

Unapproved Board Workshop Minutes

Dickinson Public Schools
Board Workshop

November 9, 2015; After Board Meeting
Board Room, Central Office

The Dickinson Public School Board held a workshop on November 9, 2015, at the Central Administration Office. Board members present were: President Sarah Ricks, Vice President Kris Fehr, Mrs. Leslie Ross, and Mrs. Tanya Rude. Board member absent was Mr. Jason Hanson. Administrators present were: Superintendent Douglas Sullivan, Assistant Superintendent Vince Reep, Mrs. Dorothy Martinson, Mr. Ron Dockter, Mrs. Kristy Goodall, Mr. Shawn Leiss, Dr. Marcus Lewton, Mrs. Melanie Kathrein, and Mr. Jay Hepperle. Also present was Mrs. Twila Petersen.

Call to Order - Board President Ricks called the workshop to order at 6:15 p.m.

Central Administration Office Structure

AdvancED Required Actions – Superintendent Sullivan referenced the AdvancED visitation in November 2013. Dr. Sullivan read one of the five required actions: “Reassess district level leadership positions to comparable ratios with like districts to ensure focused support in classroom technology integration, human resource management, and support of building level administrators.” The Central Administration Office (CAO) administrators have discussed the required action and gathered information for a comparable school district. The closest comparable in North Dakota was from Mandan. He distributed an organizational chart from Mandan Public Schools. Dr. Sullivan listed the differences in administration between Mandan Public and Dickinson Public. Another handout was distributed that was a proposed revised organizational chart for DPS. Dr. Sullivan referenced a previous conversation where the board members discussed the structure of the Central Office and the assistant superintendent being attached to finance and human resources. He said it would be appropriate to have a separate business manager position as opposed to the current CAO structure. Dr. Sullivan explained the organizational chart breaking down the different departments. There was discussion regarding combining the business manager position with human resources and the business manager evaluated by the school board. Dr. Sullivan noted the slowdown in the economy complicates things and there needs to be a balance. Mrs. Ross requested the proposed organizational chart include names of the individuals. Mrs. Fehr suggested doing a comparison chart, possibly with different colors, showing the difference between the two charts (Mandan and Dickinson). Mrs. Fehr asked if the organizational chart was reconfigured would it solve any problems or would it look different and create efficiency. Putting the job responsibilities under each box was suggested. Mrs. Kathrein gave an example of color coding the chart by person and then moving that person into the proposed chart.

Attendance Areas – Dr. Sullivan reminded the Board members that when the new middle school opens fall 2017 this will provide space in Berg to transition back to an elementary school. Administrative recommendation was to have Berg be a K-4 school for the first year. Mrs. Blain from enrollment services has been mapping attendance areas. Dr. Sullivan read the preliminary numbers for enrollment at the schools. It is estimated Berg would have 153 students, Heart River 288 students, Jefferson 195 students, and Prairie Rose at 389. Dr. Sullivan said Mrs. Blain will continue to work on the attendance area numbers. He felt that there will be parents upset when they find out their child will be going to a different school, similar to when Prairie Rose opened.

Elementary Day Treatment/Alternative Education Program – Dr. Sullivan explained on the needs assessment list the option to have an elementary alternative education program was rated highly by the administrators. There are students in every building that have significant needs. Mrs. Martinson explained that some of the behaviors of fifth graders are harmful to kindergarteners. She also felt that currently eight children could be identified as needing elementary alternative education. These are

Elementary Day Treatment/Alternative Education Program (cont.)

students that are demanding extensive principal and staff time. Mrs. Martinson has discussed and visited with other school districts regarding this type of program. There was discussion regarding different types of behaviors.

Repurposing Hagen – Superintendent Sullivan distributed a handout with alternatives for repurposing Hagen. New ideas added to the list from last month were a hybrid magnet school, a 9th grade center, and a Center for Technology and Engineering (CTE). Dr. Sullivan explained the idea regarding the CTE. Mrs. Fehr suggested looking at the list and find out how much space would be needed for the project, if faculty could be shared, and the cost for implementation. After discussion the veteran’s center and the senior center were removed from the list. Dr. Lewton said that as the 5-8 year olds move up to grades 9-12 there may not be enough space available at the high school. The Hagen building would be able to provide space to some of the students, such as repurposing Hagen into a 9th grade center. There was discussion regarding repurposing Hagen into a daycare center. President Ricks summarized the discussion and suggested Superintendent Sullivan take the list back to the Cabinet for feasibility and cost.

Adjournment – At 7:25 p.m. Chair Ricks declared the workshop adjourned.

Sarah Ricks, Board President

Vince Reep, Business Manager

Twila Petersen, Secretary