

Washington State Center for Childhood Deafness and Hearing Loss (CDHL)



Board of Trustees Packet

February 10, 2012

**WASHINGTON STATE CENTER FOR
CHILDHOOD DEAFNESS & HEARING LOSS
Board of Trustees Packet
February 10, 2012**

- Agenda
- Updated Board of Trustees listing
- 2011/2012 School Calendar

AGENDA ITEMS

- Board Minutes
 - November 18, 2011
- Reports:
 - Director, Rick Hauan
 - Superintendent, Jane Mulholland
 - Human Resources, April Lynch
 - Washington State Employee Survey
 - Washington School for the Deaf results
 - Statewide results
 - Outreach, Kris Ching
- Policy Review
 - 1st reading – Drug Free Schools, Community and Workplace (policy 5201)

INFORMATIONAL ITEMS

- School Year 2011/2012
 - Enrollment
 - Behavioral Referral (BRF) – three year comparison
- Demographics survey results
- Performance Goals – 2nd Quarter
- Number change: Policy 5101 (formerly 5201) “Supervisor Duties”

**WASHINGTON STATE CENTER FOR
CHILDHOOD DEAFNESS & HEARING LOSS
Board of Trustees Meeting
February 10, 2012**

- 10:45 a.m. Call meeting to order and determination of a quorum
- Announcements and introduction of guests, general comments
 - Approval of November 18, 2011, meeting minutes
- 10:55 a.m. Reports
- Superintendent - Jane Mulholland
 - Student Presentations
 - Board Finance Committee
- 12:00 noon Lunch
- 12:30 p.m. Reports continued
- Director - Rick Hauan
 - Human Resources – April Lynch
 - Outreach – Kris Ching
- 1:00 p.m. Curriculum Review (Wendy Schlitz, School Counselor)
- * Early Prevention of Bullying Behaviors
- 1:30 p.m. Policy Review (1st reading)
- Drug Free Schools, Community and Workplace (Policy 5201)
- 2:00 p.m. Executive Session pursuant to RCW 42.30.110(1)(i) “To discuss with legal counsel representing the agency matters relating to agency enforcement actions, or to discuss with legal counsel representing the agency litigation or potential litigation” and RCW 42.30.110(1)(g) “To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee....”
- 2:00 p.m. Plan for April 13, 2012 meeting in Spokane
- 3:30 p.m. Adjourn

**Next Meeting: April 13, 2012 (9 a.m. - 2 p.m.)
Meeting to be held in Spokane
(Location information to be distributed when confirmed)**

WASHINGTON STATE CENTER FOR CHILDHOOD DEAFNESS & HEARING LOSS

BOARD OF TRUSTEES

Rick Hauan, Director (360) 696-6525, ext. 0400 (rick.hauan@wsd.wa.gov)
 Jane Mulholland, Superintendent (360) 696-6525, ext. 0402 (jane.mulholland@wsd.wa.gov)
 Judy Smith, Executive Assistant (360) 696-6525, ext. 0401 (judy.smith@wsd.wa.gov)

Voting Members	Address	Cong Dist.	Contact Information	Date Apptd.	Term Expires	E-Mail/Fax
Allie "AJ" Joiner	15806 18 th Ave. W., B 102 Lynnwood, WA 98087	1	(425) 329-8433 VP	08/30/06	07/01/15	allie.joiner@wsd.wa.gov
Pat Clothier	11290 Walker Road Mount Vernon, WA 98273	2	(360) 420-4256 cell	06/27/02	07/01/10	pat.clothier@wsd.wa.gov clothierpat@gmail.com
Val Ogden	2916 NE 88 th Court Vancouver, WA 98662	3	(360) 254-8886	01/20/11	07/01/15	val.ogden@wsd.wa.gov repval@comcast.net
Nita Kamphuis Chair	5404 S. Caballo Rd. Kennewick, WA 99338	4	(509) 627-1368 (509) 967-6050 (509) 539-0962 cell	09/19/08	07/01/13	nita.kamphuis@wsd.wa.gov
Char Parsley	3427 W. 7 th Avenue Spokane, WA 99224	5	(509) 838-3770 TTY (509) 315-2128 VP	03/16/07	07/01/16	char.parsley@wsd.wa.gov
Rita Reandeau	1636 Yukon Harbor Rd., SE Port Orchard, WA 98366	6	(360) 871-7367 (360) 443-3626 Cell: (360) 551-3034	08/19/04	07/01/14	rita.reandeau@wsd.wa.gov Fax: (360) 443-3662
Ariele Belo Vice Chair	1625 19 th Avenue Seattle, WA 98122	7	(206) 388-1275 TTY (206) 452-7955 (Video & Voice)	01/30/07	07/01/16	ariele.belo@wsd.wa.gov
Sidney Weldele-Wallace	19501 SE 332 nd Place Auburn, WA 98092	8	(253) 833-6487 (253) 833-9111 ext. 4705 (253) 569-8000 cell	06/27/02	07/01/11	sidney.wallace@wsd.wa.gov Fax: (253) 288-3463
Larry Swift	2306 Glen Kerry Ct., SE Lacey, WA 98513	9	(360) 491-8745	07/31/02	07/01/14	larry.swift@wsd.wa.gov Fax: (360) 491-8745

WASHINGTON SCHOOL FOR THE DEAF

2011/2012 School Year

July 11

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
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31						

December 11

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May 12

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31						

August 11

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January 12

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June 12

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September 11

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February 12

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Key	
First and last day of school	
Non-school days -	BLUE
Travel days -	RED
Volleyball Tournament September 23-24, 2011	
Deaf Awareness Week September 19-23, 2011	
Open House October 27, 2011	
Homecoming October 27, 2011	
WSBC/WSBCC 2012 January 25-28, 2012 California School for the Deaf/Fremont	
Flying Hands ASL Poetry & Art Competition March 8, 2012	
All Star Day May 24, 2011	

October 11

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March 12

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November 11

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April 12

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24	25	26	27	28	29	30

Registration Day*	August 28, 2011	President's Day	February 20, 2012**
First Day of School	August 29, 2011	Spring Break	April 2-6, 2012
Labor Day	September 5, 2011	Memorial Day	May 28, 2012
Veterans' Day Holiday	November 11, 2011	High School Graduation	June 6, 2012
Thanksgiving Break	November 24-25, 2011	Last Day of School	June 8, 2012
Winter Break	Dec. 19, 2011-Jan. 2, 2012	*No transportation provided on Registration Day	
Martin Luther King Jr. Day**	January 16, 2012	**Holiday and travel day	

<u>After School Program</u>	
Fall: September 13-November 3, 2011	Early Spring: February 7-March 29, 2012
Winter: November 29, 2011-January 26, 2012	Spring: April 17-May 24, 2012

<u>Statewide Testing Schedule</u>	
MAP (Measure of Academic Progress) (2-12th grades)	HSPE (High School Proficiency Exam) (10/11th grades)
Fall testing: October 1 - 31, 2011	Reading: March 15, 2012 Writing: March 13-14, 2012
Spring testing: April 15 - May 15, 2012	
MSP (Measurement of Student Progress) (3-8th grades)	DAPE (Developmentally Appropriate Proficiency Exam)
April 27 - May 18, 2012	11th & 12th grades only
	October 28 - November 9, 2011

Quarters end: 1st Quarter: October 28, 2011; 2nd Quarter: January 20, 2012;
3rd Quarter: March 29, 2012; 4th Quarter: June 8, 2012

***AGENDA
ITEMS***

**WASHINGTON STATE CENTER FOR
CHILDHOOD DEAFNESS & HEARING LOSS
BOARD OF TRUSTEES MEETING
November 18, 2011**

Board Members: Pat Clothier (District #2)
Val Ogden (District #3)
Nita Kamphuis (District #4)
Rita Reandeau (District #6)
Sidney Weldele-Wallace (District #8)
Larry Swift (District #9)

Absent: Allie Joiner (District #1)
Char Parsley (District #5)
Ariele Belo (District #7)

Director: Rick Hauan

Superintendent: Jane Mulholland

Legal Counsel: Bonnie Terada

Recorder: Judy Smith

Interpreters: Julie Moore, Don Coates

The meeting was called to order by Nita Kamphuis, chair, at 10:46 a.m. It was determined a quorum was present.

Minutes – October 14, 2011 meeting

Val Ogden moved to approve the October 14, 2011, Board meeting minutes. Rita Reandeau seconded the motion. It was voted on and approved.

Board Finance Committee Meeting

A special session of the legislature begins November 28th. CDHL won't know the extent of budget cuts until the state budget is approved. The Director will update the Board and staff when more information is available.

ILS (Independent Living Skills) students

The ILS program is sponsoring two families this holiday season. Both families have a deaf member. Fundraisers include milkshake sales and a "Giving Tree" which will be located in the Clarke Hall lobby. All donations must be at WSD by Monday, December 12th.

Rick Hauan, Director

- The Director met with two Educational Audiologists in the Spokane area. CDHL is looking to build capacity statewide by using professionals in various areas of the

state. The goal is to create hubs of services throughout the state and then purchase staff time to support students in areas without services.

- A meeting was held at the ESD (Educational Service District) in Pasco to discuss a possible satellite office in that area. Unfortunately, this project is on hold due to district budget cuts.
- A CDHL consultation meeting was held at the Puget Sound ESD (Renton) in early November. This meeting included deaf & hard of hearing educators and support staff from around the state. The topic of discussion was how to approach districts and provide support to students and district who need it. The group will be meeting quarterly.
- The Board applauds the Director for the work he is doing throughout the state on behalf of CDHL/WSD.

Jane Mulholland, Superintendent

- The middle school students planned and led a Veteran's Day assembly. The students created a poem, cheer and PowerPoint presentation. Great job everyone!
- Thanks to Kirk Walter for the great job he did in repainting Hunter Gym.
- Four staff members recently attended the ASLRT (ASL Round Table) in Tucson, Arizona. The purpose of the ASLRT is to provide a place for PreK – 12th grade ASL professionals and administrators to address best practices and issues related to ASL as a content subject in the areas of language development, curriculum, instruction, and assessment.
- The Superintendent recently attended Thanksgiving dinner prepared by the Post High School Program (PHSP) students. What a delicious meal! There are currently nine students in the PHSP.
- WSD/CDHL will hold a Statewide Open House on May 10-11, 2012. Students in 5th – 12th grades will be able to visit classrooms, meet with WSD staff/students, and participate in many activities and social events. Participants will stay in the cottages under the supervision of the Student Life Counselors. There will also be special presentations and workshops for parents.
- The month of November is National Novel Writing Month (NaNoWriMo). Elementary and middle school students participate in this program and high school students can also participate if they wish.
- The Deaf Education Advocates Foundation (D.E.A.F.) is raffling a quilt. This award winning quilt was donated to D.E.A.F. by a local quilter. Proceeds will be used to fund the WSD's Deaf Academic Bowl and Special Olympics programs.
- An "ASL-English Bilingual Program Fact Sheet" was distributed. This booklet includes definitions, frequently asked questions, parent testimonials, and research information about the importance of a strong bilingual program.

Bullying Awareness Week (Jason Cox, School Counselor/Jennifer Ellis, Teacher of the Deaf)

Bullying Awareness Week began October 31st. The theme this year was "Stomp Out Bullying". Staff and students wore different colors each day:

- Monday: Blue for "respect"
- Tuesday: Yellow for "support"
- Wednesday: Red for "love"
- Thursday: Pink for "loyalty"

- Friday: Rainbow for “Stomp Out Bullying”

Students created a video showing the wrong and right way to treat each other. Thanks to Jason and Jennifer for their hard work in making Bullying Awareness Week such a success!

Policy Review – second reading

The following policies were presented for second reading:

- Policy 5600: Student Teacher/Intern
- Policy 3207: Prohibition of Harassment, Intimidation and Bullying (updates and replaces 3202)

Val Ogden moved to approve policies 5600 - Student Teacher/Intern and 3207 – Prohibition of Harassment, Intimidation and Bullying. Sidney Weldele-Wallace seconded the motion. It was voted on and approved.

Future meetings

- The April 13, 2012, meeting will be held in Spokane (9 a.m. – 2 p.m.)
- Lunch will be shortened to 30 minutes for all future meetings.

Classroom Demonstration

Thanks to Raye Schaefer and her Kindergarten/1st grade class for the SmartBoard demonstration. The Board members especially enjoyed interacting with the students.

Executive Session

The Board went into Executive Session at 1:38 p.m. for 20 minutes pursuant to RCW 42.30.110(1)(i) “To discuss with legal counsel representing the agency matters relating to agency enforcement actions, or to discuss with legal counsel representing the agency litigation or potential litigation” and RCW 42.30.110(1)(g) “To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee....” The meeting reopened at 1:58 p.m.

Adjournment

Since there were no objections, the Board Chair adjourned the meeting at 2:28 p.m.

Nita Kamphuis, Chair
CDHL Board of Trustees

Rick Hauan, Director
CDHL

Date

Date

CDHL Board of Trustees Meeting – February 10, 2012
Reports from Director, Superintendent, Outreach Director,
Human Resources Manager

Rick Hauan, Director

- Meeting with Joyce Turner (Department of Enterprise Services) and Phil Gregg, Fleet Management, Lynn McGuire, SACS (11/23)
 - Met to discuss concerns with SACS and discuss the dramatic increase in costs. They will review the costs and concerns and reply after the holidays.
- Legislative Liaison meetings (11/28, 01/12)
 - Briefing on proposed legislation from the governor. Budget is the driver for many of the items drawing the attention of lawmakers. The governor's focus is on:
 - Jobs development
 - Education reform
 - Government reform
- Union/Management meetings:
 - WPEA (Washington Public Employees Association) (11/29)
 - WFSE (Washington Federation of State Employees) (12/09)
- Meetings with:
 - Tacoma Public Schools (11/30, 12/12, 12/13, 12/15, 01/04, 02/07)
 - Core Team – self-study process. This has been a very positive exercise focusing on development of consistent service for their D/HH program
 - Seattle Public Schools (12/02, 12/14, 01/06, 01/10, 01/11, 01/24, 02/03)
 - Seattle Public Schools began their self-study review process in November. This has been a tremendous start. Their group is committed to change and improvement. They have a very dedicated staff.
 - Spokane School District (12/06, 01/18 – cancelled due to weather)
 - Working with Spokane to address programming concerns. They are working on strengthening their program in-district. They would be interested in opening discussions with other neighboring school districts to expand programming across the region. Program cost containment is of some concern as student numbers are low and there is not a large consistent population at any given grade level.
 - Davenport School District (12/05/11)
 - Very interested in purchasing itinerant consultation services through our Statewide Outreach Project
 - ESD 123 (Pasco) Special Education Directors (01/19)
 - We had a large meeting with district personnel to discuss the possibility of establishing a cooperative magnet program. At this time, with budget uncertainty and the existence of a program in Pasco, the group determined it would be best to suspend this discussion until a later date.
 - ESD 114 (Bremerton) Special Education Directors (01/20) – cancelled due to weather

- Meeting with Carol Carrothers (to discuss “process”) 12/07
 - Kris Ching, Carol Carrothers and Rick Hauan met to discuss the planning of services offered through the Statewide Outreach Team. This team includes a variety of staff and contract service providers building a network of support located in various regions of the state.
- Meeting with ZVRS (12/20)
 - ZVRS would be willing to offer replacement videophone equipment if we elected to “port” accounts that currently are served by other vendors.
- Visit to California School for the Deaf in Fremont, California (01/31-02/01)

Jane Mulholland, Superintendent
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- Staff Appreciation: The Leadership Team hosted breakfast for the graveyard staff and dessert for the day and swing shift staff December 13. It was an opportunity to say thank you for everyone’s hard work and dedication. Everyone enjoyed taking a few minutes out of their busy day to relax and indulge in some holiday sweets.
- The Hammer: This inspirational feature length movie is about Matt Hamill, a three-time NCAA Division III national champion in wrestling, and the first deaf person to win a national title in the sport. WSD and the Vancouver Association of the Deaf (VAD) sponsored two viewings of the movie in December as a fundraiser for WSD’s PE program and VAD. Special thanks to WSD’s PE instructor, Nathan Boyes, for being the catalyst behind this fundraiser.
- OSD-WSD Special Event: On January 4th, WSD opened the New Year by hosting girls and boys basketball games. We decided to take advantage of having OSD here and invited them to arrive at 2:30 p.m. and join our high school students for a private viewing of “The Hammer” in our student center after school, eat dinner, and then play the basketball games. It was a great event and we are hoping to find more opportunities to share events and activities with our sister school to the south.
- Post High School: Dan Crady has been getting the word out around that about the Post High School Program. He met with an advisory group of staff in Evergreen SD in Vancouver January 24th. He traveled to Spokane February 1st and met with DVR and some other agencies. February 15th he is going to Anacortes to meet with students, then to Seattle on February 16th to meet with students at Tyee HS. March 15th Dan will be in Tri Cities to meet with special education directors at ESD 123. March 28th he will participate in a transition fair for students from Tacoma, Puyallup, and Federal Way. He is in the process of setting up a meet with students in Edmonds, Lake Washington and Everett.
- ILS Holiday Activities: WSD’s Independent Living Skills (ILS) program (all juniors and seniors) and WSD staff sponsored the Adopt-a-Family Program. The Adopt-a-Family program gave the school an opportunity to help less fortunate families with food and gifts during the holidays. We adopted two families, both of which have

deaf members in the family. The students set up a Giving Tree in Clarke Hall's lobby with families' wishes on tags. We received generous donations from our WSD students, families, staff and community. ILS Students and staff wrapped all the gifts and delivered them to the families before winter break in December. ILS had two charity fundraising events (a milkshake sale and a movie) and they had collected over 500 items such as canned food, personal items and household items. Most of those were donated to the Share House in the City of Vancouver. The ILS program expresses great thanks to those who donated and supported the adopt-a-family program!

- Guest Speaker: Former WSD graduate, Johanna Smith, spoke to high school juniors and seniors about her experience at the Southwest Central Institute for the Deaf (SWCID). She will complete her course of study as a dental hygienist this May and already has a position waiting for her back in the beautiful Northwest. The students had lots of great questions. WSD appreciated Johanna taking time from her vacation to share her college experience with us.
- Student Assembly: The 1st semester robotic students put the engineering process to the test in an assembly for their peers on 1/13/12. The engineering process consisted of: research, planning, building a prototype, testing, and then commercializing. Students worked through each stage, sometimes going back to the research stage if success of their plan was not achieved. The assembly functioned as not only the "commercializing" stage but also as an opportunity to share and take pride in their hard work. It was pretty evident by the smiles and excitement that they left WSD campus that Friday feeling "PAH"! (a gestured made while signing the word for success). The best part is . . . several of the robotics students are now seriously contemplating attending colleges such as Rochester Institute of Technology (NTID) for a degree related to engineering.
- Professional Development: Beginning the first week in February, the weekly professional development for teachers and related service staff has moved from Wednesday to Friday mornings. We believe this will provide less disruption to the academic week and it is easier on our graveyard staff to stay the extra couple of hours and then go into their weekend rather than putting in the extra time in the middle of the week. While staff is engaged in professional development, students participate in the Weekly Activity Club (WAC), which provides them with a variety of options including developing the yearbook, weightlifting, robotics, study hall, cooperative games, story telling and literacy activities.

Kris Ching, Outreach Director

Consultation News:

- **Tacoma and Bellingham/Anacortes consultations complete** (Chris Newell, Carole Kaulitz)

- **Davenport** – ESD 101 SPED Director meeting, Rick/Kris follow-up, Kris/Jane Tabor next steps, 2012-2013 consult contract (Gabriela Holzman & Nancy Madison)
- **Connell/North Franklin** – ESD 123 SPED Director meeting, Carol Carrothers/WSDS, Chris N. & Carole K. outreach consultation in January
- **Tahoma School District** – Amy Kyler (Listen & Talk consultant w Partnership) contacted Cathy Corrado to expand team for vocabulary/reading support
- **Upcoming Statewide Consultations/Technical Assistance:** Port Angeles, Wenatchee/Moses Lake/Quincy, North Thurston, Puyallup, Federal Way, Edmonds

Events & Other news: A BUSY start to 2012!

- Statewide Outreach Consultation meetings – Feb 3rd Tacoma, April 12th Spokane
- MJ Memorial Library & Outreach Library
 - Tim Shockley, librarian from Seattle -volunteer extraordinaire!
 - Open to the Public – March/April 2012
- Transition Faire
 - Mount Tahoma High School, March 28th
 - Area High Schools invited
 - Expand to other locations next school year
- Deaf Fiesta – Ellensburg March 10th
- Biz Town – Auburn April 30th
- ASL Classes @ WSD January 30- April 25

Trainings/Workshops/Conferences:

Interpreter Workshops presented by Paul Bert (CDHL/WSDS) next sessions: Feb 2nd, March 1st

Introduction to the Structure of Language: ASL & English, Feb 25-26
(CDHL/WSDS/Gallaudet)

Ingredients for a Successful ASL/English Bimodal Bilingual Program
(CDHL/WSDS/Gallaudet)

National Counselors of the Deaf Conference: Santa Fe, NM April 12-15

Infant & Early Childhood Conference (Kerianne Christie, Jane Tabor, Pam Whitney presenting & CDHL/WSD booth with WSDS and GBYS/H&V) May 2-4

April Lynch, Human Resources Manager

- **New Teacher**

Tyler DeShaw accepted the vacant English Language Arts Teacher, replacing a teacher who resigned in December. Mr. DeShaw received his bachelor's degree in Secondary Education and English and is in the process of completing his master's degree in Deaf Education. He's an excellent addition to the team!

- **Statewide Employee Survey**

The November statewide employee survey results were released. Please review the survey results (in your packet) for CDHL and a summary of all state employee responses. Overall average score for CDHL was 4.0 out of 5.0.

Trend of Averages

Deaf, School for the

	Apr 2006	Nov 2007	Nov 2009	Nov 2011	Change from previous survey	Trend Line
Overall Average:	3.85	3.89	4.04	4.00	-0.04	
Number of Survey Responses:	41	62	32	56	24	
	2011 average of first 13 questions=			3.99		
1) I have the opportunity to give input on decisions affecting my work.	3.6	3.7	3.7	3.9	0.2	
2) I receive the information I need to do my job effectively.	4.0	3.7	3.8	3.9	0.1	
3) I know how my work contributes to the goals of my agency.	4.3	4.3	4.3	4.3	0.0	
4) I know what is expected of me at work.	4.5	4.4	4.5	4.5	0.0	
5) I have opportunities at work to learn and grow.	3.8	3.9	3.9	3.9	0.0	
6) I have the tools and resources I need to do my job effectively.	3.9	3.8	3.8	3.8	0.0	
7) My supervisor treats me with dignity and respect.	4.2	4.2	4.6	4.7	0.1	
8) My supervisor gives me ongoing feedback that helps me improve my performance.	3.6	3.7	3.8	3.9	0.1	
9) I receive recognition for a job well done.	3.3	3.5	3.8	3.5	-0.3	
10) My performance evaluation provides me with meaningful information about my performance.	3.3	3.6	3.9	3.9	0.0	
11) My supervisor holds me and my co-workers accountable for performance.	4.1	4.1	4.3	3.9	-0.4	
12) I know how my agency measures its success.	3.6	3.9	3.8	3.7	-0.1	
13) My agency consistently demonstrates support for a diverse workforce.	n/a	4.0	4.3	4.1	-0.2	
14) I receive clear information about changes being made within the agency.	n/a	n/a	n/a	3.9		
15) I am encouraged to come up with better ways of doing things.	n/a	n/a	n/a	4.1		
16) In general, I'm satisfied with my job.	n/a	n/a	n/a	4.1		

Averages of ratings where 1=Never or Almost Never 2=Seldom 3=Occasionally 4=Usually 5=Almost Always or Always

Trend of Averages

Statewide

	Apr 2006	Nov 2007	Nov 2009	Nov 2011	Change from previous survey	Trend Line
Overall Average:	3.78	3.80	3.84	3.72	-0.12	
Number of Survey Responses:	36451	35838	37882	33075	-4807	
2011 average of first 13 questions=				3.79		
1) I have the opportunity to give input on decisions affecting my work.	3.5	3.6	3.6	3.5	-0.08	
2) I receive the information I need to do my job effectively.	3.8	3.8	3.8	3.8	-0.02	
3) I know how my work contributes to the goals of my agency.	4.1	4.1	4.2	4.1	-0.07	
4) I know what is expected of me at work.	4.3	4.3	4.3	4.3	-0.01	
5) I have opportunities at work to learn and grow.	3.6	3.7	3.6	3.5	-0.14	
6) I have the tools and resources I need to do my job effectively.	3.8	3.8	3.8	3.8	-0.04	
7) My supervisor treats me with dignity and respect.	4.3	4.3	4.3	4.3	-0.01	
8) My supervisor gives me ongoing feedback that helps me improve my performance.	3.7	3.8	3.8	3.8	-0.02	
9) I receive recognition for a job well done.	3.3	3.4	3.5	3.4	-0.08	
10) My performance evaluation provides me with meaningful information about my performance.	3.4	3.5	3.5	3.4	-0.10	
11) My supervisor holds me and my co-workers accountable for performance.	4.1	4.1	4.1	4.1	-0.06	
12) I know how my agency measures its success.	3.4	3.4	3.5	3.4	-0.08	
13) My agency consistently demonstrates support for a diverse workforce.	n/a	3.8	3.9	3.8	-0.05	
14) I receive clear information about changes being made within the agency.	n/a	n/a	n/a	3.2		
15) I am encouraged to come up with better ways of doing things.	n/a	n/a	n/a	3.4		
16) In general, I'm satisfied with my job.	n/a	n/a	n/a	3.7		

Averages of ratings where 1=Never or Almost Never 2=Seldom 3=Occasionally 4=Usually 5=Almost Always or Always

WASHINGTON STATE CENTER FOR CHILDHOOD DEAFNESS & HEARING LOSS

POLICY: **5201**

Adopted

SUBJECT: **Drug Free Schools, Community and Workplace**

Approved by:

Nita Kamphuis, Chair, Board of Trustees

The board has an obligation to staff, students and citizens to take reasonable steps to assure safety in the workplace and to provide safety and high quality performance for the students that the staff serves.

“Workplace” is defined to mean the site for the performance of work done in connection with a federal grant or for which the Washington State Center for Childhood Deafness & Hearing Loss (herein referred to as “agency”) provides compensation. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the agency/ Washington School for the Deaf (WSD) or where work on a federal grant or other agency work is performed.

For these purposes, the board declares that the following behaviors will not be tolerated:

- Reporting to work under the influence of alcohol, illegal chemical substances or opiates.
- Using, possessing, transmitting alcohol, illegal chemical substances (including anabolic steroids) or opiates in any amount or in any manner on agency property at any time. Any staff member convicted of a felony attributable to the use, possession, or sale of illegal chemical substances or opiates will be subject to disciplinary action, including immediate termination.
- Using agency property or the staff member’s position within the agency to make or traffic in alcohol, illegal chemical substances or opiates.
- Using, possessing or transmitting illegal chemical substance and opiates in a manner which is detrimental to the interest of the agency.

Any staff member who is taking a drug or medication whether or not prescribed by the staff member’s physician, which may adversely affect that staff member’s ability to perform work in a safe or productive manner is required to report such use of medication to their supervisor. This includes drugs, which are known or

advertised as possibly affecting judgment, coordination, or any of the senses, including those, which may cause drowsiness or dizziness. The supervisor in conjunction with Human Resources Manager will then determine whether the staff member can remain at work and whether any work restrictions will be necessary.

As a condition of employment, each employee shall notify the supervisor of a conviction under any criminal drug statute violation occurring in the workplace as defined above. Such notification shall be provided no later than 5 days after such conviction. Upon receiving notice of an employee's conviction of a criminal drug statute occurring in the workplace, the employer must provide written notices within 10 calendar days to the appropriate person or office in the Federal agency from which he or she receives a contract or grant. The notice must include the convicted employee's position title and grant or contract identification number. The employer must notify the appropriate Federal contact regardless of how he or she is informed of the employees conviction (i.e., by the employee, a co-worker, the newspaper, etc.)

Each employee shall be notified of the agency's policy regarding employee drug activity at work. Any staff member who violates any aspect of this policy may be subject to disciplinary action, which may include immediate discharge. As a condition of eligibility for reinstatement, an employee may be required to satisfactorily complete a drug rehabilitation or treatment program at the employee's expense. Nothing in this policy shall be construed to guarantee reinstatement of any employee who violates this policy, nor does the agency incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.

Other actions such as notification of law enforcement agencies may be taken in regard to a staff member violating this policy at the agency's discretion as it deems appropriate.

Legal References:

41 USC § 701-707	Drug Free Workplace Act of 1988 and as amended in 1989
20 USC § 7101-7118	Safe and Drug-Free Schools and Communities Act
21 USC § 801	Controlled Substance Act
RCW 69.50.435	Violations committed in school or on a school bus or in/or near school grounds or school bus route stop.

***INFORMATIONAL
ITEMS***

Enrollment Information 2011/2012 School Year

Month	Washington School for the Deaf										Center for Childhood Deafness & Hearing Loss				
	Day	Residential	Post High School Apartments	Elementary	Middle	High	Post High School	Total Enrollment	Diagnostic Placement	On-Campus Partnerships	Birth to 3		Partnership Project**		State Support**
											Southwest WA	Central WA	Listen & Talk (Western WA)	HOPE School (Eastern WA)	Technical Assistance
August	37	60	*	25	22	50	*	97	7	4	15	10	23	1	8
September	39	61	7	27	22	51	7	107	10	4	18	11	32	1	30
October	39	61	8	26	22	52	8	108	2	4	18	10	31	1	60
November	38	62	9	25	23	52	9	109	1	4	18	12	32	3	84
December	37	62	7	24	23	52	7	106	0	4	18	11	99	5	109
January															
February															
March															
April															
May															
June															

**Program begins September 12th with 7 students

**School year to date

TOTALS	Vancouver Campus	Off-Campus Outreach	Total Served
Current Month Totals	106	242	348
Unduplicated count of students served on the Vancouver Campus - during the 2011/2012 school year			110

Additional Information
Applications in process: 2
Waiting list: 0
Beds available: Boys: 9 Girls: 13
Students attending Hudson's Bay High School: 2
Students attending Fort Vancouver High School: 2

Districts served through Outreach Services - 2011/2012 School Year								
ESD 101	ESD 105	ESD 112	ESD 113	ESD 114	ESD 121	ESD 123	ESD 171	ESD 189
Pullman	Granger	Vancouver	Ocosta	Sequim	Highline	Pasco	Grand Coulee	La Conner
Inchelium	Grandview	Evergreen	White Pass	Port Angeles	Seattle	North Franklin	Bridgeport	Ferndale
Medical Lake	Zillah	Woodland	Chehalis	Port Townsend	Tacoma	Richland	Entiat	Bellingham
Mead	Sunnyside	Kelso	South Bend		Auburn	Finley	Wenatchee	Anacortes
Spokane		Battle Ground			Bainbridge Island		Eastmont	Burlington-Edison
Davenport		Ridgefield			Issaquah		Cashmere	Lakewood
		White Salmon			Kent		Cascade	Mt. Vernon
					Mercer Island		Moses Lake	Monroe
					Peninsula		Soap Lake	Mukilteo
					Snoqualmie Valley			
					Tahoma			
					Clover Park			
					Shoreline			
Statewide Services								

Behavioral Referrals (BRFs)
THREE YEAR COMPARISON - BEHAVIORAL REFERRAL FORMS (BRFs)

<i>Month</i>	2011-2012 School Year			2010-2011 School Year			2009-2010 School Year			2008-2009 School Year		
	<i>Enrollment</i>	<i>Days in Month</i>	<i>#BRFs</i>	<i>Enrollment*</i>	<i>Days in Month</i>	<i># BRFs</i>	<i>Enrollment</i>	<i>Days in Month</i>	<i># BRFs</i>	<i>Enrollment</i>	<i>Days in Month</i>	<i># BRFs</i>
August	97	3	0	100	2	0	107	1	0	109	5	2
September	100	20	37	109	20	47	111	20	26	109	20	55
October	100	21	45	112	21	54	110	22	34	110	23	97
November	100	19	39	115	18	50	111	14	20	113	16	31
December	99	12	29	116	13	45	111	14	18	113	15	26
January		19		112	20	69	114	18	19	114	19	51
February		20		111	19	43	112	18	36	114	19	108
March		22		113	23	76	111	20	20	113	20	87
April		16		113	16	39	110	20	72	113	19	72
May		21		112	20	37	109	20	52	113	19	68
June		6		112	8	9	109	13	18	100	5	12

*9 Post High School students starting on September 12, 2011

Number of Districts responding: 230 or 78%

Students without an IEP and without a 504 plan (excluding Deaf-Blind)	
3-5 years old	34
6-11 years old	361
12-18 years old	376
19-21 years old	1
Total	772

Students on an IEP (excluding Deaf-Blind)	
3-5 years old	167
6-11 years old	656
12-18 years old	673
19-21 years old	58
Total	1,554

Students on a 504 Plan (excluding Deaf-Blind)	
3-5 years old	13
6-11 years old	153
12-18 years old	230
19-21 years old	2
Total	398

Deaf-Blind Students	
3-5 years old	8
6-11 years old	24
12-18 years old	19
19-21 years old	11
Total	62

Students Usher Syndrome	
Type I	0
Type II	0
Type III	0
Unknown	2
Total	2

TOTAL STUDENTS: 2,788

Staff Numbers	
Teachers of the Deaf	55.05
Educational Audiologists	32.8
Educational Interpreters	200.06
School Psychologists	768.637
Speech Language Pathologists	910.19

Washington School for the Deaf Performance Measures 2011/2013 Biennium

MATHEMATICS

Percentage of students making academic growth in mathematics

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target				100%
Actual	N/A	N/A	N/A	

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target				100%
Actual	N/A	N/A	N/A	

Footnote: The Measures of Academic Progress (MAP) assessment will be given at the beginning and the end of each school year. The results of the two tests will be compared to determine growth. The measure represents the percentage of students making academic growth in mathematics. WSD has further delineated the data to indicate the percentage of students making 1 to 4 months of growth, 5 to 9 months of growth, and 1.0 or more year of growth during the year. These data are available upon request.

READING

Percentage of students making academic growth in reading

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target				100%
Actual	N/A	N/A	N/A	

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target				100%
Actual	N/A	N/A	N/A	

Footnote: The Measures of Academic Progress (MAP) assessment will be given at the beginning and the end of each school year. The results of the two tests will be compared to determine growth. The measure represents the percentage of students making academic growth in reading. WSD has further delineated the data to indicate the percentage of students making 1 to 4 months of growth, 5 to 9 months of growth, and 1.0 or more year of growth during the year. These data are available upon request.

LANGUAGE USE

Percentage of students making academic growth in language usage

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target				100%
Actual	N/A	N/A	N/A	

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target				100%
Actual	N/A	N/A	N/A	

Footnote: The Measures of Academic Progress (MAP) assessment will be given at the beginning and the end of each school year. The results of the two tests will be compared to determine growth. The measure represents the percentage of students making academic growth in language. WSD has further delineated the data to indicate the percentage of students making 1 to 4 months of growth, 5 to 9 months of growth, and 1.0 or more year of growth during the year. These data are available upon request.

ENROLLMENT

Number of students enrolled on the Vancouver campus.

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	120	120	120	120
Actual	107	107		

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	120	120	120	120
Actual				

WORK EXPERIENCE TRAINING PLACEMENTS

The number of students in on/off-campus work training sites to provide experience in a career interest as well as to prepare students for post graduation work opportunities.

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	10	10	10	10
Actual	15	16		

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	10	10	10	10
Actual				

Footnote: The target numbers represent the number of students in any quarter who are taking part in training opportunities provided on/off campus.

SECONDARY COMMUNITY SERVICE PROJECTS

Secondary students will complete a minimum of 4 hours per school year of community service on/off campus.

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	N/A	N/A	N/A	80%
Actual				

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	N/A	N/A	N/A	80%
Actual				

Footnote: Target number represents the percentage of students completing the minimum of 4 hours of community service during the school year.

COLLABORATIVE GOVERNANCE PUBLIC & PRIVATE

Establish statewide agreements with local school districts and other agencies to provide direct service or support for children who are deaf, deaf-blind or hard of hearing.

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	5	20	20	20
Actual	9	23		

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	5	20	20	20
Actual				

Footnote: This measures the number of partnerships that exist in any quarter that will last for the school year. This is not a cumulative number.

STUDENT SAFETY

The number of students who receive a serious infraction for physical aggression.

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	0	0	0	0
Actual	0	2		

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target	0	0	0	0
Actual				

Footnote: The target represents the number of students who receive a serious infraction for physical aggression that could result in suspension from school.

OUTREACH IMPACT

Number of deaf and hard of hearing students in school districts (not enrolled in WSD) receiving consultations, evaluations, and other services.

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target		20	20	20
Actual	N/A	23		

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target		20	20	20
Actual	N/A			

Footnote: This number reflects students served through services.

SUCCESS AFTER GRADUATION

Percentage of students pursuing post-secondary education or are gainfully employed within 2 years after receiving their high school diploma.

2011/2012	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target				70%
Actual	N/A	N/A	N/A	

2012/2013	July – Sept.	Oct. – Dec.	Jan. - March	April - June
Target				70%
Actual	N/A	N/A	N/A	

Footnote: Report is based on students who received their high school diploma two years before the data was collected. Students who participated in graduation, but did not receive a diploma, will not be part of the data until they officially receive their diploma. Data is based on a) employed at least 9 months in the year data collected or b) attended a post secondary education program for 6 months or 1 semester or 2 quarters during the year data is collected.

WASHINGTON SCHOOL FOR THE DEAF

POLICY: **5101 (formerly 5201)**

Adopted: December 9, 2004

Updated: January 13, 2005

Housekeeping changes: February 10, 2012

SUBJECT: **Supervisor Duties**

Approved by: _____

Nita Kamphuis, Chair, Board of Trustees

The following are job expectations of supervisors at the Washington School for the Deaf:

- Supervising and evaluating staff and volunteers assigned to their departments.
- Planning, organizing, implementing and directing programs.
- Scheduling for staff and/or students.
- Coordinating all activities within their departments.
- Assist in the development of departmental and school wide budgets and monitor department budget.
- Reviewing procedures, programs, student and staff needs and making appropriate changes.
- Developing materials for public dissemination.
- Coordinate substitutes and support staff for special needs, as needed.
- Enforce all school policies and comply with state and federal laws and regulations.
- Evaluating and ordering materials.
- Promoting and honoring diversity among students and staff.
- Communicating with parents, community agencies and the general public, as needed.
- Ensure that both Policy 3402 (Student Protection from Child Abuse or Neglect) are implemented.