



# OHVA Board of Trustees Meeting

August 17, 2021

**Our Approach:** Student-centric, Innovative

**Our People:** Passionate, Engaged

**Our Students:** Inspired, Empowered, Educated

- 1. Due to the absence of Board President Stephen Vasquez, Board Vice President Susan Lippens called the meeting to order at 2:01 PM.**

- 2. Roll Call/Guests:**

	Board Members	Present	Absent	Time of Arrival After Call to Order
1	Kelly Arndt – Member	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Adam Davenport – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3	Patricia Humbert – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4	David Kalman – Member	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
5	Susan Lippens – Board Vice President	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
6	Ben Lochbihler – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
7	Gina Lopez – Member	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
8	Jacob Moeller – Board Treasurer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
9	Matt Norton – Member	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
10	Tiaunna Richardson – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
11	Stephen Vasquez – Board President	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
12	Jennifer Wise – Board Secretary	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
13	Sarah Zimmerman-Thornhill – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
14	OCCS Ex-Officio Representative – Lisa Burke	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Also in attendance were: K12 Senior Head of School, Dr. Kristin Stewart; K12 Director of Academics Kyle Wilkinson; K12 School Treasurer and OHVA Designated Fiscal Officer Kate Diu; K12 Human Resources Manager Carole Arman; K12 Sr. Operations Manager Emily Rogers; K12 Special Programs Director Johna McClure; K12 Project and Data Manager Sharon Annis; and OHVA Board Legal Counsel, Renisa Dorner. In addition, various members of the K12 administrative team were attending by conference call.

- 3. Public Participation on Agenda Items: None**

- 4. Public Participation on Non-Agenda Items: None**

- 5. Approval of Minutes of the Regular Meeting of June 15, 2021**

Mr. Davenport moved to approve the minutes as written; Ms. Wise seconded, and all in attendance voted in favor.



---

## 6. Operations

### a. Head of School Report

Dr. Stewart presented a 5-page written report showing enrollment at 13,294 with 16.7% special education. Enrollment is expected to climax at around 15,000 and OHVA is fully staffed and prepared to meet the enrollment needs. Currently, OHVA has enough Intervention Specialists. There were 65 resignations from last year. The OCCS grant provided assistance to offer summer camps and programs to OHVA students. OHVA is celebrating its 20<sup>th</sup> year. Currently there are 5 teachers who were former OHVA students and one administrator. School starts on August 23, 2021.

### b. Academic Report

Mr. Wilkinson indicated he reviewed in detail the 11-slide PowerPoint presentation with the Academic Oversight Committee and provided a general overview at the Board meeting. OHVA graduated 1,155 students with 85 summer school grads. The internal graduation rate is 87.6%. Ms. Zimmerman asked what efforts were undertaken regarding security after the ransomware issue faced by K12 last November. Dr. Stewart replied there were a number of enhancements provided by Stride and that further information will be provided at the next Board meeting.

### c. Special Programs Report

Ms. McClure presented a 10-slide PowerPoint presentation relating to special programs. She explained OHVA received over \$1 million of IDEA ESSER funding to be used for special education students. OHVA will seek to hire 3 additional counselors focusing on the needs of special education students with emphasis on social emotional learning issues. Ms. McClure will develop the job description for Board consideration and approval at the next Board meeting. ODE recently evaluated OHVA with regard to implementation of federal special education requirements and ranked OHVA as “meets requirements.” Ms. McClure reviewed the efforts made toward Diversity and Inclusion through summer programming. Ms. McClure stated and Dr. Stewart confirmed that OHVA is not teaching or using Critical Race Theory. Ms. McClure provided a general update on pending litigation matters and that OHVA was on track to meet corrective actions required in the Findings of Facts.

### d. Operations Report

#### i. Residency Verification Update

Ms. Rogers reported 13,347 addresses were put through the Verimove system in July and 116 addresses reported forwarding addresses. OHVA administration is following up on all addresses that were flagged and remains 78 outstanding.

## 7. Finance

### a. Bank Reconciliation



---

Due to the absence of Board Treasurer Jacob Moeller, Ms. Lippens tabled the proposed Motion I: Resolution regarding filing of the Bank Reconciliations and asked that such be placed on the October agenda.

**b. Budget Review**

Ms. Diu reviewed the budget forecast showing a balanced budget. The budget is showing an increase of \$5.3 million in revenue as the amount of ESSER funds to be used this year has increased. A decision was made to increase staff office allowance to \$200. Ms. Diu presented a 2-page review of the ESSER funding. Shana VanGrimbergen presented the general guidelines related to the COVID funding received from the federal government. As needs change, OHVA can update its application for use of the funds and shift where the funds will be used. It was confirmed that OHVA does not have a preschool however OHVA does serve 5 year old special needs students.

**c. Credit Card Policy**

**Motion I: Resolution regarding OHVA credit card use policy**

**BE IT RESOLVED THAT** the Board of Trustees of OHVA hereby resolves that the Credit Card Use Policy implemented on April 16, 2019 shall be replaced in its entirety with the following:

**Credit Card Use Policy**

The Head of School is the only individual permitted to be issued an OHVA credit card. The credit card issued to the Head of School is to be used for OHVA expenses only and shall not exceed a \$20,000 limit. The credit card will typically be used for room rentals for student testing or teacher in-services, travel and online purchases of goods or services when the vendor requires payment in advance. All purchases must be made in accordance with the OHVA Procurement Policy. When not in use, the credit card will be kept in a locked location within the finance department. The Head of School and School Treasurer/Designated Fiscal Officer are authorized to grant permission to use the credit card. In order to use the credit card, the credit card must be signed out from the Designated Fiscal Officer/School Treasurer using the Credit Card Sign Out sheet. The credit card must be returned by the end of the business day on which it was signed out, and the purchaser must submit receipt(s) to the Designated Fiscal Officer/School Treasurer at that time.

The OHVA credit card cannot be used for personal expenses or to obtain cash advances. Misuse of the card will result in cancellation of the card, withdrawal of credit card privileges and disciplinary action up to and including termination. In addition to the Designated Fiscal Officer/School Treasurer, the President of the Board of Trustees and the Board Treasurer shall also have the right to immediately cancel the credit card on behalf of OHVA. All non-approved purchases will be the responsibility of the individual responsible for such purchases. The Designated Fiscal Officer/School Treasurer has the overall responsibility to oversee the proper use of the credit card and take appropriate action consistent with this policy. A lost or stolen credit card must be reported to the Designated Fiscal Officer/School Treasurer or Head of School immediately. The Head of School will immediately notify the credit card issuer and take such action that is reasonably necessary to avoid any further use of the lost or stolen credit card.

**Discussion:** Ms. Diu explained the changes that needed to be made to the credit card use policy based on the auditor's suggestions and recommendations.



**Moved:** Zimmerman-Thornhill **Seconded:** Lochbihler

<b>Vote:</b> Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

**8. Personnel/Staff Development**

**a. Employment Agreements**

**Motion II: Resolution regarding Employment Agreements**

**BE IT RESOLVED THAT** the Board of Trustees of OHVA hereby approves the OHVA Employment Agreements offered to the individuals on the document attached hereto as Appendix A presented by the Head of School and reviewed with the HR Committee.

**Discussion:** Dr. Stewart explained that the list included not only those individuals receiving new 3-year contracts or 1-year contracts but also those individuals who had existing contracts and received a memo regarding their new salary.

**Moved:** Davenport

**Seconded:** Richardson

<b>Vote:</b> Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

**Motion III: Resolution regarding Resignation of Employee and Waiver of Paragraph 7.04**

**BE IT RESOLVED THAT** the Board of Trustees of OHVA Board of Trustees of OHVA hereby approves the resignation of Tracy Aldrich, an OHVA Advisor, effective immediately to allow her to accept a position with K12, Inc. or an affiliate of K12, Inc. (“K12”). Further, the Board of Trustees of OHVA hereby waives the application of Paragraph 7.04 entitled Non-Solicitation of the Third Amended and Restated Educational Products and Administrative & Technology Services Agreement between OHVA and K12 Virtual Schools LLC to allow Tracy Aldrich to be employed by K12 as OHVA CRE Program Coordinator, exclusively for Ohio Virtual Academy. This waiver is revoked if K12 employs this individual in a position other than the one specifically listed.

**Discussion:** Dr. Stewart explained this OHVA employee sought the position of CRE Program Coordinator which is a K12 position. Therefore, the Board needs to approve of her resignation from OHVA and grant a waiver to K12.

**Moved:** Wise

**Seconded:** Davenport

<b>Vote:</b> Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
------------------------	---------------------------------------	----------------------------



Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

**b. Extra Duty Job Descriptions**

**Motion IV: Resolution regarding extra duty job descriptions**

**BE IT RESOLVED THAT** the Board of Trustees of OHVA hereby approves the extra duty job descriptions for the following positions:

- National Honor Society Advisor
- Student Club Advisor
- Peer Mentor Advisor
- Resident Educator Mentor
- Student Council Advisor

The Head of School is hereby authorized to seek applications for and select existing OHVA employees who meet the qualifications to perform these extra duties. Such individuals will be offered a Board-approved Extra Duty Contract. The Head of School shall submit all Extra Duty Contracts to the Board for approval.

**Discussion:** Mr. Wilkinson explained these extra duty job descriptions reflect positions where teachers or staff act in an advisory position and the commitment warrants additional compensation. These are just the job descriptions as the actual contracts will be submitted at the next Board meeting. Ms. Dorner explained the extra duty contract has already been developed for two prior positions.

**Moved:** Zimmerman-Thornhill

**Seconded:** Lochbihler

<b>Vote:</b> Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

**c. Bonus Update**

Dr. Stewart presented information related to the bonus pool and salary increases. The 5% bonus pool was \$1,456,777.87 and the salary increase pool was \$807,838.87. Because of the decision to increase starting salary for teachers to \$40,000, significant increases were made to many individuals to equalize the salaries with the maximum increase being \$6,396.42. The maximum amount of bonus during the course of the year was \$5,892.19 and the maximum for merit pay increase was \$2,746.95.



## 9. Compliance

### a. OCCS Report

Ms. Burke presented a 3-page Board Brief. She explained Tiffany Porter was instrumental in making sure all of the annual opening assurances were completed in a timely manner. OCCS received one complaint regarding the promotion of a student and it was determined OHVA followed its policy. OCCS also receive a request for assistance related to a student who was 1 credit shy of graduating and they were able to complete the credit during summer school and has graduated. HB110 is the biennial budget bill and provided an increase per student from \$6,020 to \$7,200. It is unclear whether online schools will be receiving an increase in facility funding. Students are now allowed to opt out of taking the Act or SAT during their junior year. The law has also changed regarding the automatic withdrawal of students due to failure to take assessments. HB 82 changes report cards for schools from an A-F system to a 5 star rating system.

### b. Academic Prevention and Intervention Policy

#### **Motion V: Resolution Regarding 2021-2022 Academic Prevention and Intervention Policy**

**BE IT RESOLVED THAT** the Board of Trustees of OHVA hereby approves the 2021-2022 OHVA Academic Prevention and Intervention Policy, attached hereto, as recommended by the Senior Head of School and reviewed by the Academic Committee.

**Discussion:** Mr. Wilkinson explained this policy is an annual requirement in order to maintain compliance. There were a few minor changes which were reviewed briefly.

**Moved:** Zimmerman-Thornhill

**Seconded:** Wise

<b>Vote:</b> Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

### c. Board Officer Election

#### **Motion VI: Resolution Regarding Board Officers for the 2021-2022 School Year**

**BE IT RESOLVED THAT** the Board of Trustees of OHVA hereby elects the following Board Officers for the 2021-2022 School Year:

President – Stephen Vasquez  
Vice President – Susan Lippens  
Secretary – Jennifer Wise  
Treasurer – Jacob Moeller

**Discussion:** Ms. Lippens indicated that she believed that everyone was willing to remain in their current positions unless someone else wanted to consider a Board officer position.



**Moved:** Zimmerman-Thornhill

**Seconded:** Richardson

<b>Vote:</b> Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

**d. 2021-22 Board Regular Meeting Schedule**

**Motion VII: Resolution Regarding Regular Meeting Dates**

**BE IT RESOLVED THAT** the Board of Trustees of OHVA hereby sets the following dates for its regular meetings for the remainder of the 2021-2022 school year:

- October 19, 2021
- December 7, 2021
- February 15, 2022
- April 19, 2022
- May 17, 2022
- June 21, 2022

All meetings shall be held at the OHVA offices located at 1690 Woodlands, First Floor, Maumee, OH 43537 beginning at 2 p.m. The public is invited and encouraged to attend. The Head of School shall take steps necessary to properly publish these meeting dates consistent with Board policy.

**Discussion:** Dr. Stewart explained the dates chosen were consistent with the same type of schedule followed by the Board last year.

**Moved:** Wise

**Seconded:** Davenport

<b>Vote:</b> Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Richardson	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Wise	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Zimmerman-Thornhill	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

**10. Other Updates**

Ms. Zimmerman-Thornhill announced her resignation and expressed her gratitude for being selected to serve on the OHVA Board for 8 years. Dr. Stewart and other members of the Board conveyed their appreciation for all of her service on the Board and her involvement on the Academic Committee.



---

### **11. Upcoming Event Dates and Communications**

Ms. Lippens reminded all in attendance that the next Board meeting is October 19, 2021.

Having no further business, Ms. Lippens adjourned the meeting at 3:48 p.m.



# OHVA Staff List

Employee Name (Last Suffix, First MI)	Last Hire Date	Job
Adair, Elizabeth E.	10/10/2011	Lead Intervention Special
Adams, Nancy S.	07/20/2015	Intervention Specialist
Ake, Benjamin J.	10/29/2018	Teacher HS
Aldrich, Tracy	08/25/2011	Advisor
Aliff, Kimberly A.	09/30/2020	Teacher Middle School
Allex, Caroline H.	08/02/2021	Teacher Middle School
Allport, Wendy	08/31/2010	Teacher Middle School
Alonzo, Stacy M.	02/15/2018	Guidance Counselor
Amble, Laura R.	08/01/2014	Intervention Specialist
Anderson, Katherine	11/02/2009	Lead Teacher Elementary
Andrus, Donald	08/11/2010	Intervention Specialist
Anthony, Michelle K.	08/17/2020	Teacher Instruct Support
Apple, Gigi A.	02/15/2018	Teacher Elementary School
Arling, Kayla M.	08/10/2020	Teacher Elementary School
Arling, Yvonne M.	08/01/2014	Teacher Instruct Support
Atamanick, Jennifer M.	06/04/2007	Advisor
Aubry, Sarah A.	01/30/2018	Behavior Specialist
Ayres, Christina G.	08/10/2020	Teacher Elementary School
Bachus, Valerie J.	11/27/2017	Intervention Specialist
Bacon, Chet A.	11/08/2012	Intervention Specialist
Bacon, Karen M.	09/04/2018	Transition Svcs Liaison
Bailey, Kristen	10/05/2009	Teacher HS
Ball, Ronald E.	02/03/2020	Teacher Middle School
Barbour, Alaina K.	10/12/2020	Teacher HS
Bard, Christopher J.	09/08/2020	Advisor
Bard, Tricia A.	10/15/2018	Guidance Counselor
Barger, Riley	08/03/2020	Teacher Elementary School
Barnes, Camille A.	08/17/2020	Teacher Elementary School
Barnes, Chelsey A.	01/19/2016	Teacher Middle School
Barnett, Angela L.	10/28/2013	Teacher HS
Barrett, Dawn M.	08/09/2011	Lead Intervention Special
Barry, Elizabeth A.	01/28/2019	Teacher HS
Barsala, Sarah C.	08/11/2020	Teacher Elementary School
Baylor-Samaco, Kelley P.	11/06/2017	Teacher Middle School
Beal, Amanda C.	10/12/2020	Teacher Elementary School
Beal, Lydia A.	09/10/2020	Advisor
Bear, Alexander	10/08/2018	Teacher Middle School
Beaulieu, Lisa	08/01/2014	Teacher HS

Beck, Joy E.	09/28/2020	Intervention Spec 35
Beck, Kristen L.	02/07/2018	Teacher Middle School
Beckett, Elizabeth T.	11/08/2012	Teacher HS
Bedard, Stephanie N.	08/19/2020	Teacher Elementary School
Beery, Maria C.	08/03/2020	Teacher HS
Bell, Darcie L.	09/10/2020	Teacher Elementary School
Bell, Sarah E.	08/02/2021	Guidance Counselor
Beran, Deborah	01/08/2018	School Psychologist
Betiko, Hailey Z.	10/01/2018	Teacher HS
Bielfelt, Paula	10/01/2018	Teacher HS
Biggio, Stephanie A.	10/08/2018	Teacher Elementary School
Binion-Valis, Tara R.	01/02/2017	Lead Intervention Special
Bintz, Kimberly G.	11/12/2018	Teacher HS
Bissell, Melissa L.	03/19/2018	Transition Svcs Liaison
Blakley, Nicole L.	10/07/2019	Advisor
Boblitt, Hannah L.	09/30/2020	Advisor
Bobo, Kelly L.	09/24/2018	Intervention Specialist
Bogard, Donna L.	02/20/2018	Teacher Middle School
Boggs, Cindy T.	08/01/2014	Lead Teacher Middle Schoo
Bohyer, Scott T.	10/30/2017	Intervention Specialist
Bole, Whitney A.	09/21/2010	Teacher Elementary School
Bonham, Caryn J.	08/03/2020	Teacher Elementary School
Boren, Kallie A.	08/10/2020	Teacher HS
Boren, Krista L.	10/25/2012	Guidance Counselor
Boron, Cassandra	09/16/2013	Lead Teacher High School
Bowen, Amy E.	10/31/2013	Teacher HS
Boyed, Michelle R.	01/05/2012	Teacher HS
Boyer, Jennifer S.	01/07/2019	Advisor
Brackman, Lisa J.	10/04/2012	Teacher HS
Braden, Jeb E.	10/30/2017	Teacher HS
Brady, Rebekah L.	11/03/2011	Teacher Instruct Support
Brennan, Allyson M.	08/03/2015	Advisor
Brewer, Julie	08/01/2018	Intervention Specialist
Briant, Erica E.	09/11/2012	Teacher HS
Brim, Andrea	08/25/2011	Teacher HS
Brock, Laura D.	10/11/2012	Teacher HS
Brockway, David S.	01/05/2012	Teacher HS
Brown, Karen	08/01/2002	Eng Lang Learner Teacher
Brown, Rebecca J.	02/03/2020	Intervention Spec MS
Brown, Ruth A.	02/07/2018	Guidance Counselor
Brown, Rylee J.	09/08/2020	Teacher Elementary School
Brubaker, Amber N.	11/19/2018	Teacher HS

Bryant, Amanda J.	09/22/2011	Guidance Counselor
Bryant, Justin T.	08/02/2021	Teacher Middle School
Bryant, Nicole B.	10/14/2013	Teacher Middle School
Bulach, Angela I.	08/31/2020	Teacher Elementary School
Burner, Brice E.	07/01/2016	Teacher HS
Burns, Marisa	03/19/2018	Intervention Specialist
Burton, Laura L.	08/01/2014	Teacher HS
Bush, Suzanne M.	08/01/2018	Intervention Specialist
Butler, Abigail R.	03/19/2018	Intervention Specialist
Butler, Adrienne M.	09/08/2020	Teacher Elementary School
Butler, Ashley L.	08/27/2018	Intervention Specialist
Butterfield, Caitlyn N.	01/19/2016	Intervention Specialist
Byerly, Joellen	10/03/2002	Teacher Instruct Support
Byrne, Brittany N.	08/01/2016	Intervention Specialist
Caldwell, Andrea L.	08/01/2016	Lead Teacher Middle School
Carlson, Camilla A.	09/08/2020	Teacher Middle School
Carpenter, Amy R.	08/27/2018	Advisor
Carpenter, Monica E.	08/13/2018	Teacher HS
Cheek, Krista L.	01/30/2018	Teacher Middle School
Chek, Daphne L.	09/24/2018	Teacher HS
Chestnut, Robert K.	10/05/2009	Teacher HS
Chin-Albert, Amanda L.	08/03/2020	Teacher Instruct Support
Chrisman, Britni D.	09/01/2011	Lead Advisor
Christiansen-Temple, Amy	10/19/2009	Teacher Instruct Support
Christopher, Patricia A.	02/16/2021	Teacher Middle School
Cirino, Amy M.	02/20/2018	Teacher Elementary School
Clancy, Caseylin C.	10/17/2016	Intervention Specialist
Clason, Christina M.	02/20/2018	Teacher Middle School
Clemans, Jennifer M.	01/22/2019	Teacher Middle School
Cliff, Carleigh E.	10/12/2020	Teacher Elementary School
Cline, Amanda E.	08/01/2012	Teacher Middle School
Cole, Michelle C.	10/11/2012	Teacher HS
Collier, Bethany	08/31/2010	Teacher Instruct Support
Collins, Carmen A.	08/17/2020	Teacher Elementary School
Conner, Miriam	09/14/2015	Teacher HS
Cool, Jennifer	08/01/2008	Teacher Elementary School
Cooper, Kara L.	01/06/2020	Intervention Spec K2
Cooper, Lauren E.	09/30/2020	Advisor
Corbin, Rebecca R.	10/12/2020	Advisor
Corns, Amy E.	08/01/2018	Intervention Specialist

Corsaro, Sarah E.	09/25/2017	Intervention Specialist
Couch, Faith N.	08/31/2020	Teacher Elementary School
Coumos, Kelly D.	08/17/2020	Teacher Middle School
Cowx, Jennifer M.	02/12/2018	Teacher HS
Cox, Heather K.	09/04/2018	Intervention Specialist
Cox, Heather M.	09/17/2018	Teacher Elementary School
Cox, Lindsey N.	08/20/2018	Teacher HS
Crago, Ashley E.	01/29/2018	Intervention Specialist
Crecco, Haylee	08/29/2003	Lead Teacher Elementary
Cristell, Andrea R.	09/10/2020	Teacher Middle School
Cromley, Megan A.	01/30/2018	Advisor
Crowell, Samantha L.	11/29/2012	Teacher Instruct Support
Crozier, Kimberly A.	08/01/2019	Guidance Counselor
Cummings, Brigette A.	09/08/2020	Teacher Elementary School
Cunningham, Shay L.	08/03/2020	Intervention Spec 35
Cvitkovich, Mindy K.	08/01/2012	Lead Teacher Middle School
Cyrus, Lynsey R.	03/05/2018	Lead Intervention Special
Daft, Kelli L.	10/08/2013	Teacher Instruct Support
Dalgleish, Marlene J.	10/07/2019	Intervention Spec HS
Dattilio-Smith, Michelle C.	08/24/2020	Teacher Elementary School
Daulton, Allison L.	03/12/2007	Lead Teacher Elementary
Davey, Diane M.	10/26/2020	Eng Lang Learner Teacher
DeBurler, Vanessa	08/06/2003	Lead Teacher Instr Support
DelGrosso, Morgan E.	01/31/2018	Lead Teacher Middle School
Deliman, Carla J.	10/04/2012	Lead Teacher High School
DeLuca, Renee	03/02/2018	Teacher Middle School
DeVillan, Samantha M.	08/26/2020	Teacher Elementary School
Demagall, Gina	09/20/2005	Teacher-Sup Instruction
Deran, Amy	08/17/2020	Teacher Middle School
Derexson, Wendy R.	08/01/2019	Intervention Spec 35
Dibe-Diaz, Layla	10/07/2019	Intervention Spec MS
Dickinson, Amanda E.	10/15/2018	Teacher Middle School
Dietz, Benjamin T.	10/01/2018	Teacher HS
Divens, Erin E.	08/01/2018	Intervention Specialist
Dobo, Tabettha	11/02/2010	Intervention Specialist
Doman, Andrew	10/26/2009	Teacher HS
Drabek, Kerri L.	09/24/2013	Teacher Elementary School
Driggs, Ashley W.	08/19/2020	Teacher Elementary School
Dulemba, Stephen A.	09/19/2011	Teacher HS
Duncan, Sarah L.	09/04/2018	Teacher HS

Dunlap, Brian	02/21/2018	Teacher HS
Durbin, Arin E.	08/01/2014	Teacher HS
Durbin, Crystal K.	09/04/2012	Lead Teacher High School
Durbin, Tricia L.	01/28/2013	Teacher Instruct Support
Duross, William T.	10/09/2017	Related Svcs Coordinator
Durst, Jennifer H.	10/20/2011	Teacher Elementary School
Early, Rachel E.	09/15/2020	Teacher Elementary School
Ebersole, Sydney L.	08/02/2021	Intervention Spec K2
Ebie, Donald G.	08/06/2018	Transition Svcs Liaison
Edgar, Michelle W.	09/21/2015	Lead Teacher Middle Schoo
Edwards, Kaylee B.	08/03/2020	Teacher Elementary School
Egbert, Emili S.	01/31/2018	Teacher Middle School
Eggleston, Stephen M.	02/07/2018	Teacher HS
Ellerbrock, Tracy	06/03/2010	Transition Svcs Liaison
Endsley, Joelle R.	08/28/2012	Teacher HS
England, Jeremy P.	08/11/2014	Lead Teacher High School
Erford, Julie E.	04/04/2016	Lead Intervention Special
Estep, Barbara	08/01/2002	Eng Lang Learner Teacher
Estep, Sarah E.	09/17/2018	Teacher HS
Evans, Amanda K.	09/16/2013	Teacher Elementary School
Faber, Kristine A.	12/16/2013	Intervention Specialist
Fahrenholz, Tricia R.	01/28/2019	Teacher Middle School
Faris, Victoria E.	09/10/2020	Advisor
Fawcett, Daniel J.	09/15/2020	Teacher HS
Fayssoux, Claire M.	09/02/2020	Teacher Elementary School
Fedor Jr., James S.	12/02/2013	Lead Teacher High School
Fetty, Kristie M.	09/04/2018	Teacher HS
Fildes, Tonia N.	08/03/2020	Teacher Elementary School
Finch, Johnathon J.	08/27/2018	Teacher HS
Fitch, Karen M.	08/26/2020	Teacher Elementary School
Flannery, Robert T.	09/04/2018	Teacher HS
Fleming, Georgi E.	08/02/2021	Guidance Counselor
Fleming, Kelsea A.	08/26/2020	Teacher Elementary School
Fletcher, Sheila M.	08/01/2019	Behavior Specialist
Flood, Shannon B.	09/04/2018	Teacher HS
Flynn, Caylie N.	08/24/2020	Teacher Elementary School
Foote, Shannon R.	10/16/2017	Lead Teacher Elementary
Ford, Marcie J.	09/04/2018	Teacher HS
Fosnaugh, Rachel L.	08/24/2020	Teacher HS
Foster, Cristina M.	08/11/2011	Lead Guidance Counselor
Foster, Lindsay A.	01/07/2013	Teacher Elementary School
Frale, Marilyn	02/17/2009	Teacher Elementary School

Franchetti, Moira K.	01/02/2014	Intervention Specialist
Franco, John M.	08/15/2011	Teacher HS
Frantz, Amy L.	09/21/2015	Teacher Middle School
Frantz, Andrew	08/19/2010	Teacher HS
Franz, Susan	02/13/2008	Transition Svcs Liaison
Fredritz, Jennifer L.	09/06/2012	Transition Svcs Coord
Freehling, Donna	09/18/2006	Teacher Middle School
Frentsos, Angela M.	11/06/2017	Intervention Specialist
Frim, Lindsey R.	08/19/2020	Teacher Elementary School
Fritsch, Linda	11/06/2007	Intervention Specialist
Fronczek, Kali E.	08/02/2021	School Psychologist
Fuentes, Karen	08/06/2003	Lead Teacher Elementary
Garmon, Kelsey J.	01/19/2021	Intervention Spec 35
Gearhart, Addie M.	08/03/2020	Intervention Spec 35
Genson, Neil	08/01/2008	Teacher HS
Gerbus, Joanna L.	08/02/2021	Intervention Spec 35
Germann, Eric D.	11/12/2018	Intervention Specialist
Gerritsen, Julie	08/01/2008	Advisor
Gersper, Mallory B.	01/19/2021	Intervention Spec MS
Gerten, Jennifer	08/31/2020	Teacher Elementary School
Gertz, Meredith M.	09/30/2020	Teacher Middle School
Gibson, Brenda A.	10/16/2017	Teacher Elementary School
Gibson, Rebekah L.	11/12/2018	Intervention Specialist
Giles, Elliott	02/26/2018	Advisor
Gilles, Amy	08/19/2010	Teacher Instruct Support
Gilliam, Nicole L.	01/29/2018	Teacher Middle School
Gluckin, Roger	08/28/2007	Teacher HS
Golec, Darcie L.	02/11/2019	Teacher HS
Gowell, Nicole L.	09/08/2020	Advisor
Gradishar, Holly	08/11/2011	Lead Advisor
Graham, Stephanie A.	01/29/2018	Teacher Elementary School
Graham, Zachary A.	10/15/2018	Teacher Middle School
Grant, Nichole S.	08/01/2019	Intervention Spec HS
Graor, Ann	09/24/2018	Teacher Elementary School
Gray, Monica	08/19/2020	Teacher Elementary School
Green, Amanda L.	09/16/2013	Teacher Elementary School
Green, Elizabeth M.	10/19/2010	Teacher HS
Grolnic, Christina	10/23/2017	Teacher HS
Grow, Andrea L.	11/26/2018	Intervention Specialist
Grude, Melinda E.	09/04/2018	Teacher HS
Gucciardo, Patrick S.	01/25/2021	Teacher HS
Guerra, Rocio	08/29/2011	Teacher HS
Gurule, Leigh-Ann M.	10/05/2020	Teacher Elementary School
Hagglund, Julie H.	01/31/2018	Teacher HS
Hake, Stacy L.	01/03/2018	Advisor
Halpin, Kathrine L.	12/04/2017	Teacher HS
Hanks, D. M.	08/01/2007	Lead Teacher High School
Hannen, Adam R.	08/02/2021	Guidance Counselor
Hansen, Robyn	08/27/2018	Guidance Counselor

Harley, Julie L.	09/04/2018	Teacher HS
Harmon, Elizabeth M.	04/08/2013	Intervention Specialist
Harvey, Robin L.	08/25/2011	Lead Advisor
Hassenzahl, Kelly E.	11/19/2018	Advisor
Hastie, Marissa A.	02/21/2017	Speech & Lang Pathologist
Hauke, Anna C.	01/25/2011	Teacher Middle School
Hawes, Amber J.	08/01/2014	Lead Intervention Special
Hazelwood, Virginia L.	08/10/2020	Intervention Spec K2
Heath, Stacey C.	09/25/2017	Teacher Elementary School
Heimkreiter, Sarah M.	09/03/2013	Lead Speech Lang Path
Hemmelgarn, Louisa M.	08/27/2019	Teacher Elementary School
Hendren, Amanda L.	09/15/2020	Intervention Spec MS
Henry, Rebecca L.	10/24/2006	Teacher Middle School
Hernandez, Gina M.	11/30/2020	Intervention Spec 35
Herr, Nathan R.	10/10/2011	Guidance Counselor
Herrel, Angela N.	09/24/2018	Teacher Elementary School
Herzer-Absi, Tami L.	01/09/2019	Teacher HS
Heslet, Brenda J.	08/25/2011	Lead Teacher High School
Hille, Amy M.	01/30/2018	Intervention Specialist
Hindall, Kathrine R.	09/17/2018	Teacher Elementary School
Hinshaw, Gabrielle M.	08/03/2020	Teacher Elementary School
Hodges, Stephen B.	01/31/2018	Teacher Middle School
Hoeflick, Robin	08/01/2008	Lead Teacher Middle Schoo
Hoffman, Elizabeth A.	09/30/2020	Intervention Spec 35
Hoffman, Rebecca A.	08/10/2020	Teacher Elementary School
Holmes, Emily N.	08/27/2018	Teacher HS
Holod-Dunbar, Jill N.	09/10/2018	Teacher HS
Hoover, Jamie L.	02/15/2011	Intervention Specialist
Hostetter, Jessica A.	08/01/2018	Intervention Specialist
Hostettler, Julie A.	08/19/2010	Advisor
Houk Moore, Annie M.	10/29/2018	Guidance Counselor
House, Valerie J.	02/20/2018	Intervention Specialist
Householder, Bryan R.	08/06/2018	Eng Lang Learner Teacher
Hudson, Laura A.	08/03/2020	Teacher Elementary School
Huffstutler, Rebecca L.	09/25/2017	Teacher Middle School
Hull-Card, Pamela E.	10/22/2018	Teacher Elementary School
Hunt, Ashley N.	10/21/2019	Teacher Elementary School
Huss, Breanne K.	01/31/2018	Lead Intervention Special
Hyman, Talia G.	09/12/2016	Speech & Lang Pathologist
Incorvaia, Elizabeth S.	10/07/2019	Teacher Middle School
Jackson, Natalie B.	02/28/2018	Intervention Specialist
Jackson, Shayla A.	08/06/2018	Teacher Middle School
Jackson, Whitney S.	10/26/2020	Advisor

Jacobs, Jason	03/25/2010	Transition Svcs Liaison
James, Patricia M.	08/10/2020	Teacher Elementary School
Jennings, Jessica R.	10/29/2018	Teacher Elementary School
Johns, Erin C.	09/28/2020	Teacher Elementary School
Johnson, Amy M.	10/15/2018	Advisor
Johnson, Bethen M.	02/12/2018	Teacher Elementary School
Johnson, Bobbi J.	02/20/2018	Intervention Specialist
Johnson, Bridgett M.	08/15/2011	Teacher HS
Johnson, Carissa R.	01/22/2013	Lead Teacher Elementary
Johnson, Felicia K.	09/10/2018	Teacher HS
Johnson, Holly S.	01/30/2018	Intervention Specialist
Johnston, Carrie F.	08/01/2018	Intervention Specialist
Johnston, Eric C.	03/12/2013	Transition Svcs Liaison
Jones, Cindy S.	10/10/2011	Teacher Instruct Support
Kacinari, April E.	08/19/2020	Teacher Elementary School
Karas, Lauren J.	08/01/2018	Intervention Specialist
Keaney, Emily T.	08/17/2020	Teacher Middle School
Keaton, Julie A.	08/01/2008	Lead Teacher High School
Keinath, Jamie L.	08/24/2020	Teacher Elementary School
Keller, Carla J.	09/15/2020	Teacher Elementary School
Keller, Myra J.	11/30/2015	Intervention Specialist
Khourie, Ruth M.	12/18/2017	Advisor
Kitchen, Shannon J.	01/31/2018	Intervention Specialist
Klase, Ashley N.	08/31/2020	Teacher Elementary School
Klatt, Rachel M.	10/26/2020	Teacher HS
Kleinknecht, Shawna L.	08/25/2011	Teacher HS
Klingensmith, Angela M.	08/02/2021	Intervention Spec K2
Knight, Mary Catherine	08/26/2020	Teacher Elementary School
Knodel, Melissa	10/29/2008	Lead Teacher High School
Knox, Jacquelyn I.	08/31/2020	Transition Svcs Liaison
Knox, Kristi L.	08/03/2020	Teacher Elementary School
Kobylski, Michael	08/01/2005	Teacher HS
Kocab, Jessica M.	08/10/2020	Teacher Elementary School
Koeppel, Elizabeth A.	09/10/2020	Teacher HS
Koklauner, Michelle L.	08/02/2021	Teacher Middle School
Konrad, Lindsey J.	01/31/2018	Teacher HS
Kougher, Joyce C.	10/09/2017	Teacher Elementary School
Kozak, Ann C.	10/26/2015	Advisor
Krasniewski, Rebecca L.	08/10/2020	Teacher Middle School
Kreider, Margaret J.	02/05/2018	Intervention Specialist
Kroehler, Molly R.	01/31/2018	Teacher HS



Kubiak, Miranda L.	08/03/2020	Teacher Elementary School
Kucalaba, Stacie A.	01/31/2018	Teacher Middle School
Kucnick, Brittany A.	08/31/2020	Teacher Middle School
Kuhn, Robin	09/15/2004	Teacher Elementary School
Kunkel, Kirstin	10/08/2018	Guidance Counselor
Laird, Kristie J.	08/19/2020	Teacher Elementary School
Lairson, Clarissa E.	02/21/2018	Teacher HS
Landis, Pamela A.	09/10/2018	Advisor
Landry, Dawn D.	09/08/2020	Teacher Elementary School
Lane, Amy J.	10/12/2020	Teacher Middle School
Lang, Abby L.	11/15/2012	Teacher Elementary School
Lape, Lisa A.	09/08/2020	Teacher Elementary School
Lather, Tirisa A.	07/01/2016	Teacher Middle School
Lauth, Lori A.	11/27/2017	Teacher HS
Lawlor, Lori L.	10/10/2011	Teacher HS
Lawson, Matthew	08/01/2009	Advisor
Leahy, Courtney	08/02/2021	Guidance Counselor
Leahy, Julie A.	08/07/2018	Teacher HS
Lee, Michelle A.	08/25/2011	Teacher HS
Leidner, Alexandra M.	08/03/2020	Teacher Elementary School
Leonard, Audrey G.	08/24/2020	Teacher HS
Leonard, Mary E.	08/27/2018	Teacher HS
Lesseuer, Erin E.	08/03/2020	Teacher Instruct Support
Levenson, Dorothy	10/01/2008	Lead Teacher High School
Levering, Suzanne M.	12/10/2018	Teacher HS
Levet, Karen	10/19/2009	Lead Teacher High School
Levigne, Elizabeth	08/10/2009	Intervention Specialist
Licursi-Szerpicki, Sharon H.	08/01/2016	Lead Intervention Special
Liddell, Shakeela	01/06/2014	Teacher HS
Linger Santos, Sandra M.	08/10/2020	Teacher Elementary School
Lisko, Kimberly A.	11/27/2017	Guidance Counselor
Little, Christine D.	11/19/2018	Intervention Specialist
Livingston, Jennifer K.	12/17/2018	Guidance Counselor
Lockwood, Amanda L.	03/29/2021	Related Svcs Coordinator
Logozzo, Jessica	08/10/2020	Guidance Counselor
Long, Carly C.	01/29/2014	Intervention Specialist
Long, David G.	10/21/2019	Teacher Middle School
Long, Deidre S.	10/04/2012	Lead Teacher Middle Schoo
Long, Jamie M.	08/11/2020	Teacher Elementary School
Love, Kayla N.	11/30/2020	Intervention Spec 35

Lucente, Anthony N.	10/05/2020	Teacher HS
Lude, Jacquelyn	10/27/2008	Teacher HS
Lyman, Aaron	08/03/2020	Teacher HS
Lynch, Christine M.	09/06/2012	Teacher Elementary School
Lynch, Karen M.	09/21/2020	Teacher Middle School
Lynn, Barbara	10/20/2008	Teacher HS
Magensky, Jennifer E.	09/24/2018	Teacher HS
Magrum, Jennifer L.	08/06/2018	Teacher HS
Maianu, Jennifer E.	09/16/2013	Advisor
Makar, Samantha M.	10/08/2018	Advisor
Malcolm, Erin L.	08/03/2020	Teacher HS
Maple, Susan	08/01/2007	Lead Teacher Elementary
Marasco, Amanda	10/01/2018	Teacher HS
Markota, Michelle L.	02/20/2018	Advisor
Martin, Bethany R.	08/01/2012	Teacher Middle School
Mascola, Colleen	09/21/2005	Teacher Elementary School
Mazur, Sara	09/08/2009	Advisor
McAtee, Bonnie J.	08/08/2017	504 Coordinators
McClain, Tina L.	02/07/2018	Teacher HS
McClellan, Heather R.	10/17/2013	Intervention Specialist
McConnell, Lisa M.	08/24/2020	Teacher Elementary School
McCorkle, Matthew S.	09/01/2011	Teacher HS
McCoy, Kristen E.	03/02/2018	Guidance Counselor
McDonald, Kristi D.	10/18/2012	Teacher Elementary School
McDulin, Christen M.	08/03/2020	Teacher Elementary School
McIntosh, Elizabeth P.	08/30/2012	Teacher HS
McIntosh, Kyle M.	09/25/2012	Teacher HS
McKeivier, Hannah M.	08/06/2018	Teacher Middle School
McNeely, Tiffini R.	02/12/2018	Teacher Elementary School
McNeese, Rebecca L.	02/15/2018	Teacher HS
McVay, Rachelle L.	08/01/2018	Teacher HS
Melden, Brittany D.	02/03/2020	Teacher Elementary School
Melvin, Macy B.	09/08/2020	Teacher Middle School
Merchant, Devin	08/20/2018	Advisor
Merrill, Julie A.	08/01/2018	Intervention Specialist
Miah, Ebony M.	08/01/2019	Intervention Spec HS
Mialky, Kelly	08/01/2002	Teacher Instruct Support
Mikulka, Lora B.	08/11/2020	Teacher Elementary School
Milich, Kelsey S.	08/01/2018	Intervention Specialist
Miller, Andrea J.	09/20/2017	Teacher Elementary School
Miller, Cory M.	10/25/2012	Teacher Instruct Support
Miller, Michelle M.	08/01/2012	Teacher Middle School
Miller, Rachel	08/01/2008	Teacher Elementary School
Miller-Hammar, Katherine	08/10/2020	Teacher Elementary School

Miranda, Erica L.	08/17/2020	Teacher Elementary School
Mohre, Carrie L.	10/10/2011	Lead Advisor
Moloney, Breanna M.	08/01/2019	Teacher Instruct Support
Monjaras, Danielle C.	08/13/2018	Advisor
Montgomery, Ginger G.	07/27/2015	Eng Lang Learner Teacher
Montgomery, Sheena M.	08/02/2021	Teacher Middle School
Moore, Christine K.	10/08/2018	Teacher HS
Moore, Rylan T.	11/02/2020	Eng Lang Learner Teacher
Morgan, Carolyn J.	08/01/2019	Intervention Spec HS
Morgan, Raquel	01/29/2018	Teacher Instruct Support
Morris, Angela M.	09/25/2017	Teacher Middle School
Morris, Cheryl L.	08/01/2019	Teacher HS
Morton, Dawn M.	02/07/2018	Advisor
Moser, Elizabeth R.	09/02/2020	Teacher Middle School
Moser, Lea N.	02/21/2018	Teacher Elementary School
Munroe, Jamie L.	09/21/2020	Teacher Elementary School
Murphy, Kira M.	09/15/2020	Guidance Counselor
Muscato, Rachel M.	08/28/2012	Teacher HS
Nagi, Christy L.	09/24/2018	Teacher HS
Negrelli, Tina M.	08/03/2020	Teacher Elementary School
Neisler, Sharon R.	08/19/2020	Teacher HS
Nelson, Lynne	08/28/2006	Teacher Middle School
Nichols, Mary E.	09/26/2013	Lead Intervention Special
Nicholson, Ashley C.	10/29/2018	Intervention Specialist
Nilsen, Amy E.	11/13/2017	Teacher Middle School
Nimmo, Jamie A.	08/03/2020	Teacher Elementary School
Nocera, Brandi M.	09/28/2020	Intervention Spec MS
Nothacker, Andrea K.	08/01/2013	School Psychologist
Novy, Kelly A.	02/26/2018	Intervention Specialist
Noyes, Karen	11/09/2005	Teacher HS
Oberhouse, Amanda L.	01/12/2012	Guidance Counselor
O'Donnell, Ryan K.	08/10/2020	Teacher HS
O'Neil, Tiffany A.	08/03/2020	Teacher Elementary School
Oravec, Erin M.	09/21/2015	Lead Teacher Middle Schoo
O'Shea, Angela M.	08/17/2020	504 Coordinators
O'Shea, Kari D.	09/06/2012	Teacher Middle School
Owens, Susan	02/17/2009	Teacher Instruct Support
Ozinga, Kelsie L.	10/15/2018	Intervention Specialist
Paden, Bradley J.	08/09/2012	Teacher Middle School
Page, Kristy M.	08/11/2020	Teacher Elementary School
Palesano, Taryn L.	12/10/2012	Teacher Middle School
Palmer, Emily A.	08/17/2020	Teacher HS
Palocsay, Kimberly A.	09/25/2017	Teacher Middle School
Paluch, Heather M.	08/28/2012	Lead Teacher High School
Palunas, Martha	09/14/2009	Intervention Specialist

Panning, Elizabeth J.	10/05/2020	504 Coordinators
Parker, Mandy M.	10/15/2018	Teacher HS
Parrella, Erin E.	08/01/2019	Intervention Spec K2
Parrill, Renee E.	11/12/2018	Teacher HS
Paschall, Beth A.	09/23/2020	Teacher HS
Patena, Traci R.	10/12/2020	Teacher Elementary School
Patton, Jennifer M.	08/01/2018	Guidance Counselor
Paul, Kelley W.	08/10/2020	Teacher Elementary School
Pavlansky, Antonietta	01/30/2018	Intervention Specialist
Paxson, Lindsey	06/02/2010	Transition Svcs Liaison
Payne, Phillip A.	08/27/2018	Teacher HS
Penamon, Wanda A.	01/24/2013	Teacher HS
Pennington, Amy	03/21/2011	Advisor
Peppard, Kelly A.	10/10/2013	Teacher HS
Perez, Stacie L.	08/24/2020	Teacher Elementary School
Peters, Jennifer	08/06/2018	Intervention Specialist
Peterson, Jennifer K.	10/03/2011	Teacher Middle School
Petrevski, Paige S.	08/13/2018	Intervention Specialist
Philibin, Tiffany L.	09/10/2018	Teacher Middle School
Phillabaum, Faith E.	08/09/2012	Teacher Middle School
Phillips, AnnMarie	02/01/2021	Teacher Middle School
Phillips, Rachel E.	03/12/2018	Teacher HS
Pickut, Danielle M.	12/10/2018	Intervention Specialist
Pietras, Kallie M.	08/03/2020	Teacher HS
Pifher, Karla M.	09/19/2011	Intervention Specialist
Pindell, Dianna J.	08/20/2018	Teacher-Sup Instruction
Plunkett, Rebekah R.	08/02/2021	Intervention Spec K2
Plute-Schlitter, Amanda F.	08/10/2020	Teacher Elementary School
Polesovsky, Eric S.	11/06/2017	Teacher HS
Polito, Natalie J.	02/07/2018	Intervention Specialist
Polzin, Christina L.	08/17/2020	Teacher Middle School
Powers, Heather L.	08/11/2020	Teacher Elementary School
Price-Mullins, Meredith K.	01/28/2019	Teacher HS
Prunty, Nicole I.	08/01/2018	Intervention Specialist
Pseekos, Jessica L.	02/11/2019	Teacher Elementary School
Pullman, Kristin L.	08/03/2020	Guidance Counselor
Puttman, Alison	08/31/2010	Teacher Elementary School
Quinn, Dristina	02/17/2009	Teacher Instruct Support
Racki, John R.	10/02/2017	Teacher Middle School

Raczynski, Christi	11/02/2010	Lead Teacher Elementary
Ragland, Lisa M.	08/18/2011	Teacher HS
Ramsey, Julianne M.	02/25/2019	Teacher HS
Raseta, Elizabeth A.	01/31/2018	Teacher HS
Rauhaus, Mary B.	02/18/2020	Intervention Spec MS
Rayburn, Ruby R.	02/15/2018	Teacher HS
Rebro, Emily	09/28/2010	Teacher HS
Recupero, Katherine T.	08/26/2020	Teacher Elementary School
Remick, Jennifer L.	08/10/2020	Teacher HS
Renftle, Julie A.	01/29/2018	Teacher Elementary School
Renker, Rhonda S.	08/13/2018	Teacher HS
Reynolds, Jamie J.	02/26/2018	Intervention Specialist
Rice, Dreama M.	02/26/2018	Advisor
Richards, Evelyn A.	12/07/2020	Advisor
Riffle, Carol	08/10/2009	Teacher HS
Riley, Maureen	09/21/2015	Teacher Middle School
Ringer, Nichole M.	08/17/2020	Teacher Elementary School
Ritch, Courtney R.	03/06/2017	Speech & Lang Pathologist
Ritchey, Christina E.	09/09/2019	Teacher HS
Rittenhouse, Shelly L.	12/03/2018	Teacher HS
Rivera, Miranda R.	09/21/2020	Teacher HS
Rizkallah, Keri L.	08/03/2020	Teacher Elementary School
Robbins, Jason K.	02/09/2012	Teacher HS
Robinette, Melissa L.	02/20/2018	Intervention Specialist
Rodgers, Anastasia L.	08/24/2020	Teacher Elementary School
Roessner, Brooke N.	09/04/2018	Teacher HS
Rogers, Lauren R.	08/03/2020	Intervention Specialist
Ross, Andrea	09/28/2010	Teacher Middle School
Roth, Tara	08/24/2020	Teacher HS
Rounds, Sandra M.	11/02/2015	Teacher HS
Rubin, Adrienne S.	08/01/2018	Advisor
Ruby-Gianessi, Lara A.	08/27/2018	Teacher HS
Rudisill, Carol A.	09/12/2011	Intervention Specialist
Rupert, Sheila A.	08/01/2008	Teacher HS
Rush, Tracie L.	02/20/2018	Intervention Specialist
Russo, Tressa M.	09/04/2018	Teacher HS
Rutherford, Leah E.	08/31/2010	Teacher Elementary School
Ryser, Phyllis	08/31/2009	Advisor
Safriet, Mandy M.	03/02/2018	Teacher HS
Sager, Meghan M.	09/08/2020	Intervention Spec 35
Sailors, Kenneth O.	01/29/2013	Teacher HS

Sanders, Michelle E.	08/01/2018	Intervention Specialist
Sandretto, Jordan T.	09/19/2011	Teacher HS
Sawyer, Carmen M.	09/28/2020	Intervention Spec MS
Sayre, Dakota R.	08/24/2020	Teacher Middle School
Schaffnit, Amy	08/23/2010	Intervention Specialist
Schappacher, Mariangela	08/25/2011	Lead Teacher High School
Scharer, Amanda B.	01/19/2016	Lead Related Svcs Coord
Schatzke, Valerie A.	08/27/2018	Lead Teacher Middle Schoo
Schenkenberger, Diana J.	10/10/2011	Teacher HS
Schiavone, Jaimee L.	01/28/2019	504 Coordinators
Schmidt, Beth	08/16/2010	Lead Teacher High School
Schmidt, Cathleen T.	10/07/2019	Intervention Spec HS
Schneider, Rachel J.	09/25/2012	Guidance Counselor
Schnitkey, Sayward R.	10/20/2011	Advisor
Scholles, Jennifer A.	10/12/2020	Teacher Middle School
Schroeder Cole, Tiffany L.	07/15/2019	Related Svcs Coordinator
Schultheis, Sunny	03/26/2018	Teacher HS
Schuster, Samantha L.	11/04/2013	Teacher Middle School
Schuster-Brokaw, Hallie C.	03/19/2018	Transition Svcs Liaison
Scott, Denise A.	10/29/2018	Eng Lang Learner Teacher
Scott, Maura J.	02/15/2018	Teacher HS
Seegert, Sonya	08/01/2008	Teacher Elementary School
Segelhorst, Athena R.	09/08/2020	Teacher Middle School
Selinsky, Kathryn E.	08/02/2021	Teacher Middle School
Selka, Tricia R.	01/19/2021	Teacher Elementary School
Sensibello, Marisa A.	08/10/2020	Teacher Elementary School
Sergent, Heather B.	08/07/2017	Intervention Specialist
Serig, Katherine L.	09/02/2020	Intervention Spec MS
Shaffer, Stephanie A.	10/29/2018	Intervention Specialist
Shank, Sydney A.	08/03/2020	Intervention Spec 35
Shaw, Dwight K.	01/28/2013	Teacher HS
Sheets, Kelly J.	02/09/2012	Teacher Instruct Support
Shellhammer, Taylor R.	09/10/2018	Advisor
Sheppard, Samantha N.	10/26/2020	Advisor
Shoemaker, Melissa A.	05/11/2009	Teacher Middle School
Shoemaker, Susan M.	08/01/2014	Intervention Specialist
Shoup, Jared J.	10/15/2018	Teacher HS
Simek, Amanda	01/30/2018	Intervention Specialist
Simon, Jody	08/01/2006	Teacher HS
Simon, Sarah	08/16/2010	Teacher Instruct Support
Six, Pamela L.	09/10/2018	Teacher HS
Smith, Jennifer A.	08/24/2020	Intervention Spec 35

Smith, Noel E.	09/15/2020	Speech & Lang Pathologist
Smith, Stephanie N.	10/30/2017	Intervention Specialist
Smith, Veronica	08/20/2018	Advisor
Smucker, Elizabeth A.	01/31/2018	Teacher Middle School
Snyder, Kari F.	08/17/2020	Teacher Middle School
Snyder, Lisa M.	09/10/2020	Teacher Elementary School
Snyder, Sarah	11/02/2010	Teacher Elementary School
Solomon, Diane K.	08/01/2019	Behavior Specialist
Sorgi, Nicole E.	09/24/2018	Teacher HS
Sowers III, Kenneth D.	08/03/2020	Teacher Middle School
Spangler, Courtney	03/26/2007	Guidance Counselor
Speas, Johanna	09/08/2009	Teacher HS
Spellman, Kristen	09/08/2011	Lead Teacher High School
Spencer, Mamie K.	08/31/2020	Teacher HS
Spencer, Rebecca M.	10/30/2017	Teacher HS
Sphar, Charity L.	11/05/2018	Intervention Specialist
Spohn, Alexis A.	09/08/2020	Advisor
Spontarelli, Robert	01/05/2012	Teacher HS
Sprow, Kristi	08/01/2007	Advisor
Squire, Michele	09/02/2020	Teacher Middle School
Stampfle, Sarah	02/22/2010	School Psychologist
Stanton, Stefanie R.	01/19/2021	Teacher Middle School
Starrs, Hailey J.	08/26/2020	Teacher Elementary School
Stellfox, Michelle A.	09/21/2020	Teacher HS
Stewart, Kimberly B.	02/14/2018	Advisor
Stone, Casey M.	01/19/2021	Intervention Spec MS
Stopp, Kristen	08/01/2009	Teacher HS
Strayer, Andrea	09/20/2005	Teacher HS
Strbik, Elizabeth E.	04/09/2018	504 Coordinators
Stripe, Sonya L.	08/20/2018	Teacher HS
Stucky, Samantha E.	03/15/2011	Intervention Specialist
Stull, Kelli	11/02/2010	Intervention Spec 35
Sudhakaran, Rachel E.	10/21/2019	Teacher Middle School
Sump, Melanie R.	08/31/2020	Teacher Elementary School
Swaney, Elizabeth A.	02/04/2013	Intervention Specialist
Swanstrom, Jamie R.	10/16/2017	Teacher Elementary School
Swart, Shelby M.	08/17/2020	Intervention Spec MS
Syrett, Heather	11/29/2012	Guidance Counselor
Taggart, Lisa A.	02/14/2018	Teacher Middle School
Tapp, Davis M.	09/28/2011	Lead Teacher High School
Taylor, Molly J.	01/07/2019	Intervention Specialist
Taylor, Sara P.	02/12/2018	Guidance Counselor
Taylor, Tiara L.	08/11/2011	Guidance Counselor
Taylor-Edwards, Joli	11/15/2007	Intervention Specialist
Tennant, Kristen N.	11/11/2013	Teacher HS

Thompson, Jennifer L.	10/29/2018	Teacher HS
Thompson, Meghan A.	10/07/2019	Intervention Spec HS
Thornton, Amy R.	02/12/2018	Advisor
Threlkeld, Ann-Sofia M.	09/02/2020	Teacher Elementary School
Tieche, Taylor	08/03/2020	Teacher Elementary School
Toke, Annette R.	08/27/2018	Intervention Specialist
Tolles, Heather N.	02/07/2018	Teacher HS
Tomlinson, Kristina M.	09/08/2020	Advisor
Torres, Joy M.	02/22/2021	Intervention Spec MS
Trapp, Staci R.	09/28/2020	Teacher Elementary School
Traut, Courtney	08/01/2008	Guidance Counselor
Treu, Kayla M.	09/10/2020	Teacher Elementary School
Turner, Tiffany	08/02/2021	Intervention Spec K2
Twigg, Jennifer M.	01/28/2019	Intervention Specialist
Umbaugh, Heather B.	01/31/2018	Advisor
Underwood, Kassandra D.	02/14/2018	Teacher HS
Urbas, Stacey L.	01/22/2019	Teacher Middle School
Valentine, Shane F.	08/09/2012	Teacher HS
Vanneman, Jacob T.	10/23/2013	Teacher HS
Vanscoder, Amy	11/16/2010	Advisor
Varga, Christiane L.	01/31/2018	Teacher HS
Vilagi, Claire E.	08/24/2020	Teacher Middle School
Wagoner, Ann M.	08/01/2012	Teacher HS
Wahl, Pauline	08/01/2009	Teacher HS
Walker, Caela R.	02/20/2018	Advisor
Walker, Miranda R.	09/11/2013	Teacher Elementary School
Walsh, Heather R.	09/10/2013	Teacher Elementary School
Warkentine, Serenity	09/14/2010	Teacher Middle School
Weber, Deanne	09/08/2009	Teacher Elementary School
Weber, Jessica A.	02/15/2018	Teacher HS
Welch, Lena E.	01/30/2018	Teacher Middle School
Wetherbee, Cheryl D.	11/19/2018	Teacher HS
Wheeler, Stefanie N.	02/05/2014	Teacher Middle School
White, Chad A.	02/26/2018	Teacher HS
White, Mark R.	08/12/2019	Guidance Counselor
Whitmer, Teresa M.	08/24/2020	Teacher Elementary School
Wigton, Carrie R.	09/24/2018	Teacher HS
Wilhelm, Heather S.	02/26/2018	Advisor
Williams, Cynthia	06/01/2010	Transition Svcs Liaison
Williamson, Sue	09/08/2009	School Psychologist
Wilson, Shannon M.	09/04/2018	Teacher Instruct Support
Wintrow, Ethan J.	08/01/2014	Teacher HS
Wise, Kelly M.	12/17/2018	Advisor
Witalec, Allison M.	08/23/2012	Teacher HS



Wolfe-White, Jamie L.	03/07/2019	Teacher HS
Wollenburg, Michelle	08/01/2009	Advisor
Woodard, Traci S.	09/10/2020	Advisor
Woodberry, Shannon R.	02/07/2018	Teacher HS
Woodlock, Kelleen S.	09/17/2018	Teacher Middle School
Woodrich, Patricia F.	08/24/2020	Teacher Elementary School
Wray, Jacqueline A.	11/15/2012	Teacher HS
Wright, Rachel L.	08/01/2018	Intervention Specialist
Wright, Stephanie M.	09/16/2013	Teacher HS
Wunder, Rachelle C.	02/21/2018	Advisor
Wurm, Katherine M.	08/23/2017	Intervention Specialist
Wysocki, Pamela S.	08/19/2020	Teacher Elementary School
Yager, Harvey M.	03/18/2019	Intervention Specialist
Yanke, Tiffany A.	09/30/2020	Guidance Counselor
Yarger, Sara M.	08/03/2020	Intervention Spec HS
Yeager, Alana	01/29/2018	Teacher Middle School
Yerian, Barbara A.	08/17/2020	Teacher Elementary School
Yoder, Elizabeth E.	08/01/2012	Teacher HS
Yost, Jennifer L.	10/15/2013	Lead Guidance Counselor
Young, Cathy	08/23/2010	Teacher Elementary School
Zakrzewski, Sharon L.	09/07/2010	Teacher Elementary School
Zellmer, Tiffany L.	08/03/2020	Intervention Spec MS
Zelnik, Michael H.	08/10/2020	Teacher Middle School
Zeno-Slutsky, Maria	09/28/2009	Teacher Instruct Support
Zetts, Nicole A.	09/04/2018	Teacher Elementary School
Zimmerman, Andrea R.	02/07/2013	Teacher Instruct Support
Zimmerman, Anne	08/15/2011	Lead Teacher High School

# Ohio Virtual Academy

## Academic Prevention and Intervention Policy

### A. Introduction and Purpose of Policy

This plan is a design of classroom-based intervention services to meet the instructional needs of individual students as determined by the results of diagnostic assessments that demonstrate the students might or might not be at risk for academic success. The interventions will be individualized accordingly.

- The plan is in compliance with requirements under [ORC 3313.6012](#).
- State mandated diagnostic tests as well as Aimsweb, NWEA and USATestPrep benchmarks, and school developed assessments, will be used to evaluate student progress toward the attainment of academic standards
- Teacher-Based-Teams will meet regularly and use state testing results and data gathered from Aimsweb, NWEA and USATestPrep benchmarks as well as school based assessments, to guide intervention- related decisions.
- This plan will outline methods of intervention (Response to Intervention) and expectations for how intervention will occur (section D).
  
- **Using Assessment Data to Inform and Guide Interventions to Students**
- Teacher-Based-Teams will use data from state assessments (including, but not limited to EOY, AIR, KRA-R, diagnostic assessments) to inform intervention-related decisions for student progress. All assessments required under the Third Grade Reading Guarantee program ([ORC 3313.608](#)) will also be used to make academic decisions. The Third Grade Reading Guarantee is outlined in section D.
- Aimsweb, NWEA and USATestPrep benchmarks will also be used by TBTs to inform intervention-related decisions.
- Teacher-Based Teams will continue to use formative and summative classroom assessment data drawn from the curriculum as well as TBT developed to inform decisions and goals for student progress.
- Kindergarten will use KRA and AIMSweb+ to identify students who are at risk according to the Ohio Department of Education's definition of "off track".
- KRA and Aimsweb+ will be given to students in the fall; 3<sup>rd</sup> grade OST Reading assessments will be completed by the last week of October and by the required State Testing Schedule; State tests will be given to all repeating sophomore, junior and senior students who have not successfully met the graduation requirements for state testing during prior attempts. NWEA will be taken by all students in third through eleventh grades by the end of September and within 30 days of enrollment for all new enrollees thereafter. Benchmark testing for NWEA, USATestPrep and Aimsweb will also be conducted midyear. All K-2 students will be assessed using Aimsweb+ and all 3<sup>rd</sup> grade students will be assessed using MAP/NWEA in September. State assessments for third through high school will be conducted during state mandated testing periods in spring. NWEA performance assessments will be conducted with students third through eleventh grades in May.

## **B. Format and Context of Intervention at Ohio Virtual Academy**

The practices established in Ohio Virtual Academy's Response to Intervention (RTI) model will be the method by which instructional interventions will be delivered at the school. Core principles of the OHVA's RTI model include:

- An on-going collection of student performance and other data to guide instructional and intervention decisions.
- The practice of providing high quality instruction and intervention matched to student needs and using learning rate over time and level of performance to make important educational decisions.
- School-wide procedures that support the belief that all students can effectively learn using research based, scientifically validated interventions/instruction.
- Early intervening services are key to ensuring student academic success.
- A multi-tiered model of service delivery based on student need.
- A problem solving methodology and a team approach via the Ohio Improvement Process, Teacher Based Teams and, as appropriate the Community School Leadership Team.
- The monitoring of student progress on a scheduled, consistent basis the frequency of which increases upon student need.
- Student progress data is used to make informed educational decisions.

Interventions established in the school's intervention policy acknowledge that everyone who has an impact on a student's educational outcome is responsible for the implementation of the policy. This includes, but is not limited to school administrators, classroom and special education teachers, supplemental instructors and specialists, support staff, related service providers and targeted assistance team members.

Interventions will be monitored by use of the school's progress monitoring tools Aimsweb, NWEA and USATestPrep benchmarks. Each student's file will include comprehensive data, past and present, including those from state required, diagnostic and benchmark assessments when available and will outline the efforts to implement and respond to student-specific interventions.

The intervention model should be embedded in day-to-day school-wide best practices. This includes a school-wide belief system that all children can learn and that educators are responsible for creating a supportive learning environment. This belief extends to the cycles of planning, implementing, assessing and re-assessing student progress.

The school's Teacher Based Teams (TBT) will facilitate implementation and monitoring of the intervention process at the school. The members of this team will review all intervention data, schedule and hold intervention meetings, and ensure compliance for all state specific intervention requirements. As appropriate, the school's Community School Leadership Team (CSLT) will monitor and support the efforts of each TBT. Examples of data used to monitor and respond to student learning outcomes include but is not limited to:

*For example...*

- AIMSweb (grades K-2);
- EOY/AIR test scores (grades 3-12);
- NWEA test scores (grades 3-11);
- EOY test scores (grades 9-12);

- Working in curriculum off grade level (end of unit, midyear and end of year course assessments)
- USATestPrep Benchmark testing and lesson assessments;
- Progress monitoring data from Class Connect sessions; (checkpoints and USATestPrep assessments) and
- Other information as appropriate.

### **C. Intervention Model**

#### **Tier I – Differentiated Core Instruction**

All students require differentiated instruction to ensure concept mastery and application. It is important to note, some of these students may require intervention in specific subject areas to address specific challenges or obstacles that prevent the achievement of concept mastery. The primary vehicle for this Tier I intervention is the K12 curriculum and weekly Class Connect sessions. The school will use interventions such as USATestPrep which include scientifically based strategies for all students which adapt to individual student learning needs.

The following elements are indicators of well-established Tier I interventions:

- scientifically based educational interventions;
- measurable interventions that are tracked through data collection tools (progress monitoring);
- able to be administered virtually; and
- administered for an amount of time the team determines will meet individual student needs.

While baseline data collected every 6 weeks will provide an overview of the attempted interventions, students receiving Tier I interventions will be monitored on a regular (at least weekly) basis as decided by the TBT. Such meetings and reviews supplement more frequent monitoring of student performance by classroom teachers.

Students who are not successful with the interventions given, applied, and measured (weekly progress monitoring) by the TBT may be referred to Tier II.

Six weeks following the commencement of Tier I interventions, the TBT will formally review student progress. Each formal Tier I TBT meeting will:

- evaluate the effectiveness of Tier I interventions;
- evaluate outcomes from the interventions;
- determine if additional time is appropriate at Tier I under the same or modified methods;
- record all progress monitoring from Tier I in the progress monitoring tool and review progress with TBT members; and
- consult with parents regarding collected data and intervention strategies.

Following this review the team will make one of the following decisions:

- student has made adequate progress and will continue receiving established interventions;
- student has made some progress but additional Tier I interventions are needed and will be modified and adjusted as appropriate; and
- student has made no progress and will be moved to Tier II for more intensive instruction.

### **Tier II – Supplemental Instruction**

Students receiving Tier II interventions will receive supplemental instruction, beyond the core curriculum and the intervention efforts offered to all Tier I students. Tier II students are placed in small groups (based on skill set) and provide supplemental instruction through the use of scientifically research-based interventions. Interventions provided through Tier I efforts, require student attendance and are additional instructional time offered to all students. Tier II students may also receive additional supplemental services such as iSupport and Reading Eggs as well as other supplemental programs.

The following elements are indicators of well-established Tier II interventions:

- scientifically based educational interventions;
- measurable interventions that are tracked through data collection tools (progress monitoring);
- able to be administered virtually (through web based conferencing tools) and through small group instruction; and
- administered for an amount of time the team determines will meet individual student needs.

While baseline data collected every 6 weeks will provide an overview of the attempted interventions, students receiving Tier II interventions will be monitored on a regular (at least bi-weekly) basis as decided by the TBT. This formal monitoring will occur at TBT meetings. Such meetings and reviews supplement more frequent monitoring of student performance by classroom teachers.

Students who are not successful with the interventions given, applied, and measured (weekly progress monitoring) by the TBT may be referred to Tier III.

Six weeks following the commencement of Tier II interventions, the TBT will formally review student progress. Each formal Tier II TBT meeting will:

- evaluate the effectiveness of Tier II interventions;
- evaluate outcomes from the interventions;
- determine if additional time is appropriate at Tier II under the same or modified methods;
- record all progress monitoring from Tier II in the progress monitoring tool and review progress with TBT members; and
- consult with parents regarding collected data and intervention strategies.

Following this review the team will make one of the following decisions:

- student has made adequate progress and will continue receiving established Tier II interventions;
- student has made some progress but additional Tier II interventions are needed and will be modified and adjusted as appropriate; and
- student has made no progress and will be moved to Tier III for more intensive instruction. If the team decides to move the student to Tier III, a meeting will be called by the team to review this decision and related data with the parents.

### **Tier III – Intensive Instruction**

Tier III students require intensive intervention. These interventions must be provided one on one and at a minimum of 3 times per week, for no less than 30 minutes per session. As with interventions noted in Tiers I and II, data will be collected during each scheduled session (progress monitoring) with students in Tier III. Data collection must be combined from all stake holders working with the student (learning coach, general education teacher, intervention specialist (when appropriate), administrator, other staff as needed) to ensure consistency.

The following elements are indicators of well-established Tier III interventions:

- scientifically based educational interventions;
- measurable interventions that are tracked through data collection tools (progress monitoring);
- able to be administered virtually (through web based conferencing tools) and through individual instruction;
- additional, focused and supplemental instructional opportunities as appropriate; and
- administered for an amount of time the team determines will meet individual student needs.

While baseline data collected every 6 weeks will provide an overview of the attempted interventions, students receiving Tier III interventions will be monitored on a regular (at least bi-weekly) basis as decided by the TBT. This formal monitoring will be reviewed at TBT meetings. Such meetings and reviews supplement more frequent monitoring of student performance by classroom teachers.

Students who are not successful with the interventions given, applied, and measured (weekly progress monitoring) by the TBT may be referred to the evaluative process to determine a potential disability.

Six weeks following the commencement of Tier III interventions, the TBT will formally review student progress. Each formal Tier III TBT meeting will:

- evaluate the effectiveness of Tier III interventions;
- evaluate outcomes from the interventions;
- determine if additional time is appropriate at Tier III under the same or modified methods; and
- record all progress monitoring from Tier III in the progress monitoring tool and review progress with TBT members.

Following this review the team will make one of the following decisions:

- student has made adequate progress and Tier III interventions will remain in place;
- student has made some progress but additional Tier III interventions are needed and interventions will be modified and implemented as appropriate;
- a meeting is scheduled with the Special Education team for additional review of data and feedback (this may occur if some progress is observed);
- referral for a special education evaluation may be made at this time; and
- consult with parents regarding collected data and intervention strategies.

#### **D. Third Grade Reading Guarantee Policy**

##### **OHVA 3<sup>rd</sup> Grade Guarantee – K-2 Planning and Interventions**

All K-1<sup>st</sup> grade students are given the K12 Phonics and LA curriculum and Reading Eggs. All 2<sup>nd</sup> grade students are given the K12 ELA curriculum and RAZ Kids. All K-2 students are assessed using the AIMSweb+ Benchmark Assessment three times per year: fall, winter and spring. If a student scores below target they are:

- Placed within the K12 phonics curriculum according to their ability level
- Placed within a small group class connect session according to their ability
- Given school psychologist approved interventions
- AIMSweb progress monitored regularly (ideally weekly) to see if academic growth is taking place.
- Reading Improvement and Monitoring Plan (RIMP) is put in place to create a plan for interventions and skills mastery.

##### **OHVA 3<sup>rd</sup> Grade Guarantee Plan**

- OHVA will assess the reading skills of each student in grades K to 3 by September 30 of each school year and identify students reading below target level.
- OHVA will administer Aimsweb+ to identify students in grades K-2<sup>nd</sup> grade who are reading below grade-level. OHVA will administer NWEA/MAP to identify students in 3<sup>rd</sup> grade who are reading below grade-level.
- OHVA will inform parents immediately (via email) if the student is performing below grade-level and has been identified as ‘not on track’ based on initial diagnostic testing and 3<sup>rd</sup> grade fall reading OAA
  - o OHVA will inform parent of the student’s reading deficiency
  - o Describe the current services provided to the student
  - o Describe the proposed supplemental services and supports to be provided and expectations of interventions provided by ELA teacher
  - o Send Putting Reading First to Parents of 3<sup>rd</sup> grade students
  - o Explain that the student may be retained in third grade if the student scores below the State Board’s specified cut score on the third grade reading achievement assessment.
- OHVA will provide intensive, explicit, and systematic reading instruction that is research-based. The Reading Improvement and Monitoring Plan for each student identified as reading below grade level will be approved by the principal and placed in the student file and provided to the parent. The Reading Improvement and Monitoring Plan will be completed within 60 days of identifying student as “not on track”. The RIMP will include the following:
  - o Identify the student’s specific reading deficiencies
  - o Describe the additional instructional services and support that will be provided to

remediate the student's deficiencies

- Reading Eggs for K-2. Reports will be pulled and analyzed on a weekly basis and will help direct the small group and 1:1 instruction.
  - Continued Progress Monitoring using NWEA for 3<sup>rd</sup> grade students that are at risk or have been retained in Grade 3. NWEA is a web-based assessment that provides the framework for Response to Intervention and multi-tiered instruction.
  - Scheduled interventions with teacher driven by assessments in Reading Eggs and NWEA.
  - Mindplay will be offered as a supplemental program for students reading below grade level in 3-5.
  - RAZ Kids subscription (OHVA will need to purchase subscriptions for all students that scored below or off target on the September NWEA assessment)
  - iSupport – all students that do not reach the proficient level during fall OST testing will be offered supplemental education services. Teachers will request this service through the principal
  - Placement with a reading teacher with a smaller class size to increase student contact (45:1) for students in grade 3.
- o OHVA will provide a reading curriculum during regular school hours that provides scientifically based and reliable assessments and provides initial and ongoing analysis of each student's reading progress – Embark, LA/Phonics K, LA/Phonics 1, LA/Phonics 2, ELA 2, or ELA 3.
  - o Plan will also include a description of the following: The student may be retained in third grade for failure to pass the third-grade reading achievement assessment as implemented by the state
  - o Each student will be placed in the HR of an ELA Teacher who either has received a passing score on a rigorous test of principles of scientifically based reading instruction or has a reading endorsement on the teacher's license.

### **Reading Improvement and Monitoring Plan (End of Year Requirements) – 3<sup>rd</sup> grade student retained**

- For each student retained in third grade, OHVA will do the following in addition to the item listed in the 3<sup>rd</sup> Grade Guarantee Plan – added to the current RIMP:
  - o Provide intense remediation services until the student is able to read at grade level.
  - o Placed with a teacher with a proven track record of student growth and smaller class size to increase student class time.
  - o Help parent block no less than 90 minutes of reading daily



- o RIMP may include, but is not limited to: Participate in weekly small group instruction, increased progress monitoring from 3 time to 5 times per year, placed on a class list with fewer students, required participation in iSupport

**Reading Improvement and Monitoring Plan (EOY Requirements) – 3<sup>rd</sup> grade student placed in Grade 4**

- For each student that did not meet the expected score on the 3<sup>rd</sup> grade Spring Reading AIR, but placed in grade 4, the RIMP will be revised to include:
  - o Provide intense remediation services until the student is able to read at grade level.
  - o Help parent block no less than 90 minutes of reading daily
  - o Reading Improvement and Monitoring Plan may include, but is not limited to: Participate in weekly small group instruction, increased progress monitoring from 3 time to 5 times per year, placed on a class list with fewer students, required participation in SES tutoring

**Approved outside service providers (also included on the RIMP):**

- Reading Eggs
- AIMS Web
- RAZ Kids
- Mindplay
- iSupport which is an in-house remediation program

**Tracking and reporting the data to ODE:**

Teachers in grades K-3 will collect and store data for –

- K – Reading AIMSweb (completed by September 30<sup>th</sup> or by 30 days after enrollment)
- 1 – Reading AIMSweb (completed by September 30<sup>th</sup> or by 30 days after enrollment)
- 2 – Reading AIMSweb (completed by September 30<sup>th</sup> or by 30 days after enrollment)
- 3 – NWEA Diagnostic (completed by September 30<sup>th</sup> or by 30 days after enrollment)

Results will be reported to ODE by OHVA’s EMIS coordinator. Results will include score and the rating of ‘on track’ and ‘not on track’.

For each student not on track, interventions will be reported by the EMIS coordinator at the end of the year. Interventions are also included on the RIMP and may include, but not limited to:

- Supplemental Program: Reading Eggs, AIMSweb, Mindplay, RAZ Kids
- Small group instruction
- Reduced teacher-student ratios
- Frequent Progress Monitoring
- 1:1 tutoring from an in-house source iSupport

- 1:1 intervention with teacher
- Incremental Rehearsal
- Repeated Reading
- Fluency Practice
- 90 minute reading block

Approved August 17, 2021

