



Leader in Me

“Today a reader, tomorrow a leader!” ~Margaret Fuller



What is Leader in Me?

“Leader in Me (LIM) is an evidence-based comprehensive-school improvement model that empowers students with the leadership and life-skills they need to thrive in the 21st Century.”

~ FranklinCovey

5 Core Paradigms

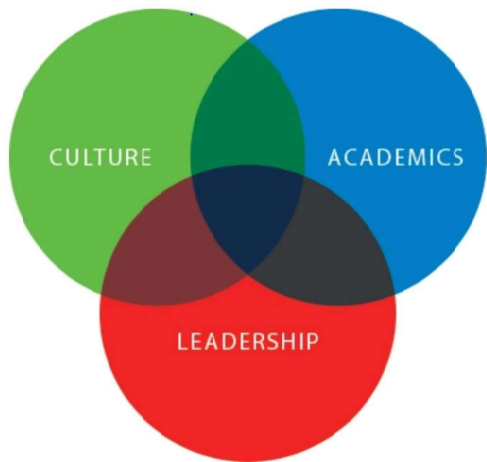
SEE
Core Paradigms

Paradigm of Leadership		Paradigm of Potential		Paradigm of Change		Paradigm of Motivation		Paradigm of Education	
NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS
Leadership is for the few.	Everyone can be a leader.	A few people are gifted.	Everyone has genius.	To improve schools, the system needs to change.	Change starts with me.	Educators control and direct student learning.	Educators empower students to lead their own learning.	Help students achieve academically.	Develop the whole person.

What is Leadership?

“Leadership is communicating a person’s worth & potential so clearly that they are inspired to see it in themselves.”

Leader in Me Framework



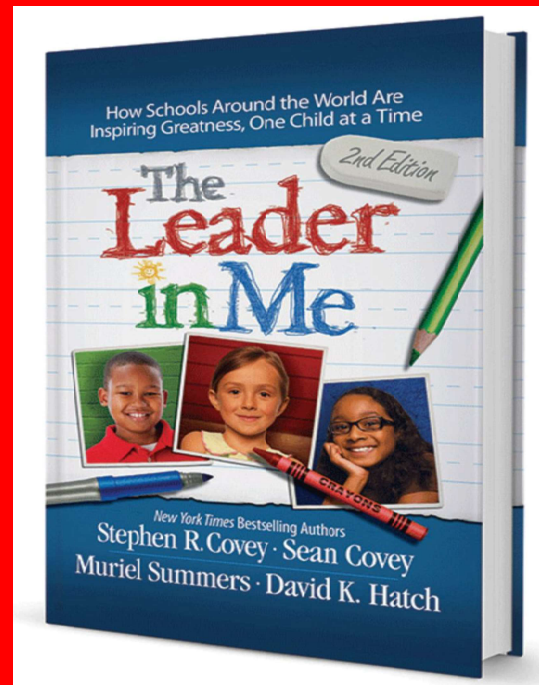
Instead of focusing on academic measures alone, Leader in Me:

- Teach **LEADERSHIP** to every student
- Create a **CULTURE** of student empowerment
- Align systems to drive results in **ACADEMICS**

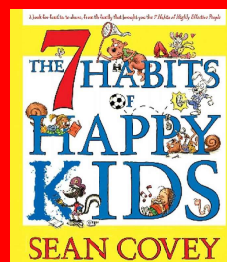
Teach Leadership

- Professional learning
- Student learning
- Family learning

Professional Learning



The 7 Habits



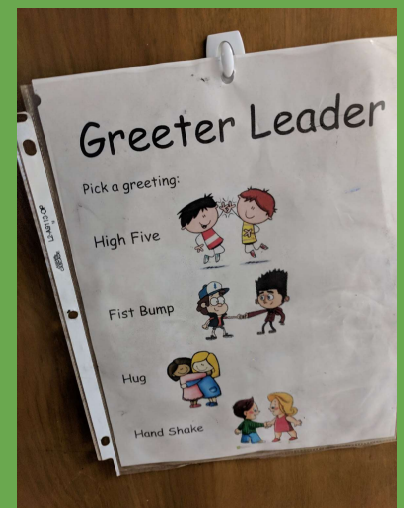
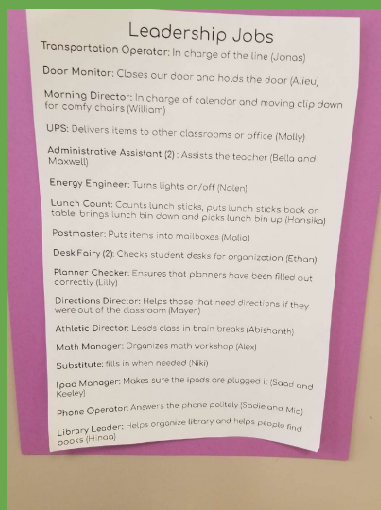
1. Be Proactive
2. Begin with the End in Mind
3. Put First Things First
4. Think Win-Win
5. Seek First to Understand, Then to Be Understood
6. Synergize
7. Sharpen the Saw



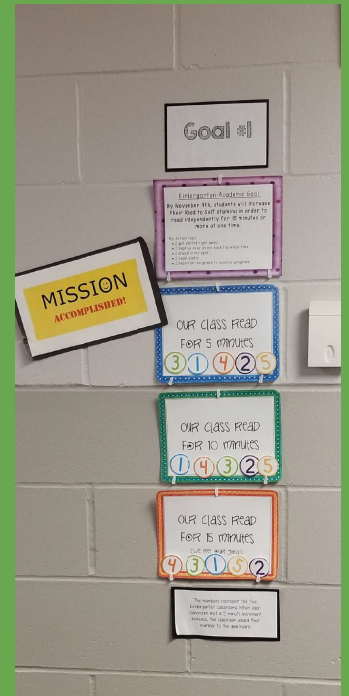
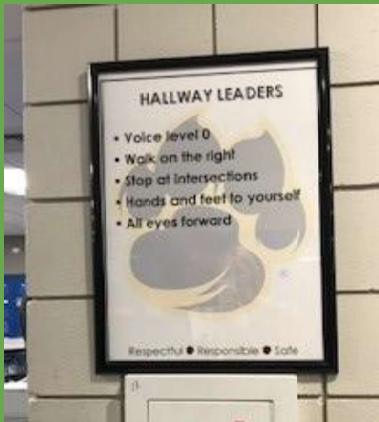
Create a Leadership Culture

- Leadership Environment
- Shared Leadership
- Leadership Events

Leadership Roles



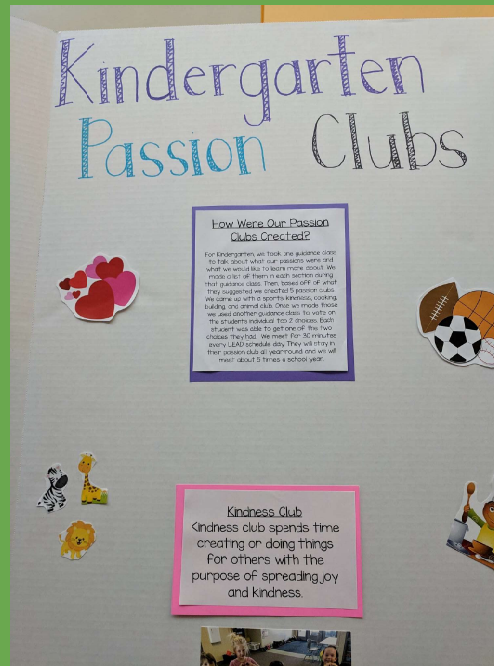
Leadership Culture



Environment



Student Leadership



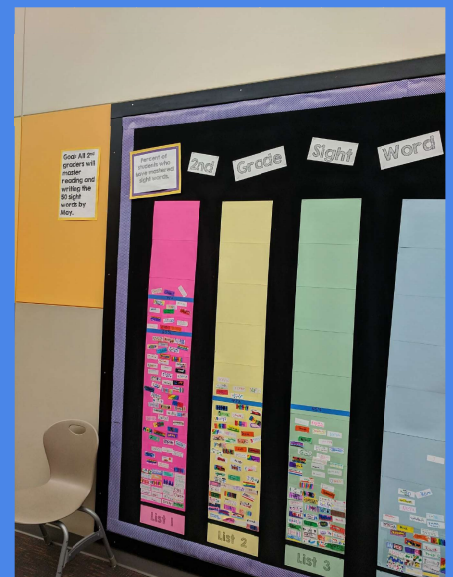
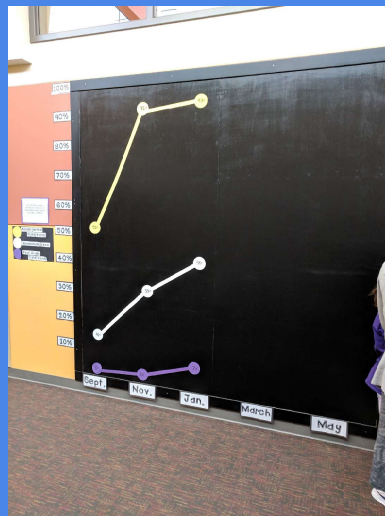
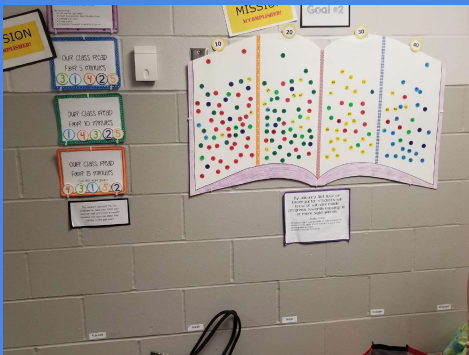
Align Academic Systems

- Aligning School Goals
- Student-Led Academics
- Empowering Instruction

Building & Grade Level



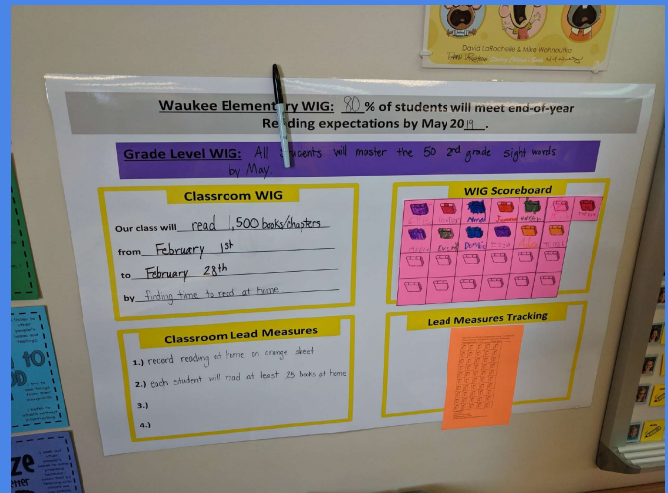
Grade Level Literacy Goals



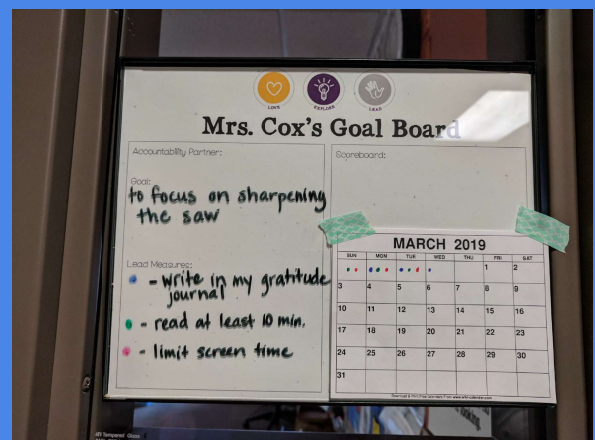
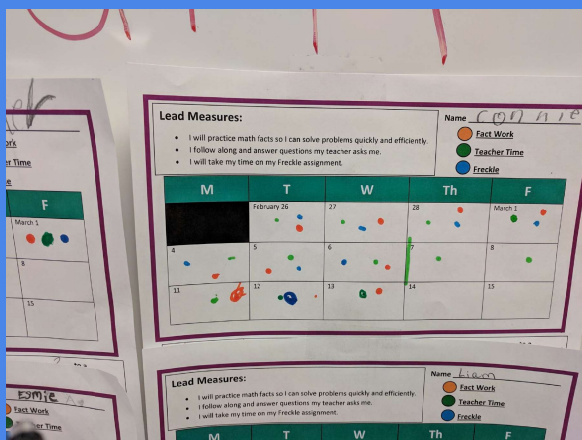
Classroom & Individual

WIGS ~

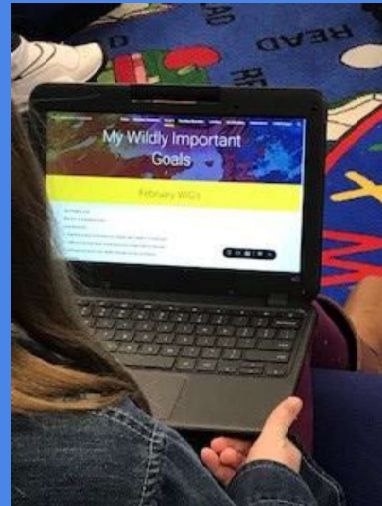
Wildly Important Goals



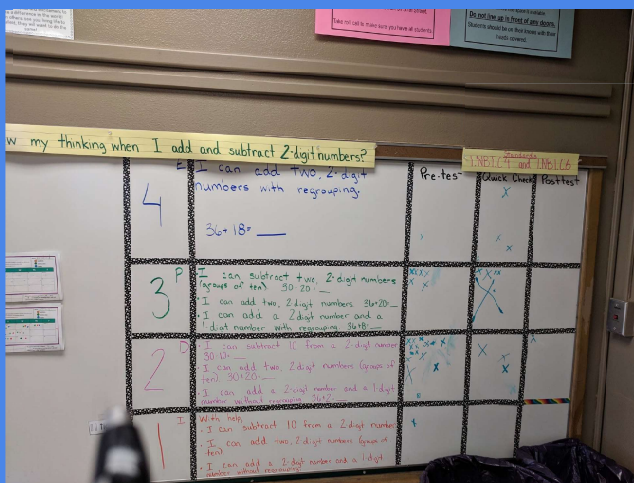
Goals for Students & Teachers



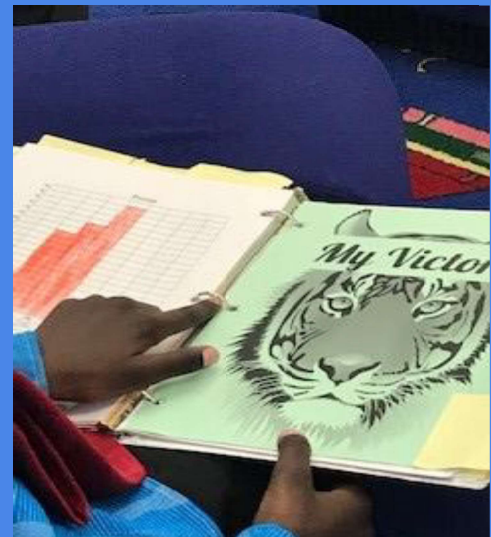
Setting Goals & Tracking Progress



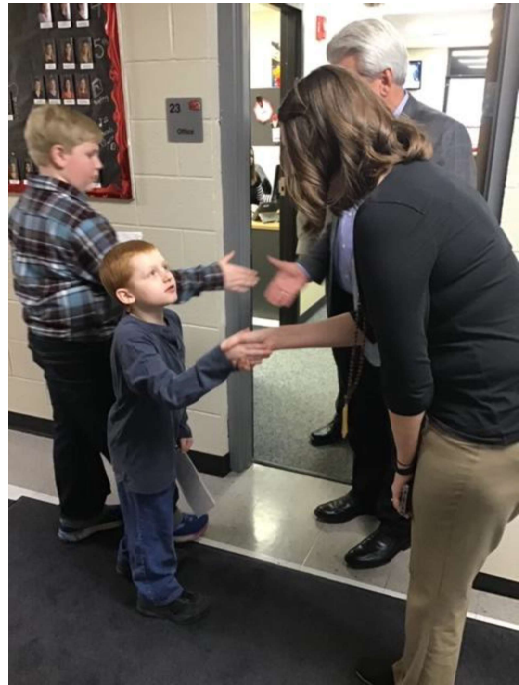
Proficiency Scales



Data Notebooks



Everyone can be a leader.



Everyone has genius.



**Change starts with
me.**



**Educators
empower students
to lead their own
learning.**



Develop the whole person.



Questions?

Wilkins Elementary - Journey of Learning...Leader in Me

- Fall 2018
 - Met with district leadership and discussed the possibility of Wilkins becoming a themed school
 - Communicated with all staff about the exploration process and began more focused exploration with Wilkins Lead Learning Team
- December 2018
 - Met with Cedar Rapids leadership to discuss their experiences and learned more about the STEAM and Leader in Me themes
 - Set up a visit for part of Lead Learning Team(LLT) and Bowman Woods leadership to attend Johnson and Kenwood to meet with their school leadership teams
- February 2019
 - Visited Johnson and Kenwood, LLT became very interested in Leader in Me as a theme for Wilkins
 - Took an additional team to the Leader in Me Symposium in Des Moines (2 day conference w/school visits to Brookview Elementary, Waukee Elementary, Jordan Creek Elementary, and Shuler Elementary in the Waukee School District)
- March 2019
 - Began Leader in Me book study for LLT, discussed questions in small groups
 - Several LLT members and a few additional staff members attended Kenwood Leader Day
- April 2019
 - Updated all staff with overview of Leader in Me experiences
 - Determined 94% of staff wanted to move forward with becoming a LIM school
- September 2019
 - Survey to determine staff interest/commitment for various LIM experiences/school visits
- November 2019
 - Lance Wheeler, from FranklinCovey, presented for district leadership and Wilkins staff
- December 2019
 - Took team of teachers to Brookview Elementary in Waukee for a Leader Day visit
- January 2020
 - Board Visit January 9 - Lead Learning Team worked with student leaders to prepare
 - Student leaders took ownership of board visit and led various experiences
- Upcoming:
 - Leader in Me Symposium Feb. 10-12
 - Kenwood Leader Day March 12

- PD on March 30 & May 4
- Leader in Me 2020-2021
 - Continue staff learning & implementation
 - Begin student learning & implementation

Updates from the Cabinet

January 13, 2020

Cabinet Members: Superintendent Bisgard, Assoc. Superintendent Wear, Mrs. Karla Christian (HR), Mr. JT Anderson (CFO), Mrs. Leisa Breitfelder (Student Services), and Mrs. Jeri Ramos (Tech)

At-Risk/Dropout (DOP) Application 2021: The process for approval of At-Risk/Dropout modified supplemental funding requires the board to pass a resolution with the applicable, modified, supplemental amount. For FY2021 the amount is \$1,320,186, which is calculated as our certified enrollment (7,675.5), times our district cost-per-pupil (\$6,880), times 2.5%.

Note that Dropout Prevention is funded annually on the basis of 25% or more from the district general fund dollars and up to 75% from modified allowable growth. The maximum percentage of MSA rate is 5% of regular program cost, but no higher than the highest rate used by a district in any year between FY 2010 and FY 2013. For Linn-Mar, the percentage of regular program cost is 2.5%, which is well below the maximum of 5% and results in a funding disparity when compared to other districts that are at the 5% maximum.

District Achievements & Honors

Athletic Hall of Fame: Congratulations to the following athletes who will be inducted into the LM Athletic Hall of Fame on January 17th:

- Peggy Chute (Basketball)
- Beth Driscoll (Basketball, softball, and volleyball)
- Dan Driscoll (Baseball and basketball)
- Doug Gire (Football, basketball, track, and baseball)
- Marc Lillibridge (Football)
- Dan Sindelar (Football, basketball, track, and baseball)

Community Outreach Projects: Kudos to all the students and staff that shared their time and talents assisting with community outreach projects during the holiday season!

- Student Services Department, along with staff volunteers, worked with FLY (Feeding Lunch to Youth) to assemble food care packages to distribute to food-insecure families on snow days
- Basketball Cheer and NHS partnered to donate 30+ tie blankets and 100 waving hands to pediatric patients at UIHC
- Echo Hill 4th graders assembled welcome packets for residents new to Marion
- Superintendent Bisgard, along with Marion Independent Superintendent Janelle Brouwer, rang the bell at Hy-Vee to assist in raising funds for those in need
- High school students partnered with Xavier to host the Alzheimer's Awareness basketball games and raffle on December 13th





Teacher Honor: Congratulations to Jeanne Turner, High School Social Studies Teacher, for being chosen to present at the 2020 American Psychological Association/Clark University Workshop for High School Teachers! The event is a nationally-recognized professional development opportunity for high school teachers.



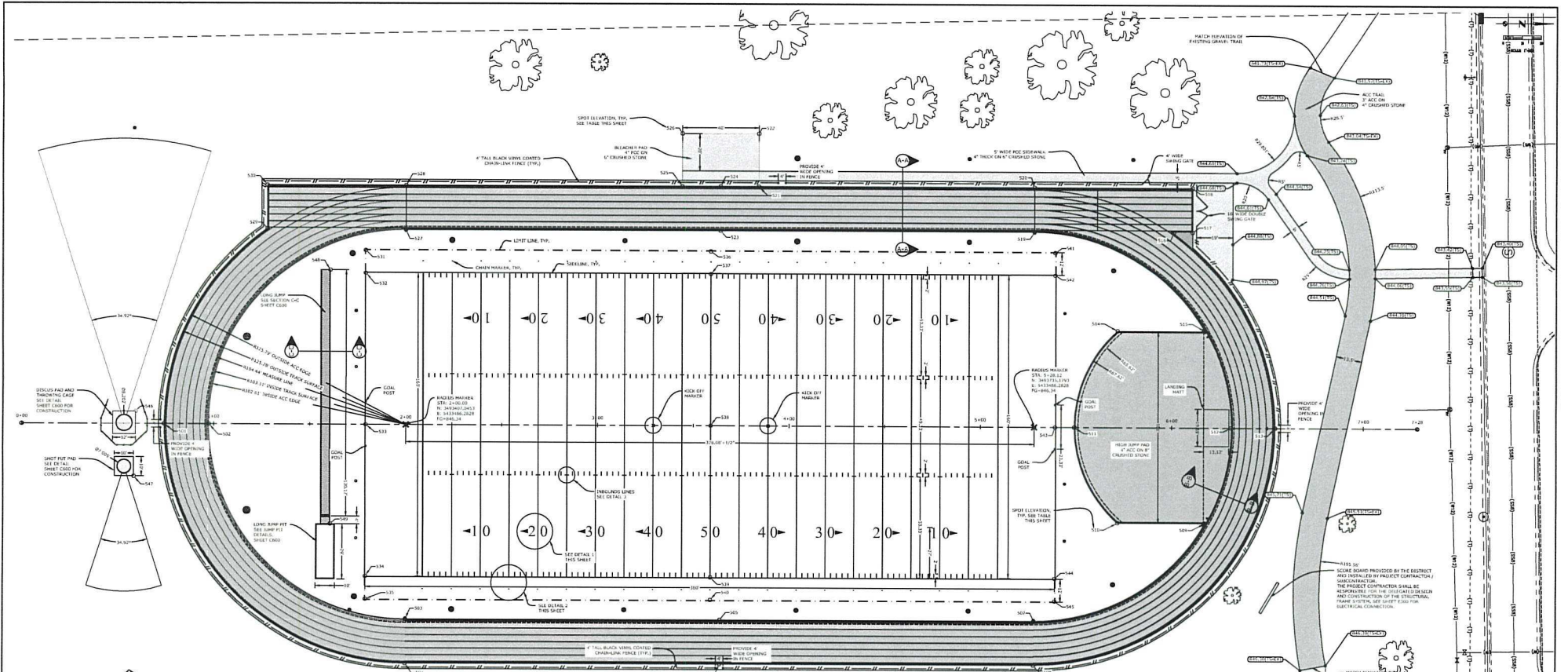
Alumni Honor: Congratulations to Ryan Schmidt, UofI Senior Quarterback and LM Graduate, for receiving the Forest Evashevski Scholastic Achievement Award for 2019. The honor is presented to the senior having the highest scholastic record.



Wrestling Honor: Congratulations to Brandon O'Brien, LMHS Junior, for being ranked #1 for Iowa High School Class 3A Wrestling!

LEGO League News: Congratulations to the Oak Ridge LEGO Leagues on qualifying for the state tournament. The OR Blasters recently received the Global Innovation Award for their innovative project to combat the spread of blue-green algae and the OR Masters received the Core Values Award for their project that encourages risky play. Congratulations also goes out to the Excelsior Black Team as they, too, will advance to the state tournament in Ames on January 19th.





GENERAL NOTES

1. ALL CONSTRUCTION SHALL BE IN ACCORDANCE WITH ORDINANCES AND THE CITY OF MARION SUPPLEMENTAL SPECIFICATIONS FOR FINISH REQUIREMENTS, LATEST EDITION, UNLESS OTHERWISE NOTED ON THE DRAWINGS.
2. THE LOCATION OF UTILITY MANHOLES, STRUCTURES AND LINES IS SHOWN ON THIS DRAWING AND SHALL BE MAINTAINED THROUGHOUT THE PROJECT. THERE SHALL BE NO OTHER UTILITY MANHOLES, STRUCTURES AND LINES LOCATED WITHIN THE PROJECT AREA UNLESS OTHERWISE NOTED ON THE DRAWINGS.
3. NOTIFY UTILITY COMPANIES WHOSE FACILITIES ARE SHOWN ON THE PLANS OR KNOWN TO BE WITHIN CONSTRUCTION LIMITS OF THE PROJECT PRIOR TO EACH STAGE OF CONSTRUCTION.
4. PRIOR TO CONSTRUCTING THE CONSTRUCTION SHALL UNDERSTAND EXISTING UTILITIES AS CRITICAL LOCATIONS TO EXISTING TRACKS, ROADWAYS AND VERTICAL CURVES.
5. WORK DONE AND UNDEVELOPED FACILITIES INFORMATION, RECORDS, VIDEOS, NOTES TO DRAWINGS SHALL BE KEPT ON THE PROJECT THROUGHOUT THE PROJECT. EXISTING RECORDS AND VIDEOS SHALL BE MAINTAINED THROUGHOUT THE PROJECT.
6. NO WORK SHALL BE PERFORMED WITHIN THE PROJECT LIMITS WITHOUT PRIOR AUTHORIZATION FROM THE CITY OF MARION.
7. PROVIDE TRAFFIC AND PERSONNEL FACILITIES INCLUDING SIGNS, BARRIERS, FLAGGERS, ETC. IN ACCORDANCE WITH THE CITY OF MARION STANDARDS.
8. MAINTAIN ALL EXISTING MANHOLES, STRUCTURES, UTILITIES, ETC. TO MATCH THE ORIGINAL AS SHOWN ON THE DRAWINGS. ALL EXISTING MANHOLES, STRUCTURES, UTILITIES, ETC. SHALL BE MAINTAINED THROUGHOUT THE PROJECT. THERE SHALL BE NO OTHER UTILITY MANHOLES, STRUCTURES AND LINES LOCATED WITHIN THE PROJECT AREA UNLESS OTHERWISE NOTED ON THE DRAWINGS.
9. MAINTAIN ALL EXISTING MANHOLES, STRUCTURES, UTILITIES, ETC. TO MATCH THE ORIGINAL AS SHOWN ON THE DRAWINGS. ALL EXISTING MANHOLES, STRUCTURES, UTILITIES, ETC. SHALL BE MAINTAINED THROUGHOUT THE PROJECT. THERE SHALL BE NO OTHER UTILITY MANHOLES, STRUCTURES AND LINES LOCATED WITHIN THE PROJECT AREA UNLESS OTHERWISE NOTED ON THE DRAWINGS.
10. MAINTAIN ALL EXISTING MANHOLES, STRUCTURES, UTILITIES, ETC. TO MATCH THE ORIGINAL AS SHOWN ON THE DRAWINGS. ALL EXISTING MANHOLES, STRUCTURES, UTILITIES, ETC. SHALL BE MAINTAINED THROUGHOUT THE PROJECT. THERE SHALL BE NO OTHER UTILITY MANHOLES, STRUCTURES AND LINES LOCATED WITHIN THE PROJECT AREA UNLESS OTHERWISE NOTED ON THE DRAWINGS.

SITE PREPARATION NOTES

1. PROJECT WORKER SAFETY SHALL BE MAINTAINED THROUGHOUT THE PROJECT.
2. MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.
3. PROVIDE WASTE AREA OR DISPOSAL SITES FOR EXCESS MATERIAL, EXHAUSTED MATERIAL OR BRUISED CONCRETE WHICH IS NOT TO BE REUSED. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROPER DISPOSAL OF EXCESS MATERIAL. NO MATERIAL SHALL BE PLACED WITHIN THE PROJECT LIMITS UNLESS OTHERWISE NOTED ON THE DRAWINGS. EXCESS MATERIAL SHALL BE REMOVED FROM THE PROJECT AREA AND TEMPORARILY STORED TO PREVENT THE SPREAD OF DUST. OFF-SITE DISPOSAL SHALL BE IN ACCORDANCE WITH THE APPLICABLE STATE AND FEDERAL REGULATIONS.
4. KEEP ADJACENT PUBLIC STREETS FREE FROM DIRT AND DEBRIS GENERATED BY THE PROJECT. CLEAN UP AND DEBRIS FROM THE PROJECT SHALL BE REMOVED FROM THE PROJECT AREA.
5. MAINTAIN CONSTRUCTION CONTROL ZONE SPREADING FROM ALL WORK AND STAGING AREAS.
6. MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.
7. ANY EXISTING FACILITIES (DITCHES, PAVEMENT, UTILITIES, ETC.) THAT THE CONTRACTOR'S OPERATIONS DAMAGE SHALL BE REPAIRED BY THE CONTRACTOR TO ORIGINAL CONDITION.
8. WHERE A METHOD OF PAVEMENT, CURB AND GUTTER OR SIDEWALK IS TO BE CONSTRUCTED OR REPAIRED BY THE CONTRACTOR, THE EXISTING SECTION SHALL BE REPAIRED AND MATCHED TO THE EXISTING SECTION. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROPER DISPOSAL OF EXCESS MATERIAL. NO MATERIAL SHALL BE PLACED WITHIN THE PROJECT LIMITS UNLESS OTHERWISE NOTED ON THE DRAWINGS.
9. MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.
10. EXISTING FACILITIES (DITCHES, PAVEMENT, UTILITIES, ETC.) THAT THE CONTRACTOR'S OPERATIONS DAMAGE SHALL BE REPAIRED BY THE CONTRACTOR TO ORIGINAL CONDITION.
11. THE CONTRACTOR SHALL NOTIFY THE ENGINEER IF A TILE IS ENCOUNTERED AND SHALL LOCATE THE METHOD OF REPAIRING TO THE CONTRACTOR. THE ENGINEER SHALL APPROVE THE PROPOSED METHOD. THE LOCATION OF THE TILE SHALL BE RECORDED ON THE CONSTRUCTION RECORD DRAWINGS.

BASE BID NOTES

1. SYNTHETIC TRACK SURFACE TYP.
2. 2-1/2\"/>

ALTERNATE BID NOTES

1. SYNTHETIC TRACK SURFACE TYP.
2. 2-1/2\"/>

PAVEMENT GENERAL NOTES

1. ALL SIZES OF PAVEMENT SHALL BE UNIFORM TO AVOID SPALLING.
2. ALL DIMENSIONS TO BACK-OF-EDGE OF SLAB UNLESS OTHERWISE NOTED.
3. REPAIR AND REPLACE OR RESTORE ALL STREET SIGNS, PAVEMENT MARKINGS, CURBS, SIDEWALKS, GUTTERS AND ALL OTHER UTILITIES OR STRUCTURES DAMAGED BY THE CONSTRUCTION. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROPER DISPOSAL OF EXCESS MATERIAL. NO MATERIAL SHALL BE PLACED WITHIN THE PROJECT LIMITS UNLESS OTHERWISE NOTED ON THE DRAWINGS.
4. CONTRACTOR SHALL MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.
5. CONTRACTOR SHALL MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.
6. CONTRACTOR SHALL MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.
7. CONTRACTOR SHALL MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.
8. CONTRACTOR SHALL MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.
9. CONTRACTOR SHALL MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.
10. CONTRACTOR SHALL MAINTAIN POSITIVE DRAINAGE ON THE SITE THROUGHOUT THE PROJECT DURATION.

LOCATION AND ELEVATION TABLE

Point Number	North	East	Elevation	Station	Offset	Direction	Comments
101	4895281.8200	5431885.2828	845.05	0+74.21			Mid point 125.78' radius outside radius south end of track
102	4895104.4493	5431846.2828	844.70	0+97.00			Mid point 170.62' radius inside radius south end of track
103	4894907.0543	5431848.8878	844.70	2+00.00	102.61	Right	Inside PT East side of track South end
104	4894907.0543	5431812.0711	845.05	2+00.00	125.79	Right	Outside PT East side of track South end
105	4895171.1168	5431858.8878	844.70	2+00.00	102.61	Right	Mid point inside straight away East side of track
106	4895171.1168	5431812.0711	845.05	2+00.00	125.79	Right	Outside PT East side of track North end
107	4895175.1793	5431858.8878	844.70	2+28.12	102.61	Right	Inside PT East side of track North end
108	4895175.1793	5431812.0711	845.05	2+28.12	125.79	Right	Outside PT East side of track North end
109	4895184.0907	5431838.7928	844.70	0+17.44	50.51	Right	East intersection point high jump pad and inside radius of track
110	4895178.7025	5431838.7928	844.70	0+17.44	50.51	Left	Mid point 152.82' radius high jump pad
111	4895176.0603	5431846.2828	844.70	0+14.98	99.00	Left	Mid point 125.78' radius outside radius North end of track
112	4895178.7025	5431812.0711	845.05	0+17.44	50.51	Left	Mid point of high jump pad
113	4895184.0907	5431812.0711	845.05	0+17.44	50.51	Left	West intersection point high jump pad and inside radius of track
114	4895187.7133	5431812.0711	845.05	0+19.00	102.61	Left	Intersection of East area and North side radius of track
115	4895187.7133	5431858.8878	844.70	0+10.06	102.61	Left	Mid point of East area North end of track
116	4895171.1168	5431800.8905	845.05	0+10.06	125.79	Left	Mid point of East area North end of track
117	4895175.1793	5431838.7928	844.70	0+28.12	102.61	Left	Mid point West side of track North end
118	4895175.1793	5431812.0711	845.05	0+28.12	125.79	Left	Outside PT West side of track North end
119	4895175.1793	5431800.8905	845.05	0+28.12	125.79	Left	Mid point of West side of track
120	4895175.1793	5431800.8905	845.05	0+28.12	125.79	Left	Mid point of West side of track
121	4895175.1793	5431800.8905	845.05	0+28.12	125.79	Left	Mid point of West side of track
122	4895191.1168	5431837.9905	844.69	0+04.06	148.79	Left	Mid point of West side of track
123	4895191.1168	5431800.8905	844.70	0+04.06	102.61	Left	Mid point inside straight away West side of track
124	4895171.1168	5431800.8905	845.05	0+04.06	125.79	Left	Mid point outside straight away West side of track
125	4895151.1168	5431800.8905	845.05	0+04.06	125.79	Left	Mid point of West side of track
126	4895151.1168	5431800.8905	845.05	0+04.06	125.79	Left	Mid point of West side of track
127	4895187.0543	5431838.7928	844.70	2+00.00	102.61	Left	Mid point of West side of track South end
128	4895187.0543	5431800.8905	845.05	2+00.00	125.79	Left	Mid point of West side of track South end
129	4895184.8838	5431838.7928	844.05	1+27.78	102.99	Right	Intersection of shut down area and outside radius of track South end
130	4895184.8838	5431812.0711	845.05	1+27.78	125.79	Right	Mid point of shut down area South end of track
131	4895184.8838	5431812.0711	845.05	1+27.78	125.79	Right	Mid point of shut down area South end of track
132	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
133	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
134	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
135	4895184.8838	5431812.0711	844.70	1+79.06	92.00	Right	Mid point of South end of football field
136	4895184.8838	5431812.0711	844.70	1+79.06	92.00	Right	Mid point of South end of football field
137	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
138	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
139	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
140	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
141	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
142	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
143	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
144	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
145	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
146	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
147	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
148	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
149	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
150	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
151	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
152	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
153	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
154	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
155	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
156	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
157	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
158	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
159	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
160	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
161	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
162	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
163	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
164	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
165	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
166	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
167	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
168	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
169	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
170	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
171	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
172	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
173	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
174	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
175	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
176	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
177	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
178	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
179	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
180	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
181	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
182	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
183	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
184	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
185	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
186	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
187	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
188	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
189	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
190	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
191	4895184.8838	5431846.2828	844.94	1+79.06	80.00	Right	Mid point of South end of football field
192	4895184.8838	5431846.2828	844.94				

Memorandum

To: Linn-Mar Board of Education, Shannon Bisgard, Superintendent
From: Jeff Gustason, Principal *J.M.D.*
Date: 12/16/2019
Re: Early Graduation

The following students have applied for early graduation at the end of 1st Semester in January, 2020:

Levi Burkle (COMPASS)
Nickolas Childress (COMPASS)
Ryan Christenson
Jacob Devereux (COMPASS)
Will Greif (COMPASS)
Alayna Hart
Krissy Horton (COMPASS)
Elle Johnson (COMPASS)
Brevenn La Beaux (COMPASS)
Christian Masters-Christy
Cordell Randle-Kennedy
Hannah Velazquez
Megan Wittenburg (COMPASS)

These students have a post-secondary education plan in place that has been developed with the Linn-Mar High School counseling and COMPASS staffs. These students are on track to meet or exceed Linn-Mar's requirements for graduation by the end of this 1st Semester.

I recommend the approval of these requests pending the successful completion of current course work.



Inspire Learning.
Unlock Potential.
Empower Achievement.

**School Board Regular Meeting Minutes
December 9, 2019**

100: Call to Order and Determination of a Quorum

The Linn-Mar Community School District Board of Education regular meeting was called to order at 5:00 PM in the boardroom of the Learning Resource Center. Roll was taken to determine a quorum. Present: Buchholz, Isenberg, Morey, Nelson, Wall, and Weaver. Lausen arrived at 5:01 PM.

200: Adoption of the Agenda *Motion 082-12-09*

MOTION by Weaver to adopt the agenda with the walk-in exhibit. Second by Morey. Voice vote, all ayes. Motion carried.

300: Audience Communications

No communications received.

400: Informational Reports

401: FY19 Comprehensive Annual Finance Report – Refer to Exhibit 601.1

Bohnsack and Frommelt, LLP, reported on the CAFR for fiscal year 2019. Regarding government auditing standards there were some significant deficiencies reported regarding internal controls, but no significant matters reported regarding compliance. Regarding office of management and budget there were no significant matters reported for Child Nutrition, internal controls, or compliance over major programs.

402: Finance/Audit Committee

Board members reported that during the December 5th Finance/Audit Committee meeting the discussion included a review of the FY19 CAFR, the 2019 certified enrollment numbers, the construction projects, and the structure and timeline of the 2020 SAVE revenue bond issuance.

403: IASB Conference

Board members reported that attendance at the Iowa Association of School Boards annual conference is a great investment and professional development opportunity for board members.

404: Marion City Council

It was reported that the recent Marion City Council meetings included information on additional housing planned in the Echo Hill/Oak Ridge area and that Grant Harper, former teacher, was named to the Planning & Zoning Board.

405: Cabinet Update – Exhibit 405.1

Superintendent Bisgard shared highlights from the Cabinet Update and district including information on the formation of the 2020-21 school calendar, hiring updates for the intermediate buildings, and that parent attendance at student conferences is up for the year.

500: Unfinished Business

501: Second Reading of Policy Recommendations – Exhibit 501.1 *Motion 083-12-09*

MOTION by Lausen to approve the second reading of the policy recommendations, as presented. Second by Wall. Voice vote, all ayes. Motion carried.

1. 401.1 Code of Professional Conduct and Ethics
2. 701.9 School Bus Passenger Restraints
3. 701.10 School Bus Safety Instructions
4. 801.6 Inventory and Fixed Assets

502: Discussion on School Start Times for 2020-21

Superintendent Bisgard facilitated a discussion on the proposed changes to school start times for the 2020-21 school year. Over 50 responses have been received from the feedback request on the website. Pros: following educational research regarding start times and easier drop-off times to relieve traffic/congestion. Cons: More missed class time for athletes attending games, additional daycare costs, and extra-curricular concerns.

503: Board Operations Manual – Exhibit 503.1

Superintendent Bisgard facilitated a discussion on updates to the Board Operations Manual. A suggestion was shared to have the board attorney review all policy changes; which led to concerns about cost and duplication of effort since most changes go through IASB already. The board will approve and sign the updated Board Operations Manual during the January 13th meeting.

504: Attendance at NSBA Conference

Superintendent Bisgard facilitated a discussion on the board's attendance at the National School Board Association's annual conference in Chicago, Illinois on April 3-6, 2020. It was agreed that board members would attend the general conference on Saturday, April 4th thru Monday, April 6th. The 5:00 PM work session on April 6th will be cancelled, but the board will be back in time for the 7:00 PM regular meeting.

600: New Business

601: Approval of FY2019 CAFR – Exhibit 601.1 *Motion 084-12-09*

MOTION by Lausen to approve the Comprehensive Annual Finance Report for fiscal year 2019, as presented. Second by Morey. Voice vote, all ayes. Motion carried.

602: Approval of SBRC Application *Motion 085-12-09*

MOTION by Wall to approve the School Budget Review Committee (SBRC) application with the amounts of \$817,344 for one-time funding for increased enrollment, \$239,128 for open enrolled out students not on previous count, and \$19,677 for English Language Learner (ELL) students served beyond five years. Second by Lausen. Voice vote, all ayes. Motion carried.

603: Establishment of Public Hearing Date *Motion 086-12-09*

MOTION by Lausen to establish a public hearing date of Monday, January 13, 2020, at 7:00 PM for approval of the plans and specifications for the Oak Ridge Track Project. Second by Wall. Clarification shared that the recent article in *The Cedar Rapids Gazette* was not accurate nor was anyone from the district interviewed for the article. Voice vote, all ayes. Motion carried.

604: Approval of Fundraisers – Exhibit 604.1 Motion 087-12-09

MOTION by Wall to approve the list of fundraisers occurring between January 2nd and March 21st, 2020, as presented. Second by Lausen. Voice vote, all ayes. Motion carried.

605: Approval of High School Program of Studies – Exhibit 605.1 Motion 088-12-09

MOTION by Wall to approve the 2020-21 High School Program of Studies, as presented. Second by Lausen. Weaver shared his concerns about the physical education credits. Voice vote, all ayes except for Weaver who voted against the motion. Motion carried.

606: Approval of 2020-21 Physical Education Standards Exemption Motion 089-12-09

MOTION by Lausen to approve the 2020-21 Physical Education Standards Exemption, per CASA requirements, to teach high school physical education in a 90-minute block, quarter format instead of the traditional semester format. Second by Wall. Clarification shared that this is not a change, but a continued requirement. Voice vote, all ayes. Motion carried.

607: Open Enrollment Requests Motion 090-12-09

MOTION by Lausen to approve the open enrollment requests, as presented. Second by Buchholz. Voice vote, all ayes. Motion carried.

Approved IN

Name	Grade	Resident District	Reason
Bernard, Saber	7 th	Marion Independent	Good Cause

Approved out

Name	Grade	Requested District	Reason
Corio, Pedro	9 th	Cedar Rapids CSD	Good Cause

700: Consent Agenda Motion 091-12-09

MOTION by Weaver to approve the consent agenda with the walk-in exhibit. Second by Wall. Voice vote, all ayes. Motion carried.

WALK-IN EXHIBIT: Personnel listing for Caitlin Wiedenheft to the position of Social Media/Communications Assistant for \$48,000/year.

701: Personnel

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary
Calcara, Sarah	LG: Student Support Associate	12/09/19	LMSEAA II, Step 6
Dee, Wendy	TR: From Regular Sub to Bus Driver	11/18/19	Step 1
Earles, Alex	NE: Student Support Associate	12/18/19	LMSEAA II, Step 9
Everson, Donald	TR: From Regular Sub to Bus Driver	11/19/19	Step 2
Ford, Karin	AC: Academic Aquatic Instructor	11/25/19	\$15.00/hour
Guido, Dena	TR: From Regular Sub to Bus Driver	11/18/19	Step 1
Houang, Amy	LG: Student Support Associate	01/02/20	LMSEAA II, Step 9
Jellison, Michelle	From NE to BW Student Support Associate	11/18/19	Same
Messenger, Kristina	BW: From Part-Time Ed Assistant to Building Secretary	12/02/19	LMSEAA IV, Step 12
Vande Lune, Mariah	NE: Student Support Associate	12/09/19	LMSEAA II, Step 6
Wiley, Misty	BW: Part-Time Student Support Associate	12/02/19	LMSEAA II, Step 11

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Cleveland, Stacy	WF: Part-Time General Ed Assistant	11/15/19	Personal
Fuller, Brent	LRC: Lead Custodian	12/06/19	Other Employment
Gustason, Sarah	WE: Student Support Associate	12/13/19	Other Employment
Harris, Erin	NE: Student Support Associate	11/25/19	Personal
Pratchett, Kat	HS: Student Supervisor	12/13/19	Other Employment
Riedel, Brianna	OR: Student Support Associate	12/02/19	Personal
Taylor, Brandy	OR: Student Support Associate	11/26/19	Personal

Co/Extra-Curricular Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary
Beets, Kameron	HS: Boys' Assistant Varsity Track Coach	12/02/19	\$4,340

Co/Extra-Curricular Staff: Resignation

Name	Assignment	Dept Action	Reason
Bair, Teresa	HS: Head Varsity Volleyball Coach	11/18/19	Personal
Broadie, Haley	HS: Assistant Volleyball Coach	11/25/19	Personal
Mahmens, Mac	OR: Girls' Assistant 7 th /8 th Gr Track Coach	11/15/19	Personal
Sevening, Christy	HS: Assistant JV/Varsity Volleyball Coach	11/26/19	Personal

702: Approval of November 18th Minutes – Exhibit 702.1

703: Approval of Bills – Exhibits 703.1

704: Approval of Contracts – Exhibits 704.1-10

1. Change order #004 with Knutson Construction for the construction of Hazel Point Intermediate
2. Change order #005 with Larson Construction for the construction of Boulder Peak Intermediate
3. Subscription agreement with Apex Learning
4. Facility use agreement with American Red Cross in case of an emergency/disaster
5. Farm lease with John & Janet Airy
6. Commercial licensing agreement with Patrick Einarsen, President of Inventory Trading Co.
7. Independent contractor agreement with Mark Bauman
8. Independent contractor agreement with Austin Berry
9. Independent contractor agreement with Kent Keating
10. Independent contractor agreement with Linda Southard
11. Interagency agreements for special education with Alburnett CSD (1), Anamosa CSD (1), Cedar Rapids CSD (1), Marion Independent (1), Ottumwa CSD (1), South Tama (1), Springville CSD (1). *For student confidentiality, exhibits not provided.*

705: Overnight Excursion/Trip Request – Exhibit 705.1

Request from Sean Smith for students to attend the Special Olympics Winter Games January 13-15, 2021, at Sundown Mountain Resort in Dubuque, Iowa.

706: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and school board policy 902.6, the district will list for sale obsolete equipment and furnishings on GovDeals.com. *Items for sale: team backpack vacuums.*

800: Board Calendar, Communications, and Committees

801: Board Communications & Calendar

A reminder was shared about the December 12th board visit to the high school and the rescheduling of Lion Learning to January 14th. A correction was also shared regarding the Soda/Try Officers Luncheon; start time will be 11:50 AM instead of 11:30 AM.

Date	Time	Event	Location
December 12	7:30 AM	Board Visit	High School
<i>December 13</i>	<i>11:30 AM</i>	<i>SODA/TRY Officers' Luncheon</i>	<i>HS Auxiliary Gym</i>
December 19	5:30 PM	Marion City Council (Nelson)	City Hall
<i>Dec 23- 31</i>		<i>Winter Break</i>	
Date	Time	Event	Location
<i>January 1</i>		<i>Winter Break</i>	
January 8	3:45 PM	Career & Technical Education Committee (CTE)	LRC Boardroom
January 9	11:30 AM	Board Visit	Wilkins Elementary
January 9	5:30 PM	Marion City Council (Morey)	City Hall
January 13	5:00 PM 7:00 PM	Board Work Session Board Regular Meeting	LRC Boardroom
<i>January 14</i>	<i>Noon & 5:30 PM</i>	<i>Lion Learning with Superintendent Bisgard</i>	<i>LRC Room 5</i>
January 23	7:30 AM	Finance/Audit Committee	LRC Room 203 Conference Room
January 23	5:30 PM	Marion City Council (Wall)	City Hall
January 27	5:00 PM 7:00 PM	Board Work Session Board Regular Meeting	LRC Boardroom
<i>January 28</i>	<i>9:00 AM</i>	<i>IASB Day on the Hill</i>	<i>State Capitol & Botanical Garden</i>
January 30	11:30 AM	Board Visit	Success Center

802: Board Committees/Advisories

Committees/Advisories	2019-20 Representatives
Finance/Audit Committee	Lausen, Morey, and Nelson
Policy/Governance Committee	Isenberg, Wall, and Weaver
Career & Technical Education Advisory Committee (CTE)	Buchholz, Morey, and Nelson
School Improvement Advisory Committee (SIAC)	Isenberg and Morey
Facilities Advisory Committee	Nelson and Weaver
Iowa BIG Advisory Board	Lausen
Community Promise	Wall
Linn County Conference Board	Buchholz

900: Adjournment *Motion 092-12-09*

MOTION by Buchholz to adjourn the regular meeting at 6:25 PM. Second by Morey. Voice vote, all eyes. Motion carried.

Sondra Nelson, Board President

JT Anderson, Board Secretary/Treasurer