

**BATTLE CREEK PUBLIC SCHOOLS BOARD OF EDUCATION**

**Work Session**

**July 13, 2020**

**Meeting held electronically pursuant to Executive Order 2020-15**

**Zoom identification number Meeting ID: 894 4033 0679**

**5:30 p.m.**

**PRESENT – BOARD OF EDUCATION**

Karen Evans

Catherine LaValley

Kyra Wallace

Patty Poole-Gray

Charlie Fulbright

Art McClenney

Jackie Slaby

**Present – Administration**

Kim Carter – Superintendent

Chandra Youngblood – Director, Elementary Education

Anita Harvey - Director, District Transformation

Deborah Nuzzi, Director, Secondary Education

Monique Cheeks – Director, Student Services

Mitch Fowler – Director, School Data Systems & Innovations

Nathan Hunt – Communications Manager

Cheryl Johnson – Chief Executive Officer, Human Resources

Wes Seeley – Coordinator of State/Federal Programs & Grants

Charles Lipsey – Director, Facilities and Operations

**Absent - Administration**

Laura Ash – Executive Director

Jeff English – Executive Director

**MINUTES**

The meeting was called to order by President Evans at 5:31 p.m. Karen Evans, Catherine LaValley, Kyra Wallace, Patty Poole-Gray, Charlie Fulbright, Art McClenney and Jackie Slaby were present.

## **APPROVAL OF AGENDA**

Motion by Catherine LaValley to approve the Agenda with the additional language under Item D (HMH Annual Intervention Costs) listing Math 180, Reading 180, System 44 and Reading and Math Inventories.

Support by Charles Fulbright.

A Roll Call Vote was taken.

**Motion passed 7 – 0**

## **PUBLIC COMMENTS**

None.

## **REPORTS**

### St. Philip High School Student Chromebooks

Wes Seeley discussed the recommendation to purchase 110 Chromebooks for BCPS students attending St. Philip High School for a total cost of \$19,250.00 using ESSER Funds.

Wes reported that part of the CARES Act stimulus package provides Elementary and Secondary School Emergency Relief (ESSER) funds to schools. The ESSER funds are provided to support the continued education of students throughout the COVID-19 pandemic. Private schools are eligible to receive a portion of the ESSER funds for students who attend the private school within a district's boundaries. St. Philip is located in BCPS' boundaries and St. Philip is eligible to receive an equitable share of BCPS' ESSER funds for students who attend St. Philip.

President Karen Evans asked if the Chromebooks are for all St. Philip students, or just those within BCPS boundaries. Wes advised when the grant originally. President Evans clarified that we weren't covering Lakeview and Harper Creek.

Trustee Jackie Slaby commented it sounds like we are required to do this and Wes replied yes. Trustee Slaby asked if the Board voted this down, would they be in violation. Superintendent Carter replied it would put the entire funds in jeopardy if the Board voted it down.

Vice President Catherine LaValley asked if Lakeview was responsible for some of the funds going to St. Philip. Wes replied they are not because none of the St. Philip students are within Lakeview's boundaries.

Secretary Kyra Wallace asked if private schools were not eligible to apply for the grant fund themselves. Wes indicated they are not. He sent out grant letters to the private schools in our district, but the only one who wanted to participate was St. Philip.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

### St. Philip High School Staff Chromebooks

Wes Seeley discussed the recommendation to purchase 11 Macbooks Air, 3 HP Probooks, 2 monitors, 2 monitor adapters and 1 Macbook Pro to support the staff at St. Philip High School to more efficiently plan for and delivery online/digital instruction to students. The total cost for this equipment is \$11,453.00 using ESSER Funds.

Vice President Catherine LaValley clarified the recommendation is for 11 Macbooks Air, 3 HP Probooks, 2 monitors, 2 monitor adapters and 1 Macbook Pro to support the St. Philip staff. Wes indicated that is correct.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### TrueSuccess Renewal

Wes Seeley discussed the need to renew the TrueSuccess contract for all K-8 schools (10 schools total). TrueSuccess is used daily as the social studies curriculum in all K-5 regular classrooms and in Middle School Advisory Classrooms. BCPS has been using TrueSuccess for the last couple of years and every year the contract has to be renewed. TrueSuccess is used throughout the District, in every classroom.

TrueSuccess curriculum provides monthly character traits, lessons and online components (videos). The cost for the renewal for all 10 schools is \$56,667.50 using WKKF Grant Funds. This amount includes a COVID discount provided by TrueSuccess.

Vice President Catherine LaValley inquired about the student enrollment listed on the TrueSuccess quote for Valley View Elementary and if we are proposing Valley View will have greater than 500 students? Wes advised that is the numbers he was given to base the quote on. Vice President LaValley asked if that is the correct figure as we enter into the new school year. Wes indicated he would check into this and get back to the Board. Vice President LaValley commented she was very impressed with the COVID discount.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### Houghton Mifflin Harcourt (HMH) Annual Intervention Costs (Math 180, Reading 180, System 44 and Reading and Math Inventories)

Wes Seeley discussed the need to pay the annual fees and costs for implementing Read 180, Math 180 & System 44. Wes advised that BCCHS, NWMS and SMS all use Math 180 and Read 180 as intervention programs in their reading and math classes. Ann J. Kellogg, SMS and Special Ed Services use System 44 as a reading intervention program. WK Prep uses Reading/Math Inventories to monitor students' achievement in reading and math and to determine needed interventions. Each year there are recurring fees and costs to support the implementation of Math 180, Read 180 and System 44 and Reading/Math Inventories.

Wes advised HMH also provides some professional development, but BCPS decided not to use the professional development this year, which reduced the costs a little.

Vice President Catherine LaValley commented she thought it was important that the Agenda for the HMH Annual Invention include this is for Math 180, Read 180, Reading & Math Inventories and System 44.

The cost for the HMH Annual Intervention program is \$39,115.73 using Title I & WKKF Grant Funds.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### Fremont AV Updates

Mitch Fowler discussed the AV transformation needed for Fremont International Academy. Mitch reported that last year we had Digital Age Technologies (DAT) outfit eight (8) Fremont classrooms to be used during the 2019-2020 school year.

Mitch advised he was coming back to the Board tonight to ask for the funding to outfit the remaining five (5) Fremont classrooms. The equipment includes a mounted projector, a modest in-ceiling audio system and teacher control panel. Mitch reported Fremont has had a lot of success with this set up and it is good for continued use in the upcoming school year.

Mitch indicated we are asking for up to \$20,000.00 for the AV equipment with the funds coming from the WKKF Grant. This project went out for bid and Digital Age Technologies (DAT) was chosen. Mitch indicated DAT did all of the Middle School upgrades over Winter Break last year and they did a really good job.

Secretary Kyra Wallace asked if the upgrades are suitable for our needs and good for years to come, sustainable. She based this on Mitch's comment about the equipment being "modest". Secretary Wallace asked if the equipment is what we really need, or are we just trying to get it done. Mitch replied that for the instructional programming at Fremont, with the Spanish programming, this equipment fits the needs just fine. Mitch indicated he used the term "modest" because the equipment is not the most high-end and expensive, but is what is needed at Fremont. Mitch said the teachers only had half the year to use it due to COVID, but teachers reported no issues using it and by far it worked well.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### NWEA Contract Renewal

Mitch Fowler discussed the need to renew the NWEA contract to administer the assessment for the 2020-2021 school year. The cost for renewal is \$30,279.50 with the funds coming from the General Fund. Mitch reported we have been using the NWEA for nearly 10 years to measure proficiency and growth in English Language Arts and Mathematics. NWEA is a nationally known evaluation tool. Mitch shared that teachers also use NWEA for planning purposes. This tool is vital to what we use it for.

Vice President Catherine LaValley asked if NWEA gave us a discount since we didn't do Spring testing. Mitch replied that we reached out and asked for a discount, however, those vendors are not doing any kind of discount yet, so the answer was no.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### Tracker Application Hosting Contract

Dr. Deborah Nuzzi discussed that last year when we transformed WK Prep to the Arena Model, we did it right and researched all of the components. One of those components is called the Tracker, which is a learning management system. It is the framework that holds the courses for students and teachers, it's a magical piece that gives real time moment-to-moment progress information and is a place where students and teachers talk back and forth. Dr. Nuzzi reported the Tracker is the life blood piece of the Arena. The cost for the contract is \$35,400.00 with the funds coming from WKKF Grant.

Dr. Nuzzi referenced when the WK Prep students talked to the Board a few months ago, a piece of the Tracker was shown and the students talked to the fact it is important to keep them on track. Dr. Nuzzi advised the Tracker contract will be needed every year for WK Prep to continue its educational tracking, so renewal is needed yearly. The Tracker contract also provides a hosting piece for support for things like copying classes over and adding new courses.

President Karen Evans clarified this is an annual cost and Dr. Nuzzi indicated it is.

Vice President Catherine LaValley discussed the recommendation form to the Board requested the Board support an annual renewal fee of up to \$50,000.00. Dr. Nuzzi said she did ask for that because this will be a recurring need for the Arena Model High School and without the Tracker, WK Prep would not be a Model High School. Vice President LaValley asked that the recommendation be brought back to the Board for the next meeting, in two weeks, and that it be listed differently.

Superintendent Carter clarified we are asking the Board for multi-year approval and Dr. Nuzzi included the wording for the Secondary Director to have the ability to sign the contract unless it went over \$50,000.00. Superintendent Carter indicated we will revise the recommendation, noting this is a Work session and we are having a discussion. We are seeking approval of \$35,400.00 annually for 2020-2021, 2021-2022, 2022-2023. President Karen Evans asked if we know the contract renewal will not exceed the \$50,000.00 requested for the years mentioned. Dr. Nuzzi reported in talking with the Kitty Hawk Director he expected the renewal to stay at \$35,400.00 for the next several years. Superintendent Carter indicated it is not feasible to go more than three (3) years.

Vice President LaValley said having this information was helpful. President Evans indicated she is good with it. Trustee Art McClenney clarified the Board will be asked to approve this renewal one time for the next three (3) years up to \$50,000.00 each year and if so, that makes more sense to him.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### MHSAA Resolution

Dr. Deborah Nuzzi discussed the MHSAA Membership Resolution is a really important document and not just paperwork. Dr. Nuzzi shared she had a good conversation about the MHSAA with Chuck Seils, Athletic Director. She noted that Minutes from the last MHSAA Meeting were included in the paperwork provided in the Board Packet and are quite comprehensive and interesting and included COVID information.

Dr. Nuzzi reported the MHSAA Resolution is a yearly membership and is important because it identifies the schools where students are eligible to play. BCPS wants to make sure that, regardless of which school a student attends, they are eligible to play sports if they want to, so we included BCAMSC and WK Prep for this reason.

Dr. Nuzzi discussed many school districts do not add their Middle Schools in the Resolution. We did because it's the right thing to do and we want our students to realize they are a bigger part of the group. Including the Middle Schools also provides the opportunity for additional insurance that Districts would not be able to provide if they were not members of MHSAA.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### Verona Lead Based Paint Remediation and Cast Stone Repairs

Charles Lipsey discussed the need for remediation of the lead based paint and cast stone repairs at Verona Elementary. The cost of these repairs is not expected to exceed \$65,000.00 and the funds will come from the Sinking Fund.

Vice President Catherine LaValley asked if the lead based paint is all on the outside of the building. Charles indicated it is. Vice President LaValley asked if this project went out for bid. Charles reported the project is out for bid and we are asking for Board approval not to exceed \$65,000.00. Superintendent Carter reported Laura Ash hopes to have the bids in by July 27<sup>th</sup>, the day of the Regular Board Meeting at this topic is just for discussion purposes tonight.

President Karen Evans asked if there is enough time to complete this project before school starts if the Board approves it on July 27<sup>th</sup>. Charles indicated the work may carry into the first couple of weeks in the new school year.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### WK Prep Elevator Repair

Charles Lipsey discussed the need for repairs to the WK Prep Elevator. Charles reported the elevator has a leaking cylinder. The project has gone out to bid for repair, including alternative pricing for replacement, and we are asking the Board to approve repairs (or replacement) not to exceed \$85,000.00 using Sinking Funds for payment.

Vice President Catherine LaValley asked when they make the repairs if it will be like having a new elevator. Charles said the hope is the bid to replace does not exceed \$85,000.00 and then we would like to proceed with a complete elevator replacement. The alternative, if we have to repair, would be like having a new elevator and that would likely include a 1 year warranty.

Trustee Art McClenney commented he thought the elevator was repaired once already. President Karen Evans clarified the elevator at Ann J. Kellogg and Charles confirmed.

Secretary Kyra Wallace inquired about the issues with the WK Prep Elevator. Charles said there is a seal that is leaking hydraulic fluid. Secretary Wallace asked if the repairs could be covered under insurance. Charles said the repairs are maintenance related and would not be covered under insurance; insurance might apply if something crushed the elevator,

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### i-Ready Intervention Program for Battle Creek 3<sup>rd</sup>-5<sup>th</sup> Grade Students

Dr. Chandra Youngblood discussed the i-Ready Intervention online program that personalizes instruction. It is used for grades 3-5 students across the three (3) buildings. i-Ready was piloted this Spring, even after COVID, at Ann J. Kellogg and Verona. Teachers were trained and it was a good intervention program. Dr. Youngblood discussed the District had a solid intervention program for grades K-2 and needed to focus on grades on 3-5 and a system that is consistent for those buildings. The cost for this program is \$16,950.00 using WKKF Grant Funds as the source.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### Elementary Report Card Revision

Dr. Chandra Youngblood shared the Elementary Report Card presentation.

Dr. Youngblood explained the rationale behind the revision is that we need common core standards, we identified power standards, REACH has been added for the 4<sup>th</sup> and 5<sup>th</sup> Grade Report Cards and Spanish was added for Fremont International Academy has been added. The revision was to include these things. Dr. Youngblood also advised that we've heard from parents and teachers that the current report card is not parent/user friendly.

Dr. Youngblood provided a process breakdown from March 2020 through the next steps needed in August 2020. The Committee formed to review the Elementary Report Card was made up of 2 DTCs, 1 Principal, Teachers from every K-5 Grade level and a BCEA Representative.

Dr. Youngblood presented a side-by-side comparison of the current version of Report Cards to the revised version, noting the key revisions were adding foundational skills for Grades K-2, adding LETRS training, adding REACH for 4<sup>th</sup> and 5<sup>th</sup> Grades, updating Science units in each grade. Social Studies was kept very general due to upcoming Social Studies changes. Physical education was included, along with Fine Arts and Music, Learning Behaviors, Spanish for Fremont and Technology as a stand-alone was removed because Technology is embedded throughout the day due to the Enrichment special being removed.

Dr. Youngblood mentioned people prefer letter grades, but the Committee's research resulted in the determine they need to do more work to change to letter grades.

Next Steps in August include:

- Create report card templates in Skyward.
- Share the revised report card with all K-5 BCPS teachers and leaders, possibly holding a virtual meeting in the Fall to brief teachers on the changes and answer any questions they may have.
- Create a parent informational document to be sent home in August.

Vice President Catherine LaValley thanked Dr. Youngblood for the side-by-side report card comparison. Vice President LaValley asked if the 4<sup>th</sup> Grade Reach/Technology from the old version will continue to the new version of the report card, noting a Technology list on the old version. Dr. Youngblood advised the Technology list will be removed from all report cards because Technology was removed as a special and is embedded throughout the day for all students.

Vice President LaValley asked if the report card explains what the REACH program is for those who don't know what it is. Dr. Youngblood responded that if a student is not in the REACH program that information doesn't print on the report card.

President Karen Evans asked if teachers will be entering grades on computers in case the first parent/teacher conferences are not able to be face-to-face. Dr. Youngblood indicated they will be and parents can see everything in Skyward.

Virtual conferences were briefly discussed.

The Board will vote on this matter at the Regular Meeting on July 27, 2020.

#### AIR Year-End Report Review

Superintendent Carter discussed the District embarked on a journey to transform outcomes for the students we serve. We partnered with the American Institute for Research and tonight she is presenting the Year-End Review, in light of the COVID crisis. The review includes the challenges and opportunities to plan forward and it is appropriate to review in July to help us set goals for the year ahead. Although we don't know what the 2020-2021 school year holds or what it will look like, we still need to make plans for how students learn.

Superintendent Carter reviewed the various matters covered in the Year-End Review, noting we would engage in a Q&A with the Board asking questions at the time they arise and then at the end for any community listening.

- Research and Methodology

This is our third year working with AIR with the purpose of hiring AIR being to provide formative and summative feedback on the BCPS transformation process. We developed a Theory of Action to guide BCPS activities and to frame the evaluation. The four pillars of the Theory of Action include:

- Recruiting and retaining the highest quality teachers
- Building healthy organizational culture
- Focusing on high-quality instruction
- Engaging families and the community

Vice President Catherine LaValley asked if AIR helped develop the theory of action and Superintendent Carter advised they did. This work was tied to the grant application to do outcomes for BCPS students. AIR helped put the information together in a way we could analyze and helped us refine the report.

Trustee Jackie Slaby asked what was done to compile information from parents and if it included bilingual parents. Superintendent Carter responded the parent focus groups were scheduled during the COVID closure, so the results do not include some of the additional groups we would have worked with, if we had not shut down. The parent focus group information was collected from 1 High School, 2 Middle School and 2 Elementary groups. Superintendent Carter does not have the make-up of the groups. Trustee Slaby asked how large the group was and Superintendent Carter indicated she didn't know but will check into getting this information.

Trustee Jackie Slaby asked if there was a reason why we only talked to High School students versus including Middle School and Elementary students. Trustee Slaby thought it would be nice to hear from students in new spaces about their experience. Superintendent Carter responded the Middle School and Elementary not being included was not intentional and she can ask AIR if they have the bandwidth to add the Middle School and Elementary students going forward. Superintendent Carter discussed that she added a Middle School Council in addition to the High School Council and she is meeting with Middle School students this past year.

Superintendent Carter discussed evaluations and noted that right around the time when we were to do evaluations, we ran into COVID.

COVID resulted in an unprecedented disruption to education. We were able to get information about the impact of an extended closure by looking to other long-term crisis situations and see what the future can hold. This information is important in order to position ourselves as we plan forward. In the Fall, we need to position ourselves to use our investments and interventions (Reading and Math 180 will be critical) to recover learning loss for our students. AIR offers an opportunity for us to think about how to redesign learning over lost school time.

Superintendent Carter mentioned moving to 1:1 for devices will be beneficial, as well as determining what learning and instructional techniques will help assure students are learning virtually, as there is a high probability we will be virtual in some form.

Vice President Catherine LaValley commented on the importance of AIR being able to back story other crisis situations. Vice President LaValley inquired about learning packets sent home by mail and if we know the number of families who wanted books/papers mailed. Superintendent Carter advised we do not because learning packets were sent to all students. Learning packets were not the most beneficial way for students to learn and providing a device and internet will allow for better service. Vice President LaValley asked if the learning packets were just for Elementary students. Superintendent Carter responded they were provided for Kindergarten thru 8<sup>th</sup> Grade.



Secretary Kyra Wallace asked about teachers reporting only 50-60% of students participating and if we know what percentage actually participated. Superintendent Carter discussed comments made in the Listening Tours and it was consistent across the district K-12 that 50% attendance was the high. Superintendent Carter noted that in the Spring we didn't have 1:1 devices and multi-kids in a family had to share devices. We used this information to plan ahead and do better in the Fall by having the Board approve 1:1 devices.

The AIR Report includes our celebrations and challenges.

Celebrations include:

- Teachers and other staff members had an overwhelming positive perspective on the District communication and response to school closures.
- District Administration and teachers reported efforts to provide food to any students and families in need as a priority during school closure.
- Teachers and families have praised the District's response to COVID-19.
- Facebook Live served to be a very useful platform for BCPS to communicate with families as the situation rapidly changed. 4,000 people watched Superintendent Carter's live Facebook stream and she hopes she did a great job with it.

Challenges include:

- The lack of at-home technology negatively impacted our students' ability to learn while at home.
- District Administration and teachers reported concerns about the impact of school closures and the shift to virtual learning. Issues discussed included inequity in internet access, predicted drops in student achievement and concern for students' emotional health.

Superintendent Carter advised all of our celebrations and challenges are in consideration as we write and develop a Reopening Plan.

The AIR Report focused on the Six Goals for Greatness for the last four years. We will continue to keep the Six Goals in mind as we move forward.

AIR looked at NWEA reporting to see our progress, which showed:

- Improvements and gains in scoring from Fall to Winter.
- Increased achievement in Kindergarten, 1<sup>st</sup> Grade and now 2<sup>nd</sup> Grade.
- A need to focus on 3<sup>rd</sup> Grade thru Middle School.
- Gains from KSP were consistent and we found that students who participate, even 2 years later, outpace their peers who didn't participate.
- Continue to monitor and adjust to not lose an opportunity to set students up for success.
- Have to do things differently due to COVID.

President Karen Evans commented the progress is definitely a big celebration.

Superintendent Carter advised we also have a lower absenteeism rate.

Superintendent Carter reported the need for a deep dive to ask what teachers need in order to help with struggling students.

## Goal 1 – High Academic Achievement

Trustee Jackie Slaby asked about Middle School and High School teachers who reported improvements and, under the left side of the graph, there seems to be a decline in Elementary. Trustee Slaby wondered if that is due to COVID, was it just for the past year? Superintendent Carter said she honestly didn't know, this is just what AIR reported to us and in the next 30-90 days, we will dig deeper into their report. Superintendent Carter reported this information did not come back to us in Listening Tours, so there is a need to do a deep dive.

The AIR Report included results from the mathematics pilot program with Dr. Jianping Shen that was launched at Ann J. Kellogg Elementary for 3<sup>rd</sup> Grade students. The project was called the PREP project. Preliminary data shows growth for those participating. The information from Western Michigan University shows very good results. We will use that information for Professional Development.

President Karen Evans asked if the Ann J teachers using the different ways to teach math feel it was helpful. Superintendent Carter reported we received rave reviews from teachers, so much so that Superintendent Carter wants to capture their enthusiasm to share this with others.

Vice President Catherine LaValley said it would be neat to have the Ann J teachers teaching the lessons and sharing it out in videos; showing how it worked and that it was so beneficial. Superintendent Carter agreed and said she has had that conversation about how to adjust and have the Ann J teacher share some of the information they have learned in TTI sessions. Superintendent Carter indicated we need to see where the teachers' comfort levels are for teaching their peers, but noted it is always better when information comes from people who have used it successfully.

Superintendent Carter shared that the work with Dr. Shen and WMU will continue in the Fall. The reason it was not shared with other schools is because it is a pilot program and once we learn, we will scale.

Trustee Jackie Slaby asked about the schools listed in the report, noting that Verona is low in the statics. Superintendent Carter said Verona is low and that is why Verona was on the verge of becoming a partnership school. There has been a larger turnover of staff and we hired a new Principal last year. There is a significant need to address plans at Verona. Trustee Slaby asked if we are searching for a new Principal at Verona this year. Superintendent Carter indicated we hired a new Principal last year and we are hoping to see the fruits this year. Trustee Slaby asked why Ann J was chosen as the pilot school. Superintendent Carter advised it was because there was a willingness of teachers who wanted to engage and a willingness from the Principal. This was added work and needed a school that was already set up for success. The Ann J Principal is very effective. Trustee Slaby asked if we reached out to the other 3 schools and shared this opportunity. Superintendent Carter advised it was a District decision as to which school was perfectly positioned to work with Dr Shen. We were not willing to add more to Verona with a new Principal.

Trustee Jackie Slaby commented that when looking at what was presented and talking about the summer program and efforts around literacy, it feels like things fall off as the Board approves different curriculums. The Board approved a Freshmen class a couple years ago and she knows the Career Academies have expanded across all 4 grades, but are we still doing the Freshmen curriculum? Trustee Slaby felt the Freshmen class was helpful for students. Are we continuing other curriculums the Board approved, like sex ed, which students and parents like.

Trustee Slaby asked about an overall sense of AP classes and how many are provided. What are the successes and student achievements? Trustee Slaby asked if the Board can get a better understanding of where graduates are seeing themselves, i.e. going to college, into the work force, into the military. Where are students going and taking what we have provided them? What do they want to do? What direction are we steering them in? These are things that would be good to know, especially since one of the opportunities this report addresses is lack of rigor. Trustee Slaby felt the Board needs to better understand when parents say lack of rigor, what does that mean.

Superintendent Carter noted she would try to address these questions, noting AIR has specific metrics they are monitoring and goals for theory of action. They monitor lagging indicators and certain outcomes. If doing well with trauma informed and the Freshmen curriculum, we see incidents go down. Not all things are as impactful as we need and we won't see the outcomes on the rigor of instruction unless they are implemented across all platforms. It would be a lot of work for AIR to pull metrics on every single thing we implement, so they look at the larger items and results.

It would be a lot of work for AIR to pull metrics on every single thing we implement, so they look at the larger items and results.

Superintendent Carter advised she will bring the Career Academics Council and have them discuss the metrics decided and how they will monitor the rigor to the High School. She will have them share information.

Vice President Catherine LaValley thanked Trustee Slaby and Superintendent Carter for their focus on performance indicators and establishing community partnerships. She thinks we should celebrate the dedication for students with the programs in place and market/advertise our accomplishments; do cheerleading for our community.

Superintendent Carter thanked Trustee Slaby and Vice President LaValley for bringing these points forward. She noted at the end of day the bigger question is answered in the portrait of a graduate, reporting we are working with the community, parents, partnerships and students to create the portrait of a graduate; we are designing programs and outcomes for students and we will know if we achieve it by the number of students hitting Graduation. This information is included in the Career Academy metrics.

### Goal 2 – Healthy Organizational Culture

The AIR Report indicated disciplinary incidents increased by about 22% from the Fall 2018 to the Fall 2019.

Superintendent Carter advised the staff is reporting an implementation gap. We need to take a step back to see what's working well and what's not. The report shows discipline incidents have increased 22% for office involvement and we need to unpack that. There was no further information beyond this, this is just what the information is showing us, and we need to do more deep equity work.

Trustee Jackie Slaby discussed the use of restorative practices and the chart showing before and after and what data we have regarding that. Superintendent Carter advised there is a graph coming up later in the report about this. Trustee Slaby indicated she will wait on her questions then.

Vice President Catherine LaValley thinks if we can emphasize getting restorative justice practice as a top priority, it will be beneficial as we work with students. Superintendent Carter agreed and noted we need to do significant work on this and have leaders working on it over the Summer. This will be major for 2020-2021, along with determining what additional professional development staff needs for Grades 6-12.

Vice President Catherine LaValley asked if there is a parent component to help with restorative conversations? Superintendent Carter commented that when she met with staff this Summer, restorative conversations require a willingness and the staff needs more help. If a student or parent didn't want to do restorative conversations, the staff didn't use it. We need a meeting to show parents that restorative conversations are important.

President Karen Evans asked if we are using restorative conversation with parents, noting if she were asked, she wouldn't know what it is. Superintendent Carter said she thinks that is part of the problem, a need to better understand. There are also sometimes when the conflicts are major and people are really angry, that you don't want to sit down with another family and have a conversation.

Trustee Jackie Slaby indicated that was her same question and comment, i.e. what is being implemented, not how; what restorative practices in total are we equipping teachers and staff with; are we providing examples for the different scenarios.

There was discussion about the possibility of having a parent university for restorative practices. Also using communications and marketing to share what we are doing in an effort to help with the parent perspective and share it out. Superintendent Carter noted these are all good points. She discussed we need to add the community having high expectations for all students and that we will not waiver in those. Discipline is about changing a behavior so the student can be successful. Restorative does not mean no consequences. It is very important to BCPS that we expect students come into the environment, know the expectations and adhere to them, or we will provide appropriate consequences. The data shows we have not been effective.

Vice President Catherine LaValley noted the school suspensions seemed high and asked if that is a true statement? We really want our kids to be in school. Superintendent Carter indicated it is absolutely high and we have had conversations to determine the cause. She knows in the absence of having a different strategy, suspensions have been overused and this is an area of training and support administrators need to combat.

Trustee Charlie Fulbright noted the breakdown by grade level and race and wondered if we have a breakdown by school. He thinks if we know this school has a higher suspension rate, we can focus more on that specific school, support, etc. Superintendent Carter said that information is coming and will be presented to administrators when they return the week of August 3<sup>rd</sup> and we are being careful not to have this result in a competition between administrators.

Secretary Kyra Wallace asked if there are in-school suspension options at every school. Superintendent Carter said there are not, we have to be careful with in-school suspension because it has to be done by a certified teacher or we can lose dollars. We are partnering with Starr Commonwealth to create educational centers. Secretary Wallace asked if the centers are in school and Superintendent Carter said they are and we had 2 centers at BCCHS last year. It is an alternative to just sending students home. We have learned from this information that although you train individuals, you still have to coach them for implementation. You have to give them information and show them how to implement it. This was the first year of restorative practice. In addition to the restorative practice, we created a Trauma Guidebook that was released last year and we should see results next year, 2020-2021 should be a year of impact and results.

Most of the discipline issues are in the upper grades. We are implementing more supports, with Behavior Specialists in every building. Bearcat Coaches were implemented last year, but their work was interrupted by COVID.

It is significant to note that 30% of students with discipline issues only have one incident so we are shifting the behavior, there are 15% with two incidents. We are employing consequences and shifting their behavior.

We are hoping to see additional outcomes in the upcoming school year, which will depend on the design of the learning environment.

We will conduct more walk-thrus and school reviews to see where each school is with restorative practices and what their needs are.

We will continue to have conversations with social-emotional issues, we are doing this in the Listening Tours and will have more involvement from TLC.

The Trauma Guidebook has not been fully implemented, which is part of the reason we have not seen improvements in discipline behavior.

We are seeing the amazing relationships that BCPS teachers have with their students and now we are seeing every student by name, need and strength.

We will provide the things teachers need to be successful in their classrooms.

### Goal 3 – Human Capital Strategy

Trustee Jackie Slaby asked if we have broken down the data on who is resigning, as far as if it is newer teachers or teachers nearing retirement. Superintendent Carter said it is not broken down, but the Majority of resignations are in within the first 3 years of teaching. We have improved the hiring Practice to match our environment so as to select those teachers best suited to teach in BCPS. The Haberman Assessment has helped us identify those best suited to teach in an urban environment.

Vice President Catherine LaValley indicated she would like to see what the new protocol is for hiring teachers and also asked if we do exit interviews on everyone who leaves. Superintendent Carter said we offer the opportunity for an exit interview, but the choice is the employee's. She has spoken to Human Resources about employing a survey for departing employees so they don't feel they have to do a 1:1 interview. Superintendent Carter advised the Haberman Assessment cannot be shared with anyone that has not been trained. We can talk about the process and add as an overview to help us understand teacher hiring. We strive to tell our story and see what supports we can provide so teachers are likely to stay and we try to hire those with a commitment to stay in Battle Creek.

Trustee Jackie Slaby asked, when look at this, is the data taking into account the total number of teachers. Superintendent Carter replied it is. She clarified by saying that of the 173 teachers who answered the survey, those with 0-3 years of teaching experience (2018-19) only 62% said they would stay and 53% said they would stay this year, so this does not take into account those who left. Trustee Slaby noted that if we take the 2018 to 2019 school year, 20 teacher resigned and 10 of those had less than 4-9 years of experience. Looking at the same exact teachers that said they see themselves working, it is slightly higher. Superintendent Carter indicated she completely understands what Trustee Slaby is saying and she will ask AIR to dig deeper, noting this was a good question.

Trustee Jackie Slaby inquired about teacher incentives (slide 43) and asked if we know who took advantage of the incentives. Superintendent Carter replied that all teachers get a retention bonus. Some incentives are universal like retention bonus, transformational teacher payments, teacher attendance incentives and housing incentives. Some things depend on priority school designations (NWMS and Ann J Kellogg). Trustee Slaby asked if we know how many teachers took advantage of the housing incentive. Superintendent Carter said we can get the number. Nate Hunt, Communications Manager, advised there were 17 houses purchased.

Trustee Slaby asked if we know teachers are aware of this incentive, noting it would be nice to get a feeling for it. She also wonders how many took advantage of the other incentives and if there were other ways for AIR to look at these incentives. There is a need to understand how they are by teachers and staff. Superintendent Carter advised that the purpose of this data is just to tell us this information because we are required to show the W.K. Kellogg Foundation the information we are implementing to impacting goals and if we are doing a good job of influencing teachers to stay in Battle Creek by offering a variety of incentives. That's it.

Superintendent Carter asked Trustee Slaby what other judgments she is trying to make with this information. Trustee Slaby responded that staff might be out of the goal for understanding capital strategy, but she feels if we have a happier staff, we might get better results. We need to be sure teachers know and understand these incentives and she feels some teachers still don't know how to utilize the housing incentive.

Superintendent Carter responded that the first ones we know everyone has access to. As far as how many teachers are taking advantage of the housing incentive and teacher reimbursement, we can get that information and bring it back to the Board. Trustee Slaby asked if we know if the incentives influence teachers, is this being compared to other things around the District? She is trying to determine if the incentives influence teachers, but do they influence them more than what my other variables make them want to leave. She would love for the District to dig deeper and provide something more around incentives later on for a better sense of how being used.

Vice President Catherine LaValley commented Trustee Slaby has raised some good and constructive points. Vice President LaValley asked if we have looked at how we can utilize our realtors to help teachers look for homes in our area. President Karen Evans replied that we have worked with realtors in the past, not necessarily with teachers, but for housing for families. President Evans reported we had some success with some realtors help and not so much with others, but she is not sure we have done housing incentive with realtors. Vice President LaValley noted we should be selective as to who we bring in, but she thinks it would be worth a try. Superintendent Carter said we do have a plan and realtors are part of the strategy.

Professional Development programs are showing promise. District provided professional development is basically central office planned and delivered. Staff professional development is building based and done by the Principal. Back to School professional development is District provided and will be some half days and then building specific in the building. Superintendent Carter advised that some school do a better job of implementing supports better than others and we will be reviewing and working to improve on this.

ELL supports are improving and we are proud of our growth, but not satisfied where we are and we will continue to improve. We have comprehensive ELL plans and expect to continue improving.

There was discussion about the background survey on community interest in BCPS and the efforts we are employing to shift perception are having an impact.

#### Goal 4 – Effective and Efficient Use of Resources

Trustee Jackie Slaby asked about Burrell brand tracker results showing a 21% increase in enrollment interest from the community this year than in 2019 and inquired what the percentage was in 2019. Superintendent Carter indicated she doesn't have it readily available but will make a note to get it and advised we will also get an update on that when we have audit in September.

#### Goal 5 – Active Partnerships With Our Community

Trustee Jackie Slaby asked what we define as parental engagement. Superintendent Carter said the parent level of support for the school and their student. We are not talking about their involvement at the school.

Superintendent Carter noted we have 719 new likes on Facebook and that helps tell our story on “Great Things Happening at BCPS”.

Our community partners remain strong allies for us and the baseline information provided on the District reputation continues to improve in the community.

Vice President Catherine LaValley asked about the rejectors and if AIR actually contacts them. Superintendent Carter indicated they do, there is a subset done by Burrell and they actually connect with rejectors. It is part of the process for determining if the narrative is changing, determining why students are leaving and what we need to do differently to change that. Vice President LaValley asked if we can ask Burrell to share the comments made by rejectors. Superintendent Carter said she will check.

Superintendent Carter discussed the Reading Buddies program, noting we had 40 BCFD Firefighter participants.

Superintendent Carter noted the partnership with GVSU and the Teacher Program, which is near and dear to her heart.

#### Goal 6 – World-Class Infrastructure

Superintendent Carter discussed the addition of phones in every classroom, which was only at Valley View and BCCHS before. That work was interrupted by COVID, but will continue once we return.

We are adding the Simulation Lab, which meets industry standards and will be housed in BCCHS. We will be scheduling an Open House/ribbon cutting hopefully in August, depending on COVID.

Safety improvements were made across the District as a result of a security grant from the State of Michigan.

We have work to do regarding the response to reopening due to COVID.

Trustee Jackie Slaby asked about Goal 6 and if there were any opportunities identified by AIR, noting the report only seems to address celebrations. Superintendent Carter said opportunities are not identified because AIR's research is not around Goal 6, but instead the first 4 Goals. They report celebrations about Goal 6, but not areas for improvement.

#### **PUBLIC COMMENT**

Ashley Ward

281 Timber Lane

When is the first day of school? What will school look like this Fall?

Toni Ardis

242 Oriole Drive

A big Bearcat thank you to Sandi Brunner, Mitch Fowler, Karen Evans, and Brandi Gillson who were Helpful in helping me get a kindergartner registered. His parents were having problems accessing Skyward and getting him registered. These same parents needed to update contact info and were just being told..."you have to do that on-line". These parents are the first to admit they are computer illiterate. So a big thank you to all who helped out.

Amanda Bryant

724 S. Park St.

I think an important factor when considering the decrease in elementary students receiving services in a timely manner is attendance. We as elementary educators are heavily restricted when it comes to taking students to child study or even exploring interventions if they have poor attendance.

### **SUPERINTENDENT COMMENTS**

Superintendent Carter shared that the first day of school is Wednesday, August 26th. She reported that we hope to have the design for school ready to present to the Board at the Regular Meeting on July 27th, noting there are a lot of details and strategies to clarify with the ultimate goal of how to keep students and staff safe, which is our first priority in whatever is decided. Superintendent Carter thanked Miranda for the pop-up party. We were excited Miranda chose BCPS as a place to show up and provide treats and surprises. Some items were distributed later at other food service locations. This was not widely advertised due to social distancing. Thanks to Miranda, WOOD-TV8 and others who helped implement this event.

### **BOARD MEMBER COMMENTS**

Trustee Charlie Fulbright shared the Census this year has been extended to October, indicating he believes the number of those who have taken the Census is 66.5%. Charlie discussed the importance of taking the Census and that it helps get funding for our community. Trustee Fulbright noted that he received a message on Facebook from a parent who asked him to share her words as he sees fit, so he said he was just going to read her message:

*Having the free school meal help has really eased my burden so much, please express my deepest gratitude to those that volunteered and those that filled out grant paperwork so the funds are available. The service to the community cannot be measured by those monies, fully tummies can equal a brain that is ready to learn. The generosity fills my heart and spirit with love. Bless you all and thank you so much.*

Vice President Catherine LaValley extended Congratulations to the 2020 Bearcat Graduates. Vice President LaValley invited the community to experience the opportunity of becoming a School Board Trustee. She mentioned some of the responsibilities include hiring the Superintendent, working on Board policies, attending 2 monthly meetings and attending student events or volunteering. She advised that next Tuesday at 4:00pm is the deadline for any interested parties to apply to become a School Board Member, noting those interested should call the Calhoun County Clerk's Office in Marshall Michigan. The Clerk will send them a packet of information to be completed and turned in by next Tuesday; and voting will happen on November 3<sup>rd</sup>.



President Karen Evans noted it is highly unusual but due to a technical glitch, not all of Toni Ardis' public comment was posted and she has asked the remainder of her comment be read. President Evans read the remainder of the comment, which was:

*I do think building personnel need to be reminded that not all parents/guardians use computers and may need assistance...not just told it has to be done on-line. Finally, I would like to give a big thank you to the BCPS/Chartwell lunch team for the outstanding job this summer in providing meals to kids this summer! Special shout out to the Urbandale site team who has my order boxed and ready for me to easily deliver to students in need! BEARCATS.....PRIDE OF THE STATE.*

Secretary Kyra Wallace shared that Kindergarten Registration is now open and those who register by July 31<sup>st</sup> will receive a free backpack of school supplies.

Meeting adjourned – 8:30p.m.

Submitted by  
Patti Worden

Kyra Wallace  
Board Secretary