

BROKEN ARROW SCHOOL DISTRICT

601 South Main Street
Broken Arrow, Oklahoma 74012

October 7, 2008

Via Hand Delivery via Mr. Terry Laflin

Dr. Jim Sisney
1410 East Boise Place
Broken Arrow, OK 74012-9237

**Re: Notice That Board of Education Will Consider Your Possible
Dismissal**

Dear Dr. Sisney:

This is to advise you that the Board of Education has directed me to notify you, in writing, that the Board of Education has determined that it will consider and vote on your possible dismissal as a full-time certified administrator. The reasons for this possible action are as follows:

1. Significant evidence from several witnesses shows that you frequently treat staff, patrons and others in a demeaning and humiliating manner which imperils working relationships.
2. Witnesses have indicated that during duty time and while acting as superintendent of schools, you have made unprofessional, demeaning and derogatory statements to a District employee about other District employees, current and former board members and superintendents of other Tulsa area school districts.
3. Witnesses and a document show that you entered into an agreement, on behalf of the District, with an administrator in which the administrator is required to be paid for sick leave when he is not sick, requires the administrator to keep the agreement confidential when all such agreements are public records and which agreement you did not disclose to the school board.
4. Witnesses have indicated that you have made false public allegations against a District vendor as to that vendor's billing practices to the District.



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5. Significant evidence from several witnesses shows that you are not a good leader nor do you work in a collaborative or collegial manner with staff or the community.

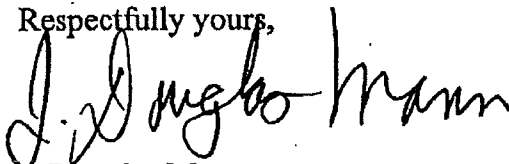
This is to notify you that you have the right to a hearing before the Board of Education prior to the Board taking any action with regard to your possible dismissal. If you wish to exercise your right to this hearing, you must, **WITHIN TEN (10) CALENDAR DAYS OF YOUR RECEIPT OF THIS NOTICE, NOTIFY THE CLERK OF THE BOARD OF EDUCATION IN WRITING.** If you fail to notify the Board Clerk in writing within the ten (10) calendar day period of your desire to have a hearing on your possible dismissal, you will be deemed to have waived your right to a hearing and the Board can proceed to make a decision concerning your possible dismissal without affording you any further notice or any further opportunities to present your side of the matter to the Board. The decision of the Board of Education concerning your possible dismissal is final and nonappealable.

The address of the Clerk of the Board of Education for the purpose of you giving such notice is:

Clerk of the Board of Education
Broken Arrow School District
601 South Main Street
Broken Arrow, Oklahoma 74012

If you request a hearing, the hearing will be scheduled as soon as possible and you will be notified in writing of the date, time and place of the hearing.

Respectfully yours,



J. Douglas Mann

Attorney for the Broken Arrow School District

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**Dr. Jim Sisney
And
Broken Arrow Schools**

Broken Arrow Public Schools has made steady, continuous progress toward improving student achievement since Dr. Jim Sisney began his tenure as Superintendent in 2003-04. Much of the district's progress can be traced to an outstanding staff and Dr. Sisney's lifelong interest in systems thinking and his unique approach toward applying its principles when developing district infrastructure, processes and functions throughout all facets of the organization. He has worked to make the student responsible and involve the parents as part of the instructional process involving the teachers and administrators.

Dr. Sisney serves as a Board Member for the Regional Educational Laboratory Southwest (RELSW). The Regional Educational Laboratory Program is a network of ten laboratories that serves the educational needs of designated regions by providing access to high quality, scientifically valid education research through applied research and development projects, studies, and related technical assistance activities. This is the education research branch for the federal government. REL Southwest is one of the ten labs and is operated by Edvance Research and serves the states of Arkansas, Louisiana, Oklahoma, New Mexico and Texas. The Laboratory works for the benefit of over 6.5 million students, over 400,000 teachers in approximately 14,000 schools in grades pre-kindergarten through college in this five-state region.

Served as Superintendent Representative for Oklahoma PTA (2004-2007). This role was designed for a superintendent to work as a liaison among the State PTA, Administrators and the Oklahoma Legislature for the benefit of creating parent involvement in the education processes.

Broken Arrow Public Schools was honored when Dr. Sisney was selected as a nominee for the Broad Foundation Superintendent Fellowship Academy in July 2008. Dr. Sisney was identified because of the steady academic improvement in Broken Arrow over the last several years that was recognized by the Broad Foundation in their national search for candidates who have a proven track record in reforming larger public schools. The Academy is highly regarded and provides the most advanced level of training for superintendents. Participation in the program is by invitation only and is based on demonstrated strong leadership and willingness to work rigorously to improve achievement for students. The Academy was founded to prepare urban superintendents.

District Honors

Broken Arrow Public Schools has been selected two times in the last three years as the winner of the "What Parents Want Award." Only 16% of the nation's 15,571 public school districts received this honor in 2007 and 2008 in recognition for best meeting the needs of families who are choosing schools. The award is given by SchoolMatch of Columbus, Ohio.

Nationally renowned Family Circle Magazine named Broken Arrow one of the top 10 cities in America in which to raise a family. The article highlights cities and towns that offer quality educational and workforce opportunities. The recognition was given to Broken Arrow in both 2006 and 2008.

In 2006 The Oklahoma School Public Relations Association honored Superintendent of Schools, Dr. Jim Sisney and the Broken Arrow Public Schools Communications Department with five statewide awards in recognition of the district's communications efforts. Dr. Sisney's "Letter from the Superintendent" that appears in each edition of the district newsletter "ARROWPOINT" was named the winner of the award of merit in the category: "Excellence in Writing."

In 2007 Broken Arrow High School was cited by ACT as one of 382 high schools across the country that have proven that core courses (especially in math and science) can be made rigorous and that rigorous content can be effectively taught to students.

Major Accomplishments for Broken Arrow Schools

- The Academic Performance Index (API) has increased by nearly 400 points from 2001-02 to 2007-08. In 2007 Broken Arrow Public Schools had a 139 point increase, which was the highest in Oklahoma. Every subgroup identified in NLB increased in a range in math from a lowest increase of 315 for American Indians to a highest for IEP children of 1137. In reading the lowest increase during this same period was 137 points and the highest increase was 793. Every subgroup increased in both categories during this six year period.
- Selected as a member of the Accreditation to audit Palm Beach County, Florida school system in April of 2008. Dr. Sisney served on the teaching and learning team in the review. The review was conducted by AdvancED, which is the parent organization for the North Central Association Commission on Accreditation and School Improvement (NCA CASE), the Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS CASI and the National Study of School Evaluation (NSSE).
- Broken Arrow Public Schools-(Superintendent) In 2006 Dr. Sisney invented an Instructional Model based on the premises of Six Sigma and End to End Process Models. The purpose of this model is to create integration among the key elements of educating a student. Student achievement has risen as a direct and provable result of this model. Highest math scores in recorded history for Broken Arrow in grades 3-8 in 2008.
- Broken Arrow Public Schools-(Superintendent) In 2005 Authored language in S.B. 982 which allows all Oklahoma Schools to participate in Education Research. The objective of this language was to coordinate with the federal legislation (H.R. 4875 in 2002) that changed the way education research is to be conducted.
- Broken Arrow Public Schools- (Assistant Superintendent) In 2002 Authored H.B. 2341: This legislation created a timeline for the Comprehensive Local Education Plan for which all Oklahoma Schools must plan. The objective of this legislation was to create a common timeline for school improvement, Accreditation cycles and the Oklahoma content standards cycle.

Successfully planned and orchestrated four successful bond issues in seven years. In 2002 the District passed a bond issue for nearly 11-million dollars. In 2003, the District passed a bond issue for 13.5 million dollars. In 2004 the District passed the first series bond for 39.5 million dollars. This bond included a performing arts center as a school district initiative to revitalize downtown Broken Arrow. In 2006 the District passed a 48.1 million dollar bond issue. Each of these four bond issues were passed with over 70 percent of the vote in the

While focusing on instructional progress, Broken Arrow Public Schools has also kept its eye on required NCLB "outputs," i.e., test scores. The Oklahoma's Core Curriculum Tests (OCCT) in reading and math continue to increase under Dr. Sisney's leadership and direction. A summary of 2007-08 OCCT results highlight this trend:

- Student proficiency in every subject/grade of math (3rd-Algebra I) was at an all time high.
- 100% of all 8th grade students enrolled in Algebra I scored proficient.
- Performance in reading/language arts included 4th, 6th and 8th grade recording the highest ever percentage of proficient students.
- All other language arts grade levels recorded their 2nd highest reading/language arts score.
- 8th grade students recorded their highest proficient level ever in math, science, writing and reading/language arts with none being lower than 94%.
- Students taking end-of-instruction exams recorded their second highest score in the subjects of U.S. History, English II and Biology I.

Oklahoma's NCLB measure of student performance is referred to as the Academic Performance Index (API) and is used to determine if Adequate Yearly Progress (AYP) has been attained at the site, district, and student subgroup level. API scores can range from 0-1500 and all students are expected to obtain an API of 1500 by the year 2014. Since 2000-01 all major student subgroups have shown improvement in their API scores:

American Indian (Math) +315

American Indian (Reading) +208

Hispanic (Math) +506

Hispanic (Reading) +303

Black (Math) +534

Black (Reading) +226

Econ. Dis. (Math) +249

Econ Dis (Reading) +181

IEP (Math) +927

IEP (Reading) +987

ELL (Math) +311

ELL (Reading) +793