

End of Year Report 2008-2009

This report is designed to provide a summary of the activities, events and completed work for the 2008-2009 school year. Included in this report are some thoughts from the superintendent's perspective regarding the progress the district is making toward meeting its goals and strategic initiatives. It also provides a brief self evaluation of the superintendent's job performance. Support materials will be provided in hard copy during the June 8 Board of Trustees meeting.

I will take a little different tack than in years past. I will save a little paper and not reprint the 2008-2009 Mid Year Report. This report will summarize district activities for the latter part of the school year only. If you would like another copy of the Mid Year Report to add to this report please let me know.

As indicated in the 2008-2009 Mid Year Report, the district faced several challenges going into the spring. The biggest challenge that faced the district and will continue to face the district is how to operate effectively with a significant reduction of state revenues. As a matter of fact, the district administration has focused most of its energies on trying to put together a budget for the 2010 fiscal year.

As summarized previously, even with the infusion of federal stimulus dollars and some additional revenue from the supplemental levy, the district must reduce costs by \$500,000. The district has been analyzing the state appropriation reductions for several months as well as speculating what the direct impact will be on the district in preparation for the impending reductions. As you know, the legislature did not provide the district detailed information regarding the budget issues until May. This has caused the district to prepare our budget in record time. While the amount of the shortfall is relatively small in comparison to most districts in the area, it still will cause the district to make significant cuts across the board.

Driving the many decisions necessary to make the needed fiscal reductions were the philosophical tenets that the reductions should have the least impact possible on student programs, should ensure that as many employees as possible continue working and that the necessary reductions should be spread as thinly as possible across all departments. These tenets were developed through formal and informal discussions with the Board of Trustees, staff, and parents. We believe that the 2010 budget recommendation presented to the Board honors these philosophical tenets. Even in this difficult budgetary climate, we are one of the few districts that will not have to lay off any individual due to fiscal reasons. This certainly honors not only the district's goals but also honors the requirement that the federal American Recovery and Reinvestment Act save jobs.

I am happy to report that the district was not forced to lay off any employees due to financial reasons. While some positions went away, the persons filling those positions either left the district or had another opportunity within the district. It appears the district will actually employ as many certified teaching staff next year as are employed this year. It will be necessary to work out some of the detail related to the reductions over the summer. This is especially true as we work with our certified staff to identify areas of reduction of costs. While this spring was consumed with budgetary considerations and the legislative session the district had many positive successes. Some of them are as follows:

Supplemental Levy: A major success this spring was the overwhelming patron support for the supplemental levy. With an 82.4% yes vote, Post Falls' voters overwhelmingly approved a two-year supplemental levy. The additional \$250,000 raised in the levy will help cover some of overall budget reduction of \$1,300,000 and to provide school funding to help cover some of the lost revenue due to state budget reductions, maintenance projects, students programs and curriculum adoptions. This support I believe is a tribute to the strong consistent leadership of our Board of Trustees. The \$1.735 million per year levy will not increase school property taxes. Board of Trustees Chair Donagene Turnbow stated that “the district owes a debt of gratitude to our community for continuing to support its children during difficult times. We believe that the proposal was a win-win proposition. While the approval of the levy will not raise taxes, it will provide the district with some additional revenue to help to lessen the impact of the reduced state appropriation.” The district expects to receive \$1 million less next year from the state.

A breakdown of the vote is as follows:

Location	Yes	No	Total
PFMS	134 80%	33 20%	167
Fred. Post	216 79%	59 21%	275
Seltice	144 85%	26 15%	170
Ponderosa	251 82%	55 18%	306
PrairieView	268 86%	44 14%	312
TOTALS	1013 82%	217 18%	1,230

State Tests: Overall the district scores on the Idaho Student Achievement Test were improved. While we do not have our official results and we do not know our sub group scores, it appears that the larger group of students at each school met the proficiency targets set by the state and federal government.

Board Visitations: The Board of Trustees completed one of their major goals when they spent the day in the life of a student at both River City Middle School (March 20) and Post Falls High School (April 16). At each school the board members participated in a presentation by the principal and other administrative staff regarding each school’s goals and activities followed by a question and answer session. The board followed up these presentations with a focus group activity with students representing a cross section of the overall student bodies. A lively dialogue took place with the students regarding what they saw as the strengths of the school and things that they would like to see changed. Ultimately the board members spent time in various classes in each school. The visitations are part of the board’s goal setting and outreach program.

Legislation: The district played a significant role in shaping state policy related to several important areas. The district’s contacts with key legislators made the difference related to the passage of legislation that provides some flexibility regarding the hiring of certified staff. The language inserted in House Bill 303 regarding the “use it or lose it” provisions of current Idaho Code will allow the district to effectively utilize the federal VI-B special education stimulus money to relieve our general fund.

District officials also were responsible for working directly with the Senate Education Committee Chairman to craft House Bill 253. The legislation allows school district cooperative service agencies to use a school plant facility levy as a vehicle to raise funds for construction of facilities. HB 253 passed through both the houses of the legislature and was signed into law by the

Governor. The district was involved in numerous other discussions regarding the budget reduction and election consolidation as well.

Teacher Supervision: The district spent a good part of the year updating and revising its teacher supervision policy and protocols based on best practices and pending requirements imposed by the state. The teacher supervision policy changes were designed to increase teacher accountability and to promote continuous teacher professional development. The changes also enhance the opportunities for teachers to take ownership for their own professional development. The district model was designed to fit with the “Charlotte Danielson” teacher supervision model soon to be adopted by the state.

Staff Communication: The district administration made over 35 different presentations that included questions, answers and discussion to all the employee groups over the past two months regarding the budget problems. This did not include two employee newsletters and other e-mail communications during the same time period.

Professional Development: The district professional development committee has met numerous times this spring to construct the district teacher professional development program for this summer and the next school year. A highlight of the summer will be that 60 of our teachers will be taking the Math Instructional Strategies course from June 15-19. The course is funded through the State Department of Education Math Initiative. A full professional development schedule follows in the body of this report.

Strategic Plan Delay: As a result of the budget crisis the district did not complete the second phase of our efforts to renew or revise the district’s strategic plan. The intent will be to undertake that work during the next school year. While it is an important work, the existing strategic plan has served the district well and will continue to serve the district well until next school year.

Other District Activities

Communication: The district continues to provide its students, staff, parents and patrons information in a variety of ways. The following are some of the other communication activities in 2008-2009:

- Community Newsletter
- Employee Newsletter
- Parent Newsletter from each school
- KVNI Radio Spot for P.F.S.D.
- Board of Directors Post Falls Chamber of Commerce
- Board of Directors Post Falls Historical Society
- Ex Officio Member Board of Directors Post Falls Education Foundation
- Board of Directors United Way of Kootenai County
- Board of Directors Post Falls Rotary
- Mayor’s Youth Commission
- Post Falls Kiwanis
- Kootenai Perspectives
- Chamber of Commerce Governmental Affair Committee
- Chamber of Commerce Business, Workforce and Education Committee
- Meet and Confer with President of Post Falls Education Association
- Insurance/Wellness Committee
- Board of Directors of Jobs Plus of Kootenai County

District Budget Prioritization Workshop: The district conducted a very successful budget prioritization meeting on April 21. Over 50 parents, patrons and staff members attended and ultimately helped recommend budget priorities to the administration and the Board of Trustees. This year the prioritization was different from most years. Each site was asked to list the existing programs, activities or items that they want to protect from budget reductions. Each attendee was given an opportunity to vote for what they felt should be the district priorities. The top priorities are as follows:

2009-2010 Priorities

Maintain classified staff	61
Maintain salary and benefits	42
Maintain teaching staff	39
Maintain tech hours	36
Maintain class sizes	28
Maintain autism specialist	19
Maintain B & G budget	19
Maintain FPK speech specialist	15

Budget Amendment: The Board of Trustees approved amendments to the 2009 fiscal year budget during a regular board meeting held March 10. The highlight of the amendment was the addition of over \$250,000 to the projected fund balance. Several grants received after the 2009 budget was initially approved were added. Emergency levy money was also added to the budget and was primarily used to offset the cost of the addition of several staff members this fall because of student enrollment increases.

Zone One Trustee Election: The annual trustee election on May 19 resulted in the election of a new board member. Mr. Steve Gobin will represent Zone 1 on the district’s five member Board of Trustees. Incumbent Bruce Howard has represented Zone 1 since 2006 and previously served on the board representing Zone 3. Mr. Gobin owns a telecommunication installation business named C Link in Post Falls.

Health Care Costs Reduction: For the third year in a row, the district received a reduction in medical insurance rates. The district received a 3.3 percent reduction due to excellent usage experience. The district continues to emphasize its wellness plan as well as providing continuing education regarding effective and efficient use of the medical insurance plan. The district has launched a communication/ education plan regarding the benefits of using the mail order pharmacy plan. Employees save one co-pay for every three month of orders using mail order. The mail order plan is designed for longer term and maintenance medications.

ISAT Results: The following graph outlines spring ISAT results.

	ISAT Spring Proficiency Comparison											
	Reading				Math				Language			
	2006	2007	2008	2009	2006	2007	2008	2009	2006	2007	2008	2009
MTE												
3rd	92%	96%	93%	83%	96%	97%	93%	87%	87%	79%	90%	73%
4th	79%	77%	82%	93%	91%	84%	74%	80%	77%	80%	63%	89%
5th	87%	75%	85%	90%	89%	59%	85%	85%	80%	64%	80%	85%

Pondo												
3rd	79%	89%	93%	86%	90%	90%	97%	90%	85%	79%	86%	74%
4th	84%	92%	92%	95%	87%	89%	91%	95%	79%	90%	88%	91%
5th	92%	84%	89%	92%	96%	63%	77%	84%	87%	77%	90%	87%
PVE												
3rd	80%	82%	85%	86%	91%	92%	91%	88%	84%	59%	73%	76%
4th	89%	89%	89%	89%	95%	81%	88%	88%	83%	83%	88%	87%
5th	88%	83%	90%	88%	94%	72%	77%	78%	86%	70%	79%	80%
Seltice												
3rd	82%	87%	91%	95%	92%	93%	91%	96%	83%	72%	77%	81%
4th	85%	83%	86%	94%	88%	70%	80%	89%	80%	83%	79%	93%
5th	89%	81%	89%	96%	94%	78%	73%	95%	83%	73%	75%	96%
WRE												
3rd				97%				99%				91%
4th				90%				92%				86%
5th				92%				89%				87%
PFMS												
6th	76%	78%	78%	87%	79%	77%	75%	79%	71%	72%	67%	75%
7th	79%	65%	81%	83%	66%	64%	71%	72%	67%	57%	60%	65%
8th	82%	80%	84%	90%	70%	66%	70%	74%	70%	56%	52%	68%
RCMS												
6th	83%	75%	86%	87%	84%	73%	70%	78%	72%	73%	74%	77%
7th	87%	75%	87%	86%	72%	69%	76%	74%	76%	62%	68%	77%
8th	86%	87%	92%	94%	75%	69%	81%	79%	79%	64%	73%	77%
PFHS												
10th	82%	78%	89%		72%	72%	81%		84%	59%	74%	

H1N1 (Swine) Flu: Post Falls School District did not have any students or staff suspected or confirmed of being infected with H1N1 flu. All individuals who showed even the slightest symptoms were asked to report to our school nursing staff. District nursing staff had been thoroughly briefed and in constant contact with the Panhandle Health District and the State Epidemiologist. The district will continue to be vigilant regarding the identification of any individual who may have been exposed to the virus. As always we encouraged students, staff and parents to use universal health precautions; wash hands frequently, cover all coughs and sneezes, and stay home if you are ill. The district was also especially aggressive regarding disinfecting all shared work surfaces.

Ponderosa Qwest Grant: Suella Graybill and Rachel Eifler, 4th and 5th grade teachers at Ponderosa Elementary, were the recent recipients of an “Everyone Counts” Qwest Grant totaling \$3,900. The money will be used to purchase Student Response Systems that allow students to use “clickers” to answer classroom discussion questions. Their answers are then displayed on a computer screen for the teacher to see. This allows immediate feedback to the teacher regarding the student’s grasp of the curricular area being covered. The SRS technology also allows teachers to give assessments that are automatically graded and compiled in a grade book.

District U of I Partnership: The Post Falls School District and University of Idaho, Coeur d’Alene, have entered into a teacher preparation partnership that will utilize Seltice Elementary School as a training ground for prospective teachers. University of Idaho education faculty will teach their classes on site at Seltice, and university students will complete their pre-training and internships in classrooms under the guidance of Seltice teachers. This not only allows prospective teachers an opportunity to receive their training in a school, but will allow Seltice

teachers to benefit from the U of I faculty professional development trainings. Dr. Emily Duvall, Assistant Professor of Curriculum and Instruction, will be overseeing the programs along with Principal Uphus.

Professional Technical Education: The spring was highlighted by several professional technical activities that continue to expand opportunities for students. The Hard Hats, Hammers, and Hot Dogs job fair and the Reverse Job Fair included more students and were better than ever. The district continues to move forward with its efforts to develop KTEC. We co-sponsored a Business Tour of Post Falls High School where more than 50 business leaders spent the morning at school. The board will be considering a revised Cooperative Service Agency Agreement between the three local districts this summer. Also, the district robotics program continues to grow and prosper with the instructor winning a statewide award.

Business Leaders Visitation: On March 3 approximately 45 business people attended classes with students at Post Falls High School. Attendees had the opportunity to attend a variety of classes. The visitation was jointly sponsored by the District and the Post Falls Chamber of Commerce Business Education and Workforce Development Committee. The goals were to give members of the business committee a first hand view of what programs and activities are available to students at the PFHS, and for the district to seek input from the participants about what could be improved at the school. During a debriefing session after the visitation the business representatives commented that they were impressed with the high quality of instruction as well as the expectations for student performance. They also commented on how engaging the teachers were with their students, and how respectful and polite the students were that led the business leaders to the classes as well as the general student population.

Hard Hats, Hammers and Hot Dogs: Over 200 students from Post Falls High School and Post Falls Middle School participated in the second annual Hard Hats, Hammers and Hot Dogs held at the Kootenai County Fairgrounds. The event sponsored by the Workforce Development Taskforce is held to let students learn about jobs that are currently available in Kootenai County. Over fifty companies are represented. Companies set up displays that illustrate their work that they do and in most cases provide hands on opportunities for students to run equipment. Students were able to run forklifts, mini-loaders and backhoes, as well as giving welding, bricklaying and old-fashioned nail hammering a try, too. This program serves as a part of the district career education curriculum.

Reverse Job Fair: On April 30, over 200 Post Falls High School, New Vision Alternative High School and Mountain View Alternative High School senior students participated in the second annual Post Falls Chamber of Commerce Reverse Job Fair. Approximately 120 local business men and women volunteered to individually interview students regarding the occupation of their choice. The business officials examine each student's personal portfolio that includes a cover letter, resume and letters of reference. The students also presented a personal presentation board to their interviewers as well. Four students received \$3,000 worth of scholarships from the North Idaho Manufacturing Consortium, Post Falls School District, North Idaho College and the Chamber of Commerce. The event is sponsored by the Post Falls Chamber of Commerce Business Education and Workforce Development Committee and Post Falls School District.

School Lock Down: Post Falls High School and Prairie View Elementary School were locked down for about 20 minutes on April 9, as a precaution after a report of someone displaying a pistol in adjacent apartments. The police ordered the lockdown just moments prior to the high school releasing for the day. This was an excellent test of our lockdown system. Overall, staff

and students followed the plan to the letter. However, while no staff or students left their work area there is evidence that some classrooms did not closely adhere to the "hunker down and be quiet" protocol. The buses ended up running twenty minutes late which also created another scenario that had not been tested. The question was how do you notify parents about the buses being late? We will explore all ideas regarding how to better notify parents of not only buses being late but of emergency information. The most current information was placed on the home page of our website immediately upon notification of the lockdown taking place.

“Sexting” Seminar: Post Falls Police, the school district and the Internet Crimes Against Children Task Force held a seminar on “sexting” and related crimes on April 14. Approximately 60 parents attended the workshop designed to help both parents and students better understand the consequences of sending pornographic images via a cell phone or internet and to give them specific examples of the dangers involved with virtual communication. Thirty-nine percent of teens and 59 percent of young adults have sent sexually suggestive messages to someone else according to a recent survey. Some prosecutors have charged teens that send and receive such images with child pornography. More importantly, there are adults who prey on teens who get involved in such activities. Representatives of the district, the Post Falls Police, the Federal Bureau of Investigation and Task Force all participated in the presentations.

Foundation Award Grants: The Post Falls Education Foundation recently awarded over \$31,000 worth of grants to deserving teachers. The PFEF approved funding or partial funding for over 70 individual grants. Over 130 individual grants were submitted by teachers throughout the district. The PFEF grants are designed to supplement general district activities and should be geared toward enriching curriculum for students. The grants are funded primarily through funds raised at the Annual Wine Stein and Dine fund raiser. This year’s event raised over \$37,000.

Post Falls, Lakeland, and U of I Leadership Academy: A program was developed this year to allow educators the convenience of staying after class while pursuing post-graduate educational goals. Opening in January, the Lakeland-Post Falls Academy will allow local educators an opportunity to work toward a masters degree. Working closely with the school districts, the university developed a program offering educators convenient and easily accessible face-to-face classes. The two-year course offers 33 credits to those interested in educational leadership or school administration certification. The program includes a year-long internship. Twelve Post Falls educators are enrolled in the program. This program will help ensure our district has a pool of quality leaders for the future.

Senior Survey: The Superintendent conducted an exit survey of the graduating seniors regarding their education/career plans and their experiences at Post Falls School District. The information will be used to help plan future course offerings and modifications to current services that will improve student experiences. The survey was part of a class visitation by the superintendent to senior U.S. Government classes. Class discussions included how school district governance works and provided time for students to give direct input regarding how the district can improve. The survey results are included with this document.

Senior Scholarship Awards: Post Falls High School Class of 2009 has been offered over \$1,500,000 worth of college scholarship money. This is the highest dollar amount for scholarship in PFHS History. Many of the recipients received their awards during the annual scholarship awards ceremony held on the evening of May 18. Over 100 students received scholarship money. A few of the scholarships are as follows:

Cole Amende	Michael Beck Memorial	\$500
Justyn Arnold	Marine Corp. GI Bill	100,000

Brittani Atwood	Empire Vending	500
Ashley Bertsch	Schneidmiller	28,772
Marisa Buffaloe	BYU-Idaho	1,640
Kristen Carey	Go Idaho	6,000
Deanna Daniels	Panhandle State Bank	500
Ashlee Franco	Ogg Memorial-NIC	1,000
Shane Garner	Post Falls Booster	250
Rebecca Grosset	McPherson College	12,000
Cherise Hensley	Whitworth University	48,000
Kaylee Hirst	Harris Dean	1,000
Amanda Jibby	Post Falls Junior Miss	1,125
Kalan Kelly	Navy ROTC	85,000
Adam Lippert	Idaho School Boards	400
Karen Lohman	Biological Science	4,000
Jessika Maatta	University of Portland	56,000
Lauren Mamola	Post Falls Rotary	500
Kyle Marshall	Post Falls Lions	1,000
Chad Mehalechko	Arizona State University	42,000
Nora Nielson	Presidential Scholar	12,000
Colin O' Brien	Seattle University	20,000
Kayla Possman	Post Falls Kiwanis	600
Jesse Ramsey	Hecla-Bunker Hill	1,000
Jordan Schoening	Eastern Washington	80,000
Casey Thomas	Royal Neighbors	1,000
Angela Whalen	UI Leadership	2,000
Chris Wilson	Christina Finney Memorial	500

Staff Awards: Post Falls School District and the Post Falls Education Association sponsored an awards banquet on May 1 to celebrate staff accomplishments and impending retirees. Over 120 staff and family members and friends attended the affair. Eight retirees were honored for their service to the district along with staff members whose job performances in 2008-2009 were exemplary. The award winners are as follows:

Retirees

Meredith DePrisco	30 Years	Mullan Trail Elementary Special Education
Kathy Reynolds	30 Years	Ponderosa Elementary 1st Grade
Don Bishop	32 Years	Post Falls Middle School Math
Leasa Hansen	13 Years	Post Falls Middle School English
Dave Kuntz	16 Years	River City Middle School Special Education
Jackie Skillens	23 Years	Post Falls High School Special Education
Dorothy Ley	22 Years	Post Falls High School Special Education
Mary Edmonds	21 Years	Post Falls High School Media Specialist

Teacher and Support Person of the Year

BUILDING	TEACHER	SUPPORT STAFF
Frederick Post Kindergarten	Pam Juliano	Julie Beck
Mullan Trail Elementary	Meredith DePrisco	Holly Cox
Ponderosa Elementary	Janet Gilbert	Jean Anyan

Prairie View Elementary	Sandra Doering	Joy Lake
Seltice Elementary	David Hirsch	Jan Litzenberger
West Ridge Elementary	Julie McCoy	Nancy Haas
Post Falls Middle School	Diane Haney	Loyce Sumpter
River City Middle School	Nancy Hicks	Cindy Peugh
New Vision High School	Bill Dean	Pam Shields
Post Falls High School	Trina Tinder	Pat Hoskins

Skills USA Competition: Post Falls High School Students enrolled in North Idaho College dual credit classes participated at the regional level of Skills USA competition held March 6 in Lewiston. Students participated in the competition in hands-on automotive, residential carpentry and welding categories. The following is a list of the placers;

Chris Hotline 1st Place, Residential Carpentry
Adam Dituri 2nd Place, Residential Carpentry
Eric Gould 3rd Place,
Austyn Conn 3rd Place, Welding

Girls Golf State Competition: The Post Falls High School Girls Golf Team recently placed second at the Idaho State Championship Tournament. The girls shot a total of 727 over the two days, led by senior Genna Dodge who finished fifth overall. She scored a 76 and an 84 followed by Maddie Dodge who scored a total of 173, good enough for ninth place overall. Rachel Westby shot a 179, Hayley Serdahl a 223 and Makena Schervenius a 215. Genna Dodge will attend Gonzaga University on a golf scholarship next year. Twin Falls took first place with a team total of 678.

National DECA Conference: Four Post Falls High School students finished either first or second at the state Distributive Educational Clubs conference. The club aims to develop future leaders in marketing, management and entrepreneurship. Over 300 students from throughout the state competed in 37 categories, ranging from financial analysis to travel and marketing. The winners qualify for the International Career Development Conference to compete against students from all over the U.S.

The winners were;

Jr. Shaw	Business Services Marketing
Amanda Jibby	Apparel and Accessories Marketing
Tyson Ficklin & Kelton Schertz	Sports and Entertainment Marketing
Jennifer Shore-Lindsey	Hotel and Lodging Management
Daniel Mason	Accounting Applications

Forestry Team Competition: The Post Falls High School and Post Falls Middle School Teams recently won the Idaho State Forestry Contest Championship recently held at Farragut State Park. Students demonstrate an array of forestry skills such as tree identification, scaling and other science skills. The high school individual award winners are as follows:

Joshua Erickson, junior: Master Forester
Nora Nielson, senior: 2nd place individual
John Erickson, sophomore: 3rd place individual

The PFHS team has won the championship a total of fourteen times.

District Mentor Coordinator: Jerry Spreen, District Mentor Coordinator, was recently named a recipient of an Older Volunteers Enrich America Program Award sponsored by the MetLife

Foundation. He is one of 25 senior volunteers nationwide to receive this award. In his capacity as District Mentor Coordinator, Jerry matches up students who would benefit from an adult mentor with community volunteers. He works in all the elementary schools and receives referrals from administrators, teachers, and parents. He then recruits adults from the community who would serve as role models to the students. They usually spend time each week at the school with their mentee. The district congratulates Jerry on his award and thanks him for his many years of service to the students of the Post Falls School District.

Governor's G.I.A.N.T Award: Post Falls High School electronics/robotics teacher Sal Lorenzen was one of three teachers statewide to earn a Governor's Industry Award for Notable Teaching in Science. Mr. Lorenzen received \$2,000 and another \$500 that is awarded to PFHS. Mr. Lorenzen is the leader and adviser of the First robotics team. His students not only learn about robotics but they compete against other schools with their own large scale robot that is controlled by the students through complicated computer programming. The team, in its first year, competed in two major events and placed eighth out fifty four teams. Mr. Lorenzen has also worked with local industry to create a professional-technical advisory committee focused on expanding the relationship between business and education.

Educator of the Year: Post Falls Middle School teacher Sandi Jackson was selected as the American Legion Educator of the Year. Sandi has been with the district for five years. She is a 27 year veteran of the U.S. Navy serving as an Enlisted Surface Warfare Specialist, Enlisted Aviation Warfare Specialist and liaison between executive officers and workforce. Sandi received the National Defense Service Medal (2 years), Good Conduct Medal (7 years), Navy Commendation Medal (4 years), Humanitarian Service Medal, Navy-Marine Achievement Medal (2 years), Meritorious Service Medal and Sailor of the Quarter. She has also been an American Legion volunteer, a volunteer for the Hawaii Special Olympics, a CDA Juvenile Detention instructor, and a volunteer for the Community Building Project.

Professional Development: Following is the schedule for professional development for the 2009-2010 school year:

- June 8 – 12** Language Arts Committee, grades 5-12, meet to:
- review last year's scope and sequence work
 - look at curricular alignment grades 5-12
 - start work on developing common grade level benchmarks- what is it we expect students to know and do at the end of each grade level?
 - start work on common benchmark assessments
- Middle School Math Committee meets to:
- map and align revised standards
 - start work on developing common grade level benchmarks- what is it we expect students to know and do at the end of each grade level?
 - start work on common benchmark assessments
- Algebra Committee meets to:
- work on getting all students ready for high school algebra- what do they need to know at end of 8th grade to be successful in 9th grade algebra?
 - Consistency/uniformity in algebra standards

The district-wide math committee should have a new K-8 scope and sequence document ready by the end of the school year that can help drive some of the algebra and middle-school discussion.

September 1 After the all-employee breakfast, there will be break-out sessions for each of the district fall course offerings: Learning Styles, Assessment for Learning, Failure Is Not an Option, and Classroom Instruction That Works with Technology. All staff will attend an assessment session with one of the other two offerings.

September 3 Elementary will meet by grade level to go over alignment document developed in the spring course.

Secondary will meet by department, English, math, science, social studies, electives, to continue work started by committees in June (English and math) or begin work similar to what English and math have started -- curricular alignment, common benchmarks, and assessments.

October 2 District-wide meetings by department at secondary and by grade level at elementary to continue work from August. Elementary may be ready to go forward with work on language arts assessments.

February 12 District-wide meetings by department at secondary and by grade level at elementary to continue work from October. Goal will be to have benchmarks and assessments in place for next fall.

June If necessary, have committees meet to finalize.