so on. Each grade level is familiar with their own rubric, and that would make things easier! :)

8.

+ I felt that I received good help from administrators when I needed it.

-/? Sometimes I felt rushed but that was probably my own fault.

9.

-/? Implementing this midway through the year caused way more headache.

10.

+ The data collected was a great piece to help direct instruction

11.

+ Gathering data on kids and analyzing to see if there are better ways to do something

-/? Can be added work added to everything we already do

12.

+ Teachers reflecting on teaching style and branching out into different things. Collaboration creates and ignites that thought process.

-/? There are sometimes 'hoops' that we jump through just to do it, without really having much meaning in our daily processes

13.

+ I was evaluated this year and I really liked all the feedback that given and how I was able to go in and see videos covering different areas for ideas to help with my teaching

I'm glad we can continue with the same SLO for next year. I think is very valid.

14.

+ The SLO growth target significantly improved student learning for the target audience. It also focused instruction in the correct direction

-/? The timing of due dates for documents/plans often made successful achievement difficult and felt overwhelming

15.

+ I like the iObservation but ... (like "instant" feedback)

-/? I felt some of the items listed on the iObservation for improvement could or did take place but it was before or after the visit ... Do I worry about that or realize that you know, obviously you do miss some of the 'meat' of a lesson

16.

+ Targeting/collaborating over student progress.

Specifically focusing on middle/low group

-/? Out of our control - but C4L being down in a critical implementation years was not ideal

17.

+ The SLO goal was very much like our professional growth goals we had before but was laid out in a more thorough way. In turn, I think it helped us achieve better results.

-/? I don't feel we have completed the whole process yet. I would like to go through the whole process again. I'm just not comfortable with all of it yet.

18.

+ iObservation: I am a Marzano believer and like the feedback - both teacher and student evidence that is given during observations

-/? I was anxious about the growth targets and whether I was doing it 'right'. The help I was getting seemed to confuse me more (probably a me problem:)

19.

+ Increased emphasis on continuous feedback from administrator

-/? More cumbersome in terms of data-constantly proving what I do in class

-/? Results led directly to student performance (SLO) - too many variables

-/? Student perception Data

- 20.
- + Specific growth targets for small groups of students makes us more intentional in our practices
 - /? More processes for us to go through that consume time

- 21.
- + The SLO writing score sheet I designed helped students track their writing over the year. It helped them become more aware of what they needed to work on ! :)
 - /? Some of the items teachers are evaluated on seem kind of 'fuzzy' and need clear cut expectations for the areas.

- 22.
- + I appreciated the variety of options to get information about the whole process
 - /? I would like to do the professional rounds again to learn from other teachers

- 23.
- + C4L provides good, easily accessible data for my SLO (when it is working)
I liked my SLO. I want to use it again next year.
 - /? C4L down ... messed up my time interval of implementation of SLO
Collection and analysis of data was very time consuming
I did not have growth will all students :(

- 24.
- + I do like the more structured/recording of formative pieces with writing. It made things a little more apparent to student growth - or not.
 - ?/ I know it always comes down to time - but as a classroom teacher - and responsible for all learning and assessments - we really need that 'quiet time' support to reflect on student strengths and weaknesses

- 25.
- + The SLO was not so bad once we figured out what was going on
Dr. K knows a lot about theory in classrooms - have him put a workshop on
 - /? Being evaluated - if you were one of the first ones or were evaluated in early fall, it may not have truly reflected what happened because the evaluators were not used to the forms or doing it on I pads.

26.

+ I liked and appreciated the immediate feedback on the observation and info. being on google docs

Being on the Marzano Team really helped me understand the model and process better

-/? I'm disappointed that my 'lowest performing' students didn't do as well on the final SLO as I was hoping they would or could

27.

+ I liked having the walkthroughs and feedback - would like to have more

-/? SLO/SPO: Not enough guidance and consistent follow through or support; need more collaboration time with teams and between specials and classrooms

28.

+ iObservation feedback - liked getting feedback right away

Like communication through iObservation

Liked having clear goals posted

-/? Still have questions about "the big picture" of SLO - may be addressed at summative. I just feel like I filled in blanks (I was on maternity leave during the 1st meetings, so have felt a little lost)

29.

+ It was good to have the whole building working on writing - sharing ideas, different methods, thoughts

-/? Will we always work on writing? Will we work on math? reading?

30.

+ I liked the SLO - I think it helped me improve student outcomes in more than just the target area chosen

-/? I still struggle to know the seven effective practices unless they are right there in front of me - I have not achieved automaticity

31.

+ Walk-throughs gave immediate feedback and left room for teacher comments

-/? Timing of information and deadlines were not always 'teacher friendly'

32.

+ New pre-observation forms were a little better than the old ones

-/? The language on many of the forms can be unclear or difficult to interpret - sometimes perhaps too formal

33.

+ I think it has all been good and is helping us be the best we can be

-/? I'm a bit concerned about the SLO process, but only because I am anticipating the end of year meeting. Again, I think it's still good, I just can't wait to see how it turns out :)

34.

+ SLO helped to keep a consistent all year focus

Walk-ins - grateful for feedback so quick and easy

-/? Understanding and knowing what was required to be completed

35.

+ Walkthroughs were a great way to quickly check how I was progressing

-/? SLO - As a staff we need to look at the process of scoring and setting up the formal writing assessments (Aug./Sept. scoring and April scoring) there were alot of problems and concerns about data collected and how

36.

+ Even though the meetings were time consuming, I felt that we were well prepared for the next step of the process. It was broken down into good chunks that made it less stressful.

-/? For our writing SLO, it came to our attention how different our rubrics are. I'm concerned that our rubric is too hard (based on wording compared to 4th grade rubric) and thus our SLO grades will seem low from other grades.

37.

+ Specific feedback from evaluator on walkthroughs

-/? SLO process was tough at first better as it went along

Scoring of SLO writing papers at the end of year needs to be revised - don't know how reliable it is the way it was done this year

We need to revise our writing rubric - good and bad

38.

+ All the examples, explanations, feedback was great and helpful. I feel that if I ever had a question I could go to any administrator and get help. It felt good knowing this was a learning process.

-/? After using our writing rubric to score our writing SLO for organization. I (we) feel as a grade level that our rubric is too hard compared to grade 3 and 4. (On 3rd/4th grade, students scored a 3 when things were "general". That would have been a 2 on Grade 2's rubric).

39.

+ This process made me think through my lesson plans more

-/? I am not really comfortable with all of the framework yet and when I mean not comfortable - I am not familiar with all of it yet. I don't know all of the pieces as much as I should.

40.

+ I really liked how the SLO had a target for students with data from start to finish.

-/? There were so many components that it became overwhelming at times - I do feel that this will be easier in years to follow. It will be overwhelming to new teachers.

41.

+ Teacher Evaluation Process is making all teachers accountable for reaching and teaching all students. I think it's making a difference by raising the level of concern.

42.

+ I liked the training that was given before starting each step. It helped to clarify the purpose and procedure involved

-/? I am still not 100% comfortable with each component of this model.

43.

+ Looking at data available to assist with students growth and how that can/should be used and using it effectively

-/? Being a SPO in a SLO world can be challenging!

44.

+ Encouraged to try new things and feeling supported in that

Love, Love, Love being able to continue SLO again! I'm finally figuring things out so doing it again will be a great thing!

-/? Time!

45.

+ The results of our SLO were positive, it was fun to see the growth!

-/? Data collection (finding scores) was a bit tricky/time-consuming

46.

+ I really liked the feedback I received through iObserve following an observation by an administrator. Great tool!

-/? I still feel a bit confused about the SLO and if it was properly implemented by me ...

47.

+ The SLO gave me a focus and identified purpose to which to teach. The formative assessment results demonstrated a need for me to make adjustments with some individual students

-/? The SLO only identifies 1 area of focus. Paperwork is somewhat cumbersome.

48.

-/? I felt overwhelmed with the amount of information that was thrown at us, especially 1st semester: Ex, Marzano, SLO's, Effective Practices, Evaluation Processes

49.

+ SLO process - when I was able to implement what I wanted to do for my SLO, it did improve student data

-?/ Testing process

- C4L tests were not up and working

- 3 months of data is a lot

There is still a lot of confusion how the process goes, what we need to do in the Part 2 section, and other parts of the SLO. Another year will be helpful.

50.

+ Jill gave plenty of help/tips filling out the SLO form

-/? There are many forms

51.

+ I liked the 'direction' that the SLO gave me. I felt that the SLO really helped me focus in on what I needed to do. I feel good about working to improve the student's scores on testing.

-/? I had some apprehension about the Pilot Program, but feel better about this now. Gives me "direction"

52.

+ Wasn't such a huge change from our previous process. New process makes sense and is useful

-/? Less meetings, more time to actually work on what I want to do with my SLO

53.

+ I like being encouraged to go beyond in my teaching.

-/? Lots of meetings :)

54.

+ The SLO process did force me to create a more Marzano style classroom - i.e. Learning Targets - Assessment driving instruction ... I probably wouldn't have done this with this process +:)

-/? The data collection part was time consuming and SLO progress monitoring expectations were unclear at first but later got cleared up

55.

+ Reflection

+ "Less" content this next year

-/? The paperwork at times was overwhelming. Sometimes it took longer and took away from what I was teaching

56.

+ I feel like overall for myself, this process has gone relatively well. I received a lot of support from my evaluator and got some really good suggestions on how to proceed.

-/? Lots of paperwork and very time-consuming. It may have been the SLO I chose that added to my anxiety, but there were times when I felt like other areas in my class suffered because I was so busy with my SLO and progress monitoring

57.

+ The new observation tool, the info. received and discussed for the post conference made the observations better

-/? I'm still not sold on the SLO being necessary. I feel like it takes too much of my class time that I don't get back. I don't mind the process, but it takes 4 class periods for all of the tests.

58.

+ The layout/organization was well displayed and easy to follow. Admin. Team did a great job of modeling what was expected.

-/? I wish we had a system similar to First Class e-mail. I felt like I spent more time searching for items on the drive. This is probably my fault because I haven't organized my drive. First Class was just nice because we could have folders/icons set up which made it easier to find the proper documents.