



Cherokee Community School District

Board Members:

- Mrs. Laura Jones- President**
- Mrs. Jodi Thomas-Vice President**
- Mrs. Angie Anderson**
- Mrs. Patty Brown**
- Mr. Brian Freed**

Regular Board Meeting
September 20, 2021
5:30 p.m.
WHS Library

Mrs. Joyce Lundsgaard, Business Manager/Board Secretary
Dr. Kimberly Lingenfelter, Superintendent

**Regular Board of Education Meeting
Cherokee Community School District, 600 West Bluff Street
Agenda for Monday, September 20, 2021 @ 5:30 PM**

The tentative agenda contains a list of subjects known at the time of distribution. A copy of the agenda kept continuously current is available for inspection at the office of the superintendent during regular business hours. This agenda may be changed up to 24 hours before the scheduled commencement of the meeting. The agenda sequence is provided as a courtesy only. The board reserves the right to consider each item in any sequence it deems appropriate. Therefore, we encourage visitors to attend the meeting from the beginning.

NOTICE: If you have comments that you wish to be considered please submit those comments to: Kimberly Lingenfelter, Superintendent at klingenfelter@ccsd.k12.ia.us by September 20, 2021 by 2:00 PM along with your phone number and you will be called prior to the agenda item you wish to address.

<ul style="list-style-type: none"> 1. Call the meeting to order 2. Approve the agenda 3. Roll call of members in attendance 4. Action to excuse board members not in attendance
<ul style="list-style-type: none"> 5. Welcome Visitors Recognition of persons who wish to speak to the board regarding a school issue not on the agenda
<ul style="list-style-type: none"> 6. Consent agenda <ul style="list-style-type: none"> A. Approve the minutes of the regular meeting [8-16-21] B. Approve financial statements C. Approve monthly bills D. Approve resignations Gina Kiehn - Assistant Technology Director E. Approve retirements William Halder - Technology Director, effective December 31, 2021 F. Approve internal transfers G. Approve contract extensions Alanna Fuller - Mentor for John Miller, New to the District Tammy Jarmuzek - CES Paraprofessional Crystal Rouillard - CES Paraprofessional Breanna Nielsen - CES Paraprofessional Sheila Gregg - CES Paraprofessional Ami Burch - CMS Lego League Head Coach Peggy Blood - CMS Lego League Assistant Coach Tom Ryherd - WHS Varsity Baseball Head Coach Adam Rapp - WHS Junior Varsity Baseball Coach Matt Hoskinson - WHS Freshman Baseball Coach Abby James - WHS Varsity Softball Head Coach Pamela Barnes - WHS Junior Varsity Softball Coach Shauna Henke - WHS Freshman Softball Coach Christy Alquist - ELA Curriculum Lead Teacher Amy Brunsting - Guidance/At-Risk Curriculum Lead Teacher Stephanie Maass - Math Curriculum Lead Teacher Taylor Caves - WHS Volunteer Volleyball Coach Christine Busch - CMS/CES Paraprofessional Brandy Taggart - CMS/CES Paraprofessional Tori Kohn - CMS/CES Paraprofessional
<ul style="list-style-type: none"> 7. Communication and Reports <ul style="list-style-type: none"> A. Principals' Building Reports/ Instructional Coaches' Reports B. Directors'/ Superintendent's Report
<ul style="list-style-type: none"> 8. Policy

*** Note: The Board of Education, with a majority vote of the Board, may enter into an closed/exempt session for the purpose of discussing confidential records, litigation, suspension/expulsion hearings, personnel, purchase of real estate, and security or negotiation strategy.**

<p>Clerical Change(s): None Affirm: 207 Board of Directors' Legal Counsel; 208 Ad Hoc Committees; 208.1E1 Ad Hoc Committees Exhibit; 209.1 Development of Policy; 209.2 Adoption of Policy; 209.3 Dissemination of Policy; 209.4 Suspension of Policy; 209.5 Administration in the Absence of Policy; 209.6 Review and Revision of Policy; 209.7 Review of Administrative Regulations</p>
<p>9. New Business</p> <ul style="list-style-type: none"> A. Discussion of/ information concerning ISASP, FAST, and MAP scores B. Discussion of/ action concerning WHS Greenhouse Project C. Discussion of/ action concerning contract amendments due to lane advancement D. Discussion of/ action concerning an early retirement incentive for the 2021-2022 school year E. Discussion of/ action concerning SIAC [School Improvement Advisory Committee] Members F. Discussion of/ action concerning participation in IDATP (Iowa Drug and Alcohol Testing Program) for the 2021-2022 school year G. Discussion of/ action concerning travel to FFA National Convention in Indianapolis, October 26-29 H. Discussion of/ information concerning IASB Annual Convention - November 17-18, 2021 I. Discussion of/ information concerning preliminary enrollment numbers J. Discussion of/ information concerning Board Self-Assessment
<p>10. Board Committee Reports</p> <ul style="list-style-type: none"> A. Curriculum and Instruction – Anderson and Thomas B. Policy – Brown and Freed C. Finance* – Brown and Freed D. Building, Grounds, Capital Projects – Anderson and Jones E. Transportation, Nutrition – Jones and Thomas
<p>11. Items of Interest for the Next Meeting [October 18, 2021 @ 5:30 PM]</p> <ul style="list-style-type: none"> A. Discussion of/ action concerning cooperative sharing agreements B. Discussion of/ information concerning certified enrollment numbers
<p>12. Adjournment</p>

Projected Dates/Times for Regular Board of Education Meetings 2021-2022

August 16th, 2021 @ 5:30 pm	September 20th, 2021 @ 5:30 pm	October 18th, 2021 @ 5:30 pm	November 15th, 2021 @ 5:30 pm
December 20th, 2021 @ 5:30 pm	January 17th, 2022 @ 5:30 pm	February 21st, 2022 @ 5:30 pm	March 21st, 2022 @ 5:30 pm
April 18th, 2022 @ 5:30 pm	May 16th, 2022 @ 5:30 pm	June 13th, 2022 @ 5:30 pm	July 18th, 2022 @ 5:30 pm

*** Note: The Board of Education, with a majority vote of the Board, may enter into an closed/exempt session for the purpose of discussing confidential records, litigation, suspension/expulsion hearings, personnel, purchase of real estate, and security or negotiation strategy.**

**Cherokee Community School District
Regular Meeting
August 16, 2021**

The Cherokee Community School District Board of Education held a Regular Meeting on Monday, August 16, 2021 at 5:30 P.M. The meeting was held in the WHS Library at 600 W. Bluff St., Cherokee, Iowa.

1. Call the meeting to order

The meeting was called to order at 5:34 P.M.

2. Approve the agenda

Moved by Thomas, seconded by Freed to approve the agenda. All Ayes

3. Roll call of members in attendance

Roll call was taken. Board members present: Patty Brown, Laura Jones, Jodi Thomas, Angie Anderson, Brian Freed

4. Action to excuse board members not in attendance

All board members were present.

5. Welcome Visitors

Visitors were welcomed. Jones referenced board policy 213, Public Participation in Board Meetings. There were no public comments.

6. Consent Agenda

Moved by Thomas, seconded by Anderson to approve the consent agenda. All Ayes

- Minutes of the meetings – Regular Meeting – 7/19/21; Public Hearing – 7/19/21
- Financial Statements
- Monthly Bills
- Resignation:
Mandy Taggart – CES Paraprofessional
Samantha Lantz – CES Paraprofessional
Mary Buurman – WHS Paraprofessional
- Retirements:
Lyle Sargent – Maintenance
- Contract Extensions:
Connie Boekhout – Mentor for Kady Smith
Brenda Haack – Mentor for Kacee Christiansen
Jessica Brees – WHS Success Coach/Interventionist

7. Communication & Reports

Administrator and Director reports were given and are included in the board packet.

8. Policy

Moved by Anderson, seconded by Freed to affirm 201 Board of Directors' Elections; 202.1 Qualifications; 202.2 Oath of Office; 202.3 Term of Office; 202.4 Vacancies; 203 Board of Directors' Conflict of Interest; 204 Code of Ethics; 205 Board Member Liability; 206.1 President; 206.2 Vice President; 206.3 Secretary-Treasurer.
All Ayes

9. New Business

A. Discussion of/information concerning the shared Social Worker position/program

Kathy Jochims presented information regarding the new shared Social Worker program which is a partnership with the NWAEA.

B. Discussion of/action concerning fuel bids for the 2021-22 school year

Moved by Thomas, seconded by Freed to approve the fuel bid from Hy-Vee Gas for unleaded and from Kimmes Cherokee Country Store for diesel for the 2021-22 school year. All Ayes

C. Discussion of/action concerning district goals for 2021-22

Moved by Anderson, seconded by Thomas to accept the district goals for the 2021-22 school year. The board revised district goals in October 2020 with assistance from the Iowa Association of School Boards. All Ayes

D. Discussion of/action concerning a transfer from general fund to the activity fund

Moved by Brown, seconded by Freed to approve a transfer from the general fund to the activity fund in the amount of \$9,540.21 as allowed by Iowa law due to lost gate receipts due to COVID-19. All Ayes

E. Discussion of/information concerning projects/timelines for 2021 and action concerning WHS project remodels for 2022

Moved by Thomas, seconded by Anderson to approve the designing of science classroom remodels without the attached greenhouse by architect Matt Basye of FEH Design. All Ayes

F. Discussion of/action concerning CES/CMS campus signage

Moved by Brown, seconded by Thomas to approve the signage for the CES/CMS campus with Lundsgaard family approval. All Ayes

G. Discussion of/action concerning Board Policy 401.14 Employee Expression (Second Reading)

Moved by Thomas, seconded by Freed to approve Board Policy 401.14 Employee Expression. All Ayes

H. Discussion of/action concerning Board Policy 502.3R1 Student Expression and Student Publication Codes (Second Reading)

Moved by Brown, seconded by Freed to approve Board Policy 502.3R1 Student Expression and Student Publication Codes. All Ayes

I. Discussion of/action concerning Board Policy 804.6 Use of Recording Devices on School Property (Second Reading)

Moved by Freed, seconded by Thomas to approve Board Policy 804.6 Use of Recording Devices on School Property. All Ayes

J. Discussion of/action concerning Board Policy 804.6R1 Use of District Owned Recording Devices on District Property Regulation (Second Reading)

Moved by Freed, seconded by Anderson to approve Board Policy 804.6R1 Use of District Owned Recording Devices on District Property Regulation. All Ayes

K. Discussion of/action concerning Board Policy 905.3 Weapons in the School District (Second Reading)

Moved by Thomas, seconded by Freed to approve Board Policy 905.3 Weapons in the School District. All Ayes

L. Discussion of/information concerning preliminary enrollment numbers

Preliminary enrollment for the 2021-22 school year is 1184 students.

M. Discussion of/information concerning steps in a school bond election

CES open house is scheduled for Thursday, August 19th from 5:00P.M.-7:00P.M. in conjunction with the Back to School Carnival.

10. Conduct Evaluation of Superintendent

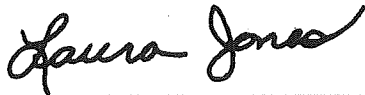
Moved by Anderson, seconded by Thomas to enter into closed session at 7:19 p.m. as provided in section 21.5(1)(i) of the open meetings law to conduct the evaluation of the superintendent. Roll call vote was taken.
Ayes: Freed, Brown, Anderson, Thomas, Jones

The board resumed in open session at 8:23 P.M.

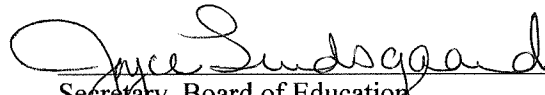
11. Adjournment

Moved by Thomas, seconded by Anderson to adjourn the meeting at 8:26 P.M. All Ayes

Regular Meeting – September 20, 2021 – 5:30 P.M.



President, Board of Education
Cherokee Community School District



Secretary, Board of Education
Cherokee Community School District

Financial Report - 8/31/21

Fund	Beginning Balance	Receipts	Expenditures	Ending Balance
Operating	\$ 2,602,235.17	159,729.27	472,170.79	\$ 2,289,793.65
Management	660,791.60	57.13	12,927.50	647,921.23
Self-Insurance Fund	1,039,705.85	6,787.02	20,174.30	1,026,318.57
Subtotal General Fund	4,302,732.62	166,573.42	505,272.59	3,964,033.45
Activity	88,803.24	20,808.52	18,400.18	91,211.58
PPEL	1,560,952.44	3,842.72	623,813.03	940,982.13
Capital Projects (Sales Tax)	1,863,104.25	93,657.76	4,641.50	1,952,120.51
Bond Proceeds	-	48,360.93	48,360.93	-
Debt Service	21,666.70	1.92	-	21,668.62
Hot Lunch	351,448.98	3,491.45	35,658.42	319,282.01
Trust and Agency	38,606.40	2,000.24	3,650.00	36,956.64
Total - All Funds	\$ 8,227,314.63	\$ 338,736.96	\$ 1,239,796.65	\$ 7,326,254.94

* \$38,360.93 transferred from PPEL (Hospital Revenue) to Capital Projects for Elementary Addition

Published Budget Report
 All Funds
 8/31/2021

Category	Function #'s	Sub Total Exp.	Expenditures	Amt Published	% of Published
INSTRUCTION	(1000-1999)	365,596.59	365,596.59	9,500,000.00	4%
Perkins	(5210)	-			
SUPPORT SERVICES	(2000-2999)				
Student Support Svcs	(2000-2199)	23,649.50			
Inst. Staff Support Svcs	(2200-2299)	61,508.11			
General Administration	(2300-2399)	60,833.69			
Building Administration	(2400-2499)	88,214.26			
Business Administration	(2500-2599)	174,171.28			
Plant Operation & Maint	(2600-2699)	218,094.51			
Student Transportation	(2700-2799)	43,409.02			
TOTAL SUPPORT SERVICES			669,880.37	4,500,000.00	15%
NON INSTRUCTIONAL PGMS	(3000-3999)	18,547.06	18,547.06	650,000.00	3%
OTHER EXPENDITURES	(4000-5999)				
Facilities	(4000-4999)	638,218.53			
Debt Service	(5000-5999)	-			
AEA Support Direct	(5200)	494,552.00			
Transfer to Debt Service	(6240)(6900)	-			
TOTAL OTHER EXPENDITURES			1,132,770.53	4,808,325.00	24%
TOTAL EXPENDITURES			2,186,794.55	19,458,325.00	11%

Elementary School Addition/HS Locker Room Renovations

8/31/2021

Revenue:	Subtotals	Total	Received to Date
2018 GO Bond	9,400,000		9,400,000
Premium	598,041		598,041
Discount - UW Fee (Janney)	(83,642)		(83,642)
2019 GO Bond	2,600,000		2,600,000
Premium	34,421		34,421
Discount - UW Fee (Baird)	(17,775)		(17,775)
Net GO Bond Proceeds		12,531,045	12,531,045
Est Investment Income:		347,000	346,283
PTA - Playground Equipment		10,000	10,000
Rebate		41,318	41,318
	12,531,045	12,929,363	12,928,646

Cost:		Expended to Date	Remaining Balance
Base Bid (Add'l Classroom, Temp Control, Fire Alarm System)	13,825,125	13,130,575	694,550
Contingency/Change Orders	52,228	52,228	(0)
CTS - Special Inspections	65,150	65,150	-
Life Cycle Cost Analysis	6,600	6,600	-
Plan Review Fee	6,732	6,732	-
FEH Design	790,721	785,329	5,392
FEH Design (Misc./Restroom/H.S. Office)	37,782	37,782	-
Beck Engineering/Baseball Relocation	217,374	213,038	4,336
EDA - Commissioning	10,200	5,005	5,195
Concrete - CES Bus Lane/Dumpster	37,943	37,943	(0)
CES - Add'l Fencing	3,431	3,431	-
LED Sign	2,588	2,588	-
JP Boiler Services	1,652	1,652	-
Waldners -Hydro Seeding	1,800	1,800	-
Certified Testing - Soil Testing	2,815	2,815	-
Furniture	275,000	277,063	(2,063)
Technology	100,000	96,299	3,701
Playground Equipment	150,000	138,924	11,076
Piper Jaffray	52,700	52,700	-
Ahlers Law	33,435	33,435	-
Moody's	26,250	26,250	-
UMB/S&P	1,900	1,900	-
Service Lines - Relocation	15,057	15,057	-
C-M-L Telephone - Fiber Optic Splices	1,056	1,056	-
Midwest Technology	1,761	1,761	-
Woodall Electric - Locate Wires	855	855	-
WHS Restroom Renovation	221,974	210,876	11,098
Sound Panels	10,710	10,710	-
Relocate Baseball Field/Electrical	196,971	180,467	16,504
		16,149,810	15,400,021
		8/31/2021	(2,471,375)

Net "Bond Proceeds": (3,220,447)

Sale - Hospital 4,000,000
 SAVE \$\$ 750,000

Remaining for Other Priorities 1,528,836

*Funds not spent may remain in Capital Project Funds, subject to legal guidance

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
Checking Account ID	1 Fund Number 10	GENERAL FUND
work shirts		
13763	360 Custom Designs	415.20
Amazon Basics 14.1 Inch Laptop and Table		
Franklin Sports Replacement Ladderball B		
HP 15t-dw300 Home & Business Laptop (Int		
All the Way to America: The Story of a B		
EMAY Hard Case/Carrying Case for EMAY Po		
eesun Desk Organizer, Mesh Desktop File O		
GPI Pack of 100 2 gallon baggies		
Pyle Pair 8" Bluetooth Flush Mount In-wa		
Order Discount on Supplies		
Whiteboard - Brecht		
Peerless CMJ500R1 Lightweight Suspended		
Ricoh 407316 High Yield Print Cartridge		
Bogen BG-RE84 Round Recessed Ceiling Spe		
Asoopher 3-Tier Rolling Utility Cart, St		
Scotch Magic Tape, 12 Rolls, Numerous Ap		
United States/World Map - Pull Down Roll		
2021 Newest HP 14 14" Touchscreen Laptop		
Franklin Sports Replacement Ladderball B		
Peerless CMJ500R1 Lightweight Suspended		
USB C Hub, UtechSmart 6 In 1 USB C to HD		
Energizer AA Lithium Batteries, World's		
iPad Mini 5 Case, iPad Mini 4 Case, Hybr		
Paper Mate Flair Felt Tip Pens Medium		
Lorell File Mobile Cart		
13771	Amazon Capital Services	16,166.06
Personalized 12.9-inch iPad Pro Wi-Fi 12		
Personalized Apple Pencil (2nd Generatio		
Personalized 10.2-inch iPad Wi- Fi 32GB -		
11505	Apple, Inc.	3,211.00
Mop Service		
10183	Aramark Uniform Services AUCA Chicago Lockbox	27.59
Softener Salt - CMS		

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
water softener install & salt - Bus Barn		
Nurse Supplies - WHS		
Nurse Supplies - CMS		
10079	Blaine's Culligan and Sundance Spas	493.05
handling		
Art Supplies		
11466	Blick Art Materials	2,400.73
Essentials Colorful Rectangular Plastic		
14614	Boekhout, Connie	60.00
duplex paint brooms spray paint yellow screw		
10021	Bomgaars	384.01
Mileage for State Fair - 346 miles		
Mileage for Teacher Training - 116 miles		
14482	Brecht, Laura	184.80
Data Charges - Internet		
14427	C-M-L Telephone Cooperative Assoc	1,079.43
Credit for out of products		
Freight & Handling Catalase		
10157	Carolina Biological Supply Co	4.22
Central Office Subscription		
WHS Library Subscription		
18221	Chronicle Times & Area Advertiser	188.00
Shipping and Handling		
14609	Colts Youth Organization	4,100.00
Renew Alexandria software for library ci		
11212	COMPanion Corporation	2,647.00
Annual Membership Fee		
13308	CPI	150.00
Shredding		
11580	Document Depot and Destruction, Inc.	40.00
Art Supplies		
Straws		
Ice Cream		
10067	Fareway Stores, Inc.	81.98
Conduction, Convection, Radiation Activi		
11332	Flinn Scientific	78.40
GOPHER S1 RECREATIONAL SHUTTLECOCKS - YE		

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
11005	Gopher Sport	31.41
Sand - CES		
14443	Hallett Materials	42.02
ISP Curriculum Counselor		
10921	Heater, Jolleen	66.19
Helping Hands - Deodorant		
10850	Henke, Dawn	9.00
toilet paper holder		
13294	Home Depot Pro Institutional, The	162.54
snacks		
Groceries + Kitchen Supplies		
10274	Hy-Vee Food Stores, Inc	122.64
2021 Fall Conference - Lundsgaard		
10582	Iowa Assoc of School Business Officials	190.00
Lori B., Connie T., Jan T., Kirby M.		
10002	Iowa Association of School Boards	40.00
ICAN Curriculum Renewal		
14365	Iowa College Access Network	450.00
Membership Renewal		
31080	Iowa High School Music Association	25.00
18 ETHOS CHAIR WITH TABLET ARM 377.33000		
11184	Iowa Prison Industries	6,791.94
ISASP testing fee adjustment for Math		
10555	Iowa Testing Programs	215.00
IXL Foundations I: Essential Tools for D		
12265	IXL Learning, Inc.	2,845.00
Chauffer 3 License Fee		
14627	Kelley, Deb	20.00
Mileage/Lodging - Gina Kiehn		
14616	Kiehn, Gina	95.20
CD Player		
11637	Kingdon, Casey	69.99
Shipping supplies		
10145	Lakeshore Learning Materials	1,444.70
Mileage		
13474	Lingenfelter, Kimberly	296.08
10' 2x4		
2x4 (10)		
1x4 12'		
1/2" 4x8 AC plywood		

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
2"x2"x8' select pine		
1x2		
2x4 8		
1x12 14ft		
11735	Marcus Lumber	703.78
Build Math Minds Membership		
14534	Mathematically Minded	468.00
Electricity - 206 E Indian CMS		
Electricity - 600 W Bluff WHS		
Electricity -1301 Ridgeview Dr, Doupe BB		
Electricity -334 Gillette Dr, Bus Barn		
Electricity - 336 Gillette Dr		
Electricity - 600 W Bluff Concession		
12363	MidAmerican Energy Company	15,779.70
filters for new CES school		
water value repair football tunnel		
freon fill and service pipe leak		
11495	Modern Heating and Cooling, Inc.	2,241.65
WHS walls painting		
20049	Mongan Painting Company	426.00
skt imp half inch 1-3/16 socket		
10180	Motor Parts Sales	11.87
Noggin water		
14590	Noggin Water	207.50
FAST Bridge Learning 5-6 Middle School		
Student Centered Coaching Registration F		
10125	Northwest AEA	830.70
Freight - Batteries		
11774	OAKTREE PRODUCTS, INC.	46.11
Mileage to pick up WIT books		
14615	Peterson, Cheryl	21.60
Ruckus WatchDog Premium Support - Extend		
14342	Pine Cove Consulting	1,395.00
Postage machine ink cartridges		
18326	Pitney Bowes Global Financial Services LLC	339.12
Narrative of the Life of Frederick Dougl		
14524	Prestwick House	376.79
Membership Fee		
14626	Puettmann, Tyler	128.00
When I am frustrated card set		

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User ID: ALG

Vendor Number	Vendor Name	Amount
11531	Really Good Stuff, LLC	7.99
11072	Renaissance Learning, Inc.	3,506.25
14602	RTS	257.97
14326	School Specialty Furniture	2,897.52
	Creative Teaching Press Happy Birthday C	
	Childcraft Toy and Block Mobile Shelf, 5	
	Pack of sharpies	
	Hammond & Stephens Class Record Book, 40	
	Command Strips	
	School Smart Binder Clip, 1 1/4", Medium	
	Scotch Long Lasting Storage Packaging Ta	
	Hasbro Yahtzee Dice Game	
	School Smart Desk Pad Calendar Refill, 2	
	School Smart Nickel Coated Paper Clip, 1	
	poster hangers	
	Post-it Removable Labeling and Cover-Up	
	Pacon Medium Weight Tagboard, 24 x 36 In	
	headphones	
	Crayola Original Markers	
	Highland 2600 Masking Tape, 2 Inches x 6	
	tape	
	Dowling Magnets Big Block Hero Magnets,	
	School Smart 5-Hole Punched Filler Paper	
	Avery Easy Peel Adhesive Mailing Address	
	Con-tact Self-Adhesive Contact Paper 18	
	School smart jumbo paper clip - pack of	
	Paper Mate Flair Felt Tip, Assorted, Set	
	Scotch 600 Transparent Tape, 0.75 x 1296	
	StikkiWorks Stikki Clips Paper Holders,	
	Scotch Long Lasting Packing Tape 1.88" x	
	School Smart Pointed Tip Scissors for St	
	Duck Brand Double-Stick Foam Mounting Ta	
	Carson Dellosa Birthday Crown, Blue, 24-	

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Westcott All-Purpose Value Line Scissors		
School Smart Batteries Alkaline AA, Pack		
Pacon Super Value Poster Board, 22 x 28		
School Smart Sidewalk Chalk with Tub, As		
Exact Vellum Bristol Cardstock, 8-1/2 x		
School Smart Folding Bristol Tagboard, 1		
Roylco True to Life Human X-Rays - Set o		
Prang Semi-Moist Watercolor Paint Refill		
Learning Resources-All About Me sort		
Musgrave pencils assorted color, pk 12		
Sargent Art Assorted Neon Colored Pencil		
School Smart Non-Skid Jumbo Paper Clip,		
11884	School Specialty, LLC	8,374.73
Chauffer 3 License Fee		
14628	Sivinski, Nancy	33.50
Essentials Colorful Rectangular Plastic		
13235	Sleezer, Michelle	39.00
Time & Attendance		
11578	Time Management Systems	312.92
Cell phone - WHS Principal		
18319	Verizon Wireless	482.44
Preserved specimen: ram reproductive tra		
11282	Ward's Science	377.18
Tissue paper		
Glue gun		
14012	Wynn, Alec	27.00
Fund Number 10		
Checking Account ID 1	Fund Number 22	MANAGEMENT FUND
Insurance Premium		
13585	SU Insurance Company	12,927.50
Fund Number 22		
Checking Account ID 1	Fund Number 32	CAPITAL PROJECTS
Checking Account ID 2	Fund Number 32	CAPITAL PROJECTS
Construction Site Services - CES		
20070	Haselhoff Construction Inc.	53,428.24
Freight		
10060	MacGill and Company	1,891.32
Fund Number 32		

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
Checking Account ID 2	Fund Number 33	Local Option Sales and Service Tax Fund
High School Site Improvements		
12487	Certified Testing Services, Inc.	2,224.00
Architect HS Restroom Reno		
Architect WHS Site Improvements		
20224	FEH Design	4,498.50
Site Improvement WHS street repair		
14564	Schmillen Construction, Inc.	210,069.70
Fund Number 33		
Checking Account ID 2	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
Field Turf Improvements		
12487	Certified Testing Services, Inc.	1,489.25
belts and reset units		
resetting discharge units		
capacitors and contactors for AC units		
cooling tower repairs		
20223	Control System Specialist	3,056.13
Architect HS Science & Indust Arts Reno		
20224	FEH Design	1,782.50
3/4 ply		
Lumber Return from 2109-105772		
2x4 @10		
11735	Marcus Lumber	627.45
shop AC		
larkin evaporator unit		
service call and freon for cooler		
11495	Modern Heating and Cooling, Inc.	22,534.35
Fund Number 36		
Checking Account ID 2		
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
Shipping & Handling		
Crowns/Septors		
11429	Anderson's School Spirit	327.50
WHS Concessions Supplies		
WHS Concessions Supplies		
CMS Concessions		
11224	Chesterman Co.	2,594.90
CMS Concession Supplies		
30880	Core-Mark Midcontinent, Inc, dba Farner Bocken Company	174.12
Cheer shirts		
12371	Creative Services	308.22
scoreclocks for locker room		
10223	Daktronics	3,068.00

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Vendor Number Vendor Name

Amount

Invoice Detail Description

XC uniforms - \$3205.15

Boosters

Order #91289. 7 boxes of Tape,
1 box of

Volleyballs

31069	Hauff Mid-America Sports, Inc.	9,152.94
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Meeting supplies

10274	Hy-Vee Food Stores, Inc	230.82
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IHSMA State Marching Band

Registration

Basses

Registration for All-State

Piano

31080	Iowa High School Music Association	582.00
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Freshmen Speech Membership

Enrollment

30733	Iowa High School Speech Association	75.00
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case fee for supplies

18253	MARTIN BROS. DISTRIBUTING CO., INC.	680.17
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2022 WHS Yearbook

13776	Walsworth Publishing Company, Inc.	3,607.16
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Fund Number 21

Checking Account ID 3

Checking Account ID 4		Fund Number 61	SCHOOL NUTRITION FUND
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Clothing/Shoe Allowance

14232	Aden, Lori	100.00
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Leighann Denery \$69.30 to
Tuition Fees

Valerie Cronin \$105 to Tuition
Fees

Brennan Weede \$35 to Tuition
Fees

Bailey Hill \$70 to Tuition Fees

19014	Cherokee Comm School District	279.30
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Ala Carte Purchases

11224	Chesterman Co.	485.00
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Clothing Allowance - shoes

14625	Corzilius, Margaret	44.99
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Milk - WHS

Milk - CMS

Milk - CES

Milk - WHS

Milk - CMS

Milk - CES

WHS - milk

CMS - milk

CES - milk

CES - milk

CMS - milk

CES - milk

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
WHS - milk		
40114	DFA Dairy Brands Corporate	2,199.58
Clothing Allowance - shoes/shirts		
40077	Dowdy, Carmen	100.00
COVID Food Purchases		
COVID Food Purchases		
COVID Food Purchases		
40032	Earthgrains	569.90
Clothing Allowance - shoes		
40288	Halder, Kathi	100.00
Clothing Allowance - shoes		
14411	Leidahl, Carol	100.00
Clothing Allowance - shoes		
14425	Luce, Betty	100.00
COVID Food Purchases		
Ala Carte Purchases		
Ala Carte Purchases		
Ala Carte Purchases		
Ala Carte Purchases		
COVID General Supplies		
Ala Carte Purchases		
Ala Carte Purchases		
COVID Food Purchases		
COVID General Supplies		
Ala Carte Purchases		
18253	MARTIN BROS. DISTRIBUTING CO., INC.	20,505.68
Clothing Allowance		
14409	Reinholdt, Bev	100.00
Clothing Allowance - shoes		
14624	Thorsen, Lynn	100.00
Clothing Allowance - shoes/pants		
40001	Wilkie, Melissa	100.00
Fund Number 61		
Checking Account ID 4		

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
Checking Account ID 4	Fund Number 61	SCHOOL NUTRITION FUND
Indirect Costs		
19014	Cherokee Comm School District	33,481.08
Fund Number 61		
Checking Account ID 4		

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Checking Account ID 1	Fund Number 10	GENERAL FUND
Cybersecurity Services		
14608	ADT Security	1,540.90
lens		
14533	AgriVision Equipment Group	95.42
Gas-Heating 600 W Bluff St WHS		
Gas-Heating 336 Gillette Dr		
Gas-Heating 320 Gillette Dr		
10094	Alliant Energy	448.77
Personalized Apple Pencil (2nd Generatio		
13-inch MacBook Pro: Apple M1 chip with		
13-inch MacBook Pro: Apple M1 chip with		
13-inch MacBook Pro: Apple M1 chip with		
Personalized iPad mini Wi-Fi 64GB - Spac		
13-inch MacBook Pro: Apple M1 chip with		
13-inch MacBook Pro: Apple M1 chip with		
24-inch iMac with Retina 4.5K display: A		
24-inch iMac with Retina 4.5K display: A		
11505	Apple, Inc.	70,467.00
Shipping Anatomy/Biology Supplies		
13135	Bio Corporation	598.40
General Art supplies		
11466	Blick Art Materials	53.55
Maintenance Supplies		
Maintenance Supplies		
Maintenance Supplies		
Maintenance Supplies		
Maintenance Supplies		
14 command strips & 2 eye bolts		
Command Strips and tape		
Mason Jar Canning Lids x 60		
Maintenance Supplies		
Maintenance Supplies		
Maintenance Supplies		
10021	Bomgaars	209.51
Rivals by Tim Green		
The Very Busy Spider by Eric Carle (pape		
Explicit Instruction by Anita Archer		
The Writing Revolution by Judith C. Hoch		
Equipped for Reading Success by Kilpatri		

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
13052	Book Vine, The	3,354.39
had white ford serviced		
13394	Brad's Tire Service	80.25
Tom Ryherd Lodging		
Gasoline		
SAIA Conference Meal Admin		
SAIA Conference Parking		
SAIA Conference Parking		
SAIA Conference Meal Admin		
Show Me the Money (SSATBaB - L3) Part Tr		
SAIA Conference Meal Admin		
SAIA Conference Parking		
Garbanzo annual subscription		
12882	Cardmember Service	1,326.51
Freight & Handling		
owl pellets		
10157	Carolina Biological Supply Co	1,540.86
Processing Fee		
10221	Cengage Learning	750.20
moved kiln outlet for art room		
power fix in vestibule		
10034	Champion Electric	136.48
DOT physical - Wright		
11157	Cherokee Regional Medical Center	244.00
208 E Indian BB/SB Fields		
208 E Indian BB/SB Fields		
Water - 208 Indian St E BBall		
10084	City of Cherokee	1,839.02
pipe install and check valve		
20223	Control System Specialist	363.59
TSA Annual Adminitstrative Fee		
11657	Department of Administrative Services	550.00
CMS Curriculum (6 years Social Studies)		
14436	Discovery Education Inc	57,600.00
Edmentum Annual Renewal for WHS		
13951	Edmentum,, Inc.	1,896.00
Annual Radio Service		
10522	Electronic Specialties, Inc.	370.56
fire extinguisher checks		
fire checks for kitchens and tags		
fire stuff and tags for bus barn also		
fire extinguisher stuff		
14222	Feld Fire	1,377.00

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Nitinaol Wire		
11332	Flinn Scientific	191.02
T5 Designer 2-Tube Fixture with Bulbs, 4		
14561	Gardener's Supply Co.	111.99
Extermination Services		
10979	Guardian Pest Solutions	157.50
Conference Lodging Mallory		
10276	Holiday Inn Airport Des Moines	325.92
21.32 gallons of unleaded		
15.94 gallons of unleaded		
13.75 gallons of unleaded		
15.83 gallons of unleaded		
15.921 gallons of unleaded		
14.56 gallons of unleaded		
30.608 gallons of unleaded		
21.47 gallons of unleaded		
5.38 gallons of unleaded		
5.23 gallons of unleaded		
16.94 gallons of unleaded		
24.157 gallons of unleaded		
27.501 gallons of unleaded		
23.67 gallons of unleaded		
20.312 gallons of unleaded		
25.77 gallons of unleaded		
4.99 gallons of gasoline		
10274	Hy-Vee Food Stores, Inc	856.51
Phone - CO		
18342	Iowa Communications Network	36.55
ITAG Conference		
11751	Iowa Talented and Gifted Association	300.00
CO - Shelves		
13734	Kannegieter, Rob	556.00
1x12 (20)		
11735	Marcus Lumber	543.80
Clinician		
14596	McCurdy, Chris	400.00
Tapcon® 3/16" x 1-1/4" Hex Concrete / Ma		
12816	Menards	524.73
new card reader for middle school front		
14115	Midwest Technology Services, LLC	245.57
Seesaw subscription		
Mythology laminated covers and coli boun		
#10 envelopes for CES		
Large Presidential poster		
10125	Northwest AEA	5,444.60

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
NWIBA Membership		
Membership Dues		
13249	NWIBA Treasurer, Collen Hecht	50.00
Shipping & Handling Snap Circuits		
14540	Omnitron Electronics	116.75
Lorell Task Chair, Fabric Seat, Mesh Bac		
10852	One Office Solution	90.50
67 lb. Vellum Bristol, 8.5" x 11" Pastel		
65 lb. Cover, 8.5" x 11" Bright Colors -		
10413	Paper Corporation, The	2,422.06
Shipping & Handling Books		
14524	Prestwick House	541.86
Postage - Activities		
10830	Purchase Power	500.00
Garbage Collection		
10217	Sanitary Services, Inc.	2,533.00
Scholastic News- Gr. 1 - Kady Smith		
Shipping & Handling Subscriptions		
10227	Scholastic Magazine	1,210.83
Pocket Page		
10858	School Datebooks	552.36
Teacher's Daily Memo Book		
School Smart 0 - 180 deg Multi-Use Protr		
Exact Index Cardstock, 8-1/2 x 11 Inches		
Book Tape, assorted		
EXPO fine tip black markers, pack of 36		
Westcott Titanium Non-Stick Glide Scisso		
Classroom Select NeoLounge2 Indoor/Outdo		
Hammond & Stephens 0456-8 P Wire-O Bound		
Hammond & Stephens 0456-8 P Wire-O Bound		
Elmer's Re-Stick School Glue Sticks, 0.2		
EXPO Dry Erase Whiteboard Liquid Cleaner		
crayola project extra large poster marke		
11884	School Specialty, LLC	690.67
6-ft party sub		
30989	SUBWAY	112.48

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Gas Heating		
14354	Symmetry Energy Solutions, LLC	427.68
Music Copyrights. (4 Songs)		
13976	Tresona Multimedia LLC	840.00
Temp Help - Band Camp		
14419	Wright, Dusty	420.00
Fuel Rebate		
50.73 gallons of diesel		
50.15 gallons of diesel		
10361	Your FleetCard Program	259.85
Fund Number 10		
Checking Account ID 1	Fund Number 71	SELF-INSURANCE FUND
Administration Fee		
13725	Mid-American Benefits, Inc.	3,277.50
Fund Number 71		
Checking Account ID 1		
Checking Account ID 2	Fund Number 32	CAPITAL PROJECTS
Construction Site Services - CES		
20070	Haselhoff Construction Inc.	37,942.80
Shipping and handling		
new fob access for second grade door		
Panduit Cat6 Cable Blue-Plenum		
14115	Midwest Technology Services, LLC	5,333.63
Fund Number 32		
Checking Account ID 2	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
AC repair to auditorium		
20223	Control System Specialist	1,055.59
retaining wall football field		
11460	Mallison & Waldner LLC	17,180.00
Fund Number 36		
Checking Account ID 2		
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
10/11/21 Varsity XC		
30839	Anderson, Curt	100.00
cross country and volleyball medals		
30835	Awards Unlimited, Inc.	371.35
09/30/21 HS Volleyball		
30159	BASALYGA MONELL, JILL	105.00
09/30/21 HS Volleyball		
30955	Basalyga, Russ	105.00
9/10/21 V Football Official		
12931	Becker, Dennis	120.00
district football fees 2021		
14489	Central Lyon Community	65.00

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
	School	
Concessions -	Booster Ice Cream	
14310	Cherokee Athletic Boosters	875.00
Colorguard Costumes		
14569	Creative Costuming & Designs	1,839.00
10/15 Varsity Football		
14600	Davidson, George	120.00
10/1/21 Varsity Football		
14599	Devary, David	120.00
Varsity Football Official		
10/1/21		
14235	Doeden, Marshall	120.00
9/10/21 V Football Official		
14221	Dolieslager, Terry	120.00
8/26/21 varsity cross country		
11217	Fuhrman, Paul	100.00
09/14/21 Middle School Football		
09/27/21 JV Football		
09/28/21 MS Football		
13602	Goettsch, Eric	250.00
09/14/21 MS Football		
09/28/21 MS Football		
30936	HARRIMAN, WADE	160.00
09/02/21 Varsity Volleyball		
9/18/21 volleyball tournament		
31225	Hatting, Patricia	385.00
9/14/21 MS football		
14606	Horan, Keith	80.00
INV01187875 Account #:	A00241-Boosters	
14005	Hudl	400.00
volleyball uniforms 2021-Foundation		
14593	I29 Sports CF Gear	1,234.00
09/23/21 HS Volleyball		
14185	Jarvis, Sue	105.00
9/17/21 V football		
14598	Kuhl, David	120.00
9/23/21 middle school volleyball		
14155	Landhuis, Kelsey	70.00
9/13/21 MS VB official		
14597	Lugar, Tara	70.00
9/18/21 volleyball tournament		
30845	Malsam, Jennifer	240.00

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Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Platforms for Marching Band - Boosters		
11735	Marcus Lumber	753.81
V Football 9/17/21		
14399	Meyer, Charles	120.00
9/13/21 VB		
12712	Meyer, Daryl	70.00
V Football 9/17/21		
14378	Meyer, Jonathan	120.00
9/13/21 Freshman volleyball		
9/18/21 volleyball tournament		
09/23/21 HS Volleyball		
14159	Miller, Bria	455.00
09/28/21 MS Football		
10/05/21 MS Football		
13998	Olson, Luke	160.00
9/10/21 V Football Official		
14362	Otto, Justin	120.00
09/27/21 JV Football		
30085	Pederson, Les	90.00
09/02/21 HS Volleyball Official		
30744	Pick, Steven	105.00
Football helmets and shoulder pads for n		
30698	Riddell/All American Sports Corp.	2,984.20
09/27/21 JV Football		
30735	ROBERTS, JEFFREY	90.00
9/18/21 volleyball tournament		
31418	Rolfes, Mark	240.00
9/10/21 V Football Official		
12650	Sanow, Brett	120.00
9/14/21 ms volleyball		
9/20/21 middle school volleyball		
9/27/21 MS VB Official		
13525	Sherkenbach, Bret	210.00
9/14/21 ms volleyball		
9/20/21 ms volleyball		
09/27/21 MS Volleyball		
14402	Sherkenbach, Terri	210.00
9/23/21 middle school volleyball		
09/27/21 JV Football		
09/28/21 MS Volleyball		
30666	Slaughter, Brandon	230.00

shipping

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Vendor Number	Vendor Name	Amount
30903	Trophies Plus, Inc.	109.10
9/13/21 MS VB		
09/28/21 MS Volleyball		
30978	Tuttle, Mary	140.00
V Football 9/17/21		
14380	Walsh, John	120.00
09/14/21 MS Football		
09/28/21 MS Football		
31584	Wessling, Doug	160.00
9/10/21 V Football Official		
30474	Zalme, Mark	120.00

Fund Number 21

Checking Account ID 3

Checking Account ID 4

Fund Number 61

SCHOOL NUTRITION FUND

Ala Carte Purchases

11224 Chesterman Co. 474.00

2 metro carts for holding pans of food

40074 Hobart Sales and Service 1,508.00

Fund Number 61

Checking Account ID 4

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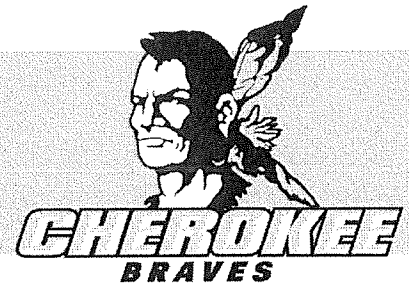
User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
Checking Account ID 1	Fund Number 10	GENERAL FUND
GenFund to Activity Fund Due to COVID		
19014	Cherokee Comm School District	9,540.21
Fund Number 10		
Checking Account ID 1		

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Checking Account ID 2	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
Site Improvement - Turf Project		
14564	Schmillen Construction, Inc.	526,025.38
Fund Number 36		
Checking Account ID 2		
Checking Account ID 6	Fund Number 81	NON-EXPENDABLE TRUST FUNDS
Rotary Scholarship		
14605	Iowa Central Community College and Rebecca Cowan	1,000.00
Corteva Scholarship		
14603	Iowa State University and Kendra Husman	500.00
Rotary Scholarship		
14604	University of Sioux Falls and JeMae Nichols	1,000.00
Fund Number 81		
Checking Account ID 6		

Cherokee Elementary School

September 2021 Brian Christiansen, Principal
Jen Burch, Instructional Coach



DISTRICT GOAL 1 COLLEGE & CAREER READINESS

Mrs. Burch and Mr. Christiansen attended the Future Ready Iowa Summit on September 16th. We were able to attend sessions about implementing Computer Science in Elementary schools, School-Business Partnership Model and Resources, and Iowa's Tech Workforce: What Employers Need from K-12 Schools.

DISTRICT GOAL 2 21ST CENTURY SKILLS PROBLEM SOLVING, TEAM BUILDING & INTERPERSONAL SKILLS

TK-4th Grade students are completing their Fall FAST testing from September 13th-September 23rd. Once testing is completed grade level teams will work with AEA staff to analyze classroom/grade level data and implement interventions for those that need it.

Exciting news is happening at Cherokee Elementary School next week. Fletcher, Mrs. Brunsting's Aussie Doodle puppy, will be joining the staff! This school year Fletcher will begin training to become a fully trained certified therapy dog for the elementary students.

The Braves Adventure Program is off to a strong start. Currently we have 10 students signed up for the Before School program and 20 students signed up for the After School Program. We have averaged between 12-16 students after school and up to 5 students before school.

4th grade student council members for 1st quarter were chosen and met for their first meeting of the quarter during a picnic lunch. Students are excited to start planning for homecoming activities for our CES.

DISTRICT GOAL 3 COMMUNICATION & POSITIVE RELATIONSHIPS

7th and 8th grade students from CMS began a new mentoring partnership with our elementary students in grades 2-4. Middle school students are paired with students in the elementary building to play games that enhance social skills and/or academic skills. These middle school students are available to provide homework help and extra skill practice. The elementary students are thrilled to have the opportunity to work with such positive role models.

Important Dates Coming Up

- **Homecoming:** CES will be celebrating Homecoming Week from September 27 through October 1st. We are planning for a 1:00 dismissal on Friday, October 1st for families to enjoy the Homecoming Parade.
- **Parent/Teacher Conferences:** Fall Parent Teacher Conferences will be held from 11:00-7:00 on October 21st.
- **No School Day:** There will be no school on Friday, October 22nd



2021-2022 CES BUILDING GOALS



DISTRICT GOAL 1
COLLEGE & CAREER
READINESS

Building Goal #1: Classroom teachers will share a collaborative project in conjunction with their PIE partner illustrating their service to our community by the end of 3rd quarter 2022.

DISTRICT GOAL 2
21ST CENTURY SKILLS
PROBLEM SOLVING,
TEAM BUILDING &
INTERPERSONAL SKILLS

Building Goal #2: Classroom teachers will dedicate 8:05-8:25 am daily to build community within their classroom during the 2021-2022 school year.

DISTRICT GOAL 3
COMMUNICATION &
POSITIVE
RELATIONSHIPS

Building Goal #3: During the 2021-2022 school year classrooms will submit social media postings once per quarter to CES communication leader highlighting educational activities within their classroom.



CHEROKEE MIDDLE SCHOOL

September 2021



September Cherokee Chamber Student of the Month is Laiken Johnson. He is the son of Robert and Jenna Johnson.

CMS Board Goals 2021-22

To support and expand career explorations and connections throughout our 5-8 curriculum with local entities. Career explorations will be incorporated through our curriculum, speakers, career fairs, PIE partners and STEM by June 2022.

To develop problem solving skills, interpersonal skills, and team building skills for all students by prioritizing and allocating resources, through the implementation of Second Step curriculum and additional resources by June 2022.

Improve communication between all stakeholders in the district promoting positive collaboration through face to face and distance training videos in JMC, Google Classroom and Facebook by June 2022.

CMS current enrollment is at 341 students

We will MAP Test all of the middle school students starting Sept 7th. We will take that data to look at areas of deficiency and strength areas. We will take that information and create intervention strategies to help all of our students in their area of need.

5th grade class participated in the 5th Grade Farm Tour on September 14th. They visited Fordyce Farm, Iowa State University Northwest Research Farm, Ag Reliant, and Little Sioux Corn Processors. This is always a day our 5th graders love participating in yearly. Thanks for our partnership with the Cherokee Chamber and all our partners that help put this event together.

Scot Aden, Principal
Linda Ducommun, Instructional Coach





September 2021 WHS Building Report

District Mission: *"With community involvement, we will empower learners to become contributing members to our changing world"*



<p>Board Goals</p> <p>Work Based Learning</p> <p>Problem Solving and Team Building Skills</p> <p>Technology</p> <p>Iowa Core</p> <p>Communication</p>	<ul style="list-style-type: none"> ● HS staff is working on assembling a Future Ready day for December. <ul style="list-style-type: none"> ○ Career Fair ○ Mental Health & Self Care/Stress Management ○ The Game of Life, Family Feud, The Voice (Job) ○ Recent graduates panel ○ College/Military Reps ● We have completed fall MAP testing. <ul style="list-style-type: none"> ○ Interventions are beginning for those students who did not show proficiency in Reading and/or Math. ● WHS Building Goals - Derived from Board Goals <ul style="list-style-type: none"> ○ WHS will implement a College/Career Readiness Day annually in conjunction with local businesses, professionals and colleges in order to support and expand college and career opportunities. ○ WHS will develop problem solving skills, interpersonal skills, and team building skills by utilizing empowerment time once a month to focus on previously stated skills. ○ WHS will increase implementation/alignment of the Iowa Core by continually updating and improving curriculum monthly during professional development and reviewing annually with content specific curriculum groups. ○ WHS will improve communication between all stakeholders by having each teacher submit a classroom photo with description to the TLC Communications Lead at least once per semester. ● Four weeks in, things are going well. ● Juniors will be going to NCC on Monday, October 4 for a College & Career exploration day. ● College Reps are back in the school this year providing our students options and ideas for planning their future.
<p>Staff Positives</p>	<ul style="list-style-type: none"> ● Our new teachers are getting settled in and doing a nice job. ● Mrs. Heater has been busy lining up opportunities for our students to help plan for post secondary opportunities and options.
<p>Student Positives</p>	<ul style="list-style-type: none"> ● Marching Band is working hard every morning perfecting their show. It is great to hear them first thing in the morning. ● Fall sports are in full swing and our student/athletes are representing us well. ● Student Council is getting plans together for Homecoming week.
<p>Looking Ahead...</p>	<ul style="list-style-type: none"> ● 1st Quarter Midterm is Friday, September 24. ● Homecoming game will be Friday, October 1 vs. Sheldon ● Student Council sponsored Blood Drive will be Monday, October 4.

Mr. Tom Ryherd- WHS Principal & Mrs. Natalie Barkley- Instructional Coach

Notes for the Board from the Superintendent – September 2021

Cherokee Community School District: *Empowering Learners*

Standards for Effective School Boards

September Standard: Foster a culture that enables excellence and innovation by empowering the superintendent in hiring and developing the best employees available to meet the district's goals, by supporting structures that develop instructional leadership and collaboration, by supporting research-based staff professional development aligned with district goals, and by fostering a safe and secure environment for all students, staff, and visitors.

The Iowa School Board Standards are designed for use by local school boards as common framework for excellence in school board governance. Based on best practice and research, the standards encourage boards to focus on student achievement as their primary responsibility.

Iowa Association of School Boards

September Student Highlight

Rotary Student of the Month is Trey Benson! Trey is the son of Todd and Melanie Benson and was nominated for this recognition by staff members. Trey participates in football, baseball, golf, basketball, group and individual speech, quiz bowl team, Spanish club, and National Honor Society. A quote from one of Trey's teachers, "Trey Benson is always willing to help out whenever needed. He's a friendly face in the hallways and will go above and beyond expectations. Trey is an incredible student." Congratulations to Trey!

Technology Update

- **News from Technology Director, Bill Halder**

- The Technology Department has received a resignation letter from the Assistant Director, Gina Kiehn, and her last official date is September 11th. I am continuing to do my best to keep up with new and old requests, with parts on backorder until sometime in November. We are still waiting for iPads purchased in July and hope to have them sometime in November also. A thank you to my summer staff of Dale Billam and Jadyn Burch, they did an outstanding job this summer. I will be working extra hours later this month into next month to finish some of our projects and hope to have all of them done by December 1st. I have been waiting for bids from companies for our surplus equipment and hope to have it out of the Armory by the end of November. Thank you.

Career Opportunities Update – Board/District Goal #1

- Building Reports - Principals/Instructional Coaches - on the agenda
- Future Ready Iowa Summit - September 16
- K-12 Iowa Design Challenge Invitations
- Leadership Conference - Admin/IC - October 19

Curriculum and Instruction Update – Board/District Goal #2

- Building Reports - Principals/Instructional Coaches - on the agenda
- Purchasing Year: Language Arts
- Professional Development Focus: Leadership [Joe Sanfelippo] and Science of Reading
- Iowa Department of Education Public Reporting Site: reports.educateiowa.gov

This website provides access to a variety of reports covering multiple areas including district profiles, financial reports and school plans.

Communication Update – Board/District Goal #3

- Building Reports - Principals/Instructional Coaches - on the agenda
- ISASP, MAP, FAST Review - on the agenda - facilitated by School Improvement Teacher Leaders
- SIAC - School Improvement Advisory Committee - on the agenda

Nursing, Nutrition, and Transportation Update

- **News from Director of Nursing, Rachel Doeden**
 - We have seen an increase in all illnesses at school this school year. There has been a little covid but mostly stomach stuff and some non-covid respiratory viruses. We have not met a 10% absence due to illness in any building. Sanitization efforts and hand washing promotion are continued.
- **News from Food Services Director, Cara Jacobson**

Board/District Goals

1. Expand Career Opportunities
2. Develop Problem Solving, Interpersonal, and Team Building Skills
3. Improve Communication Between All Stakeholders

Notes for the Board from the Superintendent – September 2021

Cherokee Community School District: *Empowering Learners*

- The school year has started with a few challenges. We are faced with many substitutions when we are ordering for our daily menu items. Martin Brothers is doing an excellent job finding substitutions, yet I feel this could just be the start of many future shortages. We received a waiver opportunity if this becomes difficult, so would be able to substitute items that are not in normal meal pattern requirements (ex: whole grain)
 - We have continued to struggle with soft water at the new elementary school, so we had to serve the children on styrofoam plates, which is difficult, but we hope this issue is on its way of being permanently resolved. It was better on Friday the 10th.
 - After hearing at last month's board meeting that there is an interest in a greenhouse, I connected by email, Charity Anderson to Patti Delger at the state level, to see if there are any grants available from the food service department area.
 - I am also checking into a snack program for our after school program. Normally your school needs to be 50 percent or more free and reduced, but during difficult times, that portion has been waived. I am looking into this with Dee Murphy, my consultant, after talking to Kamie Crum, who is in charge of the after school program.
 - I am fortunate to have a full staff, as many schools that I communicate with on a group Director email, are struggling to find help, as with all businesses. Thank you!
- **News from Transportation Director, Rachel Mallory**
 - The year has started off well.
 - We are in full swing with sports, most days we are sending out a bus and a couple vans.

Strategic Planning – Finance Update

- District Goals - on the agenda
- Financials included in board packet
- Secretary/Treasurer's Report - on the agenda
- Preliminary Enrollment Numbers - on the agenda
- Board Self-Evaluation - on the agenda

Building, Grounds, and Capital Projects Update

- WHS Greenhouse Project - on the agenda
- **News from Mike Fiedler, Building and Grounds Director**
 - Everyone is working together to keep our grounds looking great and the practice fields are being painted. Tennis courts are on hold till early Spring. After meeting with Paul, he thought they still are in good shape and wanted to see how they were after the winter drainage before moving forward with repairs and paint. Quote has been discussed with Kim.
 - Applications are being collected regarding the new position of Assistant Maintenance Director in Charge of Grounds. A big task for the new person with many things to stay up on.

IASB Update & Other

- IASB Annual Convention - November 17-21, 2021 - Registration is open and the event is face to face
- Recorded Webinars Available for Board Members – School Board U – contact Lou Ann Gvist at lgvist@ia-sb.org or (515) 247-7064

Policy/Legislative Update [IASB/SAI/RSAI/IDOE]

- Board Policy - 207-209.7 - on the agenda
- Legislative News/Updates/Priorities from our Partners in Education:

School Administrators of Iowa	Legislative Information - IDOE	Legislative Advocacy
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Board/District Goals

1. Expand Career Opportunities
2. Develop Problem Solving, Interpersonal, and Team Building Skills
3. Improve Communication Between All Stakeholders

BOARD OF DIRECTORS' LEGAL COUNSEL

It is the responsibility of the board to employ legal counsel to assist the board and the administration in carrying out their duties with respect to the numerous legal issues confronting the school district. The board may appoint legal counsel at its annual meeting.

The superintendent and board secretary will have the authority to contact the board's legal counsel on behalf of the board when the superintendent or board secretary believe it is necessary for the management of the school district. The board president may contact and seek advice from the school board's legal counsel. The board's legal counsel will attend both regular and special school board meetings upon the request of the board or the superintendent. Board members may contact legal counsel upon approval of a majority of the board. It is the responsibility of each board member to pay the legal fees, if any, of an attorney the board member consulted regarding matters of the school district unless the board has authorized the board member to consult an attorney on the matter.

It is the responsibility of the superintendent to keep the board informed of matters for which legal counsel was consulted, particularly if the legal services will involve unusual expense for the school district.

Legal Reference: Bishop v. Iowa State Board of Public Instruction, 395 N.W.2d 888 (Iowa 1986).
Iowa Code § 279.37 (2009).

Cross Reference: 200 Legal Status of the Board of Directors

Approved _____ Reviewed 3/14/16, 9/17/18, 9/20/21

Revised _____

AD HOC COMMITTEES

Whenever the board deems it necessary, the board may appoint a committee composed of citizens, employees or students to assist the board. Committees formed by the board are ad hoc committees.

An ad hoc committee may be formed by board resolution which will outline the duties and purpose of the committee. The committee is advisory in nature and has no duty or responsibility other than that specifically stated in the board resolution. The committee will automatically dissolve upon the delivery of its final recommendation to the board or upon completion of the duties outlined in the board resolution. The board will receive the report of the committee for consideration. The board retains the authority to make a final decision on the issue. The committee may be subject to the open meetings law.

The method for selection of committee members will be stated in the board resolution. When possible, and when the necessary expertise required allows, the committee members will be representative of the school district community and will consider the various viewpoints on the issue. The board may designate a board member and the superintendent to serve on an ad hoc committee. The committee will select its own chairperson, unless the board designates otherwise.

Legal Reference: Iowa Code §§ 21; 279.8; 280.12(2).
281 I.A.C. 12.3(3), .3(8); .5(8).
O.A.G., Nov. 18, 1993

Cross Reference: 103 Long-Range Needs Assessment
211 Open Meetings
212 Closed Sessions
215 Board of Directors' Records
605.1 Instructional Materials Selection
900 Principles and Objectives for Community Relations

Approved 3/18/1996 Reviewed 3/14/16, 9/17/18, 9/20/21

Revised _____

AD HOC COMMITTEES EXHIBIT

Ad Hoc Committee Purpose and Function

The specific purpose of each ad hoc committee varies. Generally, the primary function of an ad hoc committee is to give specific advice and suggestions. The advice and suggestions should focus on the purpose and duties stated in the board resolution establishing the committee. It is the board's role to take action based on information received from the ad hoc committee and other sources. Ad hoc committees may be subject to the open meetings law.

Role of an Ad Hoc Committee Member

The primary role of an ad hoc committee member is to be a productive, positive member of the committee. In doing so, it is important to listen to and respect the opinions of others. When the ad hoc committee makes a recommendation to the board, it is important for the ad hoc committee members to support the majority decision of the ad hoc committee. An ad hoc committee will function best when its members work within the committee framework and bring items of business to the ad hoc committee.

Ad Hoc Committee Membership

Ad hoc committee members may be appointed by the board. The board may request input from individuals or organizations, or it may seek volunteers to serve. Only the board or superintendent has the authority to appoint members to an ad hoc committee. Boards must follow the legal limitations or requirements regarding the membership of an ad hoc committee.

DEVELOPMENT OF POLICY

The board has jurisdiction to legislate policy for the school district with the force and effect of law. Board policy provides the general direction as to what the board wishes to accomplish and why it wishes to accomplish it while allowing the superintendent to implement board policy.

The written policy statements contained in this manual provide guidelines and goals to the citizens, administration, employees and students in the school district community. The policy statements are the basis for the formulation of regulations by the administration. The board will determine the effectiveness of the policy statements by evaluating periodic reports from the administration.

Policy statements may be proposed by a board member, administrator, employee, student or member of the school district community. Proposed policy statements or ideas will be submitted to the superintendent's office for possible placement on the board agenda. It is the responsibility of the superintendent to bring these proposals to the attention of the board.

Legal Reference: Iowa Code §§ 274.1-.2; 279.8.
281 I.A.C. 12.3(2).
1970 Op. Att'y Gen. 287.

Cross Reference: 101 Educational Philosophy of the School District
200.2 Powers of the Board of Directors
200.3 Responsibilities of the Board of Directors
209 Board of Directors' Management Procedures

Approved 3/18/1996 Reviewed 3/14/16, 9/17/18, 9/20/21 Revised _____

ADOPTION OF POLICY

The board will give notice of adoption of new policies by placing the item on the board agenda. The proposed policy changes will be distributed and public comment will be allowed at the meeting prior to final board action. This notice procedure will be required except for emergency situations. If the board adopts a policy in an emergency situation, a statement regarding the emergency and the need for immediate adoption of the policy will be included in the minutes. The board will have complete discretion to determine what constitutes an emergency situation.

The final action taken to adopt the proposed policy will be approved by a simple majority vote of the board after allowing public discussion. The policy will be effective on the later of the date of passage or the date stated in the motion.

In the case of an emergency, a new or changed policy may be adopted by a majority vote of a quorum of the board. The emergency policy will expire at the close of the third regular meeting following the emergency action, unless the policy adoption procedure stated above is followed and the policy is reaffirmed.

Legal Reference: Iowa Code § 279.8.
281 I.A.C. 12.3(2).
1970 Op. Att'y Gen. 287.

Cross Reference: 200.2 Powers of the Board of Directors
200.3 Responsibilities of the Board of Directors
209 Board of Directors' Management Procedures

Approved 3/18/1996 Reviewed 3/14/16, 9/17/18, 9/20/21 Revised 12/17/2012

DISSEMINATION OF POLICY

The board policy manual is available electronically. Persons unable to access the policy manual electronically should contact the board secretary for assistance.

Copies of changes in board policy will also be included in or attached to the minutes of the meetings in which the final action was taken to adopt the new or changed policy.

Legal Reference: Iowa Code §§ 277.31; 279.8.
281 I.A.C. 12.3(2).

Cross Reference: 200.3 Responsibilities of the Board of Directors
209 Board of Directors' Management Procedures

Approved _____ Reviewed 3/14/16, 9/17/18, 9/20/21 Revised 12/17/2012

SUSPENSION OF POLICY

Generally, the board will follow board policy and enforce it equitably. The board, and only the board, may, in extreme emergencies of a very unique nature, suspend policy. It is within the discretion of the board to determine when an extreme emergency of a very unique nature exists. Reasons for suspension of board policy will be documented in board minutes.

Legal Reference: Iowa Code § 279.8.
281 I.A.C. 12.3(2).

Cross Reference: 200.3 Responsibilities of the Board of Directors
209 Board of Directors' Management Procedures

Approved 3/18/1996 Reviewed 3/14/16, 10/15/18, 9/20/21 Revised _____

ADMINISTRATION IN THE ABSENCE OF POLICY

When there is no board policy in existence to provide guidance on a matter, the superintendent is authorized to act appropriately under the circumstances surrounding the situation keeping in mind the educational philosophy and financial condition of the school district.

It is the responsibility of the superintendent to inform the board of the situation and the action taken and to document the action taken. If needed, the superintendent will draft a proposed policy for the board to consider.

Legal Reference: Iowa Code § 279.8.
281 I.A.C. 12.3(2).

Cross Reference: 200.3 Responsibilities of the Board of Directors
209 Board of Directors' Management Procedures
302.4 Superintendent Duties
304 Policy Implementation

Approved 3/18/1996 Reviewed 3/14/16, 10/15/18, 9/20/21 Revised _____

REVIEW AND REVISION OF POLICY

The board shall, at least once every five years, review board policy. Once the policy has been reviewed, even if no changes were made, a notation of the date of review is made on the face of the policy statement.

The board will review one-fifth of the policy manual annually according to the following subject areas:

- Board of Directors (Series 200)
- Administration, Employees (Series 300 and 400)
- School District, Education Program (Series 100 and 600)
- Students (Series 500)
- Noninstructional Operations and Business Services, Buildings and Sites, School District-Community Relations (Series 700, 800 and 900)

It is the responsibility of the superintendent to keep the board informed as to legal changes at both the federal and state levels. The superintendent will also be responsible for bringing proposed policy statement revisions to the board's attention.

If a policy is revised because of a legal change over which the board has no control or a change which is minor, the policy may be approved at one meeting at the discretion of the board.

Legal Reference: Iowa Code § 279.8.
281 I.A.C. 12.3(2).

Cross Reference: 200.3 Responsibilities of the Board of Directors
209 Board of Directors' Management Procedures

Approved 3/18/1996 Reviewed 3/14/16, 10/15/18, 9/20/21 Revised _____

REVIEW OF ADMINISTRATIVE REGULATIONS

Board policy sets the direction for the administration of the education program and school district operations. Some policies require administrative regulations for implementation.

It is the responsibility of the superintendent to develop administrative regulations to implement the board policies. The regulations, including handbooks, will be reviewed by the board prior to their use in the school district.

The administrative regulations will be available no later than the first regular board meeting after the adoption of the board policy unless the board directs otherwise.

Legal Reference: Iowa Code §§ 279.8, .20.

Cross Reference: 200.3 Responsibilities of the Board of Directors
209 Board of Directors' Management Procedures

Approved _____ Reviewed 3/14/16, 10/15/18, 9/20/21 Revised 10/15/2018

Cherokee Community School District Early Retirement

The Board of Education of Cherokee Community School District realizes the benefits its students and teachers will derive in having a staff with a balance of experienced employees and beginning employees. The District will benefit by having a gradual rotation of employees.

The Cherokee Community School District will provide a cash payment of \$25,000.00 for licensed employees who apply for voluntary early retirement and meet the eligibility and application requirements for this policy. The final decision on the acceptance of the early retirement application rests solely with the Cherokee Community School District Board of Directors.

A. Eligibility Requirements:

1. Licensed employee possesses an employment contract with Cherokee Community School District and must be a full time employee.
2. Licensed employee has reached age fifty-five (55) or will attain age fifty-five (55) on or before July 1, 2022.
3. Licensed employee has completed or will complete at the end of the 2021-2022 school year at least fifteen (15) years of consecutive contracted service in the Cherokee Community School District.
4. The licensed employee is not subject to discharge for cause.

B. Application Requirements.

1. Licensed employees wishing to apply for voluntary early retirement must submit the attached application to the Superintendent which constitutes a letter of resignation on or before Wednesday, January 5th, 2022. No late applications will be considered. The Cherokee Community School Board of Directors reserves the right to limit the number of approved applications for early retirement. If the Board determines that it will be necessary to limit the number of approved applications the Board will use a process based on the date and time of each individual application for early retirement using the earliest application filed as the starting point and then moving forward chronologically first to last, until the established number to be accepted is reached. The Board will have complete discretion to determine the number of applications that will be approved.
2. The licensed employee retires on June 30, 2022.
3. Approval of the application for voluntary early retirement constitutes termination of the licensed employee's contract. Non-approval of the application for voluntary early retirement will void the resignation.

C. Review.

The Cherokee Community School District Board of Directors has complete discretion to offer or not to offer an early retirement plan for licensed employees. The Early Retirement Policy will be in effect for the 2021-2022 school year only.

1. A licensed employee who elects to participate in the district's early retirement program will become a retired employee and will be entitled to all rights and privileges of an employee under applicable law and policies of Cherokee Community Schools. Licensed employees who elect to participate in the early retirement program shall not be eligible to be rehired in any capacity with the Cherokee Community School District nor shall the District be required to accept an application for employment from a licensed employee who elects to participate in the early retirement program. However, the District may hire a licensed employee who elects to participate in the early retirement program as a substitute teacher at the discretion of the superintendent.

LICENSED PERSONNEL - EARLY RETIREMENT

**EARLY RETIREMENT APPLICATION AND AGREEMENT, COVENANT NOT TO APPLY AND
WAIVER OF LIABILITY CLAIMS**

Cherokee Community School District and the employee, _____, agree as follows:

1. In consideration of the benefits to be provided to the employee in accordance with the Early Retirement Policy, _____, agrees the application and approval is a resignation effective June 30, 2022.
2. _____ is advised that he/she has the right to consult with an attorney prior to signing the Agreement.
3. Following the signing of this Agreement, _____ shall have seven (7) days to revoke this Agreement, and this Agreement shall not be effective until this seven (7) days has expired.
4. _____ hereby releases and discharges the Board of Directors of the School District, and any and all officers, employees, representatives or agents of the School District from any and all liability whatsoever, including all claims, demands or causes of action which he/she has or may ever claim to have by reason of his/her employment with the School District and the termination of his/her employment with the School District, and _____ specifically waives any rights which he/she may have or ever claim to have arising under the Age Discrimination in Employment Act of 1967 (29 U.S.C. Sec 621, et. Seq.), excluding any claims which may arise after the day of the signing of this Agreement.
5. _____ agrees that this Agreement is entered into freely and voluntarily and solely in reliance upon his/her own knowledge, belief and judgment and not upon representations made by the School District or others on its behalf.
6. The undersigned employee agrees by this covenant to not apply for full time employment in the Cherokee Community School District at any time in the future. Consideration for this covenant and agreement is the payment by the Cherokee Community School District of the early retirement benefits. The effect of this agreement and covenant is to prevent the undersigned employee from making an application in the future for employment and when denied that employment, making a claim that the District discriminated by virtue of age, race, religion, creed, color, national origin, sex, sexual orientation, gender identity, or disability, by not rehiring the undersigned employee.
7. The undersigned employee further acknowledges and understands that this covenant is part of the Early Retirement Program in the Cherokee Community School District and if the covenant were not utilized, the benefits that were available to the undersigned employee would be of a lesser value than the undersigned employee would be able to elect.

Employee _____, Date _____

SIAC Members 2021-2022

Madison Stief	Paul Pingel	Henry Lugar
Kyler Ducommun	Lydia Hart	Jozzlyn Inman
Marlin Stief	Mary Cowan	Edith Deubner
Jocelyn Riggert	Penny Pingrey	Lauren Schubert
Nya Ellis	Sam Gebers	Edwin Staver
Carrie Ducommun	Ami Burch	Taylor Christiansen
Tristan Korleski	Sara Riedemann	Alex Kohn
Jason & Amber Thorson	Gary & Michelle Goebel	Jack McIrvine
Julie Schubert	Stephanie Zarr	Conner Mehneske
Eric & Claudia Comstock	John & Amy Loughlin	Parissa Fredricksen
Cassady Rider	Adrienne Kennedy	Gloria Yearicks
Susie Haselhoff	Amy Brunsting	Mason Carver
Barb Pruet	Alec Wynn	Jenna Jenness
Rachel Lucas	Stacey Zwiefel	Riley Bezoni
Jim Adamson	Matthew Royster	Sara Williams
Bill Anderson	Stephanie Winterton	Andrew Creel
Cheryl Ellis	Megan Pigott	Shirish Bhakta
Laura Benson	Peggy Blood	Chad Carey
Katie Leonard	Karlee Fuller	Lauren Shea
Levi George	Leah Graham	Jessica Busse

CONVENTION—THURSDAY, NOV. 18

GENERAL SESSIONS



Undoing Miseducation—the Brandon Fleming Story

8 a.m.

Brandon P. Fleming, Assistant Debate Coach at Harvard University & Founder/CEO of the Harvard Diversity Project

In his keynote remarks, Brandon will share his riveting journey from his childhood as an at-risk youth and college dropout to becoming an award-winning Harvard educator. He will reveal the lessons and tools that he uses today to transform underprivileged youth into global champions and Ivy League scholars. In his compelling talk, you'll hear how school climate and culture, classroom pedagogy, socio-emotional intelligence, and the beliefs and actions of policymakers can positively (or negatively) impact the life of every single student.

Special thanks to DLR Group for sponsoring this general session.



Build Back Better! Fostering Creativity, Passion and Entrepreneurship

Noon (includes luncheon)

Yong Zhao, Foundation Distinguished Professor & Expert on Globalization and Education

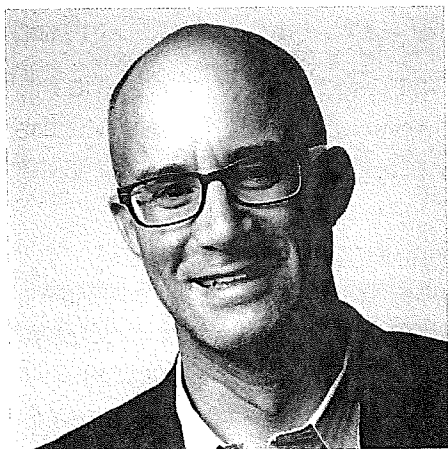
The COVID-19 pandemic has caused both unprecedented disruptions and massive changes to education. While some changes may disappear, the pandemic has created a unique opportunity for schools to rethink what is necessary, desirable, and even possible for current and future generations. In his inspiring keynote, Yong will explore the essential abilities and spirit of the new world—creativity and entrepreneurship—where every child creates their own value through individual greatness. He'll also discuss the vital role policymakers can play to build back a better education system that positions students to thrive in the modern world.

Special thanks to Jester Insurance Services for sponsoring this general session.



CONVENTION—THURSDAY, NOV. 18

GENERAL SESSIONS

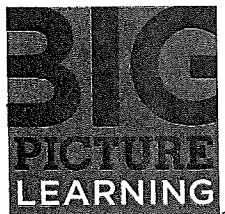


Why Should Education Systems Be RIPE for Innovation?

3 p.m.

Andrew Frishman, Co-Executive Director at Big Picture Learning

We are living in particularly turbulent times. Ongoing disruptions in the economy and social structures have significant implications for education systems. What expectations should students be able to have of their learning experiences? How can they be best prepared for the dynamic world that they will enter into as young adults and emerging leaders? Andrew and two graduates of Big Picture Learning schools will discuss why the time is “RIPE” for innovations focused on Relationships, Interests, Practice, and Equity. Come ready to discover how school boards can create a culture of continuous innovation that activates the potential of all students through interest-driven, real-world learning.



EDUCATION SESSIONS & DEEPER DIALOGUES

Convention attendees can choose between dozens of breakout session topics and two session formats—education sessions and deeper dialogues. Led by your peers, local and nationally renowned experts and IASB staff, sessions are focused on issues impacting PK-12, AEA and community college board members and administrators.

Topics include:

- » Paving the way for student post-secondary success
- » Fostering civil discourse at the board table
- » Charter school pros and cons
- » Flexible and modern educational spaces
- » Addressing staffing diversity and shortages
- » Emergency relief fund uses and issues
- » The board's role in employment matters
- » New leadership standards and superintendent evaluation
- » Free speech, staff professional development and student curriculum
- » Navigating the new board agenda petition process
- » Striving for equity in behavior prevention and response
- » Mastering the media
- » Parliamentary procedure
- » Open meetings law basics



**Convention registrants earn
25 Better Boardsmanship
(BBA) credits!**

Membership Count Report Codes

- KA = 4 Year Old Students
- KB = Not Assigned
- KC = 3 Year Old Students
- KD = Transitional Kindergarten Students
- EC = Preschool Special Education Students

Cherokee CSD

09/14/2021 School Day 22

2020-2021

Membership Count Report

From: 09/14/2020 - Monday to: 09/14/2020 - Monday

Day		KA	KB	KC	KD	EC	HK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
09/14/2020	F	19	0	0	2	4	0	53	33	43	39	39	40	47	42	45	53	50	41	36	586
	M	18	0	0	12	8	0	47	46	47	45	34	43	46	45	34	33	36	39	42	575
	Totals	37	0	0	14	12	0	100	79	90	84	73	83	93	87	79	86	86	80	78	1161

Cherokee CSD

09/14/2021 School Day 22

2021-2022

Membership Count Report

From: 09/14/2021 - Tuesday to: 09/14/2021 - Tuesday

Day		KA	KB	KC	KD	EC	HK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
09/14/2021	F	16	0	0	8	1	0	34	49	33	45	41	38	43	50	41	43	54	52	42	590
	M	26	0	0	6	6	0	44	46	50	47	49	33	44	47	45	34	34	37	43	591
	Totals	42	0	0	14	7	0	78	95	83	92	90	71	87	97	86	77	88	89	85	1181

Eight Traits of Effective School Boards

An IASB School Board Self-Assessment



Eight Traits of Effective School Boards

An IASB School Board Self-Assessment

Purpose

This IASB board self-assessment is based on the research brief, *Eight Traits of Effective School Boards*, published by NSBA's Center for Public Education. The brief describes the characteristics of highly effective boards that research shows positively impacts student learning. Together the research brief and self-assessment, along with a subsequent whole-board discussion, will help you reflect on the eight traits and your board team's perceptions about the critical nature of this work. The assessment also provides an opportunity for the board to identify strengths and potential "danger signs" to avoid.

Thoughts to Keep in Mind

Board members' perceptions about key roles may differ, and coming to consensus about where the board is now will help you arrive at a clearer understanding of where you want to be in the future and where you want to focus improvement. The assessment asks you provide ratings and more importantly, rationale for those ratings. Your honesty and openness will make this board effectiveness process more meaningful and useful to you and your board.

Instructions

- Prior to filling out the assessment form, read NSBA's research brief, *Eight Traits of Effective School Boards* on the last page of this tool.
- For each trait listed, consider how the board is doing on each trait.
- Circle the number that best describes the current performance of the board on the scale from 1–4.
- In the next column, prioritize the traits for importance by placing a ranking score from 1–8 for each trait.
- In the final column, explain your rating for each trait. List evidence that indicates where your board team is on this trait at this time.
- Complete the form by responding to the remaining open-ended reflection questions.
- When finished, send your assessment results to the designated point person.

Important Considerations

- This completed self-assessment will be beneficial to the board once it has been shared with and discussed by the whole board.
- Any information submitted as part of the self-assessment process may constitute a public record and therefore may be subject to disclosure in compliance with Iowa Code Chapter 22. Please note that the final self-assessment report constitutes a public record and is subject to disclosure in compliance with Iowa Code Chapter 22.
- When completing the assessment, it is vital to use discretion in making narrative comments. It is productive to identify positive behaviors to help enhance the effectiveness of the board. It is also helpful to clarify behaviors that need to change, but is not beneficial to name specific individuals or to blame fellow board members.

Productive sample comment:

The board needs to display respectful behaviors to each other, especially on complex topics.

Unproductive Sample Statement

Jim (or "the board president") needs to stop yelling at others during board meetings.

Rating Scale - Please indicate how your board team is doing on each trait.

- 1 - Just starting
- 2 - Some progress
- 3 - Good progress
- 4 - Well on our way

Trait	Circle a Rating	Priority	List evidence that indicates where your board team is on this trait at this time.
a) High expectations, clear goals	1 2 3 4		
b) Belief that all children can learn	1 2 3 4		
c) Focused on achievement	1 2 3 4		
d) Collaboration and communication	1 2 3 4		
e) Data savvy	1 2 3 4		
f) Goals and resources aligned	1 2 3 4		
g) Team leadership	1 2 3 4		
h) Team training	1 2 3 4		

Reflection: Please respond to the following questions.

Celebrations

As you think back on the eight traits and your ratings, describe two strengths of your board team.

Missing Elements

Consider the unique work of school boards. What other traits might be included?

Danger Signs

Review the list of danger signs in the last section of NSBA's research brief, Eight Traits of Effective School Boards. Choose 1-3 of the danger signs that you feel may be roadblocks for your board team. Record your choices below and state why next to each one.

Danger Sign

Why might this be a roadblock for our board?

A)

Why?

B)

Why?

C)

Why?

Eight Traits of Effective School Boards

Research is clear: High-achieving boards exhibit different habits and characteristics

Patte Barth

What makes an effective school board—one that boosts student achievement? From a research perspective, it's a complex question that involves evaluating virtually all of a board's functions, from internal governance and policy formulation to communication with teachers, building administrators, and the public.

But the research that exists is clear, according to a brief published by NSBA's Center for Public Education (CPE) in late January. The brief, which examined seven research studies conducted between 1993 and 2008, says high-achieving boards exhibit habits and characteristics that are markedly different from those of their low-achieving counterparts.

What makes a board effective?

Here are eight characteristics found in the research:

- 1. High expectations, clear goals:** Effective school boards make a commitment to a vision of high expectations for student achievement and quality instruction. They define clear goals to meet the vision, make sure the goals remain the top priorities, and allow nothing to detract from them.
- 2. Belief that all children can learn:** Effective school boards have strong shared beliefs and values about what is possible for students and their ability to learn, and of the system and its ability to teach all children at high levels. In high-achieving districts, poverty, lack of parental involvement and other factors are described as challenges to be overcome, not as excuses. Board members expect to see improvements in student achievement quickly as a result of initiatives.
- 3. Focused on achievement:** Effective boards are accountability driven. They spend less time on operational issues and more time focused on policies to improve student achievement.
- 4. Collaboration and communication:** Effective boards have a collabora-

tive relationship with staff and the community. A strong communications structure is in place to inform and engage key groups—internal and external—in setting and achieving the district's goals.

5. Data savvy: Effective school boards embrace and monitor data, even when the information is negative, and use it to drive continuous improvement. In high-achieving districts, board members identify specific student needs through data, and justify decisions based on that data.

6. Goals and resources aligned: Effective school boards align and sustain resources, such as professional development, to meet district goals. This occurs even during the most severe budget challenges, such as the ones districts now face.

7. Team leadership: Effective school boards lead as a united team with the superintendent, each from their respective roles, with strong collaboration and mutual trust. Boards in successful districts define an initial vision for the district and seek a superintendent who matches this vision.

8. Team training: Boards that are effective take part in team development and training, sometimes with their superintendents, to build shared knowledge, values, and commitments for the district's improvement efforts. Training is formal, deliberate, and often on specific topics.

Danger signs

The CPE did not set out to specifically focus on what makes boards ineffective. However, some descriptions—we call them "a dozen danger signs"—of ineffective boards emerged in the research review.

Ineffective school boards:

- A** • Are only vaguely aware of school improvement initiatives, and are seldom able to describe actions being taken to improve student learning.
- B** • Focus on external pressures as the

main reasons for lack of student success, such as poverty, lack of parent support, societal factors, or lack of motivation.

- C** • Offer negative comments about students and teachers.
- D** • Micromanage day-to-day operations.
- E** • Disregard the agenda process and the chain of command.
- F** • Are left out of the information flow, with little communication between the board and superintendent.
- G** • Describe a lack of parent interest in education or barriers to community outreach.
- H** • Look at data from a "blaming" perspective, describing teachers, students and families as major causes for low performance.
- I** • Have little understanding or coordination on staff development for teachers.
- J** • Are slow to define a vision.
- K** • Do not hire a superintendent who agrees with their vision.
- L** • Receive little professional development together as a board.

Though the research on school board effectiveness is in the beginning stages, the studies included in this report make it clear that school boards in high-achieving districts have attitudes, knowledge, and approaches that separate them from their counterparts in lower-achieving districts. In this era of fiscal constraints and a national environment focused on accountability, boards in high-performing districts can provide an important blueprint for success. In the process, they can offer a road map for school districts nationwide.

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