DYSART UNIFIED SCHOOL DISTRICT #89

MINUTES: GOVERNING BOARD – REGULAR MEETING

2010-2011 November 3, 2010 Location: Nathaniel Dysart Education Center

REGULAR MEETING - GENERAL FUNCTION

1. Ms. Jennifer Tanner, Governing Board President, called the regular meeting to order at 6:01 p.m. Governing Board members constituting a quorum were present; Ms. Jennifer Tanner, Mrs. Bonnie Schroader, Ms. Christine Pritchard, Ms. April Allen and Mr. Jerry Eynon.

2. The Dysart High School JROTC Color Guard presented colors and Ms. Jennifer Tanner led the Pledge of Allegiance.

3. A motion by Tanner/Allen was entered to approve the Agenda Form consistent with Board Policy BEBB and temporarily suspend any Governing Board Policy with which this agenda may be inconsistent. UNANIMOUS

4. Summary of Current Events
   - Superintendent
     • Presentations, Recognitions, Celebrations
     • During the NSBA T+L recognition of Dysart as a Salute District, a video was shown showcasing District initiatives to integrate technology and learning. This video was shown during the meeting and can be viewed by selecting the following link: http://www.youtube.com/watch?v=Krczg_5Pcxw
     • A video spotlighting the district use of FOSS science kits in the classroom was shown.
     • Shadow Ridge High School architecture teacher Scott Thomas was recognized for receiving the ACTE highly qualified designation. Mr. Thomas is the first CTE teacher in Arizona to be awarded with the ACTE distinction.
     • At its ASBA 2010 County Workshop three Dysart Board members were recognized for completion of accomplishments in a specific program of continuing education and training. Dr. Pletnick presented these awards to: 1) April Allen – Certificate of Boardsmanship and Associate of Boardsmanship, 2) Christine Pritchard – Masters of Boardsmanship and 3) Jennifer Tanner – Certificate of Boardsmanship.
     • Dr. Pletnick indicated will participate in a focus group the City of Surprise is conducting to gather input regarding the selection of a new police chief. The relationship and support between the District and the City continues to improve as a result of the Board’s foresight in approving and appointing a Board liaison to the City. In addition, Dr. Pletnick thanked the three people who stepped forward to run for the Governing Board. The County Recorder’s office will make the election results final this Friday. At this time, we know Mrs. Pritchard will return for another four years.
   - Governing Board Update – Board members offered their congratulations to Ms. Pritchard for her win.
     • Jennifer Tanner participated in a Character Counts clean up on Saturday, October 23rd. She also attended the October 30th Fall Festival at Sonoran Heights to judge the pumpkin carving and costume competitions. In addition, she thanked Ms. Fran Sperling and staff for taking the time to show her around Thompson Ranch.
     • April Allen thanked Mr. Bob Young for showing her around the new Support Facility.
     • Christine Pritchard reported she attended the NSBA T+L conference Salute District awards ceremony. She also attended the Sonoran Heights Fall Festival and judged the pumpkin
carving and costume competitions. In addition, she expressed appreciation to the Dysart community for having confidence in her to allow her to serve and advocate on behalf of the students for another four years.

- Bonnie Schroader attended the Valley Vista homecoming football game and was impressed with the recognition of varsity seniors and their parents. Mrs. Schroader had the pleasure of visiting Sonoran Heights to vote and said the facility looked great and made a good impression on those who don’t normally have an opportunity to visit District schools.
- Jerry Eynon also attended the October 30th Fall Festival at Sonoran Heights to judge the pumpkin carving and costume competitions; it was really fun. He congratulated the PTO for an outstanding event. He thanked staff and community members who supported him in his run for the Governing Board.

5. Audience with Individuals or Groups

- Irma Pineda and Rachel Ricardes expressed concerns regarding the school’s handling of discipline issues (Desert Moon).

- Marc Podeszek expressed concerns regarding a lack of student management (Desert Moon). He reported students are disrespectful, not paying attention in classroom and are swearing in the halls. Character Counts is not working.

**ACTION/CONSENT**

A motion by Eynon/Pritchard was entered to approve the consent items as presented. UNANIMOUS

1. Recommendation for Approval to Issue and Release Invitation for Bids for Construction Services for Road Improvements at Dysart High School for Safety Purposes
   Approved  UNANIMOUS

2. Recommendation to Approve the License Agreement with Global Spectrum, L.P. (University of Phoenix Stadium) for the 2010-2011 High School Graduation Ceremonies and Authorization for the Executive Director of Business Services to Sign the Agreement and any Other Affiliated Documents
   Approved  UNANIMOUS

3. Recommendation to Approve the Business Associate Agreement with PracticeMax, Inc. for Administration and Claims Processing Services for the District’s Arizona Medicaid Direct Service Claims for AHCCCS Approved Services and Authorization for the Executive Director of Business Services to Sign the Agreement and Affiliated Documents
   Approved  UNANIMOUS

4. Recommendation for Approval of Data Confidentiality Agreement with The 21st Century Partnership for STEM Education and Authorization for the Assistant Superintendent for Academic Services to Sign the Agreement and Affiliated Documents
   Approved  UNANIMOUS
5. Recommendation to Approve Personnel Action Items for the Period of October 20, 2010 through November 3, 2010  
Approved. Appendix A  
UNANIMOUS

6. Recommendation to Approve a Crossing Guard Position at Dysart High School  
Approved  
UNANIMOUS

7. Approval/Ratification of the Minutes of Governing Board Meeting(s) Held October 20, 2010 and the NSBA T+L General Session on October 21, 2010  
Approved  
UNANIMOUS

8. Hearing Officer’s Recommendation(s) for Long Term Suspension  
Accepted the Hearing Officer’s recommendation to long-term suspend student(s) in the matter of Student Discipline Hearing(s) HOR1011-011, HOR1011-012, HOR1011-013, HOR1011-014, HOR1011-015 and HOR1011-016.  
UNANIMOUS

9. Approval of the Career Ladder Program Application for the 2011-2012 Fiscal Year and Ratification of the 2010-2011 Program Application  
Approved/Ratified  
UNANIMOUS

10. Approval of Supplementary Instructional Materials for the High School Career and Technical Education Automotive Technologies Program  
Approved the listed supplementary instructional materials for the Automotive Technology Program as presented for procurement from Megatech Corporation.  
UNANIMOUS

11. Out of State Travel for One Career and Technical Education Instructor from Shadow Ridge High School to Attend the 2010 Association of Career and Technical Education (ACTE) National Career Expo and Conference in Las Vegas, NV, December 1-4, 2010  
UNANIMOUS

12. Overnight Travel of Thirty-Five Dysart High School Choir Members, One Teacher and Three Chaperones to Attend the (NAU) Northern Arizona University Jazz/Madrigal Festival in Flagstaff, AZ, February 11-12, 2011  
Approved  
UNANIMOUS

13. Approval of Shadow Ridge High School Military Club  
Approved  
UNANIMOUS

Accepted  
UNANIMOUS

15. Approval/Ratification of Expense Vouchers 1016 in the Amount of $656,812.83  
Approved/Ratified  
UNANIMOUS

16. Approval/Ratification of Payroll Vouchers 15, 16, 7395 and 7396 in the Amount of $4,915,229.63  
Approved/Ratified  
UNANIMOUS
ACTION/DISCUSSION

17. Recommendation to Approve the Revised Annual Financial Report for Fiscal Year 2009-2010
After discussion, a motion by Eynon/Tanner was entered to approve the revised Annual Financial Report for fiscal year 2009-2010. UNANIMOUS

Dr. Gail Pletnick introduced this item and reported a few weeks ago administration came to the Board with the AFR report for fiscal year 2009-2010. At that time, administration indicated that due to timing the District would probably be back with minor changes. This item identifies those changes and seeks Board approval. Appendix B

18. Recommendation to Approve Revision of Governing Board Policy GCCG – Professional / Support Staff Voluntary Transfer of Accrued Sick Leave – Second Reading
A motion by Tanner/Allen was entered to approve revision of Policy GCCG – Professional/Support Staff Voluntary Transfer of Accrued Sick Leave. UNANIMOUS

Dr. Pletnick indicated this is the second read on this policy change with no changes from the information item reviewed by the Board at its October 20 meeting. The recommendation for revision reflects the Board movement toward the policy governance model. The text removed from the policy will be incorporated into administrative practices for employee benefits.

INFORMATION

19. Exceeding Standards, Future Ready: Rigorous Assessments
Dr. Pletnick indicated this item continues the series of information items related to how the District is pursuing the goal of all children being future ready and exceeding standards by ramping up rigor. Ms. Teresa Heatherly provided information on: 1) Formative Assessment; 2) Summative Assessment; 3) Delivery Methods; 4) Curriculum/Rigorous Assessment working in tandem and 5) Next Steps. Appendix C

20. Update on the Special Meeting to Visit School Sites with the Surprise City Council and Mayor and Dysart Liaison Discussion of Next Steps
This item is a continuation of the District’s pursuit of open, transparent, trustful and positive relationship building activities with the City of Surprise. The Board reviewed information regarding the November 10th schedule of school site visits and asked questions regarding the meeting place, timeline, tour locations, method of travel, and departure and travel times. In addition, Ms. Tanner asked for Board input on additional ideas to pursue with the City of Surprise Liaison to build partnerships with the City. The following items were mentioned

- Showcase tour of the City of Surprise facilities
- Opportunities for Council/Mayor to be involved at the student level
- Board Member invites to City Council and Mayor to attend school events
- Possible outcomes of the site visit planned for November 10th

Dr. Pletnick indicated this process is critical as it provides for an open and transparent environment where there is no miscommunication or misunderstanding. This process is the Board and City having
an opportunity to, as a body, have open discussion that builds trust. It’s not about personal agendas or politics; it’s about relationship and positive, constructive activities to build understanding. This is an opportunity for feedback and for the Board to share concerns about anything that needs to be discussed. This process is a great way for the Board to talk as a whole. That did not always happen before. This Board has made enormous strides in building trustful, open transparent relationships and not having anything that would impede that activity.

Ms. Tanner indicated that as liaison it’s very important that when having these meetings with Councilman Williams she is very prepared about items that may be brought up and discussed. Ms. Tanner asked for the following conversation to be on the record.

Jennifer T - So before we move on, I want to clarify with the Board if any Board member has had any recent discussions with the City Liaison on any district issues. And I’m sorry but I’m just going to go down the line. Ms. Tanner asked each member if they had any conversations with the City Liaison.

April A - No
Jerry E - No
Christine P - No

Bonnie - I said hi to him at Paradise Bakery if that’s what you are referring to. That would be Mrs. Pritchard who saw me there, so she obviously has an issue.

Jennifer T - Was there any District discussion?

Bonnie S - Nothing that would be something that’s on our agendas. He was there with Bill Lipscomb; they were having coffee. I stopped in to get some stuff for my son and he was there.

Jennifer T - No discussions at all on any district issues?

Bonnie S - Nothing that applies to this agenda or anything that’s on this agenda.

Jennifer T - On this agenda or any District. I’m talking about any District issues because again I need to be prepared as liaison if there was discussion about District issues....that the Board would be prepared to go into.

Bonnie S. - Nothing against Board policy.

Jennifer T – I want to remind the Board again that as individuals we do not have the ability, we’ve been told this time and time again, to represent this Board or this District as a whole. There was a reason we unanimously appointed a liaison and that was for transparency so that we could build trust within the community. As government officials of this school board we need to lead by that example and expect that transparency like we do with our administration, with our employees and like what we would expect from our students; that honesty and integrity.

Bonnie S - So I just want to make sure that I am getting publically slammed for saying hi to John Williams at a public restaurant in a public place.

Gail P – Mrs. Schroader, I have had conversations with the liaison in preparation for this item so I do know there were conversations that did occur during that time.

Bonnie S - But nothing that would apply to Board policies that we were handling.

Jennifer T - I just want to be prepared.

Christine P – It wasn’t a just hi though. I know you mentioned my name so I’ll just have to comment. It wasn’t a quick hi, it was a 30 minute conversation.
Bonnie S - I was not there for 30 minutes I had driven home from work, I left Scottsdale. My son was home sick, you're welcome to call Canyon Ridge and check and make sure that he was sick. I picked up orange juice and muffins that he requested and I spent a few minutes...

Gail P – I think we need to move on.

Bonnie S - Well if this going to be brought up and nobody told me that this would be brought up. Everything that I do or talk about in this community I'm slammed for. Whether it is a letter Mrs. Pritchard has written to the City about me that was in error, or anything that I can do. In fact when she walked in the door I told Bill Lipscomb right then and there that some how my being there in that building would come back to this room.

Gail P - Mrs. Tanner, I would recommend that we move on.

Jennifer T - Okay

21. Proposed Revision of Governing Board Policy JFB – Open Enrollment – First Reading
Dr. Pletnick indicated this item comes to the Board to make minor changes as recommended by legal council regarding transportation of students on open enrollment residing within the boundaries of the school of attendance. Mr. Thompson indicated the District is requesting Board approval to add only the underlined text. The rest of the text was provided by the Arizona School Boards Association and speaks to the issue of transportation for Special Education students on open enrollment.

REQUESTS FOR FUTURE AGENDA ITEMS - NONE

ADJOURNMENT

On a motion entered by Tanner/Allen and by a unanimous vote, the meeting ended at 7:28 p.m.

Signed:  

Date:  

Jennifer Tanner  

November 17, 2010
NEW HIRE

CERTIFIED STAFF

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<tr>
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<tr>
<td>Cairns, Karen</td>
<td>$36,193</td>
<td>Nurse</td>
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<td>Darney, Jessica</td>
<td>$35,025</td>
<td>Teacher</td>
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<td>Keena, Nora</td>
<td>$43,754</td>
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<td>Sanders, Christina</td>
<td>$32,384</td>
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<td>Sue, Jessica</td>
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SUPPORT STAFF

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<td>Avina, Robert</td>
<td>$9.93 per hour (Grade 8/Step 1)</td>
<td>Instructional Assistant SPED SC 1:1</td>
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<td>Castle, Gieneveve</td>
<td>$10.43 per hour (Grade 8/Step 3)</td>
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<td>$9.22 per hour (Grade 5/Step 1)</td>
<td>School Aide</td>
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<td>Hermiz, Magge</td>
<td>$9.00 per hour (Grade 4/Step 1)</td>
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<td>$11.23 per hour (Grade 10/Step 4)</td>
<td>Assistant Child Care Facilitator</td>
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<td>Juarez, Genavieve</td>
<td>$9.00 per hour (Grade 4/Step 1)</td>
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<td>$971.50 (50/50 Stipend)</td>
<td>Athletic Football Coach</td>
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<td>$10.18 per hour</td>
<td>Bus Driver Trainee</td>
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<td>Macias, Lupe</td>
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<td>Maldonado, Jerry</td>
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<td>Mould, James</td>
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<td>Pino, Johnny</td>
<td>$15.46 per hour (Grade 18/Step 9)</td>
<td>Plant Manager</td>
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GUEST TEACHERS

The following Guest Teachers will be paid by M&O per Board Policy.

Carlton, Kim                      Walker, Christla
Paul, Christy                      Williams, Rachel

SUPPORT STAFF SUBS

The following Support Staff Subs will be paid by M&O per Board Policy.

Barber, John                      Patten, Cristen
Godinez, Blanca                   Williams, Arlene
November 3, 2010 Governing Board Meeting

CHANGE OF SALARY

CERTIFIED STAFF

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<tr>
<td>Biesemeyer, Terrie</td>
<td>$51,362 / $53,724</td>
<td>Physical Therapist</td>
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REQUEST FOR EXTENDED LEAVE

CERTIFIED STAFF

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<td>Teacher</td>
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<td>Harrison, Don</td>
<td>11/01/2010 – 11/12/2010</td>
<td>Teacher on Special Assignment</td>
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<td>Larsen, Marisa</td>
<td>01/24/2011 – 05/20/2011</td>
<td>Teacher</td>
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<td>Speight, Florence</td>
<td>11/12/2010 – 05/20/2011</td>
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<td>Volkmann, Michelle</td>
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SUPPORT STAFF

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<td>Nunez, Sonia</td>
<td>11/01/2010 – 03/20/2011</td>
<td>Instructional Assistant SPED 1:1</td>
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RESIGNATION

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<td>Reyes, Sara</td>
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SUPPORT STAFF

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GUEST TEACHER

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<td>Horwood, Jean</td>
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TERMINATION

GUEST TEACHER

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<tr>
<td>Boltjes, Rebecca</td>
<td>Inactive Status</td>
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SUPPLEMENTAL COMPENSATION

CERTIFIED

Staff will be paid per MOU through Grants for Teaching and Tutoring.

Carlson, Cheryl
Christenson, Kathleen
Clark, Charleen

Johnson, Bethany
Mosier, Nancy
Simpson, Kimberly

Veenstra, Ruscel
West, Ronnie
Zwick, Beverly

Staff will be paid through Community Ed for Game Supervisor Assignments.

Bedolla, Xavier
Brachmann, Adam

Custer, Paul
Hancock, Jeff

Staff will be paid per MOU for Prep Class Coverage.

Calvert, Ann
Cameron, Jennifer
Campbell, Jillian
Douglas, Shelley
Galindo, Julie

Goodwin, Jessica
Green, Stacy
Hosmer, Eileen
Mekhail, Erin
Mitchell, Joshua

Roman, Victor
Storck, Tammy
Tozzi, Elizabeth
Troxell, Thomas
Wagner, Elizabeth

Staff will be paid per MOU for Curriculum Writing.

Edwards, Arnie

Staff will be paid per MOU for High School Counselor Additional Days.

Beck, April
Espinoza, Esperanza

O’Neal, Amy
Taylor, Celeste
Staff will be paid per MOU K-8 Extended Day Activities.

Lopez, Carlos

Staff will be paid per MOU for K-8 Athletics.

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<td>Alvarado, Linda (Soccer)</td>
<td>Hancock, Julie (Soccer)</td>
<td>Puryear, Ciara (Soccer)</td>
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<td>Hockman, Eric (Soccer)</td>
<td>Schrader, Susan (Soccer)</td>
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<td>Braun, Jeff (Soccer)</td>
<td>Johnson, Cody (Soccer)</td>
<td>Sehr, Trevor (Soccer)</td>
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<td>Kelley, Rachel (Soccer)</td>
<td>Sharbaugh, Peter (Soccer)</td>
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<td>Krisak, Kristen (Soccer)</td>
<td>Spanos, Michael (Soccer)</td>
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<td>Page, Kristin (Soccer)</td>
<td>Zagara, Natalie (Soccer)</td>
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Staff will be paid per MOU for K-8 Activities.

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<tbody>
<tr>
<td>Brachmann, Adam (Yearbook)</td>
<td>Calahan, Alicia (Yearbook)</td>
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<tr>
<td>Brown, Luisa (Student Council)</td>
<td>Chang, Cecily (Student Council)</td>
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Staff will be paid per MOU for Grade Level Chairs.

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<tr>
<td>Alcantar, Manuel</td>
<td>Franco, Marcela</td>
<td>Lytle, Trisha</td>
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<td>Martinez Hemsley, Genera</td>
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<td>Avery, Wendy</td>
<td>Galindo, Eva</td>
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<td>Badsgard, Randall</td>
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<td>Barkley, Sarah</td>
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<td>Brady, Kathy</td>
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<td>Butler, Terrence</td>
<td>Hill, Krista</td>
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<td>Campbell-Hernandez, Kelley</td>
<td>Holzschuh, Thomas</td>
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<td>Kaiser, Shelia</td>
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<td>Day, Michelle</td>
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<td>Kerbs, Lori</td>
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<td>Diroy-Weege, Kimberly</td>
<td>Laessig, Lisa</td>
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<td>Ferullo, Kisha</td>
<td>Larkin, Paula</td>
<td>Rowe, Carrie</td>
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<td>Fesmier, Suzanne</td>
<td>Lewis, Aleta</td>
<td>Russell, Christine</td>
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<td>Fleming, Julie</td>
<td>Linzey, Miranda</td>
<td>Russo, Doris</td>
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<td>Franco, Kristie Ann</td>
<td>Lopriore, Marnie</td>
<td>Schrader, Susan</td>
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November 3, 2010 Governing Board Meeting

Simpson, Kimberly  Tracey, Tammy  Van Vyve, Karen
Sullivan, Steve  Tropea, Amy  Wegner, Keri
Thomas, Carrie  Tshivhase, Brandi  Williams, Heather
Thompson, Dennis  Tucker, Laura  Windish, Kimberly
Thursam, Jeffrey  Turner, Cindi  Zinck, Nancy

**SUPPORT STAFF**

Staff will be paid through M&O and Grants for Additional Hours.

Breecher, Lona  Gualdoni, Sand  Salgado, Sandra
Brown, Debra  Izaguirre, Juan  Van Winkle, Donald
Garcia, Mayra  Moehr, Ronald
Grimstad, George  Quagliano, Daniel

Staff will be paid through Medicaid Reimbursements for Mandatory CPR Training.

Brown, Christina  Muench, Ronny  Rodriguez, Jenell
Burner, Heather  Navarro, Guadalupe  Schnitzer, Sheree
Chinchilla, Marta  Nitschke, Ann  Smith, Sherri
Cole, Kathy  Putman, Tracy  Steele, Whitney
Grenfell, Janice  Reed, Mary  Truong, Jola
King, Deborah  Reynolds, Tobi  Vela-Deluna, Nora
Martinez, Rosa  Ritter, Crystal

Staff will be paid through M&O for Crossing Guard Training.

Marshall, Leverilla

Staff will be paid through Community Education for Den Club.

Gonzales, Alisha  Mendoza, Irma  Stanton, Howard
Guzman, Roselyn  Phillips, Christina  Zinck, Randi

Staff will be paid through M&O for Game Worker Assignments.

Gray, John  Parra, Fredrick  Zinter, Mark
Hook, Monica  Sarti, Vicki

Staff have met requirements for Incremental Increase Schedule for Support Staff Career Development per Governing Board Policy GDM and will be paid through M&O.

Acosta, Annabelle  Brown, Christina L.  Lazzell, Scott
Americo, Angela  Chambers, Marie  Putman, Tracy
Arana, Jenny  Holmlund, Margaret  Smith, Elizabeth
AGENDA ITEM:  Recommendation to Approve the Revised Annual Financial Report for Fiscal Year 2009-2010

EXECUTIVE SUMMARY:

- Page 1 of 9 – Added the Maintenance and Operation revolving account cash balance $5,228 at 7/1/09 and $5,143 at 6/30/10. Explanation: This information was not included on the original version.

- Page 2 of 9 and Page 3 of 9 – Increased Salaries by $315,842 and Benefits by $106,138 for Vocational and Technological Ed. Explanation: This is a line item coding adjustment.

- Page 2 of 9 and Supplement Page 1 of 4 – Added 300 Special Education Disability ESEA Salaries $41,789 and Benefits $12,847. Explanation: This is a line item coding adjustment.

- Page 2 of 9 – 700,800,900 Other Programs Budget amount added $25,720. Explanation: This was a spreadsheet design error by the Auditor General.

- Page 3 of 9 – Increased Developmental Delay by $526,907 and decreased Preschool Severe Delay by $526,907. Explanation: This is a line item coding adjustment.

- Page 3 of 9 – Decreased Mild, Moderate or Severe Mental to remove 300 Special Education Disability ESEA Salaries $41,789 and Benefits $12,847. Explanation: This is a line item coding adjustment.

- Page 4 of 9 and Summary page 1 of 1 – Added Beginning Fund Balances for all Classroom Site Funds. Explanation: This information was not included on the original version.

- Page 5 of 9 – Increased Capital Assets Land and Improvements by $3.2 Million. Explanation: This was an adjustment for donated land made to the Fixed Asset listing.

- Page 9 of 9 – Increased Current Expenditures by Category by $646,136 to include expenses for New School Facilities funds. Explanation: Definition clarification.

- Page 9 of 9 – Increased American Recovery and Reinvestment Act (ARRA) funds by $12,528 for technology expenditures. Explanation: This information was not included on the original version.


- Supplement Page 4 of 4 – State Fiscal Stabilization Funds (SFSF) Detail not included, the expenditures were only reported on page 9 of 9 under ARRA-SFSF. Explanation: This information was not included on the original version.

BOARD ACTION REQUESTED:

It is recommended that the Governing Board approve the Revised Annual Financial Report for Fiscal Year 2009-2010.
Assessments are designed to measure the student’s progress towards individual and grade or course performance objectives.
This type of assessment occurs at regular intervals to monitor the student’s progress, provide feedback to the student and teacher in order to improve student performance.

Examples:
- DIBELS
- Teacher checks for understanding
- Benchmarks
- Weekly Theme Tests
Summative Assessments

The assessment of learning at the end of a course or year to evaluate if a student has mastered performance objectives.

Examples:
- AIMS
- Finals
- End of Unit Assessments
Delivery Methods

- Paper/Pencil
- Online
- Performance
- Demonstration
- Portfolios
- Oral Questioning
Rigorous Curriculum

Rigorous Assessments
Next Steps:

Explore rigorous assessments to measure *New Century Skills* and *Higher Order Thinking* abilities