

**BATTLE CREEK PUBLIC SCHOOLS BOARD OF EDUCATION**  
**Special Meeting – Review of Goal Attainment (RGA)**  
**March 2, 2020**  
**Battle Creek Area Math & Science Center, 171 Michigan Avenue, Battle Creek, MI**  
**10:00 a.m.**

**PRESENT – BOARD OF EDUCATION**

Karen Evans  
Catherine LaValley  
Patty Poole-Gray

**Present – Administration**

Kim Carter – Superintendent  
Chandra Youngblood – Director, Elementary Education  
Cheryl Johnson – Chief Executive Officer, Human Resources  
Mitch Fowler – Director, School Data Systems & Innovations  
Anita Harvey – Director, District Transformation  
Nathan Hunt – Communications Manager  
Deborah Nuzzi – Director, Secondary Education  
Carrie Briggs – Project Manager  
Jeff English – Executive Director, Cereal City Science  
Monique Cheeks – Director of Student Services & Pupil Accounting  
Tammy Robinson – Supervisor, CCISD  
Wesley Seeley – Coordinator, State and Federal Grants  
Christian Manley – Curriculum & Instruction Coordinator  
Crescenda Jones – Principal, Ann J. Kellogg Elementary  
Stephenie Bruce – Principal, Northwestern Middle School  
Anthony Pennock, President, Battle Creek Education Association  
Patti Worden, Executive Assistant to the Superintendent and Board of Education

Superintendent Carter welcomed everyone to the Review of Goal Attainment Meeting.

Mark Dobias, MASB Facilitator, welcome everyone.

The Review of Goal Attainment Meeting was called to order by President Evans at 10:08am. President Evans noted that she, Patty Poole-Gray and Catherine LaValley were present on behalf of the Board.

Mark Dobias discussed the primary purpose for today's meeting is RGA, Review of Goal Attainment. Mark expressed that Battle Creek Public Schools is a District that cares so much about its students. He referenced and read aloud a sign displayed in the restroom as evidence. He commented "What a powerful message to students!" The sign reads:

*Be careful not to stress yourself out.  
Stay present and take one day at a time.  
Always make sure you're not overworking yourself and that  
you have time to relax and unwind, or at least sleep.*

*You are a human being, not a human doing.*

*What you do is important but it's not who you are.  
All of us are less than perfect and nobody is  
expecting you to master everything.  
If students can do advanced math, speak 3 languages,  
receive top grades, but can't manage their emotions,  
handle stress, practice self-compassion...  
none of that other stuff is really going to matter.*

*You are important. Your health is important.  
Breathe!*

Expectations for the day were discussed.

A summary of the Agenda is:

- Attendees will be privileged to hear a presentation from Battle Creek Public Schools this morning
- This afternoon will be the Official part of meeting, when each goal is read and it is determined by Battle Creek Public Schools (BCPS), Calhoun Intermediate School District (CCISD) and the Michigan Department of Education (MDE) if the goal has been met
- There will be a Summary Review from Mr. LaDue with the MDE
- There will be discussion to validate promising practices and what the next steps should be

Dan LaDue discussed the formal Structured Conference Agenda, which is:

- RGA Protocol Overview
- District Presentation
- Lunch
- Collaborative Conversation
- Review Summary

The groups represented at today's meeting are:

- Battle Creek Public Schools
- Partners of Battle Creek Public Schools
- Michigan Association of School Boards
- Michigan Department of Education

Dan LaDue reported a formal document will be prepared by the MDE for BCPS to approve and return, based on the information from today's meeting.

Mark Dobias turned things over to Superintendent Kim Carter for the District's presentation.

Superintendent Carter expressed it was a great pleasure to stand before guests and tell them about the transformation of BCPS. BCPS is "Excellence on the Rise". She is proud to share that BCPS is doing what we said we were going to do.

Superintendent Carter shared the journey began 3 years ago, when BCPS engaged in a transformation plan. January 2020 was the halfway point in a 5 year transformation, which is work BCPS was already engaged in and which they folded into what the State required. The transformation is from top to bottom.

Battle Creek Public Schools provided the following documentation, along with their Transformation Presentation:

- BCPS Recruiting Flyer
- Challenge 5 Postcards (displayed on tables)
- American Institute for Research Year 2 Report
- The Battle Creek Way
- BCPS Trauma-Informed Guidebook

Superintendent Carter gave the District's presentation, which discussed:

- Goals
- Actions
- Results
- Opportunities

Superintendent Carter highlighted Our Mission and Our Vision statements, which are:

- Our Mission: We engage, empower, and collaborate to educate and prepare every Bearcat for college, career and life as a global citizen.
- Our Vision: 100% Success for Every Bearcat.

Superintendent Carter discussed our Six Goals for Greatness:

1. High Academic Achievement
2. Healthy Organizational Culture
3. Human Capital Strategy
4. Effective and Efficient Use of Resources
5. Active Partnerships with Our Community
6. World-Class Infrastructure

There was a 35 minute break for lunch at 11:50am.

The meeting reconvened at 12:25pm

Mitch Fowler presented the Measuring Impact and Looking Forward portions of the District's presentation.

Mark Dobias thanked the District for their presentation, noting it was amazing to look at all the work done. Mark praised the District and advised that dedication is important and doesn't happen everywhere.

Mark reported the next part of the meeting was very official. Dan LaDue would read each goal and the District, the MDE and the CISD would formally say whether they felt the goal was met or not. Mark indicated someone had to be designated to speak on behalf of each organization. Mitch Fowler was elected for BCPS, Dan LaDue for MDE and Jennifer Sells for the CISD.

Each goal was read and the results were as follows:

Progress Goals

2 – Met  
3 – Met  
4 – Met  
5 – Not Met  
6 – Met  
7 – Met  
9 – Met  
10 – Met  
11 – Met  
13 – Met  
14 – Met  
15 – Met  
17 – Met

Local Outcome – Ann J. Kellogg

1A – Met  
8A – Met  
12A - Met  
16A - Met  
18A – Met  
19A – Met

State Outcome – Ann J. Kellogg

20A – Not Met  
21A – Met  
22A – Not Met

Local Outcome – Northwestern Middle School

1N – Not met  
8N – Not Met  
12N – Not Met  
16N – Not Met  
18N – Met  
19N – Met

State Outcome – Northwestern Middle School

20N – Not Met  
21N – Met  
22N – Not Met

### RGA 18-Month Benchmark Assessment

Process: 12 out of 13 = 92%  
Local: 8 out of 12 = 67%  
State: 2 out of 6 = 33%

District Status and Pathway Determination: On-track

Mark Dobias congratulated the District for being “on track”.

Highlights of the Promising Practices that have occurred are:

- ✓ The District has done a nice job of using their Section 21H funding (Lisa Francisco)
- ✓ The District has an in-depth score, is making progress and has lots of work going on (Lisa Francisco)
- ✓ The District is working on Middle School transformation, with Dr. Anita Harvey leading the team, and looking at why we are not where we need to be and creating a plan to disrupt and change things (Lisa Francisco)
- ✓ It has been helpful for the District to have the support of Calhoun CISD and the State for reviewing learning opportunities for staff and administrators and for making a different experience for Middle school (Dr. Anita Harvey)
- ✓ Alignment of the curriculum - Alignment is complete for grades K-8 in Reading and Math and is being worked on for the High School. BCPS was commended for doing this, as it was noted many Districts don't. These efforts will be helpful to teachers and will improve NWEA scores (Dr. William Pearson)
- ✓ Grand Valley State University (GVSU) coming into the class monthly, with faculty and involving GVSU Mentors (Dr. William Pearson)
- ✓ The creation of The Battle Creek Way document and sharing it with GVSU for alignment (Dr. William Pearson)
- ✓ GVSU approached the District in a different way, wanting to know what we believe and why; wanting to affirm it was the right way, rather than coming in and wanting it their way (Dr. Deborah Nuzzi)

- ✓ GVSU working collaboratively with the Union too. All of the teachers wanted GVSU involvement (Anthony Pennock)
- ✓ Having a Strategic Plan in place that involves staff development, the Board and Principals (Dr. William Pearson)

Arelis Diaz, Director with the WK Kellogg Foundation added when the Foundation first heard from Superintendent Carter and learned about the Strategic Plan, they had Superintendent Carter present at a WK Kellogg Foundation Meeting, which was the first time they invited a Superintendent to present. The Foundation was so impressed, that is why they made the Grant, which is the largest in their history. The Strategic Plan has a clear focus and is not just on paper. Superintendent Carter was able to explain it and the Plan was already in place before the Foundation decided. The District just needed the support and resources to implement the Strategic Plan.

- ✓ Trauma Informed Guidebook – a wealth of information in one place and everything a teacher would need is in that document. It was discussed that the Guidebook is an anchor to the work being done and is an continual implementation science (Don Beck)
- ✓ The District and union conduct open door collaboration and they plan to continue these meetings (Anthony Pennock)
- ✓ The District was praised for having community involvement and people rallying around the District, there isn't much of that as much elsewhere (Dr. William Pearson)
- ✓ The District was commended for engaging students, community members and teachers and for their willingness to adjust programs based on what is heard from students and families (Arelis Diaz)
- ✓ The concept of early intervention is showing progress in all areas (Stephenie Bruce)
- ✓ The District was praised for having a lot of community resources and for being intentional as to how they are being utilized. The District is asking what is needed and putting things into place that benefit students most. There is an intentional focus on being true to things geared toward students and families (Gloria Chapman)
- ✓ Success is evident all over the presentation and is also based on great 2-way communication by the BCPS Communications Manager, who is responsible for telling the story of what the District is doing (Mitch Fowler)
- ✓ There are many great things going on, referencing Star visits, fidelity, transformation coaches and the accumulation of rubrics (Lisa Francisco)

- ✓ It is promising that a number of Cabinet members with children and a significant number of employees are now sending their children to BCPS (Dr. Deborah Nuzzi)
- ✓ The District was praised for having a really good system in place. Curriculum is in place and we are retaining a large percentage of people. People are all on the same page, we are aligning ourselves to reach benchmarks and goals and the Board is very involved in the strategic planning. As a result, good things are going to happen (Dr. William Pearson)
- ✓ It is rewarding to work with a District that is not about just spending money (Regional Assistance Grant funds). Superintendent Carter is about building sustainable change. Everything is aligned to a strategic plan. It is great to brainstorm when you know that is in place, which is not the case everywhere (Dr. Jennifer Sells)
- ✓ The District was commended for the continued work by the transformation team and that the plan includes a redesign with the whole school in mind. Also that the District actively works with CCISD and that the District works to identify gaps and meet State standards (Mark Dobias)
- ✓ It is appreciated that the District accepts people for who they are and whatever their background may be. The District has worked hard to build this and it is very welcoming (Anthony Pennock)

Superintendent Carter shared that she wanted to celebrate the staff, noting everything in the deck is based on the success of staff. She said she wanted to take the opportunity to thank each and every staff member. Everyone shows up every day with a willingness to say we got this or to figure it out. She reported this is the only place she has been where failure is not an option.

Mitch Fowler shared staff morale is largely due to the fact we have a leader that shows up every single day, no matter what, with a positive outlook, a good morning greeting and her ability to energize us is phenomenal.

Next Steps discussed were:

- Dr. William Pearson thinks Superintendent Carter should make a presentation at Middle City about strategic plans.
- We will get together for the next evaluation in the Fall of 2021. Lisa Francisco will work with us when the time comes. We received 130 points out of 200. Good things are happening.



- There will be a formal presentation to the Board about findings from today's RGA Meeting. The State will need about ten (10) days to prepare the report - look for that for an April Board session.

Superintendent Carter indicated the District would like to share the Fremont International Academy video, which is scheduled to launch today.

President Evans asked for Public Comment – there was none.

Meeting adjourned at 2:16pm.