

** Let travel rubric for Alon Rupp*
** Special services - not SE*
Specific areas of responsibility

(Note regarding any references to Special Education – All Special Education services in USD 443 are provided by an educational cooperative, SKACD 613, which is administered by a separate Board and administration.)

1. Any and all District's program, policy, practice, service or benefit cut, discontinued, reduced or otherwise negatively impacted by lack in funding for the fiscal years 2009-10, 2010-11, 2011-12.

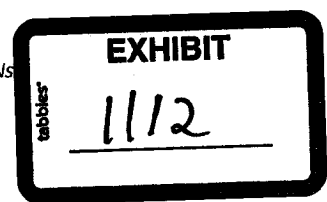
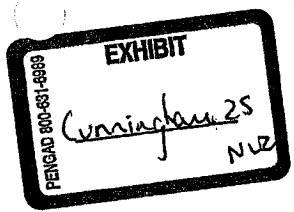
- Reduce and/or defer non-salary expenses.
 - Reduced Capital Outlay Projects previously approved by the Board
 - Reduced current budgeted expenses for transportation
 - Deferred instructional materials (textbook) adoptions
 - Reduced or redirected transfers & carry-over balances in various budget accounts
- Reduce or defer programs and services not mandated by federal or state statute.
 - Reallocated the funding for all-day Kgn through use ARRA funds
 - Summer School Program (30% reduction)
 - After School Remedial Programs (80% reduction)
 - Restricted out-of-area staff travel for staff development (250 mile limit, with rubric)
 - Other Staff Development Expense (20% reduction)
 - Reduced buildings' discretionary budgets for instructional materials (20% reduction)
- Reduce and/or defer extra duty and supplemental (non-instructional) salary expenses.
 - Reduced Overtime and temporary staff by 25%
 - Reduced Extra-Duty budgets by 25%
 - Reduced Director of Information Technology position by 100%
 - Reassigned the duties of the Director of State and Federal Programs to an existing employee, leaving that position unfilled.
 - Distributing the responsibilities of the Director of Communication and Public Information, our Freedom of Information Officer, to clerical staff and the Superintendent's Office.

2. Any and all new program, policy, practice, service or benefit created or implemented in the fiscal years 2009-10, 2010-11, 2011-12 in District and specifically pertaining to "pre-school at-risk pupils", "preschool aged exceptional children", "at-risk pupils", "nonproficient students", "vocational education programs", "programs of bilingual education" or "special education."

- The only "new" program that did not exist previously in one form or another is the Juvenile Services Reporting Center. JSRC is a collaborative program sponsored by the 16th Judicial District in cooperation with USD 443, DCPD, and Ford County Sheriff. It allows students expelled from the public schools to continue work on their education.

Did not exist in pre-2009

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- **Otherwise, as is the culture of this district, we are constantly evaluating programs and services, and reallocating our available resources towards meeting the identified needs of our students.**
 - **Integrated a multi-tiered system of support into the school day, in response to the cuts in the afterschool intervention and summer school programs, as one example.**
 - **Any other programs would reflect our district's response to mandated and other state or federal initiatives such as Career Pathways for Technical Education.**
3. Any and all new program, policy, practice, service or benefit created or implemented in the fiscal years 2009-10, 2010-11, 2011-12 in District to improve education performance because of or in attempt to comply with the NCLB, Common Core standards, EEOA of 1974 regarding language barriers and/or standardized tests.
- **Modifying our Curriculum Design Process in response to the Common Core Standards and the changes anticipated in the Kansas Assessment program as a result of these common standards.**
 - **Revised the District Improvement Plan in response to the school district not making AYP for the past two years. (focusing specifically on three key areas: A well-articulated and aligned curriculum based on our ~~West~~ Ed essential indicators and CCS; student engagement; and highly-qualified staff)**
4. District's program, policy, practice implemented in the fiscal years 2009-10, 2010-11, 2011-12 to reduce costs or save money.
- **Reallocated qualifying expenses from the General and Supplemental General funds to state, federal, and grant programs**
 - **In addition to the ones mentioned previously...**
 - **Cut overtime, extra-duty assignments, and building discretionary spending.**
 - **Deferred instructional materials purchases for textbooks and related materials**
 - **Reallocated the funding for all-day Kgn through use ARRA funds**
 - **Reassigned staff from the alternative education program in response to increased K-12 enrollment.**
 - **Implemented Instructional Materials fees for students and families to help cover the increasing costs for instructional materials.**
 - **Implemented energy savings programs, including a collaboration with the city and county on a grant-funded Energy Manager position**
5. Financial audit(s) of all or portions of the District for fiscal years 2005-06 or 2010-11.
William H. Hammond, Executive Director of Business and Operations
6. District's study or evaluation of need for new programs or practices for the District specifically designed for improving education performance because of or in attempt to comply with the NCLB, Common Core standards, EEOA of 1974 regarding language barriers and/or standardized tests.

- **Kansas Learning Network's district wide needs assessment - Steve Gering, KSDE Consultant with Cross and Jofus, Inc.**
 - **Language and Literacy group out of Kansas University to review quality and scope of instruction at the primary levels (Grades K-2) – Judy Beedles-Miller, Ass't. Supt. for Elementary Education**
 - **Title III improvement - Dr. Robert Vinton, Director of ESL/Migrant Education**
- AMPAS*
7. District's study or evaluation of need for cuts, reduction, or restriction to programs or practices for the District specifically designed for improving education performance because of or in attempt to comply with the NCLB, Common Core standards, EEOA of 1974 regarding language barriers and/or standardized tests.
 - **West Ed and CCS**
 - **As far as language barriers, we have had a comprehensive program for many years, as a result of our district's demographics.**
 8. District's study or evaluation of need for school closing, consolidation or school attendance area reorganization in the school district.
 - **Growing district... in unique position to need more classroom space, rather than consolidating and closing.**
 - **Already have open enrollment to help evenly distribute the district's elementary population**
 9. District's study or evaluation of need individual building utilization or capacity in the school district.
 - **Internal study**
 - **Purchased and relocated modular classrooms**
 - **2 bond issues and community facilities task forces**
 - **2 failed bond issues for MS facilities**
 - **Current Grade level Reorganization Plan**
 - **Special Ed to smaller spaces and/or co-teaching model to accommodate additional space in the elementary buildings**
 - **Eliminate elementary computer labs to accommodate additional space in the elementary buildings**
 10. District's study or evaluation of need needed improvements or new construction in the school district.
 - **2 bond issues and community facilities task forces**
 - **2 failed bond issues for MS facilities**
 - **Current Grade Level Reorganization Plan**
 11. District's study or evaluation of need furlough or termination of teachers or instructors in the school district.
 - **Growing enrollment would typically result in additional staff**
 - **Reassigned existing staff, where possible (Alt Ed)**

12. District's study or evaluation of need furlough or termination of administration staff in the school district.

- o **No formal study**
- o **Three positions either not filled or duties reassigned, at the present time**

13. District's study or evaluation of need furlough or termination of other employees or contractors in the school district.

- o **No formal study, again, growth would indicate the need for additional, rather than fewer staff.**

14. District's study or evaluation of need change in the school district's guidelines or policies concerning class sizes or pupil/teacher ratios.

- o **22/25 Exceeds... at-risk nature of our students**

15. District's study or evaluation of need change in the school district's program or policy specifically pertaining to "pre-school at-risk pupils", "preschool aged exceptional children", "at-risk pupils", "nonproficient students", "vocational education programs", "programs of bilingual education" or "special education."

- o **This is a part of the culture of this school district, partially in an effort towards continuous improvement, and made even more critical by declining resources and funding.**
- o **Preschool - additional need for PS Handicapped, based on increasing no. students.**

16. District's study or evaluation of need change in the school district's program or policy generally pertaining to "pre-school at-risk pupils", "preschool aged exceptional children", "at-risk pupils", "nonproficient students", "vocational education programs", "programs of bilingual education" or "special education."

Reassess effectiveness based on the needs of the students we serve, and in light of available resources.

17. District's funds (including balances and use thereof) maintained for each and every fiscal year from 2005 to present, (including, if applicable, but not limited to the "program weighted fund", "categorical fund", "general fund" and "contingency reserve fund").

William H. Hammond, Executive Director of Business and Operations

18. District's annual budgeting process.

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19. District's communications with Kansas Department of Education or its representative concerning the District's budgets.

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20. District's sources of revenue.

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