

Bruneau-Grand View

JOINT SCHOOL DISTRICT #365



Greatness starts with a
clear vision of the future.

Simon Sinek



About Me

- 5 years with Nampa S.D. teaching SpEd
- 3 years with charter schools: Teacher & Principal
- 5 years with BGV: 3 as Principal, 2 as Superintendent
- SpEd teacher, Principal, SpEd Dir, Superintendent
- Adjunct Prof. with NNU



Daily Challenges

➤ Lots of hats: Same reporting requirements, with a fraction of the staffing.

➤ Jack of all trades... master of none.

Tyranny of the Urgent

	Urgent	Not Urgent								
Important	Quad I <table><tr><th><u>Activities</u></th><th><u>Results</u></th></tr><tr><td><ul style="list-style-type: none">• Crisis• Pressing Problems• Deadline Driven</td><td><ul style="list-style-type: none">• Stress• Burn-out• Crisis management• Always putting out fires</td></tr></table>	<u>Activities</u>	<u>Results</u>	<ul style="list-style-type: none">• Crisis• Pressing Problems• Deadline Driven	<ul style="list-style-type: none">• Stress• Burn-out• Crisis management• Always putting out fires	Quad II <table><tr><th><u>Activities</u></th><th><u>Results</u></th></tr><tr><td><ul style="list-style-type: none">• Prevention, capability improvement• Relationship building• Recognizing new opportunities• Planning, recreation</td><td><ul style="list-style-type: none">• Vision, perspective• Balance• Discipline• Control• Few crisis</td></tr></table>	<u>Activities</u>	<u>Results</u>	<ul style="list-style-type: none">• Prevention, capability improvement• Relationship building• Recognizing new opportunities• Planning, recreation	<ul style="list-style-type: none">• Vision, perspective• Balance• Discipline• Control• Few crisis
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Daily Challenges

➤ 1st year...

- Elementary Principal
- Superintendent
- SpEd Dir
- Budget
- Board of Trustees
- Manage 58 employees
- Provide instructional leadership
- State reporting/compliance
- School Improvement



Daily Challenges

- Balancing compliance vs. school improvement
- Curriculum updates & alignment
- Balancing state priorities (summative scores) with local educational priorities
- Travel: 150 miles a day - time & money
- A key to success is hiring and retaining great staff...
multitude of roles required for successful operation



Long- Term Challenges

- Hiring & retaining high-quality staff
 - No “real” incentive to work in a rural district unless you’re ‘from there’ or moving there
 - Colleges are in the Treasure Valley
 - Internships are in Treasure Valley
 - Turnover is expensive: Costs in retraining, PD, hiring, etc.



Long- Term Challenges

- Hiring & retaining high-quality leadership
 - Leadership matters!
 - Often a stepping-stone
 - Peer mentors are needed



Long- Term Challenges

- Specialists: School Psych, Counselors, Speech/ Language Therapist, Occupational Therapist, Physical Therapists, Ag, CTE, Music, etc
- Funding: Supplemental levies



ELA & College/Career

➤ Professional development & retention

Grade	SY 2007-08	SY 2008-09	SY 2009-10	SY 2010-11	SY 2011-12	SY 2012-13	SY 2013-14	SY 2014-15	SY 2015-16	SY 2016-17	SY 2017-18	SY 2018-19
Proficient Kinder	25	14	21	31	22	28	23	21	17	24	13	20
	83.2%	61%	87.4%	89%	88%	80%	88.4%	84%	80.9%	85.6%	93%	100%
Proficient 1st	11	22	20	15	25	16	17	16	15	10	15	15
	41%	84.5%	83%	60%	73.4%	70%	53%	61.4%	53.5%	52.5%	58%	88%
Proficient 2nd	7	10	16	14	11	20	11	15	14	11	11	12
	35%	40%	59.2%	70%	40.6%	67%	61%	51.6%	50%	44%	61%	52%
Proficient 3rd	6	8	13	10	16	12	20	9	13	14	14	12
	25%	38%	50%	36%	76%	43%	69%	47.3%	46.4%	54%	50%	71%



	ELA				
Grade	2014-15	2015-16	2016-17	2017-18	2018-19
Prof. 3rd	37%	14%	19%	25%	35%
State Av	48%	49%	47%	50%	
Prof. 4th	22%	27%	11%	28%	39%
State Av	46%	50%	48%	50%	
Prof. 5th	22%	14%	25%	13%	42%
State Av	52%	54%	54%	55%	
Prof. 6th	16%	7%	13%	14%	35%
State Av	49%	51%	51%	54%	
Prof. 7th	19%	11%	4%	14%	30%
State Av	51%	53%	54%	54%	
Prof. 8th	5%	23%	33%	14%	27%
State Av	52%	54%	52%	54%	
Prof. 9th	10%	29%	38%	50%	27%
State Av	52%	54%	55%	57%	
Prof. 10	21%	20%	27%	52%	61%
State Av	60%	62%	59%	59%	
Prof. 11	N/A	18%	N/A	N/A	46%
State Av	N/A	39%	N/A		

↑ 10% grade

↑ 11% grade, 14% cohort - all time high

↑ 29% grade, 14% cohort - all time high

↑ 21% grade, 22% cohort - all time high

↑ 16% grade, 16% cohort - all time high

↑ 13% grade, 13% cohort

↑ 13% cohort

↑ 9% grade, 11% cohort - all time high



Recommendations

- Incentives for teachers working in rural schools
 - Early retirement (Melba)
 - Loan forgiveness
 - Rural pay incentives
 - Continue Career Ladder



Recommendations

➤ Leadership

- Leadership matters - it drives achievement
- What's the incentive to working in a rural school?
- Peer mentoring network for new rural leaders



Recommendations

- Streamline reporting requirements
 - Reduce duplication of reporting, and limit new reporting requirements
 - Pull existing data from ISEE/SDE data
 - Rural schools support for required reporting