

West Plains Schools Board of Education
Regular Session Meeting
5:00 P.M. June 19, 2012
Central Administration Office
AGENDA

- I. CALL TO ORDER
- II. ROLL CALL
- III. OPEN SESSION – for a motion to go into closed session
- IV. CLOSED (EXECUTIVE) SESSION
 - A. Adjournment to Closed Executive Session
 - 1. Pursuant to Section 610.021.3 Personnel Matters
 - 2. Pursuant to Section 610.021.11 Bid Specifications
 - 3. Pursuant to Section 610.021.12 Sealed bids, proposals and related documents
 - B. Adjournment from Closed Executive Session
- V. CALL TO ORDER – The regular Session of the School Board meeting will be called to order at 6:00 P.M.
- VI. PLEDGE OF ALLEGIANCE
- VII. ROLL CALL AND ESTABLISHMENT OF QUORUM
- VIII. APPROVAL OF AGENDA
- IX. CONSENT AGENDA - Items considered routine in nature to be voted on in one motion to conserve time. If discussion is desired, that item will be removed from the Consent Agenda and will become the first item under the Regular Agenda
 - A. Approval of Minutes From Meeting May 15, 2012 and May 29th, 2012
 - B. Payment of Bills
 - C. Monthly Finance Report
 - 1. Resolution and Approval of Budget Numbers for 2011-12 School Year
 - 2. Resolution to Renew Annual Lease Purchase and Budget Funds
 - 3. Approval of 2012-2013 Budget
 - 4. Approve year-end reports, authorize officials to sign reports, and approve other bookkeeping procedures to be in compliance with budgetary laws
 - 5. Approve assurance statement for Public Law 94-142
 - 6. Approval of Federal Grant Applications
 - D. Program Evaluations: 1. Professional Development 2. Health & Wellness
 - E. Approval Request for resignations or terminations: 1. Leslie Clinton 2. Margaret Smith
 - F. Approval will be requested for the employment of individuals as recommended by the Superintendent of Schools: Substitutes
- X. REGULAR AGENDA
 - A. Previous Business for Approval, Discussion or Information Only
 - 1. Salary Committee Proposal
 - 2. Student Handbooks – 2nd read & approval
 - 3. Employee Handbooks – 2nd read & approval
 - B. New Business for Approval, Discussion or Information Only
 - 1. Fund 1 to 4 Transfer
 - 2. Designation of Karen Sholes as ESL, Homeless and Migrant Student Contact
 - 3. Back to School Celebration Monday, August 13, 2012
 - 4. Technology Grant Approval
 - 5. Adopt Salary Schedules
 - 6. Set lunch prices for 2012-2013 school year
 - 7. Boys and Girls Club – Approval of MOU
 - 8. Audit set for August 20th
 - 9. Superintendent Report
- XI. ADJOURNMENT
- XII. ADJOURN TO ADDITIONAL CLOSED (EXECUTIVE) SESSION – this session is reserved to complete any unfinished business from the closed (executive) session from the beginning of the meeting.
- XIII. ADJOURNMENT - Next Board Meeting Scheduled for August 21, 2012 at 5:00 P.M.

West Plains R-7 Board of Education

Regular Session Meeting

5:00 P.M. May 15, 2012

Central Administration Office

Minutes

- I. CALL TO ORDER: Jim Thompson called the meeting to order at 5:55.**
- II. PLEDGE OF ALLEGIANCE – SWAT Students and Andy Ingalsbe: The Pledge of Allegiance was led by SWAT student Zack Spraggins and Andy Ingalsbe. Mr. Ingalsbe also addressed the board and thanked them for supporting him during his call to active duty.**
- III. ROLL CALL: Board members present: Jim Thompson, Terry “Bo” Pace, Cindy Tyree, Sam Riggs, Shawn Rhoads, Brian Mitchell and Lee Freeman. Absent: None. Also in attendance: Superintendent Dr. Fred Czerwonka, Dr. John Mulford and Board Secretary Linda Y. Collins.**
- IV. APPROVAL OF AGENDA: Motion to approve the agenda as published was made by Mr. Riggs. The motion was seconded by Mr. Rhoads and voted as follows:
AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Freeman and Mr. Mitchell. NAY: None**
- V. CONSENT AGENDA - (Items considered routine in nature to be voted on in one motion to conserve time. If discussion is desired, that item will be removed from the Consent Agenda and will become the first item under the Regular Agenda**
 - A. Approval of Special Board Meeting Minutes on April 17 , 2012**
 - B. Payment of Bills**
 - C. Monthly Finance Report**
 - D. Program Evaluations**
 - **Early Childhood**
 - E. Approval Request for Resignations or Terminations:**
 - **Seth Johnson**
 - **Katia Viknyanskiy**
 - **Carol Schmidt**
 - F. Approval will be requested for the employment of individuals as recommended by the Superintendent of Schools:**
 - **Substitute Teachers**

Mrs. Tyree made a motion to approve the Consent Agenda. The motion was seconded by Mr. Mitchell and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Freeman and Mr. Mitchell. NAY: None
- VI. REGULAR AGENDA**
 - A. Previous Business for Approval, Discussion or Information Only**
 - 1. Salary Committee Proposal. Requests by the salary committee for 2012-2013 have been tabled until June meeting.**

2. **MSBA Policy 2012 A & B Updates – Final Read and Approval.** Mrs. Tyree made a motion to approve the 2012 A & B Updates as presented. The motion was seconded and voted as follows: **AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Freeman and Mr. Mitchell. NAY: None**
 3. **2012-2013 Tuition Update.** Mrs. Tyree made a motion to set tuition at \$7,009.42 (corrected amount) for 2012-2013 school year. The motion was seconded and voted as follows: **AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Freeman and Mr. Mitchell. NAY: None**
- B. New Business for Approval , Discussion or Information Only**
1. **Concession/Vending Contract.** Pepsi has offered a 10 year financial commitment for an exclusive contract with the district. Dr. Mulford has contacted Coke to see if they are interested. Decision tabled until June board meeting.
 2. **Revenue Projections for 2012-2013.** Dr. Boyer indicated DESE will determine state distribution for funds. The district will receive less federal dollars in the coming year.
 3. **Student Handbooks – 1st Read.** Dr. Czerwonka is asking for board approval of student handbook changes at June meeting.
 4. **Employee Handbooks – 1st Read.** Dr. Mulford indicated building handbooks were evaluated for any needed changes. The district’s non-certified buy-back of sick days will be added. Approval will be sought in June.
 5. **ZABC Field Turf Spec Approval.** Mr. Riggs made a motion to approve the ZABC Field Turf Specifications as presented. The motion was seconded by Mr. Freeman and voted as follows: **AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Mitchell and Mr. Freeman. NAY: None.**
Bus Driver Contract Renewal. Mr. Pace made a motion to approve the Bus Driver Contract List. The motion was seconded by Mrs. Tyree and voted as follows: **AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Mitchell and Mr. Freeman. NAY: None.**
 6. **Superintendent Report.** Dr. Czerwonka reported several activities around the district that are intended to improve instruction for students.
- VII. ADJOURNMENT:** At 6:35 Mrs. Tyree made a motion to adjourn from Open Session to go immediately into Closed Session. The motion was seconded by Mr. Freeman and voted as follows: **AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Mitchell and Mr. Freeman. NAY: None.**

At 7:44 p.m. Mr. Mitchell made a motion to adjourn Open Session. The motion was seconded by Mrs. Tyree and voted as follows: **AYE: Mr.**

“Maximizing educational opportunities while creating productive citizens.”

**Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Mitchell
and Mr. Freeman. NAY: None.**

Jimmy E. Thompson, President

Linda Y. Collins, Secretary

***Next Board Meeting Scheduled for June 19, 2012 At 5:00 P.M.**

West Plains R-7 Board of Education

Special Session Meeting

12:00 P.M. May 29, 2012

Central Administration Office

Minutes

- I. CALL TO ORDER: Jim Thompson called the meeting to order at 1:43.**
- II. PLEDGE OF ALLEGIANCE – The Pledge of Allegiance was let by the Board Members.**
- III. ROLL CALL: Board members present: Jim Thompson, Cindy Tyree, Sam Riggs, Shawn Rhoads, Brian Mitchell and Lee Freeman. Absent: Terry “Bo” Pace. Also in attendance: Superintendent Dr. Fred Czerwonka, Dr. John Mulford and Board Secretary Linda Y. Collins.**
- IV. APPROVAL OF AGENDA: Motion to approve the agenda as published was made by Mr. Riggs. The motion was seconded by Mr. Rhoads and voted as follows:
AYE: Mr. Thompson, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Freeman and Mr. Mitchell. NAY: None**
- V. CONSENT AGENDA - (Items considered routine in nature to be voted on in one motion to conserve time. If discussion is desired, that item will be removed from the Consent Agenda and will become the first item under the Regular Agenda**
 - A. Approval Request for Resignations or Terminations:
 - **Jessica Welborn**
Mr. Mitchell made a motion to approve the Consent Agenda. The motion was seconded by Mr. Rhoads and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Freeman and Mr. Mitchell. NAY: None**
- VI. REGULAR AGENDA**
 - A. Previous Business for Approval, Discussion or Information Only**
 - 1. Accept Bids for Stadium Project. Mr. Riggs made a motion to approve the \$580,880 bid from Mid-America Golf for the Turf Project. The motion was seconded by Mr. Rhoads and voted as follows:
AYE: Mr. Thompson, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Mitchell and Mr. Freeman. NAY: None. ABSTAIN: None.**
- VII. ADJOURNMENT: At 1:55 Mrs. Tyree made a motion to adjourn from Open Session. The motion was seconded by Mr. Riggs and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Riggs, Mr. Rhoads, Mr. Mitchell and Mr. Freeman. NAY: None.**

“Maximizing educational opportunities while creating productive citizens.”

Jimmy E. Thompson, President

Linda Y. Collins, Secretary

***Next Board Meeting Scheduled for June 19, 2012 At 5:00 P.M.**

After May Board Checks for Approval #46546 - 46608

AP3069

West Plains R-VII School District
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
CHECKS FROM 46546 TO 46608

14:43:10 12 JUN 2012

PAGE 1

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	46546	05/16/12	002911 BOB FLOREZ	163.00
10	46547	05/16/12	003318 BRANDON BAKER	25.00
10	46548	05/16/12	003319 COLLIN HADLEY	25.00
10	46549	05/16/12	001956 DAVID HALL	707.00
10	46550	05/16/12	003245 DYLAN YORK	55.00
10	46551	05/16/12	003314 G.C. CONSTRUCTION	875.00
10	46552	05/16/12	000810 JUSTIN FRAZIER	70.00
10	46553	05/16/12	001129 OREILLY AUTOMOTIVE	133.33
10	46554	05/16/12	001545 WOOD MECHANICAL INC.	2,093.00
10	46555	05/16/12	003312 ALICIA MARTIN	75.00
10	46556	05/16/12	001810 AMERICAN CANCER SOCIETY	80.00
10	46557	05/16/12	003321 AMY OSBURN	55.00
10	46558	05/16/12	003302 BRYAN'S FOUR SEASONS	672.50
10	46559	05/16/12	003320 DESTINY PARKER	25.00
10	46560	05/16/12	000602 GRENNAN COMMUNICATIONS	964.00
10	46561	05/16/12	000647 HERRMAN	482.13
10	46562	05/16/12	000664 HIRSCH FEED & FARM SUPPLY	14.68
10	46563	05/16/12	003311 HOLLY SMITH	75.00
10	46564	05/16/12	000737 IKON OFFICE SOLUTIONS	1,411.52
10	46565	05/16/12	003222 LINDA BUNCH	22.59
10	46566	05/16/12	000893 LOCKERROOM SPORTING GOODS	270.00
10	46567	05/16/12	000993 MISSOURI HEALTH CARE AS.	185.00
10	46568	05/16/12	001008 MISSOURI STATE BOARD	100.00
10	46569	05/16/12	001209 QUILL PRESS COMPANY	226.80
10	46570	05/16/12	001591 SCHOLASTIC	6,978.33
10	46571	05/16/12	001309 SCHWEGMAN OFFICE SUPPLY	116.30
10	46572	05/16/12	001545 WOOD MECHANICAL INC.	492.00
10	46573	05/22/12	003322 AMBER RICHARDSON	100.00
10	46574	05/22/12	003155 ATHLETIC SURFACES PLUS	12,250.00
10	46575	05/22/12	003202 CARRIE WIGGS	2,364.00
10	46576	05/22/12	000648 HERRMAN	365.89
10	46577	05/22/12	003090 INDUSTRIAL CHEM.LABS	558.14
10	46578	05/22/12	001168 PEPSI MIDAMERICA	180.95
10	46579	05/22/12	003325 THE FLIPPEN GROUP	19,700.00
10	46580	05/22/12	003327 UNIVERSITY OF KANSAS	1,000.00
10	46596	05/31/12	000388 DAKTRONICS INC	10,000.00
10	46599	06/05/12	002210 MICHAEL W YOUNG	1,254.00
10	46600	06/05/12	000332 CITY OF WEST PLAINS	4,800.00
10	46601	06/06/12	002734 MAACCE	525.00
10	46602	06/06/12	000407 SHRI AMBE LLC	592.64
10	46603	06/06/12	003122 FRED PRYOR SEMINARS	158.00
10	46604	06/06/12	003205 GORDON N. STOWE & ASSOCIATES,I	384.00
10	46605	06/06/12	000786 JOHN SULLIVAN	1,641.00
10	46606	06/06/12	000982 MISSOURI ACTE	940.00
10	46607	06/06/12	001003 MISSOURI SKILLSUSA	1,690.00
10	46608	06/06/12	001467 UNIVERSITY OF MISSOURI	4,500.00

***** GRAND TOTAL AMOUNT OF ALL CHECKS REPORTED FOR CODE 10 *****

79,395.80*

West Plains R-VII June Board Checks for Approval #46609 - 46882

AP3069

West Plains R-VII School District
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
CHECKS FROM 46609 TO 46882

14:43:48 12 JUN 2012

PAGE 1

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	46609	06/19/12	000112 ABC HOME FURNISHINGS	108.80
10	46610	06/19/12	003095 AIRE-MASTER OF AMERICA, INC.	60.00
10	46611	06/19/12	000119 AIRGAS USA,LLC	126.48
10	46612	06/19/12	001863 DALENA ALLEN	160.00
10	46613	06/19/12	003087 ALLENA HOLLOWAY	25.76
10	46614	06/19/12	000160 ALLIED BUS SALES INC.	8,871.84
10	46615	06/19/12	003345 ANDI ALVERSON	40.88
10	46616	06/19/12	002219 AP EXAMS	3,197.00
10	46617	06/19/12	002807 APRIL CRASE	8.26
10	46618	06/19/12	000191 ARLENES PORTRAITS	408.00
10	46619	06/19/12	003226 ASHLEY ROMANS	22.99
10	46620	06/19/12	002220 ASPA CONTEST/REVIEW	64.00
10	46621	06/19/12	000204 AUTO ZONE	762.26
10	46622	06/19/12	001867 STEVE BALOUGH	186.40
10	46623	06/19/12	000770 JERRY C. BEAN	100.00
10	46624	06/19/12	001874 PAMELA F BECKER	7.60
10	46625	06/19/12	000232 BEST WESTERN CAPITAL INN	2,335.25
10	46626	06/19/12	000236 BEST WESTERN GRAND VILLA	86.69
10	46627	06/19/12	000240 BIG RED BAR-B-QUE	200.00
10	46628	06/19/12	000252 BON TOOL CO	22.62
10	46629	06/19/12	001607 LUKE A BOYER	300.00
10	46630	06/19/12	003346 BRENDA DUVALL	71.36
10	46631	06/19/12	000273 BROCAW BEARING & DRIVE	218.10
10	46632	06/19/12	000276 BROTHERTON PROPANE INC	45.00
10	46633	06/19/12	001844 KAROL BROWN	38.40
10	46634	06/19/12	001854 NANCY BROWN	20.13
10	46635	06/19/12	003302 BRYAN'S FOUR SEASONS	435.00
10	46636	06/19/12	001614 SETH J BRYANT	80.00
10	46637	06/19/12	002700 BUCKEYE CLEANING CENTER	3,243.64
10	46638	06/19/12	000293 CABOOL HOME CENTER	11.58
10	46639	06/19/12	000297 SLEEP INN & SUITES	499.34
10	46640	06/19/12	000302 CARLS REPAIR	208.17
10	46641	06/19/12	003223 CAROL FORNEY	81.20
10	46642	06/19/12	001849 SUSAN CARTER	50.00
10	46643	06/19/12	003335 STEPHANIE L CASH	10.72
10	46644	06/19/12	000309 CAWVEYS ELECTRIC MOTOR	21.53
10	46645	06/19/12	000314 CENTRAL STATES BUS	813.49
10	46646	06/19/12	000316 CENTURYLINK	3,013.79
10	46647	06/19/12	001213 CENTURYLINK	135.26
10	46648	06/19/12	003359 CERTIFIED LABORATORIES	165.04
10	46649	06/19/12	003356 CHAPPELL'S TIRES,INC.	58.00
10	46650	06/19/12	000321 CHARIOTS CAR RENTAL	402.84
10	46651	06/19/12	002350 CHRISTY THARP	35.12
10	46652	06/19/12	002607 CINTAS #569	1,542.42
10	46653	06/19/12	000332 CITY OF WEST PLAINS	355.00
10	46654	06/19/12	000332 CITY OF WEST PLAINS	41.20
10	46655	06/19/12	000332 CITY OF WEST PLAINS	123.20
10	46656	06/19/12	000332 WEST PLAINS CIVIC CENTER	138.00
10	46657	06/19/12	000333 CITY UTILITIES	29,939.47
10	46658	06/19/12	001616 M ZOE CLINTON	17.56
10	46659	06/19/12	000345 COCKRUM IRON & METAL	30.45
10	46660	06/19/12	000346 COLORTECH PRINTING	1,391.00
10	46661	06/19/12	000347 COLORVISION CORPORATION	595.20

West Plains R-VII School District
 ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
 CHECKS FROM 46609 TO 46882

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	46662	06/19/12	000348 COMET DRY CLEANERS	367.92
10	46663	06/19/12	001602 COMMERCIAL KITCHEN SERVICES, I	188.19
10	46664	06/19/12	002405 CORINNE AGNEW	61.57
10	46665	06/19/12	001617 JOSHUA C COTTER	105.60
10	46666	06/19/12	000373 COUNTRY MART	89.81
10	46667	06/19/12	001588 FRED L CZERWONKA	544.00
10	46668	06/19/12	001814 WENDY CZERWONKA	80.00
10	46669	06/19/12	000388 DAKTRONICS INC	33,628.70
10	46670	06/19/12	001904 KELLY DAME	500.00
10	46671	06/19/12	003297 DANIELA SMITH	84.77
10	46672	06/19/12	003031 MARY K DAVIS	51.32
10	46673	06/19/12	000412 DECORATIONS FOR CELEBRA.	650.00
10	46674	06/19/12	003028 DENISE ESTES	12.72
10	46675	06/19/12	003125 DENNIS'S SPECIALTY CUTS	52.26
10	46676	06/19/12	000427 DIAMOND INTERNATIONAL	507.85
10	46677	06/19/12	003176 DAWN DIONNE	25.66
10	46678	06/19/12	000438 DOMINOS PIZZA	124.79
10	46679	06/19/12	001621 LENNY R EAGLEMAN	80.00
10	46680	06/19/12	002637 JENNIFER D EDGELLER	38.59
10	46681	06/19/12	000475 EDUCATION TO GO	182.25
10	46682	06/19/12	003315 EDUCAUSE INC	40.00
10	46683	06/19/12	000482 ELSEVIER	3,283.76
10	46684	06/19/12	002348 ERIC BROTHERTON	30.80
10	46685	06/19/12	003225 EUNICE FINLEY	22.64
10	46686	06/19/12	000078 F. A. DAVIS COMPANY	2,685.43
10	46687	06/19/12	000509 FASTENAL COMPANY	81.91
10	46688	06/19/12	000531 FOLLETT LIBRARY RESOURCE	1,436.87
10	46689	06/19/12	001622 LISA J FOX	177.60
10	46690	06/19/12	001936 BEKAH FRAZIER	60.00
10	46691	06/19/12	000544 FROSTY TOWERS, INC.	125.00
10	46692	06/19/12	002786 GAIL HARRIS	60.00
10	46693	06/19/12	002750 GIFTED ASSOCIATION OF MO	100.00
10	46694	06/19/12	001947 GINA GOBEL	19.78
10	46695	06/19/12	001736 GLENN'S TRUCK SERVICE 06	472.70
10	46696	06/19/12	000593 GRAPHIC EDGE	683.62
10	46697	06/19/12	000601 GRELLNER SALES & SERVICE	29.70
10	46698	06/19/12	000602 GRENNAN COMMUNICATIONS	455.00
10	46699	06/19/12	001624 TAMMIE D HARPER	12.32
10	46700	06/19/12	001731 DEBRA HAYES	15.00
10	46701	06/19/12	000643 HEAVY DUTY BUS PARTS INC	880.20
10	46702	06/19/12	001625 KEVIN M HEDDEN	44.00
10	46703	06/19/12	003360 HELEN SPENCER	60.00
10	46704	06/19/12	000647 HERRMAN	209.67
10	46705	06/19/12	000648 HERRMAN	57.93
10	46706	06/19/12	000649 HERRMAN LUMBER CO	32.98
10	46707	06/19/12	001974 PAMELA HESSEE	57.60
10	46708	06/19/12	000652 HI TECH PRINTING	2,373.50
10	46709	06/19/12	000660 HILLYARD/SPRINGFIELD	469.75
10	46710	06/19/12	000664 HIRSCH FEED & FARM SUPPLY	541.90
10	46711	06/19/12	001586 DEBBIE R HOPKINS	60.00
10	46712	06/19/12	000706 HORN PLUMBING	57.85
10	46713	06/19/12	003291 HOWELL COUNTY OUTPOST LLC	169.50
10	46714	06/19/12	001626 SETH A HUDDLESTON	352.00

West Plains R-VII School District
 ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
 CHECKS FROM 46609 TO 46882

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	46715	06/19/12	003336 HUNTER WILKINS	9.19
10	46716	06/19/12	000757 JACKSON TERMITE CO INC	290.00
10	46717	06/19/12	002002 JESSICA JACKSON	49.68
10	46718	06/19/12	000760 JAMIE DIXON	15.09
10	46719	06/19/12	000766 JENKINS DIESEL POWER	526.52
10	46720	06/19/12	003271 JENNIFER DAVIS	7.84
10	46721	06/19/12	003347 JESSICA DIXON	12.88
10	46722	06/19/12	001847 LARRY JEWELL	7.00
10	46723	06/19/12	002791 JIM'S ALL PUMP & SEPTICS, LLC	825.00
10	46724	06/19/12	000779 JMARK BUSINESS SOLUTIONS	10,656.90
10	46725	06/19/12	003118 JOAN DIETRICH	37.44
10	46726	06/19/12	003119 JOANNE KELLY	18.72
10	46727	06/19/12	002012 DUANE JONES	73.00
10	46728	06/19/12	001628 KELLY L JONES	68.66
10	46729	06/19/12	000803 JOSTENS	281.17
10	46730	06/19/12	000803 MARK WILLIAMS	77.45
10	46731	06/19/12	001886 JUANA BUEHLER	9.48
10	46732	06/19/12	002731 MARCIA L KANTOLA	16.84
10	46733	06/19/12	001638 KAREN SARTIN	208.00
10	46734	06/19/12	002514 KAREY NORSWORTHY	20.16
10	46735	06/19/12	000833 KEY SPORT SHOP INC.	736.88
10	46736	06/19/12	001579 KEYSTONE INFORMATION SYSTEMS,	34,314.00
10	46737	06/19/12	002349 RETHA KIGER	30.80
10	46738	06/19/12	001716 KIWANIS CLUB OF WEST PLAINS	25.05
10	46739	06/19/12	000859 LAKELAND REGIONAL ACQ.	100.00
10	46740	06/19/12	000864 LANCASTER HEATING & COOL	240.99
10	46741	06/19/12	002957 LARRY RUSSELL	98.88
10	46742	06/19/12	002613 LASER INNOVATIONS	645.00
10	46743	06/19/12	001630 JAMES W LAUGHARY	120.00
10	46744	06/19/12	001826 MICHAEL LIBBY	800.00
10	46745	06/19/12	003222 LINDA BUNCH	22.59
10	46746	06/19/12	001929 LINDA EVANS	60.00
10	46747	06/19/12	002840 LIPPINCOTT WILLIAMS & WILKINS	1,119.64
10	46748	06/19/12	000902 LUNAS DRY CLEANERS	151.60
10	46749	06/19/12	001632 JODIE L MCKINNEY	28.87
10	46750	06/19/12	000952 MEEKS	288.20
10	46751	06/19/12	003348 MEGAN CARL	12.80
10	46752	06/19/12	003227 MELYNNE YARBER	75.33
10	46753	06/19/12	001796 METALWELD, INC.	82.32
10	46754	06/19/12	002259 MICHELLE BROTHERTON	21.60
10	46755	06/19/12	000974 MICHELLE HENDERSON	140.00
10	46756	06/19/12	000975 MICKES GOLDMAN O'TOOLE, LLC	562.00
10	46757	06/19/12	003326 MID-SOUTH ENGINEERING COMPANY	1,837.50
10	46758	06/19/12	001092 MIDWEST BLOCK & BRICK	4,390.00
10	46759	06/19/12	000996 MISSOURI MACHINE TOOLS	6,000.00
10	46760	06/19/12	001000 MISSOURI S&T AR	527.09
10	46761	06/19/12	001010 MISSOURI STATE UNIVERSITY	73.00
10	46762	06/19/12	001027 MO-ARK GLASS	285.78
10	46763	06/19/12	002356 MORLAN-SHELL FORD, INC	628.00
10	46764	06/19/12	001043 MOUNTAIN MEASUREMENT, INC	200.00
10	46765	06/19/12	001048 MSBA	6,400.00
10	46766	06/19/12	001052 MSHSAA	741.73
10	46767	06/19/12	001338 MUDUCKS	126.60

West Plains R-VII School District
 ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
 CHECKS FROM 46609 TO 46882

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	46768	06/19/12	001587 JONATHAN D MULFORD	488.00
10	46769	06/19/12	001706 JANOLYN L MULLEN	27.44
10	46770	06/19/12	002823 NATIONAL ELEVATOR INSPECTION	475.00
10	46771	06/19/12	001635 ANITA NELSON	1,875.00
10	46772	06/19/12	001097 NEWS-LEADER	19.96
10	46773	06/19/12	002958 NICOLE WELLS	18.37
10	46774	06/19/12	001871 NORMA BAXTER	7.00
10	46775	06/19/12	001104 NORMAN ORR OFFICE SUPPLY	1,144.79
10	46776	06/19/12	001105 NORWOOD HIGH SCHOOL	696.54
10	46777	06/19/12	001118 ODYSSEYWARE	1,600.00
10	46778	06/19/12	001580 OPAA FOOD MANAGEMENT INC.	35,820.69
10	46779	06/19/12	001128 OREILLY AUTO	366.63
10	46780	06/19/12	001129 OREILLY AUTOMOTIVE	317.31
10	46781	06/19/12	001130 OREILLY AUTOMOTIVE	223.19
10	46782	06/19/12	001131 OREILLY AUTOMOTIVE	117.47
10	46783	06/19/12	001134 OSAGE VILLAGE	60.26
10	46784	06/19/12	003333 OVERLAND ENGINEERING, LLC	1,100.00
10	46785	06/19/12	001636 BRADLEY S OWINGS	225.60
10	46786	06/19/12	001136 OZARK AWARDS COMPANY	2,415.03
10	46787	06/19/12	001694 OZARK CAFE	72.08
10	46788	06/19/12	001140 OZARK HORSETRADER INC.	95.30
10	46789	06/19/12	003337 OZARK LASER & SHORING	585.00
10	46790	06/19/12	001141 OZARK MEDICAL CENTER	11,466.00
10	46791	06/19/12	000847 OZARK RADIO NETWORK	1,830.50
10	46792	06/19/12	001144 OZARKO TIRE CENTER	1,592.60
10	46793	06/19/12	001146 PALEN MUSIC CENTER	135.00
10	46794	06/19/12	001149 PARCEL EXPRESS	25.76
10	46795	06/19/12	003082 PATSY THRELKELD	65.76
10	46796	06/19/12	000055 PEARSON EDUCATION	2,662.56
10	46797	06/19/12	001174 VINCENT L BEAM	100.00
10	46798	06/19/12	001179 EASYPERMIT POSTAGE	6,010.30
10	46799	06/19/12	000087 PLAYSRIPTS, INC	68.97
10	46800	06/19/12	001186 POPLAR BLUFF TECHNICAL	13,727.00
10	46801	06/19/12	001784 CHRISTOPHER L QUARTI	88.00
10	46802	06/19/12	001209 QUILL PRESS COMPANY	480.12
10	46803	06/19/12	001637 JACK L RANDOLPH	95.00
10	46804	06/19/12	002110 REBECCA RUTLEDGE	136.00
10	46805	06/19/12	002101 DANA REESE	55.92
10	46806	06/19/12	001254 RICHARDS BROTHERS	40.50
10	46807	06/19/12	000736 RICOH USA, INC.	2,033.41
10	46808	06/19/12	000737 RICOH USA, INC.	3,405.79
10	46809	06/19/12	001272 ROLLA HIGH SCHOOL	120.00
10	46810	06/19/12	003233 AMY M ROSS	28.80
10	46811	06/19/12	001724 ROTARY CLUB OF WEST PLAINS	426.00
10	46812	06/19/12	002109 DENISE ROWLAND	33.12
10	46813	06/19/12	003174 JESSICA RUSSELL	8.32
10	46814	06/19/12	001341 S-K PUBLICATIONS	18.00
10	46815	06/19/12	001283 SAH PRINTING	237.50
10	46816	06/19/12	002112 TRINA SANDERS	29.00
10	46817	06/19/12	002513 SANDY AUTRY	25.60
10	46818	06/19/12	002566 SAPP DESIGN ASSOCIATES, P.C.	10,606.06
10	46819	06/19/12	001591 SCHOLASTIC	208.03
10	46820	06/19/12	001309 SCHWEGMAN OFFICE SUPPLY	1,824.97

West Plains R-VII School District
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
CHECKS FROM 46609 TO 46882

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	46821	06/19/12	002842 SCIENTIFIC LEARNING CORP.	5,320.00
10	46822	06/19/12	001316 SEMINOLE RETAIL ENERGY SERVICE	2,561.43
10	46823	06/19/12	002406 SHAUNA HADDOCK	156.00
10	46824	06/19/12	001326 SHEPHERD COMMUNICATIONS	60.00
10	46825	06/19/12	001327 SHERWIN WILLIAMS	2,764.73
10	46826	06/19/12	001639 KAREN J SHOLES	200.00
10	46827	06/19/12	001640 GREG SIMPKINS	1,064.76
10	46828	06/19/12	001642 BRENDA SMITH	120.00
10	46829	06/19/12	001641 SCOTT SMITH	120.00
10	46830	06/19/12	001643 LANA R SNODGRAS	390.00
10	46831	06/19/12	001362 SOFTWARE TECHNOLOGY INC	865.00
10	46832	06/19/12	001369 SOUTHWEST BAPTIST	34,480.00
10	46833	06/19/12	001383 SPRINGFIELD BLUEPRINT	3,045.00
10	46834	06/19/12	001384 SPRINGFIELD CARDINALS	258.00
10	46835	06/19/12	001833 SPRINGFIELD GROCER COMPANY	181.20
10	46836	06/19/12	000067 SPRINGFIELD NEWS LEADER	227.52
10	46837	06/19/12	001391 SPRINGFIELD STAMP &	10.60
10	46838	06/19/12	003354 STACY MCCALLISTER WICHERN	30.40
10	46839	06/19/12	002137 DEBORAH STAUFFER	68.58
10	46840	06/19/12	001405 STEEL YARD INC	61.41
10	46841	06/19/12	001644 JOBY B STEELE	253.59
10	46842	06/19/12	002049 STEVEN MARTZ JR.	18.20
10	46843	06/19/12	002108 STEVEN ROSEMAN	46.14
10	46844	06/19/12	003331 SULLIVAN SUPPLY INC	1,493.32
10	46845	06/19/12	000148 SUSANNAH CURTIS	26.88
10	46846	06/19/12	002145 PAMALA TABER	15.00
10	46847	06/19/12	001846 LINDA TAYLOR	108.00
10	46848	06/19/12	003339 TERI ZEMAN	45.40
10	46849	06/19/12	001425 THE BATTERY STATION LLC	36.00
10	46850	06/19/12	001646 JULIE R THOMPSON	576.00
10	46851	06/19/12	001444 TONYS TIRE SERVICE	30.00
10	46852	06/19/12	002156 PAMELA TOPLIFF	21.00
10	46853	06/19/12	001450 TRASHWAGON EXPRESS	268.00
10	46854	06/19/12	002758 TRXC TIMING, LLC	848.00
10	46855	06/19/12	002346 SONYA TURNER	60.00
10	46856	06/19/12	002159 PEGGY J TYLER	7.00
10	46857	06/19/12	000071 UNIFORMALWEARHOUSE, LLC	1,541.25
10	46858	06/19/12	001483 UPS	97.76
10	46859	06/19/12	001648 KAREN L VAUGHN	81.57
10	46860	06/19/12	002171 ARNOLD A WADE	75.00
10	46861	06/19/12	001501 WAGGONER FAMILY NURSERY	78.00
10	46862	06/19/12	002174 MELISSA K WALKER	136.95
10	46863	06/19/12	001850 DEANNA WATKINS	33.60
10	46864	06/19/12	001506 WEST PLAINS CHAMBER OF COMMERC	9.00
10	46865	06/19/12	001510 WEST PLAINS DAILY QUILL	222.80
10	46866	06/19/12	001512 WEST PLAINS ELECTRIC	77.20
10	46867	06/19/12	001512 WEST PLAINS ELECTRIC	311.36
10	46868	06/19/12	001520 WEST PLAINS MUSIC STORE	123.00
10	46869	06/19/12	001528 WEST PLAINS RENTAL &	214.50
10	46870	06/19/12	001613 WEST PLAINS VETERINARY SUPPLY,	6.84
10	46871	06/19/12	002190 AMY REBECCA WHEELER	51.60
10	46872	06/19/12	001536 WILBANKS TIRE	27.00
10	46873	06/19/12	001538 WILEY FENCE COMPANY	4,200.00

West Plains R-VII School District
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
CHECKS FROM 46609 TO 46882

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	46874	06/19/12	001540 WILLIAM V MACGILL & CO	586.40
10	46875	06/19/12	002198 MARTHA A WILLIAMS	38.40
10	46876	06/19/12	003334 WINGARD PHOTOGRAPHY, INC.	702.00
10	46877	06/19/12	000095 WORLD WIDE TECHNOLOGY IN	2,366.84
10	46878	06/19/12	002207 JACKLYN A WRIGHT	0.56
10	46879	06/19/12	001649 JOAN E WRIGHT	143.31
10	46880	06/19/12	001551 XEROX CORPORATION	545.42
10	46881	06/19/12	001650 SUSAN M YORK	13.28
10	46882	06/19/12	003332 ZACHARY W. HAVERLY	2,280.00

***** GRAND TOTAL AMOUNT OF ALL CHECKS REPORTED FOR CODE 10 *****

362,694.37*

WEST PLAINS SCHOOL DISTRICT
MONTHLY
FINANCE REPORTS

*THROUGH THE MONTH OF MAY
SCHOOL YEAR 2011-2012*

REVENUES VS. EXPENDITURES

This report includes the month of May.

Printed On: June 14, 2012

Total Revenue

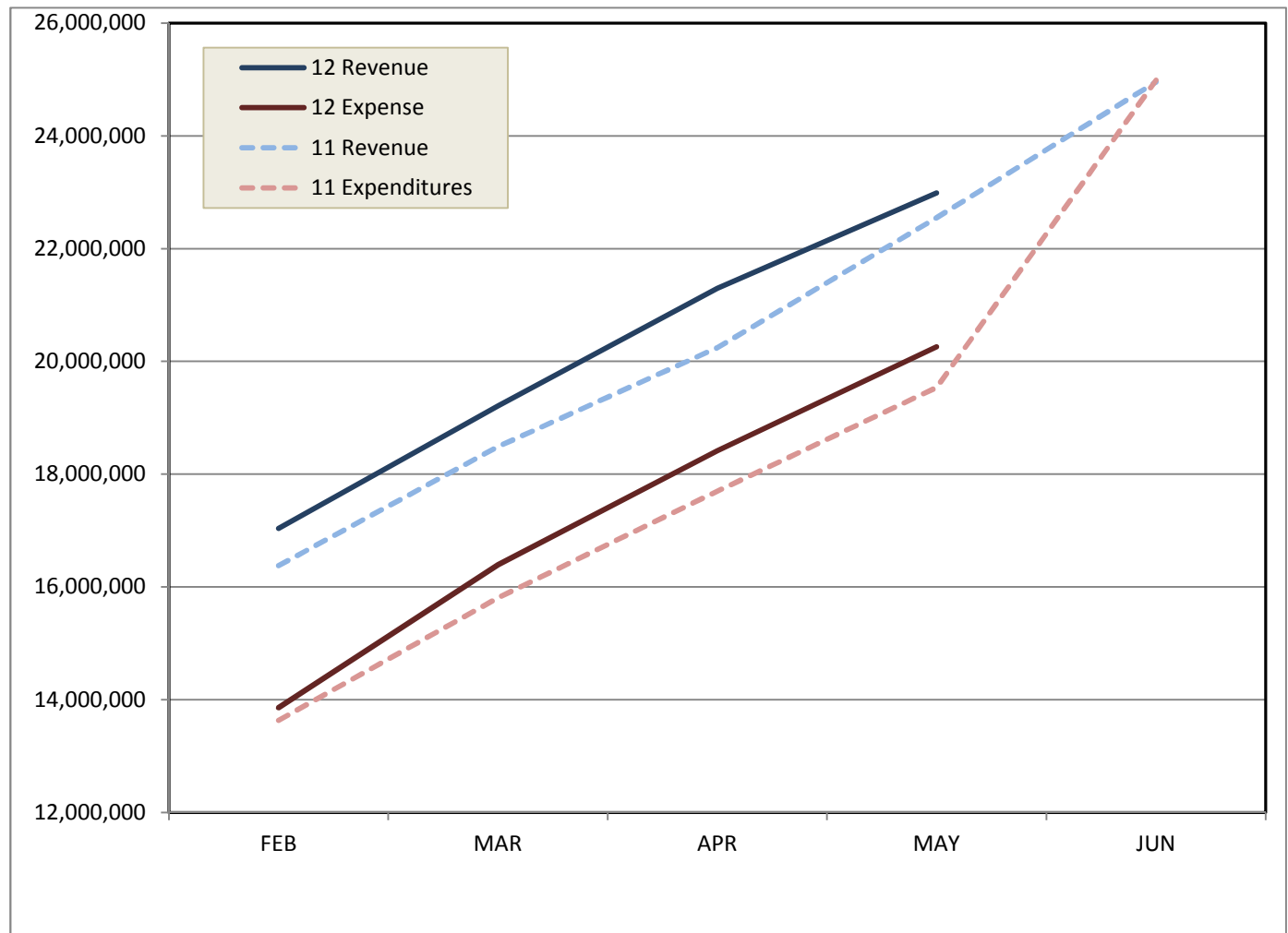
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2011	772,372	1,682,797	2,845,597	4,036,669	5,217,884	8,252,994	14,421,187	16,378,147	18,488,290	20,242,083	22,550,815	24,957,197
2012	707,688	1,843,125	2,833,081	4,074,470	6,369,706	8,492,224	14,985,280	17,037,516	19,211,405	21,297,031	22,989,208	

Total Expenditures

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2011	552,113	1,429,373	3,356,441	5,556,335	7,390,174	9,543,852	11,448,988	13,635,476	15,804,712	17,695,559	19,534,175	24,989,463
2012	611,829	1,301,044	3,513,279	5,559,367	7,574,451	9,544,951	11,893,512	13,857,230	16,394,885	18,413,786	20,260,674	

Revenues less Expenditures

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2011	220,259	253,424	-510,845	-1,519,666	-2,172,290	-1,290,858	2,972,199	2,742,671	2,683,578	2,546,524	3,016,640	-32,265
2012	95,860	542,081	-680,198	-1,484,897	-1,204,745	-1,052,726	3,091,768	3,180,286	2,816,520	2,883,245	2,728,534	



REVENUE REPORT

This report includes the month of May.

Printed On: June 14, 2012

Revenue as Compared to 2011

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2012	-64,684	160,328	-12,516	37,801	1,151,823	239,231	564,093	659,369	723,115	1,054,948	438,393	

**This report shows differences between the current year, 2012, and last year.

Revenue by Source (2012 As Compared to 2011)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Local	-2,420	134,051	153,157	94,452	45,336	-58,235	498,894	518,364	608,365	660,433	563,004	
County	0	0	0	0	0	0	0	-174,694	7,317	7,317	7,317	
State	25,326	160,860	25,029	110,932	172,539	150,750	292,453	324,109	353,597	431,509	692,894	
Federal	-87,590	-137,150	-193,268	-170,149	-276,016	-702,847	-575,936	-407,779	-655,418	-429,871	-1,043,074	
Non-Rev.	0	0	0	0	0	0	0	0	0	0	0	
Tuition	0	0	0	0	1,204,994	854,693	358,995	409,683	419,568	404,544	248,550	
Total	-64,684	157,761	-15,082	35,235	1,146,853	244,360	574,407	669,684	733,430	1,073,932	468,692	

**This report shows differences between the current year, 2012, and last year.

Revenue by Detailed Source [Independent Month (2012)]

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Prop C	119,681	178,587	129,637	138,745	139,571	147,336	136,329	167,985	142,265	137,211	144,264	0
Basic Form.	503,690	530,748	348,392	600,803	537,362	512,325	584,119	544,866	544,853	530,572	544,811	0
Transpor	15,358	15,358	15,446	3,297	12,068	10,704	15,393	12,999	16,553	20,047	14,100	0
Clasrom Trust	22,211	90,159	47,832	66,887	51,786	73,328	62,601	57,500	73,216	75,625	57,121	0
Perkins-Secndry	0	0	7,194	21,374	352	11,278	18,325	15,318	16,058	20,168	50,067	0
Perkins-Pst Scndry	0	0	0	3,662	0	2,581	0	0	0	0	0	0
Part B	0	45,000	45,000	45,000	45,000	0	45,000	0	45,000	45,000	75,000	0
Lunches 5445	13,601	0	0	29,218	67,042	61,947	56,471	49,674	65,106	55,265	55,030	0
Breakfast 5446	7,298	0	0	7,780	19,249	17,702	16,206	14,110	18,850	15,844	23,306	0
Snack 5448	0	0	0	174	1,186	1,222	1,200	990	1,333	1,053	983	0
Title I	0	0	0	12,995	0	0	328,387	107,119	0	149,911	0	0
Title IIA	0	0	0	10,105	0	0	63,161	15,790	0	31,579	0	0
SPed Ed EC ARRA	0	0	0	0	0	0	0	0	0	0	0	0
5422 Jobs Bill	0	0	160,481	0	0	0	0	0	0	0	0	0
5424 Jobs Bill	0	0	8,911	0	0	0	0	0	0	0	0	0

Revenue by Detailed Source (2012 As Compared to 2011)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Prop C	-11,342	14,107	22,527	27,218	14,732	29,135	44,313	48,095	43,829	67,673	70,026	
Basic Form.	24,591	165,558	19,145	152,054	222,934	240,320	281,632	249,457	212,105	190,604	578,371	
Transpor	2,678	6,371	6,696	-880	-1,475	-3,210	-9,087	-23,088	-21,646	-17,038	-18,474	
Clasrom Trust	21,108	11,868	-650	-2,871	-11,726	4,897	3,423	3,467	2,582	15,389	68,353	
Perkins-Secndry	90	-15,282	-8,088	-16,632	-40,148	-31,114	-23,538	-23,942	-18,708	-8,637	9,678	
Perkins-Pst Scndry	0	0	0	3,662	3,662	6,243	6,243	6,243	6,243	6,243	6,243	
Part B	0	45,000	45,500	60,500	60,500	15,500	9,925	-40,650	-46,225	-56,978	-34,978	
Lunches 5445	13,441	13,441	13,441	42,659	18,204	21,358	18,086	26,649	38,849	48,215	39,396	
Breakfast 5446	7,298	7,298	7,298	15,078	8,349	9,121	8,099	10,721	15,544	19,101	25,164	
Snack 5448	0	0	0	174	915	1,420	912	893	806	214	-537	
Title I	0	0	0	12,995	12,995	-267,005	-138,618	-31,499	-266,339	-116,429	-216,429	
Title IIA	0	0	0	10,105	10,105	-29,895	-6,734	9,055	-30,945	635	-14,365	
SPed Ed EC ARRA	0	0	0	0	0	0	0	0	0	0	0	
5422 Jobs Bill	0	0	88,568	16,655	-55,258	-127,171	-127,171	-127,171	-127,171	-127,171	-127,171	
5424 Jobs Bill	-87,933	-175,866	-166,955	-166,955	-166,955	-166,955	-166,955	-166,955	-166,955	-166,955	-166,955	

**This report shows differences between the current year, 2012, and last year. Notice: This chart only shows selected revenue sources.

EXPENSE REPORT

This report includes the month of May.

Printed On: June 14, 2012

****This report shows differences between the current year, 2012, and last year.**

Expenses as Compared to 2011

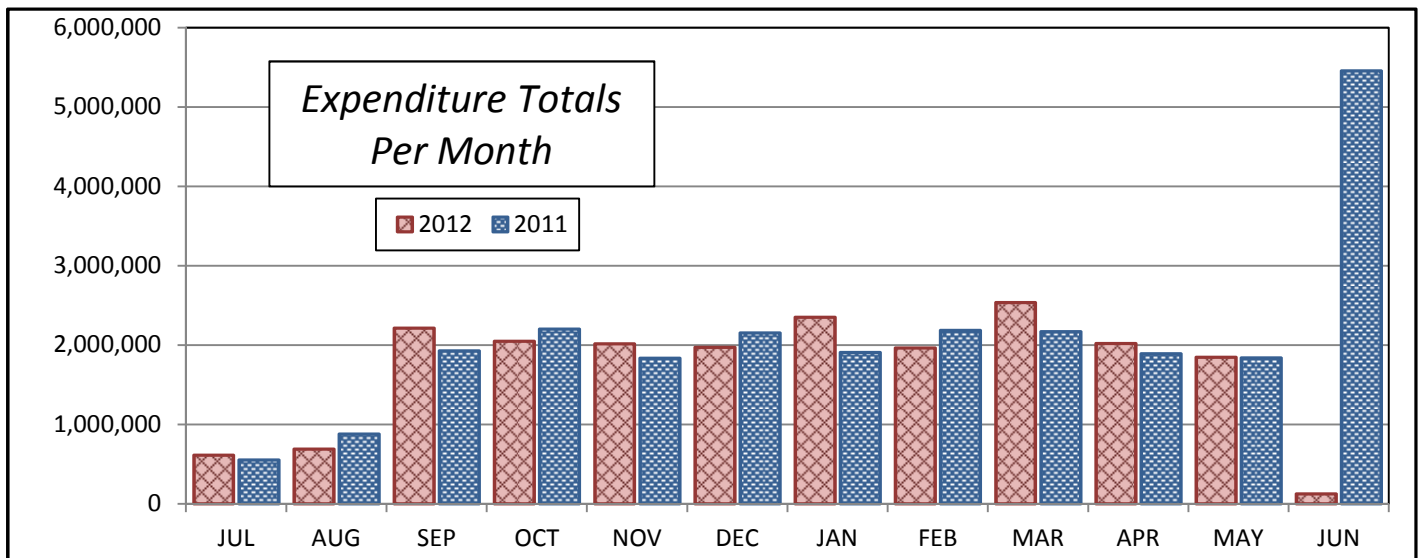
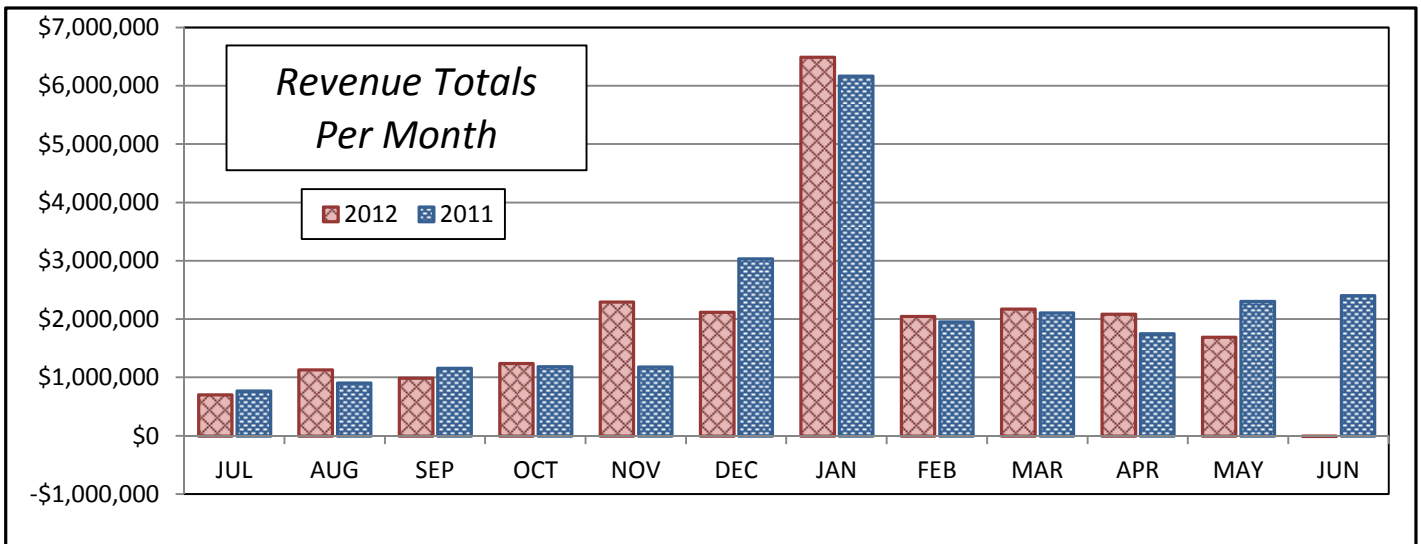
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2012	59,716	-128,329	156,838	3,032	184,277	1,099	444,524	221,754	590,173	718,227	726,499	

****This report shows differences between the current year, 2012, and last year.**

Expense by Source (2012 As Compared to 2011)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Fund 10	38,177	63,284	223,313	198,224	302,848	55,279	404,339	444,104	461,664	501,065	462,166	
Fund 20	31,306	31,480	55,856	48,691	64,502	65,359	89,603	81,060	114,558	135,081	160,889	
Fund 40	-6,153	-65,733	56,596	-23,828	-16,552	35,984	88,894	158,503	695,797	710,087	678,906	
Fund 60	4,132	29,960	39,930	43,104	102,292	110,736	142,986	134,895	162,488	218,305	247,118	
Fund 65	-3,600	-3,176	830	1,221	2,539	2,694	5,459	2,152	-498	-886	22,970	
Fund 70	5,334	13,002	24,772	31,360	37,996	44,499	51,001	57,503	71,353	72,946	75,332	
Total	69,196	68,818	401,297	298,772	493,625	314,551	782,282	878,217	1,505,361	1,636,598	1,647,382	

****This report shows differences between the current year, 2012, and last year.**

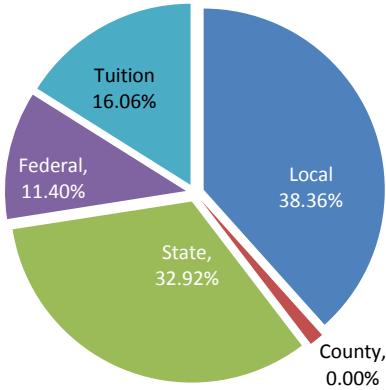


BREAKDOWN OF REVENUE & EXPENSE

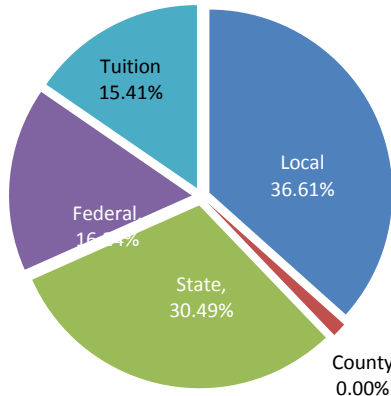
This report includes the month of May.

Printed On: June 14, 2012

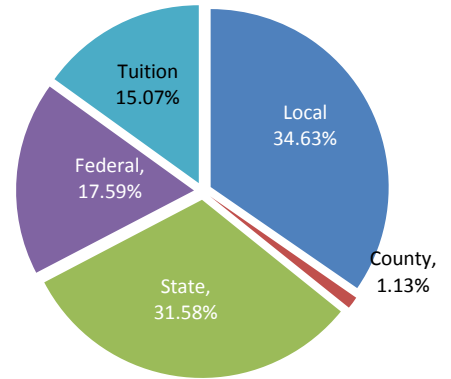
REVENUE



Through MAY, 2011-2012

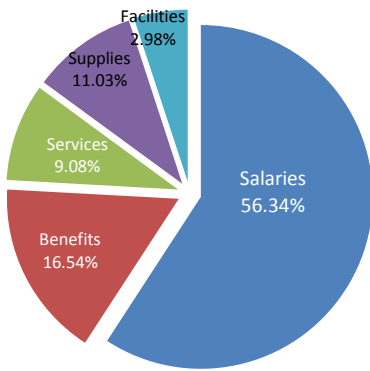


Through MAY, 2010-2011

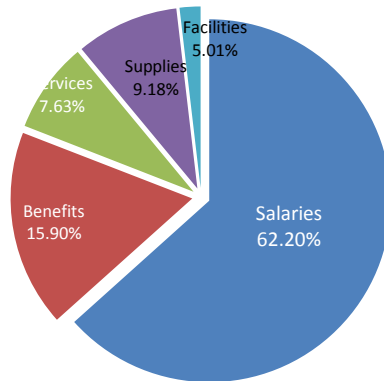


2011 End of Year

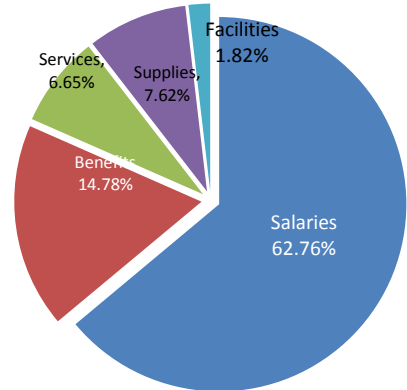
EXPENSE



Through MAY, 2011-2012



Through MAY, 2010-2011



2011 End of Year

WEST PLAINS R-VII PUBLIC SCHOOLS PROFESSIONAL LEARNING EVALUATION

June 2012

COMMITTEE MEMBERS 2011-2012

Gina Gobel	Elementary
Mandy Harrison	Elementary
Keesha Cotham	South Fork
Erica Walker	Middle School
Natalie Brazeal	High School
Dixie Huff	High School
Tina Jolliff	High School
Andrea Bowers	Special Education
Audie Johnson	Career Center
Ruby Collins	Career Center
Dr. Julie Thompson	Chief Academic Officer

At West Plains Public Schools, we realize how important it is to consider the effectiveness of chosen methods of professional development for achieving intended outcomes for professional learning. This evaluation examines the value professional learning opportunities provided by the district contribute to bring about change and their impact on teaching and learning. This evaluation draws from the *Missouri High Quality Professional Development Survey of Teachers*, the *End-of-Year Professional Development Hourly Reports*, *Professional Learning Team Logs*, and the *Needs Assessment Survey* for continued instruction. This evaluation will consider the impact of professional development on new learning, confirmation of current practice, adaptations to practice, and the change in school culture that benefits students, staff, and the community.

Survey of Teachers - High-Quality Professional Development Results

To be considered high-quality professional development, the fully-implemented **combined, ongoing activities** in the district, building, and/or individual professional development plan(s) must meet all of the criteria in Part I and at least one criterion in Part II and one in Part III. Unless one-day workshops and short-term conferences or workshops are part of a fully-implemented professional development plan, they are not considered high-quality professional development. All completed activities in the plan must be aligned to a goal of the district or building CSIP. *(For complete results, see Appendix A.)*

Strengths	Weaknesses
<p>The district actively engages teachers in planning, skills, and implementation over time.</p> <p>Professional development is directly linked to improved student learning so that all children may meet the Show-Me Standards at the proficient level</p>	<p>None Noted</p>
<p>Professional development is directly linked to district and building improvement plans</p> <p>Professional development opportunities are developed with extensive participation of teachers, parents, principals, and other administrators (Parent participation may be at the CSIP level.)</p>	
<p>The district provides time and other resources for learning, practice, and follow-up.</p> <p>Professional development opportunities are supported by district and building leadership.</p>	
<p>The professional development process provides teachers with the opportunity to give the district feedback on the effectiveness of participation in this professional development activity.</p>	

2011-2012 West Plains R-VII Professional Development Activity Log

Date	Name of Activity/Course	Characteristics	Contact HRS	
07/06/2011	Chris Biffle	Mid-West Whole Brain Teaching Conference	7.0	SA
07/07/2011	Chris Biffle	Mid-West Whole Brain Teaching Conference	7.0	SA
07/18/2011	Joplin Disaster Relief	Teachers sort materials at Joplin Disaster Center	10.00	
08/03/2011	BTAP Training	New Teacher to the District Training	6.0	SA
08/04/2011	BTAP Training	New Teacher to the District Training	3.5	SA
08/09/2011	Web Site Training	Teacher Website Training MS & HS/SCCC 10:30-11:30	1.0	SA
08/10/2011	Web Site Training	Teacher Website Training EL & SF 1:00-2:00	1.0	SA
08/10/2011	Web Site Training	Teacher Website Training EL 2:15-3:15	1.0	SA
08/11/2011	Web Site Training	Teacher Website Training MS 10:00-11:00	1.0	SA
08/11/2011	Web Site Training	Teacher Website Training HS & SCCC 1:00-2:00	1.0	SA
08/16/2011	Open House	Parent Involvement Intro to Curricula & Regulations	2.0	
08/17/2011	LETRS Training	LETRS® (Language Essentials for Teachers of Reading and Spelling) West Plains Elementary MODULE 2	5.0	
08/17/2011	Acuity® Training	Acuity® Assessment Software Training WP ELEM & SF	2.5	
08/22/2011	ZPA FA2011 Intro	Zizzer Professional Academy "Creating a Digital Rich Classroom" Kick-Off	1.0	SA
08/22/2011-12/05/2011	ZPA FA 2011 Course	Zizzer Professional Academy "Creating a Digital Rich Classroom" MSU-SGF Professional Development (<i>If taken for College Credit, may be used for PD Documentation but may not be used for Salary Advancement.</i>)	48.0	SA
08/30/2011	Park Hill SS Dept	High School Social Studies Reps to Park Hill School District to Review Curriculum and Test Prep for EOCs	12.0 (8.0 SA)	SA
08/30/2011	BTAP Training	Survivor Series Rolla RPDC New Teachers to the District	2.5	SA
09/02/2011	Co-Teaching Mtg.	Co-Teaching Meeting at Central Office for HS Co-Teachers	2.5	
09/06/2011	RtI Workshop	Response to Intervention Workshop 12:30-3:30	3.0	
09/07/2011	PDC Mtg.	Professional Development Committee Meeting 3:30-5:00	1.5	SA
09/08/2011	FastForward®	FastForward® Online Learning Acceleration Program Training at Central Office 8:00-3:00	7.0	
09/14/2011	Acuity® Training	Acuity® Assessment State Training CoMO 8:00-3:30	7.5	
09/15/2011	Acuity® Training	Acuity® Assessment State Training CoMO 8:00-3:30	7.5	
09/15/2011	PBS	Positive Behavior Supports Training Rolla ELEM 9:00-3:00	6.0	
09/15/2011	LETRS Training	LETRS® (Language Essentials for Teachers of Reading and Spelling) West Plains Elementary MODULE 3 Grades K-2	5.0	
09/16/2011	LETRS Training	LETRS® (Language Essentials for Teachers of Reading and Spelling) West Plains Elementary MODULE 3 Grades 3-4	5.0	

Date	Name of Activity/Course	Characteristics	Contact HRS	
09/19/2011	Todd Whitaker	Todd Whitaker Inspirational Educational Speaker WPMS	4.0	
09/28/2011	MRI HS/SCCC	Introduction to Missouri Reading Initiative 7:30-8:00AM	0.5	SA
10/11/2011	Peer Observations	Arranged Peer Observations 8:00-3:00	7.0	
10/13/2011	Peer Observations	Arranged Peer Observations 8:00-3:00	7.0	
10/14/2011	MS Fall Festival	MS Fall Festival Parent Involvement 5:00-8:00PM	3.0	
10/25/2011	PBS	Positive Behavior Supports Training Rolla ELEM 9:00-3:00	6.0	
10/31/2011	MS PD	Middle School Outside Leadership Experience 8:00-3:00	7.0	
10/31/2011	MRI HS & SCCC	Missouri Reading Initiative HS & SCCC 8:00-11:00 OR 12:00-3:00	3.0	
10/31/2011	Technology Training	SCCC Technology Training Modules (Excel, Word, Lumen)	1.0	
10/31/2011	LETRS Training	LETRS® (Language Essentials for Teachers of Reading and Spelling) West Plains Elementary MODULE 4	7.0	
10/31/2011	SF PD	South Fork Building Wide Professional Development	7.0	
11/10/2011	FastForward®	FastForward® Online Learning Acceleration Program Training at Central Office 9:00-3:00	6.0	
11/10/2011	Tech Committee Meeting	Technology Committee Meeting Central Office 4:00-5:00	1.0	SA
11/16/2011	MRI HS & SCCC	Missouri Reading Initiative HS & SCCC 8:00-11:00 OR 12:00-3:00 (SC,SCCC)	3.0	
11/17/2011	MRI HS & SCCC	Missouri Reading Initiative HS & SCCC 8:00-11:00 OR 12:00-3:00 (SS, ELA)	3.0	
11/29/2011	PDC	Professional Development Committee Meeting 3:45-5:15	2.5	SA
11/30/2011	BTAP Training	Survivor Series Rolla RPDC New Teachers to the District 9:00-3:30	6.5	
12/05/2011	ZPA	Final Face-to-Face Zizzer Professional Academy fall 2011	1.0	SA
12/06/2011	MRI HS & SCCC	Missouri Reading Initiative HS & SCCC 8:00-11:00 OR 12:00-3:00 (SC, ELA)	3.0	
12/07/2011	MRI HS & SCCC	Missouri Reading Initiative HS & SCCC 8:00-11:00 OR 12:00-3:00 (SS, SCCC)	3.0	
12/07/2011	A+ Advisory Comm.	A+ Advisory Committee Meeting 12:00-1:00	1.0	
12/07/2011	Technology Training	Website Training 4:00-5:00PM	1.0	SA
12/13/2011	Math Curriculum	Math PD and Curr. Writing K-4 8:30-3:00	7.0	
12/13/2011	Technology Training	Website Training 3:30-4:30	1.0	
12/14/2011	PBS	Positive Behavior Supports Training Rolla ELEM 9:00-3:00	6.0	
01/02/2012	MRI HS & SCCC	Missouri Reading Initiative HS & SCCC 8:00-11:00 OR 12:00-3:00	3.0	
01/02/2012	Science Curr. HS	Science Curriculum PD & Writing HS 9:00-10:30	1.5	
01/02/2012	Soc. St. Curr. HS	Social Studies PD & Writing HS 1:00-3:00	2.0	
01/02/2012	LETRS Training	LETRS® (Language Essentials for Teachers of Reading and Spelling) West Plains Elementary MODULE 5	7.0	
01/09/2012	ZPA SP2012 Intro	Zizzer Professional Academy "50 Ways to Improve Student Behavior" Kick-Off	1.0	SA
01/09/2012-03/31/2012	ZPA SP2012 Course	Zizzer Professional Academy "50 Ways to Improve Student Behavior" (If taken for College Credit, may be used for PD Documentation but may not be used for Salary Advancement.)	48.0	SA
01/10/2012	Federal Programs	Federal Programs Committee PD & Review 4:30-5:30	1.0	SA
01/10/2012	RtI HS	Response to Intervention Introductory Committee HS	1.0	SA

Date	Name of Activity/Course	Characteristics	Contact HRS	
01/13/2012	Acuity® Training	Acuity® Assessment Software Training HS SPED	7.0	
01/13/2012	PDC Committee	Professional Development Committee 12:00-3:00	3.0	
01/19/2012	Math Curriculum	Math PD and Curr. Writing K-4 8:30-3:00	7.0	
01/24/2012	PDC Committee	Professional Development Committee 4:00-5:00	1.0	SA
02/01/2012	PBS	Positive Behavior Supports Training Rolla ELEM 9:00-3:00	6.0	
02/07/2012	MRI HS & SCCC	Missouri Reading Initiative HS & SCCC 8:00-11:00 OR 12:00-3:00 (SC, ELA)	3.0	
02/08/2012	MRI HS & SCCC	Missouri Reading Initiative HS & SCCC 8:00-11:00 OR 12:00-3:00 (SS, SCCC)	3.0	
02/09/2012	Math Curriculum	Math PD and Curr. Writing K-4 8:30-3:00	7.0	
02/16/2012	MS RtI & Acuity	MS observation of Plaza Middle School RtI and Acuity	10.0 (8.0 SA)	SA
03/01/2012	LETRS Training	LETRS® (Language Essentials for Teachers of Reading and Spelling) West Plains Elementary MODULE 6 Grades K-2 9:30-3:00	5.5	
03/02/2012	LETRS Training	LETRS® (Language Essentials for Teachers of Reading and Spelling) West Plains Elementary MODULE 6 Grades 3-4 9:30-3:00	5.5	
03/06/2012	Reading Curriculum	Elementary Journey's 2011 Reading Observation Carthage Missouri	7.0	
03/07/2012	Technology Training	Website Training 4:00-5:00PM	1.0	SA
03/13/2012	Autism Conference	Temple Grandin @ Steeleville, MO	7.0	
03/16/2012	PDC Committee	PDC Committee Rewrite Teacher/Mentor Plan 12:00PM-3:00PM		
03/26/2012	MAP Training SF	MAP Training SF 3:30-4:30	1.0	SA
03/27/2012	DESE@MSU	DESE Quality Educator Panel w/K. Eslinger at MSU 3:30-4:30	1.0	SA
04/02/2012	HS EOC Training	HS EOC required Examiner Training 3:30-4:30	1.0	SA
04/03/2012	HS EOC Training	HS EOC required Examiner Training 3:30-4:30	1.0	SA
04/04/2012	HS EOC Training	HS EOC required Examiner Training 3:30-4:30	1.0	SA
04/05/2012	HS EOC Training	HS EOC required Examiner Training 3:30-4:30	1.0	SA
05/08/2012	WPMS Grad	WPMS 8 th grade graduation	1.0	
05/09/2012	HS Freshman Night	Prepare Materials for or Host Incoming Freshman and their parents for HS Freshman Night	2.0	SA
05/10/2012	Preschool Grad	WP ELEM Preschool Graduation 6:00-7:00PM	1.0	
05/10/2012	WPHS Grad	WPHS Graduation 7:00-9:00PM	2.0	

Professional Learning Team Logs

West Plains Public Schools operates as a Professional Learning Community (PLC). Each building administrator has created Professional Learning Teams which are comprised of faculty/staff who meet on a scheduled basis to seek and share learning so they may then act on what they have learned. The goal of their actions is to enhance their effectiveness as professionals students may benefit.

As an organizational arrangement, the professional learning community is seen as a powerful staff development approach and a potent strategy for school change and improvement.

For staff, the following results have been observed:

- reduction of isolation of teachers
- increased commitment to the mission and goals of the school and increased vigor in working to strengthen the mission
- shared responsibility for the total development of students and collective responsibility for students' success
- powerful learning that defines good teaching and classroom practice and that creates new knowledge and beliefs about teaching and learners
- increased meaning and understanding of the content that teachers teach and the roles they play in helping all students achieve expectations
- higher likelihood that teachers will be well informed, professionally renewed, and inspired to inspire students
- more satisfaction, higher morale, and lower rates of absenteeism
- significant advances in adapting teaching to the students, accomplished more quickly than in traditional schools
- commitment to making significant and lasting changes and
- higher likelihood of undertaking fundamental systemic change.

Teachers report logs online in the district Moodle environment where teachers and administrators may review conversations and provide support as needed. *(See Appendix B for sample log.)*

Plan of Action 2012-2013 School Year

Teachers are the most important school related factor influencing student achievement, and how teachers are prepared and supported throughout their careers is vital to their success. Missouri was selected as one of four states considered to be “professionally active” based on evidence of high levels of teacher participation in professional development in the 2008 Schools and Staffing Survey (SASS), administered by the National Center for Education Statistics, and the teacher surveys associated with the 2009 National Assessment of Educational Progress (NAEP); a reputation in the literature for enacting reforms that are consistent with the research base on “effective” professional development; and improvements in student achievement as measured in the 2009 NAEP. Students scored above national averages on the NAEP. Teachers in all four states had high participation rates in a wide range of professional development, from teacher induction to curriculum support and study groups focused on specific subject areas. While their approaches to professional development vary, the four states share a number of key characteristics. All have professional development standards, induction and mentoring programs for beginning teachers, and a state-level organization or professional board that oversees teacher licensing, professional teaching standards, and professional development. Most also require professional development plans for teachers and minimum levels of professional development for license renewal. All provide a range of supports and incentives for professional learning (Jaquith, Mindich, Chung Wei, & Darling-Hammond, 2010).

Effective professional development is the single most powerful strategy school systems have to increase teaching effectiveness. In multiple national surveys teachers tell us that they value professional development and the opportunity to collaborate, problem solve, and learn from colleagues, more than they value merit pay or other incentive strategies. Research also tells us that teacher performance is influenced by one's peers, that schools organized as professional learning communities produce better results for all students, and that job-embedded support for teachers can improve performance (Hirsh, 2011).

If our goal is great teaching for every child, we must use the one strategy that can ensure great practice moves from classroom to classroom and school to school. Otherwise, we will be asking ourselves once again why our student performance is not increasing.

Research evidence supports the notion that investing and supporting professional development that is ongoing, intensive, and connected to practice and school initiatives; focuses on the teaching and learning of specific academic content; and builds strong working relationships among teachers makes a difference in student achievement.

1. New Teacher to the District Induction
2. New Teacher Mentor Program
3. Professional Learning Community Model
4. Addressing Federal Mandates (i.e., No Child Left Behind (*NCLB*))

5. Introducing the Common Core Standards in Revised Curriculum, Instruction, and Assessment
6. District-Wide Focus on Response-to-Intervention (RTI)

NEW TEACHER TO THE DISTRICT ACADEMY

All new teachers to the West Plains R-VII School District will participate in a formal induction academy. The goal of series is to give new teachers to the district the tools to walk into the classroom the first day with confidence, to make the job more effective, less anxious and more rewarding.

In the New Teachers' Academy, teachers learn the rules and policies, tour the school, go through a simulated day, and learn about the school's services and labs and record keeping. Most valuable for newly graduated teachers is meeting with their mentor, a veteran teacher in their school.

NEW TEACHER MENTOR PROGRAM

In order to help beginning teachers refine their skills, improve their chances for success, and encourage them to stay in the profession the West Plains R-VII school district will provide a professional development plan for each faculty member who has no teaching experience. The plan will address the teacher's first two years in the classroom and the goals identified in the plan will relate to the evaluation criteria used by the district. Copies of the initial plan and all subsequent revisions shall be filed in the new teacher's building to be readily available to the teacher and mentor for review and updating.

Beginning teachers will participate in an entry year mentor program and will be assigned a mentor who will initiate preparation of the beginning teacher's professional development plan and will help the teacher tailor the plan to his or her needs as soon as appropriate.

Mentors must have five years of teaching experience and be willing to be trained as a mentor. The building principal will be responsible for selecting and placing mentors.

A coordinated plan for seminars and visitations for first and second year teachers will be developed by the district. In addition, new teachers will participate in an ongoing "Survivor Academy" sponsored by the Rolla-RPDC. The Survivor Workshop Series will include topics such as discipline, class building, MAP preparation, lesson planning, brain-based lessons, motivation, etc. Participants will be encouraged to suggest topics they wish to learn more about.

This series may fulfill professional development requirements for the following: Personal Growth Plans, Professional Development Plans, and New Teacher Certification Hours.

Participation in the Survivor series fulfills the Beginning Teacher Assistance Program (BTAP) requirement for certification renewal/upgrade.

PROFESSIONAL LEARNING COMMUNITY MODEL

The West Plains R-VII School District will continue to implement the Professional Learning Community school improvement model. Professional learning communities see student learning, not teaching, as their mission. The policies, instruction, curriculum, programs, professional development, and other functions of the school all support student learning. In maintaining this constant focus on learning, four questions become paramount:

1. What should students know and be able to do?
2. How will the school determine that students have learned the essential knowledge and skills?
3. How will the school respond when students do not learn?
4. How will the school respond when they already know it?

The state PLC school-improvement model focuses on increasing student achievement by building the capacity of school personnel to create and sustain the conditions that promote high levels of student and adult learning.

WHAT DOES A SCHOOL THAT IS A PROFESSIONAL LEARNING COMMUNITY LOOK LIKE?

- The daily work of the school is driven by common purpose, shared vision and collective commitments.
- There are high expectations regarding student achievement and a commitment on the part of staff to accept responsibility for student learning.
- The learning of each student is monitored on a timely basis using common core curriculum and common assessments aligned with state standards.
- School structures support student learning and provide additional time and support for students who initially do not achieve intended outcomes.
- Job-embedded professional development leads to the collective identification of, reflection about, and implementation of “best practices” for improved student achievement.
- Staff members work collaboratively in processes that foster continuous improvement in all indicators of student achievement.
- The use of data promotes an action orientation and focus on results.
- Leadership of school improvement processes is widely dispersed and helps sustain a culture of continuous improvement.

CONTINUED EDUCATION OPPORTUNITIES

West Plains Public Schools partners with Missouri State University—Springfield to provide courses for graduate and undergraduate credit for our faculty and staff. These courses are developed in-house and target areas of request as determined by a Needs Assessment. To date, over 106 credit hours have been provided by this newly founded partnership.

ADDRESSING FEDERAL MANDATES

The West Plains R-VII School district will continue to fulfill the hospices of NCLB by providing timely professional development in curriculum, instruction, and assessment. Studies show that quality teaching outweighs students' social and economic background in accounting for differences in student achievement. Having an effective teacher versus a less effective one for three years in a row can alter a student's achievement by as much as 50 percentage points—an impact sufficient to distinguish between students who struggle to graduate and those who succeed in entering college or the workplace.

MOVING TOWARD THE COMMON CORE STANDARDS

The Common Core State Standards Initiative is a state-led effort coordinated by the National Governors Association Center for Best Practices (NGA Center) and the Council of Chief State School Officers (CCSSO). The standards for English-language arts and mathematics, which were released June 2, 2010, were developed in collaboration with teachers, school administrators and experts.

The standards:

- Are aligned with college and work expectations
- Are clear, understandable and consistent
- Include rigorous content and application of knowledge through high-order skills
- Build upon strengths and lessons of current state standards
- Are informed by other top performing countries so that all students are prepared to succeed in our global economy and society
- Are evidence-based.

We want to make sure that every child across the country is given the tools they need to succeed. High standards that are consistent across states provide teachers, parents, and students with a set of clear expectations that everyone can work toward together. This will ensure that we maintain America's competitive edge, so that all of our students are well prepared with the skills and knowledge necessary to compete with not only their peers here at home, but with students from around the world.

West Plains Public Schools will begin exploring the transition from Grade-Level-Expectations (GLEs) and Course-Level-Expectations (CLEs) to the Common Core Standards (CCSs) during the 2011-2012 School Year.

According to *Call for Action: Transforming Teaching and Learning to Prepare High School Students for College and Careers* (2010), a new policy brief from the Alliance for Excellent Education, students will be adequately prepared for college and careers only if they have teachers who (1) have the knowledge and skills to make sure courses are truly challenging and (2) have the ability to elicit levels of student engagement and performance that are in line with postsecondary expectations. Continuous professional development for all educators leads to increases in student achievement. It is too important a contributing factor to leave to chance. Strong state policies about effective professional learning and the necessary resources and leadership to support it will increase its effectiveness and the return on investments in it.

CONCLUSION

The data shows the district is finding great success with the goal of providing professional learning opportunities to bring about change which impacts teaching and learning. The data drawn from the *Missouri High Quality Professional Development Survey of Teachers*, the *End-of-Year Professional Development Hourly Reports*, *Professional Learning Team Logs*, and the *Needs Assessment Survey* for continued instruction show supportive conditions for professional opportunities. The professional development efforts of the district have created a positive impact on new learning, confirmation of current practice, adaptations to practice, and the change in school culture that benefits students, staff, and the community.

Appendix A
 Missouri Survey of Teachers—High Quality Professional Development
 Total Finished Surveys: 195

Part I: High-quality professional development:	
-actively engages teachers in planning, skills, and implementation over time.	95.38%
-is directly linked to improved student learning so that all children may meet the Show-Me Standards at the proficient level	92.31%
-is directly linked to district and building improvement plans	90.26%
-is developed with extensive participation of teachers, parents, principals, and other administrators (Parent participation may be at the CSIP level.)	85.13%
-provides time and other resources for learning, practice, and follow-up	86.67%
-is supported by district and building leadership.	92.82%
-provides teachers with the opportunity to give the district feedback on the effectiveness of participation in this professional development activity.	91.28%

Part II: Types of activities that may be considered high-quality professional development if they meet the above requirements are:	
-study groups	48.72%
-grade level collaboration and work.	76.92%
-content-area collaboration and work.	87.69%
-specialization-area collaboration and work.	65.64%
-action research and sharing of findings	44.62%
-modeling	54.36%
-peer coaching	51.28%
-vertical teaming	50.26%

Part III: Topics for high-quality professional development include:	
-instructional strategies related to content being taught in the classroom.	81.03%
-content knowledge related to standards and classroom instruction.	78.97%
-strategies to assist teachers in providing instruction to children with limited English proficiency to improve their language and academic skills	65.13%
-the integration of academic and career education	65.13%
-instruction in methods of teaching children with special needs	48.21%
-strategies to assist teachers in creating and using classroom assessments.	28.21%
-instruction in the use of data to inform classroom practice.	56.41%
-instruction in linking secondary and post-secondary education.	53.33%
-strategies for integrating technology into instruction.	64.10%
-research and strategies for the education and care of preschool children.	24.62%
-research and strategies for closing achievement gaps between diverse groups of students.	42.05%
-improving classroom management skills.	65.13%
-a combination of content knowledge and content-specific teaching skills.	65.13%
-involving families and other stakeholders in improving the learning of all students.	54.36%

Appendix B
Sample Professional Learning Team Log

HIGH SCHOOL SCIENCE TEAM APRIL LOG

Focusing on Student Achievement by Analyzing Common Assessments

Earth Science-Steve Roseman and Cyndi Wright

Steve and I met and discussed the chapters we would cover for the final. Also went over the test we intend to use. Third quarter test did not show any trends other than on the most recent covered topics. Students did better than on those covered at the beginning of the quarter.

Physical Science-Michelle Henderson, Cyndi Wright, and Stephanie Wood

Topics discussed:

1. Chapters to be covered for 4th quarter assessment
2. Created 4th quarter assessment
3. Discussed ways to improve assessment and general testing scores
 - a. Decided it is more motivational than just instructional because of the range of questions that were missed on previous tests
 - b. Shared some class activities to enhance student motivation and achievement (use of RTI materials and activities and others as well)
(some ideas- hidden index card questions, fun with facts, etc.)

Biology-Lori Shannon, Dixie Huff, Nathan Fleming, Natalie Brazeal, Jeff Owens

Discussed how end of year would be handled. As agreed upon by all EOC subject areas, EOC exam would count as 10% of the students' grade. This would be considered their final. Since students may be exempt from a final at the end of the semester, teachers will also give a chapter test encompassing material covered after the final (EOC).

The subject was brought up as to how in depth material should be covered. Should we just be concerned with EOC type material, CLE material only to the level indicated by the CLE's, or should we cover the chapter making sure more in depth material (within the scope and sequence of the book used) is being taught to our students? If we want to eliminate all material not CLE designated, then each topic will have to be scrutinized more thoroughly. The test will be changing in about a year. Should we wait until the new standards are out? This topic was brought up as 3rd quarter common assessment was analyzed.

The concept of cold questions was also discussed. In reviewing for the common assessment, how important is it to make sure none of the specific questions are known by students? Results will be skewed if students know questions. We will not know true mastery of material, but memorization. How would this impact our EOC scores? Do we repetitively cover only EOC topics so students can perfectly master EOC type questions, but leave out other material? Acuity testing was brought up which Dr. Thompson said would be utilized next year possibly. This would guarantee cold questions. I will discuss how Acuity will create the test-will it be based on the new “power standards”? I have also sent an email to Dr. Thompson to get a contact from the Kansas City school to see how relevant their review materials will be for this new test.

REFERENCES

Call for action: Transforming teaching and learning to prepare high school students for college and careers (2010). *Alliance for Excellent Education*, Washington, DC

Hirsh, S. (2011). Good teaching cannot fall victim to budget cuts. *Leaning Forward* as seen at http://blogs.edweek.org/edweek/learning_forwards_pd_watch/2011/03/good_teaching_cannot_fall_victim_to_budget_cuts.html?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed%3A+LearningForwardsPdWatch+%28Learning+Forward%E2%80%99s+PD+Watch%29

Jaquith, A., Mindich, D., Chung Wei, R., and Darling-Hammond, L. (2010) Teacher professional learning in the united states: Case studies of state policies and strategies. *Learning Forward*. Stanford University.

West Plains School District - Certified Salary Schedule

2012-2013

Approved by the School Board on June 10, 2010

Years of Creditable Experience	BA	BA +8	BA+16	BA+24	MASTERS	Masters +8 Hrs.	Masters +16 Hrs.	Masters + 24 Hrs.
	B.A.. In Educ. Or Other Approved Degree	+8 Sem.Hrs.	+16 Sem.Hrs.	+24 Sem.Hrs.	Approved* Masters Degree	M+8	M+16	M+24
1	27,350.00	28,171.00	28,991.00	29,812.00	30,632.00	31,453.00	32,273.00	33,094.00
2	28,171.00	29,016.00	29,861.00	30,706.00	31,551.00	32,396.00	33,241.00	34,086.00
3	28,991.00	29,861.00	30,730.00	31,600.00	32,470.00	33,340.00	34,209.00	35,079.00
4	29,812.00	30,706.00	31,600.00	32,495.00	33,389.00	34,283.00	35,178.00	36,072.00
5	30,632.00	31,551.00	32,470.00	33,389.00	34,322.00	35,227.00	36,170.00	37,114.00
6	31,453.00	32,396.00	33,340.00	34,283.00	35,227.00	36,170.00	37,114.00	38,058.00
7	32,273.00	33,241.00	34,209.00	35,178.00	36,376.00	37,349.00	38,323.00	39,296.00
8	33,094.00	34,086.00	35,079.00	36,072.00	37,524.00	38,528.00	39,534.00	40,538.00
9	33,914.00	34,931.00	35,949.00	36,966.00	38,673.00	39,707.00	40,743.00	41,780.00
10	34,735.00	35,777.00	36,819.00	37,861.00	39,822.00	40,888.00	41,955.00	43,022.00
11	35,555.00	36,622.00	37,688.00	38,755.00	40,970.00	42,067.00	43,164.00	44,261.00
12	36,376.00	37,467.00	38,558.00	39,649.00	42,119.00	43,246.00	44,375.00	45,502.00
13	37,196.00	38,312.00	39,428.00	40,544.00	43,268.00	44,425.00	45,584.00	46,744.00
14		39,157.00	40,297.00	41,438.00	44,416.00	45,606.00	46,796.00	47,986.00
15			41,167.00	42,332.00	45,565.00	46,785.00	48,005.00	49,225.00
16				43,227.00	46,714.00	47,964.00	49,216.00	50,466.00
17					47,863.00	49,142.00	50,425.00	51,708.00
18						49,011.00	51,637.00	52,950.00
19							51,503.00	54,189.00
20								54,057.00
21								55,430.00
22								56,673.00

In order to progress to the Masters +8, Masters + 16 or Masters +24 Column, a teacher must earn 8 graduate hours, 16 graduate hours, or 24 graduate hours after they obtain their Masters Degree.

**OPERATION AND MAINTENANCE
SALARY SCHEDULE**

2012-13

Years	12-Month	Seasonal	Part-time
Initial	\$9.50	\$9.00	\$9.00
6 mo.	\$9.75	\$9.25	\$9.25
1	\$10.00	\$9.50	\$9.50
2	\$10.25	\$9.75	\$9.75
3	\$10.50	\$10.00	\$10.00
4	\$10.75	\$10.25	\$10.25
5	\$11.00	\$10.50	\$10.50
6	\$11.25	\$10.75	\$10.75
7	\$11.50	\$11.00	\$11.00
8	\$11.75	\$11.25	\$11.25
9	\$12.00	\$11.50	\$11.50
10	\$12.25	\$11.75	\$11.75
11	\$12.50	\$12.00	\$12.00
12	\$12.75	\$12.25	\$12.25
13	\$13.00	\$12.50	\$12.50
14	\$13.25	\$12.75	\$12.75

BUS DRIVERS

CITY DRIVERS

SF DRIVERS

<u>Years of</u>	<u>Monthly</u>			
<u>Exper</u>	<u>Rate</u>	<u>Yearly Rate</u>	<u>Monthly Rate</u>	<u>Yearly Rate</u>
1	\$541.00	\$6,492.00	\$820.00	\$9,840.00
2	\$571.00	\$6,852.00	\$850.00	\$10,200.00
3	\$601.00	\$7,212.00	\$880.00	\$10,560.00
4	\$631.00	\$7,572.00	\$910.00	\$10,920.00
5	\$661.00	\$7,932.00	\$940.00	\$11,280.00
6	\$691.00	\$8,292.00	\$970.00	\$11,640.00
7	\$721.00	\$8,652.00	\$1,000.00	\$12,000.00
8	\$751.00	\$9,012.00	\$1,030.00	\$12,360.00
9	\$781.00	\$9,372.00	\$1,060.00	\$12,720.00
10	\$811.00	\$9,732.00	\$1,090.00	\$13,080.00
11	\$841.00	\$10,092.00	\$1,120.00	\$13,440.00
12	\$871.00	\$10,452.00	\$1,150.00	\$13,800.00
13	\$901.00	\$10,812.00	\$1,180.00	\$14,160.00
14	\$961.00	\$11,532.00	\$1,210.00	\$14,520.00

SECRETARIES AND NON-INSTRUCTIONAL AIDES

SALARY SCHEDULE

2011-12

Years	Office Manager	12-Month	10-Month
initial	\$11.00	\$10.00	\$9.50
6 mo.	\$11.25	\$10.25	\$9.75
1	\$11.50	\$10.50	\$10.00
2	\$11.75	\$10.75	\$10.25
3	\$12.00	\$11.00	\$10.50
4	\$12.25	\$11.25	\$10.75
5	\$12.50	\$11.50	\$11.00
6	\$12.75	\$11.75	\$11.25
7	\$13.00	\$12.00	\$11.50
8	\$13.25	\$12.25	\$11.75
9	\$13.50	\$12.50	\$12.00
10	\$13.75	\$12.75	\$12.25
11	\$14.00	\$13.00	\$12.50
12	\$14.25	\$13.25	\$12.75
13	\$14.50	\$13.50	\$13.00
14	\$14.75	\$13.75	\$13.25

NON-DEGREED Vocational Instructor Salary Schedule

Years of Creditable Service	Temporary CAC	Initial CAC	Associates Degree + Initial CAC	Bachelor's Degree + Initial CAC
1	\$ 30,000	\$ 30,600	\$ 31,212	\$ 31,836
2	\$ 30,600	\$ 31,212	\$ 31,836	\$ 32,473
3	\$ 31,212	\$ 31,836	\$ 32,473	\$ 33,122
4	\$ 31,836	\$ 32,473	\$ 33,122	\$ 33,785
5	\$ 32,473	\$ 33,122	\$ 33,785	\$ 34,461
6	\$ 33,122	\$ 33,785	\$ 34,461	\$ 35,150
7	\$ 33,785	\$ 34,461	\$ 35,150	\$ 35,853
8	\$ 34,461	\$ 35,150	\$ 35,853	\$ 36,570
9	\$ 35,150	\$ 35,853	\$ 36,570	\$ 37,301
10	\$ 35,853	\$ 36,570	\$ 37,301	\$ 38,047
11	\$ 36,570	\$ 37,301	\$ 38,047	\$ 38,808
12	\$ 37,301	\$ 38,047	\$ 38,808	\$ 39,584
13	\$ 38,047	\$ 38,808	\$ 39,584	\$ 40,376
14		\$ 39,584	\$ 40,376	\$ 41,184
15			\$ 41,184	\$ 42,007
16				\$ 42,847

*Upon completion of a Master's Degree, faculty will be transferred to the regular Certificated Salary Schedule

Years of Creditable Service	BA in Educ. or other approved degree	BA + 8 Sem. Hrs	BA + 16 Sem. Hrs	BA + 24 Sem. Hrs	Approved Master's degree	M + 8 Sem. Hrs	M + 16 Sem. Hrs	M + 24 Sem. Hrs	Second Graduate Degree
1	\$ 30,000	\$ 30,600	\$ 31,212	\$ 31,836	\$ 32,473	\$ 33,122	\$ 33,785	\$ 34,461	\$ 35,150
2	\$ 30,600	\$ 31,212	\$ 31,836	\$ 32,473	\$ 33,122	\$ 33,785	\$ 34,461	\$ 35,150	\$ 35,853
3	\$ 31,212	\$ 31,836	\$ 32,473	\$ 33,122	\$ 33,785	\$ 34,461	\$ 35,150	\$ 35,853	\$ 36,570
4	\$ 31,836	\$ 32,473	\$ 33,122	\$ 33,785	\$ 34,461	\$ 35,150	\$ 35,853	\$ 36,570	\$ 37,301
5	\$ 32,473	\$ 33,122	\$ 33,785	\$ 34,461	\$ 35,150	\$ 35,853	\$ 36,570	\$ 37,301	\$ 38,047
6	\$ 33,122	\$ 33,785	\$ 34,461	\$ 35,150	\$ 35,853	\$ 36,570	\$ 37,301	\$ 38,047	\$ 38,808
7	\$ 33,785	\$ 34,461	\$ 35,150	\$ 35,853	\$ 36,570	\$ 37,301	\$ 38,047	\$ 38,808	\$ 39,584
8	\$ 34,461	\$ 35,150	\$ 35,853	\$ 36,570	\$ 37,301	\$ 38,047	\$ 38,808	\$ 39,584	\$ 40,376
9	\$ 35,150	\$ 35,853	\$ 36,570	\$ 37,301	\$ 38,047	\$ 38,808	\$ 39,584	\$ 40,376	\$ 41,184
10	\$ 35,853	\$ 36,570	\$ 37,301	\$ 38,047	\$ 38,808	\$ 39,584	\$ 40,376	\$ 41,184	\$ 42,007
11	\$ 36,570	\$ 37,301	\$ 38,047	\$ 38,808	\$ 39,584	\$ 40,376	\$ 41,184	\$ 42,007	\$ 42,847
12	\$ 37,301	\$ 38,047	\$ 38,808	\$ 39,584	\$ 40,376	\$ 41,184	\$ 42,007	\$ 42,847	\$ 43,704
13	\$ 38,047	\$ 38,808	\$ 39,584	\$ 40,376	\$ 41,184	\$ 42,007	\$ 42,847	\$ 43,704	\$ 44,578
14		\$ 39,584	\$ 40,376	\$ 41,184	\$ 42,007	\$ 42,847	\$ 43,704	\$ 44,578	\$ 45,470
15			\$ 41,184	\$ 42,007	\$ 42,847	\$ 43,704	\$ 44,578	\$ 45,470	\$ 46,379
16				\$ 42,847	\$ 43,704	\$ 44,578	\$ 45,470	\$ 46,379	\$ 47,307
17					\$ 44,578	\$ 45,470	\$ 46,379	\$ 47,307	\$ 48,253
18					\$ 45,470	\$ 46,379	\$ 47,307	\$ 48,253	\$ 49,218
19					\$ 46,379	\$ 47,307	\$ 48,253	\$ 49,218	\$ 50,203
20					\$ 47,307	\$ 48,253	\$ 49,218	\$ 50,203	\$ 51,207
21					\$ 48,253	\$ 49,218	\$ 50,203	\$ 51,207	\$ 52,231
22						\$ 50,203	\$ 51,207	\$ 52,231	\$ 53,275
23							\$ 52,231	\$ 53,275	\$ 54,341
24								\$ 54,341	\$ 55,428
25									\$ 56,536

*Faculty members possessing a doctorate degree related to education or their specific content area will receive an additional \$2000 stipend per year.

*In order to progress to the Masters +8, Masters + 16 or Masters +24 Column, a teacher must earn 8 graduate hours, 16 graduate hours or 24 graduate hours after they obtain their Masters Degree.

MEMORANDUM OF UNDERSTANDING

The Board of Education of the West Plains School District (hereinafter referred to as "WP R-7") and Boys & Girls Club of Greater West Plains (hereinafter referred to as "BGC") agree to the terms of this Memorandum of Understanding (hereinafter referred to as "MOU"). The Effective date of this MOU is January 1, 2013. WHEREAS WP R-7 and BGC have agreed to the following particulars of an agreement for BGC to use the West Plains Elementary facility as the initial location for BGC; and WHEREAS the goal of this Memorandum of Understanding is to provide educational and enrichment opportunities after school hours and during times when school is not in session;

NOW THEREFORE, WP R-7 and BGC agree to the following:

A. The location shall be:

1. The BGC will be housed at West Plains Elementary. If another location becomes available that BGC would like to use, WP R-VII will give consideration to such a request.

B. The cost for using this facility shall be:

1. WP R-VII will not charge BGC for use of its facilities. Furthermore, WP R-VII will not charge BGC a fee for utilities.

C. The expectations for regular use of the facility:

1. WP R-VII programs will have priority use of the facility. While few conflicts are expected, BGC will be expected to work around school events that are scheduled during BGC operating hours.
2. BGC will operate at a minimum of four (4) hours a day five (5) days a week for at least a ten (10) month period of time.

D. The use of equipment:

1. BGC will be expected to provide all equipment and supplies related to BGC programming.

E. The use of office space for BGC:

1. WP R-VII will designate a room for BGC offices. However, should the need arise to use the BGC designated office space for educational program during the school day, WP R-VII may require BGC to relocate offices or even relinquish use of office space altogether.

F. The use of storage space:

1. Storage at West Plains Elementary is limited. WP R-VII will provide storage space as available to BGC.

2. In the case that storage space is unavailable WP R-VII will allow for an onsite storage unit to be placed at an agreed location on the Elementary School Grounds.

The BGC programming will comply with both the WP R-VII Student Handbook and Board policies found in school district website when utilizing the Elementary School Facilities. It is understood that a formal agreement will be executed, as the two organizations continue to work together to develop programs that achieve the goal of providing educational and enrichment opportunities after school hours and during times when school is not in session.

This MOU contemplates that the formal written agreement will provide that the agreement can be ended upon request of either party involved. The agreement will provide that in the event of notice of termination by WP R-VII the BGC will be allowed to continue the programming in the designated location pursuant to the terms of the formal agreement for one year after notice of termination of the formal agreement. The formal written agreement will be reviewed annually for renewal, modification or termination.

FOR THE BOARD OF EDUCATION OF
West Plains R-VII Schools

Emily Graham
Signature of BGC President

May 29, 2012
Date

Signature of WP R-VII Superintendent

Date