

**BATTLE CREEK PUBLIC SCHOOLS BOARD OF EDUCATION**

**Work Session  
September 14, 2020**

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

**Zoom identification number Meeting ID: 868 6339 1938**

**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  
Dr. Chandra Youngblood – Director, Elementary Education  
Anita Harvey - Director, District Transformation  
Dr. Deborah Nuzzi, Director, Secondary Education  
Monique Cheeks – Director, Student Services  
Mitch Fowler – Director, School Data Systems & Innovations  
Nathan Hunt – Communications Manager  
Laura Ash – Executive Director  
Cheryl Johnson – Chief Executive Officer, Human Resources  
Wes Seeley – Director of Grant, Federal Programs and Adult Education  
Charles Lipsey – Director, Facilities and Operations

**Absent - Administration**

Jeff English – Executive Director

**MINUTES**

The meeting was called to order by President Evans at 5:33p.m. Karen Evans, Catherine LaValley, Kyra Wallace, Patty Poole-Gray, Charlie Fulbright, Art McClenney and Jackie Slaby were present.

President Karen Evans made a couple statements about the Public Comments at Board Meetings. She advised the Board takes the Public Comments very seriously, it helps them stay in touch with the community and lets them know what the public expects. She reminded everyone that the practice for Public Comment requires an individual wishing to comment identify themselves by providing their name and physical address, not an email address and not fictional names. Those not following this practice going forward will not be read aloud.

## **APPROVAL OF AGENDA**

Motion by Vice President Catherine LaValley to approve the Agenda as written.

Trustee Art McClenney supported the Motion.

A Roll Call Vote was taken.

**Motion passed 7 – 0**

## **REPORTS**

### **BCPS Hiring Process & Hiring Results**

Cheryl Johnson reported she would provide a short presentation about the information provided in the Board Packet and there would be homework at the end. She said this information is a brief overview of how this process relates to Goal 3 of the Six Goals of Greatness, which is “Recruit, retain, develop and support a diverse high quality staff that is fully committed to Battle Creek Public Schools, its students and families”.

Cheryl advised this year has been a most challenging year dealing with COVID-19 and the way we are recruiting talent and she feels the Human Resources Department has rose to the occasion. She discussed that we are really beginning to cast a wider net when recruiting. In the past, we would “post and pray” the right talent would fall our way. We are still doing that, but in addition we are cultivating relationships to attract the right type of talent. We are posting jobs on LinkedIn and cultivating relationships with lots of organizations from universities (GVSU and WMU) to professional companies. The key is to continue the relationship and to maintain consistent relationships. Cheryl reported we are so fortunate in the State of Michigan to be surrounded by a variety of universities we are tapping into and also branching out to the University of Arkansas and University of Puerto Rico. We are also looking at veteran organizations and striving to build those relationships.

In addition, we are being clear about the competencies we are looking for and the Haberman Assessment, developed by the late Dr. Martin Haberman, is the tool we are using to do that. Dr. Haberman conducted a lot of research about what teachers look like and what a successful teacher looks like and he developed the assessment tool based on his findings. Cheryl reported that every teacher interviewed/hired in 2019-2020 was part of the Haberman Assessment tool and we will be able to see how it impacts retention.

Teacher Recruitment Outcomes resulted in a 51% acceptance percentage and Teacher and Staff (Exempt Positions) Recruitment Outcomes were 47%.

Cheryl closed by commenting that it was a successful year and a tremendously long journey, but we are seeing improvement. She indicated everyone is a recruiter and that is the homework piece she mentioned earlier, when we go to conferences, etc. and see widely talented people, we need to tell them about the opportunities available at BCPS and help Human Resources recruit talent.

Vice President Catherine LaValley thanked Cheryl Johnson for the presentation and the complete information provided in the Board Packet. Vice President LaValley asked about Page 10 of one of the documents in the Board Packet that referred to applicants who passed the Haberman assessment but declined an offer, do we know why they declined. Cheryl replied that we didn't have a reason for everyone, but many people seemed to want to hunker down and stay closer to their communities. Cheryl reported BCPS is getting more competitive with starting salaries, but some individuals were just not ready to make that move.

Vice President Catherine LaValley asked about the last Page and where the principles for STAR Teachers come from. Dr. Chandra Youngblood replied they were part of the research the BCPS Administration Team was trained on. Cheryl discussed that Dr. Haberman did a lot of research in the New York City District and really looked at what made a STAR Teacher and came up with some interesting attributes: Persistence, Protecting Learners and Learning, Putting Theory Into Practice, Approach to Students who are Risk, Professional versus Orientation, Ability to Survive in Bureaucracy, Fallability. Cheryl recommended the STAR Teachers book by Dr. Martin Haberman, noting it is fascinating reading.

#### Alternative Staff Lunch/Planning Area

Charles Lipsey discussed COVID-19 presented the need to find spacing for staff to socially distance in multiple areas, one area being to provide a lunch break, without interruptions. Charles discussed the request to purchase picnic tables at our K-5 buildings in order to meet this need, in an amount not to exceed \$12,000 using CARES Act Funds.

Trustee Jackie Slaby asked about the practice for cleaning the picnic tables after use. Charles reported they will fall under the same cleaning procedures used in classrooms. He advised the tables are made of a rubber coated stainless steel that is made for the elements and will hold up to disinfectants. Trustee Slaby asked about the reporting for cleaning the picnic tables. Charles reported one would be created since the picnic tables will be a new area, but staff will report on their cleaning.

Treasurer Patty Poole-Gray asked if the picnic tables will be bolted down. Charles said the areas chosen for the picnic tables are within fencing and the areas are locked, plus with the weight of the tables, no one will be able to walk off with them. He indicated they can provide anchoring as needed.

Vice President Catherine LaValley commented that she appreciated the picture of the rubberized materials on the new tables and they look sharp. She inquired if we can have quick delivery of the tables, once the Board approves the purchase. Charles indicated he will do some checking, but he thinks it will be a couple of weeks before we can receive them.

Trustee Jackie Slaby inquired if the tables will be accompanied by trash receptacles, or if the staff will carry trash back inside the building to dispose. Charles replied they will take the trash back inside, noting that usually there won't be more than one person at a time at the table.

#### Purchase of Food Service Cargo Van

Laura Ash discussed the request to approve the purchase of a used van for Food Services. She advised that with all the activities relative to COVID-19 and all the meal sites, it would be most helpful to purchase a van to transport meals to the different areas. The funding would be from Food Service Funds. Laura advised we are looking to purchase a used van from a local dealer, in an amount not to exceed \$15,000.

Vice President Catherine LaValley thanked Laura for this request and inquired why we are considering a used van. Laura said we are trying to be fiscally responsible. She shared that Michelle Morrissey has looked at several used vans that have about 80,000 miles on them and we wouldn't put a lot of miles on a van in a year. Vice President LaValley inquired about repairs with the vans having high miles. Laura indicated the vans have mostly highway miles and would have gone through certified vehicle inspection from the dealer.

### Purchase of Sprint Hotspots

Mitch Fowler discussed the request to purchase an additional 200 Sprint Hotspots for virtual and remote learning. He mentioned the Board previously approved the purchase of 300 Hotspots back in April and we distributed those in the Spring to support summer school and to start remote/virtual this Fall. Mitch reported we are out of Hotspots and requests are coming in so we want to get more in place and get them out to families ASAP. These Hotspots would be purchased on a Government contract, so we are getting the best possible prices and the funding would be from the ESSER Grant.

Secretary Kyra Wallace asked how the projected need was calculated. Mitch said schools are fielding requests and two weeks ago, we saw a pretty big need for requests to fulfill and CIS let us know what they needed. Mitch said they took the survey from last Spring which indicated 20% of our families did not have high speed internet; they looked at the number of students enrolled in virtual/remote learning which was about 20% and added that to the number of requests. The total was about 500 and with the previous 300 hotspots the Board approved back in the Spring, it left the need for an additional 200 hotspots.

Trustee Jackie Slaby said she was going to ask the same question Secretary Wallace did. She asked if all the current hotspots are in use. Mitch said we might have 3-4 that need service, but the rest are out in the community being used.

Vice President Catherine LaValley clarified this request is for 200 hotspots, which will bring the total inventory up to 500, with the previous 300 approved back in April. She confirmed this will be funded by the CARES Act Fund. Wes Seeley confirmed ESSER is part of the CARES Act.

Trustee Charlie Fulbright asked about the vendor being Sprint since T-Mobile recently bought out Sprint. Mitch advised from what we've heard from a service prospective we haven't experience any change in service and we expect it to remain the same.

Trustee Jackie Slaby asked if the hotspots would be under our ownership, or a temporary rental. Mitch reported that we pay \$30 per month for each hotspot; he said the quick answer is we own them. It is \$80 for the device and, if we pay for the \$30 monthly charge for 6 months, we get the device for free. We would be looking at a 6-month commitment at \$30 and then these are ours. He said it will be helpful to have the hotspots in the future because we have homeless students and we will have the available to flip the devices "on" when students return.

Trustee Art McClenney asked if we will be tracking the hotspots by serial number, etc. Mitch replied we do track them by serial number for the people who have them. He said if we don't get them back, we will shut them down. He advised that, in addition to the serial number, each device has a BCPS asset number to show who it is tied to.

### Extended Continuity of Learning Plan

Superintendent Carter provided an update and overview of what is happening and what is required. The Extended COVID-19 Learning Plan is born out of legislation that was recently passed.

On August 20, 2020, Governor Whitmer signed House Bill 5913 into law as Public Act 149. Section 98a states that in order to receive state aid for 2020-2021, districts must provide for instruction under an extended COVID-19 Learning Plan that has been approved by an intermediate district or authorizing body.

The Plan does not replace the District's/PSA's COVID-19 Preparedness and Response Plan. It is an additional plan that includes new assurances and sections.

Requirements of the Extended COVID-19 Learning Plan (ECLP) include:

- Educational goals that will be included in the plan must be established by September 15, 2020
- Must be approved by the ISD and posted to transparency reporting link on the district webpage by October 1, 2020
- Must contain *achievement* or *growth* goals that will be measured by benchmark testing in reading and math for the middle of the year and the end of the year

Superintendent Carter discussed we are only required to set a reading and math goal. It was suggested that it is a broad goal to ensure it is aligned to the NWEA - MAP Assessment.

**Benchmark Assessments** include:

#### Testing

- Reading and math must be administered to all students K-8 two times throughout the year
- Results must be reported to parents within 30 days
- First benchmark: first 9 weeks.
- Second benchmark: any time outside of the first 9 weeks
- BCPS will be using NWEA – MAP

Superintendent Carter reported BCPS will be using the NWEA three times this year. While she does not believe it is the most practical thing to assess students in the virtual environment, we are required to under the State law. We are working on practices to support our students/families from home.

**Progress Reports** require:

- Two required: By February 1, 2021 and “before the last day of the 20/21 school year”
- Must be reported to transparency reporting link on the district webpage
- Must report progress on benchmark assessments using *achievement* or *growth* for K-8 in reading and math in the aggregate and for all subgroups

Superintendent Carter reported the following:

- The first benchmark has to be completed between now and October 2<sup>nd</sup> and we have to assess 100% of our students.
- The second benchmark has to be anytime outside of the first 9 weeks, but prior to the end of the school year. We will be releasing an assessment calendar showing how we are assessing students.

- The law requires a progress report to the Board by February 21, 2021 and before the last day of the 2020-2021 school year. There will be another progress report to the Board in May and it will be posted to the transparency reporting link on the District webpage. We have to create consistency and many individuals are working to unpack this law and really make sure we all understand what we are implementing.

**Reconfirmation Meetings** require:

- Held every 30 days with schoolboard after approval of the Extended Plan by ISD
- Purpose is to reconfirm how instruction is going to be delivered during the 20/21 school year
- Solicit public comment on how instruction is going to be delivered
- Publicly announce weekly 2-way interaction rates at the meeting and post to transparency reporting link

Superintendent Carter reported the following:

- Every 30 days, the School Board will reconfirm the instruction of students and we must have space for the community to give feedback.
- We must reconfirm if remote continues or if we are bringing students back, we have to explain what the structure is.
- The purpose is to reconfirm and publicly announce our weekly 2-way interaction rates. We are required to have 2-way interactions with students who are face-to-face and/or remote/virtual and we must publicly announce the rate. 2-way interaction is a teacher having contact with a student in some method and there is an opportunity for the student to respond. This can be a phone call or a zoom meeting.
- This is how we will be monitored for State Aid.

**ECLP Goals** include:

- **Goal 1:** We will increase student reading performance in the aggregate and for all reporting categories by June 1, 2021 as measured by the NWEA MAP Reading Assessment
  - All teachers will use the formative assessment process to support adjustment to teaching & learning, to support meaningful student progress towards mastery of Reading/ELA academic standards
  - Results from Reading/ELA benchmark assessments, local Reading/ELA summative assessments, and formative assessment will be continuously discussed and analyzed by staff

- **Goal 2:** We will increase student math performance in the aggregate and for all reporting categories by June 1, 2021 as measured by the NWEA MAP Math Assessment
  - All teachers will use the formative assessment process to support adjustment to teaching & learning, to support meaningful student progress towards mastery of Math academic standards
  - Results from Math benchmark assessments, local Math summative assessments, and formative assessment will be continuously discussed and analyzed by staff

### **Possible Phase Changes**

- If the virus continues to worsen and Michigan is moved back to Phase 3, all schooling will be done remotely.
  - Because the virus cases in MI are currently rising, this seems reasonably likely to occur.
- If Michigan advances to Phase 5 before the end of the first 9 weeks of school, BCPS will move to all in-person schooling at the end of that 9-week period.
  - In Phase 5, facial coverings will be required for all staff members and highly recommended for students.
- We will continue to consult with our local Health Department and in collaboration with other local districts to make decisions based on local data regarding the spread of COVID-19 in our County.

Superintendent Carter made the following comments:

- We are still in Phase 4 of the Reopening Plan, with the virus spread being low. Grades K-5 are currently attending in-person full time, 5 days a day. Grades 6-12 are engaging in remote learning with live remote lessons with their assigned teachers 5 days per week based on the students' course schedule.
- Another ECLP update will be provided to the Board at the Regular Meeting in October.
- We will continue to work with the Calhoun County Health Department. We currently have over 1,200 students participating in face-to-face instruction right now, which supports the number of families who expressed a desire to have the face-to-face option.
- We want the community to understand that Districts usually have one learning plan each year. COVID has resulted in BCPS having three school programs this year. We are asking for a little grace while we work out the bugs. She noted some teachers are doing both virtual and remote learning and we are doing all these things with the same number of staff.
- There is a need for a Technical Assistant position and we are adding that position to help field questions and get families to the right place when they have questions. The position was just posted and the individual will work in the Central Office.

Superintendent Carter asked for Board questions.

Vice President Catherine LaValley asked for clarification of the meaning of the word “aggregate”. Superintendent Carter advised it is all students. She indicated reporting categories will break out by race, gender and other reporting categories for what the State of Michigan requires.

Secretary Kyra Wallace asked how a person interested in the Technical Assistant position should apply. Superintendent Carter asked Cheryl Johnson to clarify. Cheryl Johnson indicated interested individuals could apply by directly emailing her. Cheryl’s email was added in the public comments on the Facebook live event. We are looking to fill this position quickly.

Trustee Art McClenney asked if the Technical Assistant position is a full-time permanent position. Superintendent Carter said it will be part-time, as needed. She feels COVID will be here for a while, at least the entire 2020-2021 school year.

Vice President Catherine LaValley asked about the 2-way communication and if that is every week as we move forward. Superintendent Carter said it will be weekly engagements for the rest of the 2020-2021 school year.

### **PUBLIC COMMENTS**

President Karen Evans noted we needed to go back to the first Public Comments time because we skipped over it.

President Evans read the Public Comments aloud.

Regina  
206 Robertson Ave  
269-601-9264

The virtual learning is not working for most of us. The books needed still are not delivered and can’t open the online version that is when you can get into the site because it keeps crashing. There is no reading list for younger kids to practice reading and no spelling words. The “teachers” you assigned don’t return calls or texts till a day or two later and then it’s I don’t know, I’ll look into it when I can. I am extremely disappointed in Battle Creek Schools at the moment and very frustrated as a parent of a third grader. This program is not kid friendly at all. I have to do every bit of it with him. These issues need fixed. My child and many others, according to the Facebook page, are all falling way behind due to this. I’m to the point that I’m thinking of following other parents lead and pulling their kids and finding them a school program that actually works.

President Evans thanked Regina for her comments.



## **NEW BUSINESS**

### Alternative Staff Lunch/Planning Area

Motion by Vice President Catherine LaValley to approve the purchase of the picnic tables for the Alternative Staff Lunch/Planning Area in an amount not to exceed \$12,000.00 using Cares Act Funds.

Trustee Charlie Fulbright supported the Motion.

President Karen Evans asked if there was any discussion.

Vice President Catherine LaValley commented she hopes we can get the picnic tables in ASAP because with the unpredictable Michigan weather, she hopes they can be beneficial for the staff.

Trustee Jackie Slaby commented she had a similar question with winter coming soon and this being the rainy season. She inquired if we looked for other ways to create spaces for staff and if those were explored versus the picnic tables. She asked if we received staff input on whether this works for them. Superintendent Carter replied this recommendation was born from a request from the teachers. She reported we have indoor areas for the staff and the outdoor area was a request from some of the buildings. Trustee Slaby asked what that looks like. Superintendent Carter advised this request came out of some of the recommendations we received for creating spaces for staff and our being responsive to their requests. This would not just be for Fall, it would also be for the Spring/Summer. We are bringing this recommendation to the Board at this time because it is a new request. Trustee Slaby asked if there was some type of follow-up with specific specs to teachers and if they had the opportunity to say these tables fulfill what they are asking for. Superintendent Carter advised the teachers requested the outdoor picnic tables.

A Roll Call Vote was taken.

**Motion passed 7 – 0**

### Purchase of Food Service Cargo Van

Motion by Vice President Catherine LaValley to approve the purchase of a Food Service Cargo Van in an amount not to exceed \$15,000.00 using Food Service Funds.

Trustee Art McClenney supported the Motion.

Trustee Art McClenney inquired if the van would need any additional work. Laura Ash replied it would not.

A Roll Call Vote was taken.

**Motion passed 7 – 0**

### Purchase of Sprint Hotspots

Motion by Vice President Catherine LaValley to approve the purchase of 200 Sprint Hotspots in the amount of \$48,000.00 using ESSER Grant Funds.

Treasurer Patty Poole-Gray supported the Motion.

Vice President LaValley with the Board approving the purchase this evening, could the hotspots be functioning in a 2 week time frame, or possibly yet this week. Mitch Fowler indicated within 2 weeks yes, but this week was not possible.

A Roll Call Vote was taken.

**Motion passed 7 – 0**

## **DISCUSSION**

### Face-to-face Board Meetings

Superintendent Kim Carter commented that she, President Karen Evans and Vice President Catherine LaValley all really wanted to understand the restrictions around face-to-face Board Meetings. Superintendent Carter noted there have been a lot of public questions about continuing virtual Board meetings, however, under the Governor's Order, it extended the Open Meeting requirements and as long as the current state of emergency is in effect, we will not hold face-to-face Board Meetings. The current restrictions are in effect until October 1<sup>st</sup> and includes 28 days after. Until and unless that is changed, we will continue virtual Board Meetings.

President Karen Evans thanked Superintendent Carter for this quick update and noted we don't have control of it.

### Title IX Board Training

Superintendent Kim Carter discussed a new law that was passed, which makes us all reporting officers under Title IX. She reported that we are all required to go through a webinar training and each Board Member will be required to watch the 35-40 minute training video. She indicated she believes the best way to handle this is to send the training video to each Board Member and they will certify they have engaged in the training. We will have a discussion at October Regular Board Meeting to answer any questions on the responsibility of being reporting officers. We will look at updating the Board Policy in October as well to make sure the Title IX Policy is updated.

President Karen Evans asked when the Board will receive the webinar. Superintendent Carter replied the link will be sent to Board Members before October 1<sup>st</sup>. We will review the Title IX policy at the October Work Session meeting so all Board members will need to complete the training before the October Work Session meeting on October 12<sup>th</sup>.

Secretary Kyra Wallace asked about the certification process. Superintendent Carter indicated it would just be a form to sign, that Human Resources will keep on file as evidence of completion.

### Athletics Update

Superintendent Kim Carter advised she had updated news on athletics, some great news and some not so great. She said all Districts are on the same page with the Executive Order that governs the return to sports. Superintendent Carter reported the Michigan Department of Health has stated they do not believe athletes should be engaged in contact sports right now, but the majority of the Districts want football. That being said, we are suspending Middle School sports right now until we are in Phase 5.

High School football is resuming, as well as soccer and volleyball. Athletes must wear face coverings at all time, during conditioning, practice and games. The MHSAA is working on the clarification of face coverings. The most recent information requires athletes wear face shields under their football helmet and we are investigating a way to make this as comfortable as possible and keep our athletes safe.

Spectators will not be allowed, other than 2 guests per athlete. This applies to inside and outside events. Games will not be open to the public. The only way to attend an event is if you have a child in the sport that is given a ticket. The only other way is for school workers who want to work the event. There will be a few work positions, but no concessions and no Marching Band.

Spectators will be required to wear face coverings and be physically distant of those not from the same household.

Vice President Catherine LaValley asked if it was possible for someone with no children to attend an event and support a student who might want to have someone cheering for them. If so, how would she go about doing that. Superintendent Carter commented we can make sure coaches know if there are any extra tickets or athletes who want someone to be there for support to let us know. Superintendent Carter said Athletic Director Seils said the best way to attend a game is to get in good with a kid, or work. There are opportunities to work the ticket counter or support in a different way, but there is a limit to the number of people who can attend so ask early.

Trustee Jackie Slaby asked about the protocol if the other team is not following the guideline for masks. Superintendent Carter advised the event would be cancelled. The Athletic Director will be responsible to monitor compliance. Trustee Slaby asked if the away team receives 2 tickets per athletes as well. Superintendent Carter responded they do. All athletes will receive actual physical tickets that will be required for admittance. If a spectator does not have a physical ticket, they will not be able to attend. Trustee Slaby asked if physical tickets would be delivered to the away District. Superintendent Carter said she would clarify that with the Athletic Director. It was discussed that spectators with no mask, will be asked to leave under the Executive Order.

Vice President Catherine LaValley indicate she believes the Lakeview/BCCHS football game this Friday will be on WBCK radio station. Vice President LaValley commented that she noticed the volleyball team in Grand Rapids was wearing neck gaiters in their school colors and wondered if our Athletic Director has checked into neck gaiters. Superintendent Carter indicated he has and in their initial conversation, he was investigating if neck gaiters are approved. We received confirmation from the MHSAA today that neck gaiters are not prohibited; and they promote making football players as comfortable as possible. There is some concern about facemasks or shields because we still have hot nights of weather during this time.

Superintendent Carter noted that she loves that the staff is able to watch the Board Meeting live on Facebook because the Athletic Director just texted her to let her know the away team will be issued their own tickets for their spectators and that he has purchased neck gaiters for the team if they want them. The football team has also purchased face shields.

Trustee Art McClenney commented that he noticed some schools are doing temperature checks. He wondered if we will be doing that. He also wondered if we are setting up clean zones to wash hands before games, etc. as an extra precaution. Superintendent Carter indicated she cannot answer that question for indoor events, but she doesn't think we are for outdoor events. She is not sure about temperature checks and will get back to the Board on that protocol.

#### 2020-21 Superintendent's Goals

Superintendent Carter said this topic is on the agenda for open Board discussion this evening, as she is looking for direction on her goals for the 2020-2021 school year. Superintendent Carter noted in the past, the Superintendent Goals have been aligned to the Strategic Plan and the Six Goals for Greatness.

The Six Goals for Greatness are:

- 1 – High Academic Achievement  
Superintendent Carter felt it was possible to achieve the increase of Math and Reading during COVID
- 2 – Healthy Organizational Culture  
Superintendent Carter didn't feel the reduction of office visits was an applicable goal due to COVID
- 3 – Human Capital Strategy  
Superintendent Carter noted the District continues with recruiting during COVID
- 4 – Effective and Efficient Use of Resources  
Superintendent Carter felt the need to maintain a balance budget remains appropriate during COVID
- 5 – Active Partnerships With Our Community  
Superintendent Carter indicated the ability to create active partnerships within the is limited due to social distancing requirements and she doesn't feel the reduced chronic absenteeism has the same meaning due to COVID
- 6 – World-Class Infrastructure  
Superintendent Carter indicated the District has implemented a process to report and maintain clean buildings during COVID

President Karen Evans discussed two of the goals up for discussion that are difficult in this time of COVID-19 would be part of Goal #5 for building active partnerships with our community, which is difficult due to the need for social distancing and also the ability to reduce chronic absenteeism since not all students are attending in-person. President Evans asked if any of the other Board members had concern with eliminating those two goals for this year and coming up with an alternative way for Superintendent Carter to account for these things.

Trustee Jackie Slaby inquired if the expectation was to make a decision about the Superintendent's Goals at this meeting, noting it was hard to follow what changes were being proposed since there was nothing included in the Board Packet. President Karen Evans advised it was not the expectation to make a decision this evening, but rather to start looking at the Superintendent's Goals to get Superintendent Carter set up with goals for the year, so she can be successful.

President Karen Evans indicated a need for the Board to start thinking about the Superintendent's Goals and the need to make a decision on the two above-mentioned goals by the next meeting on September 28<sup>th</sup>.

Vice President Catherine LaValley commented she would agree to not evaluating Superintendent Carter on the discipline referrals this year, but she would like to hear a report about it once in-person attendance resumes for the entire District. She would also like to know how secondary students are doing working online. She noted attendance is hard to report in a timely way and that is not the fault of Student Services, but rather the conditions we have to put up with during COVID.

Regarding community engagement, Vice President LaValley believes Superintendent Carter does a wonderful job being involved in the community and she would like the Board to show appreciation for all that Superintendent Carter does in the community.

Secretary Kyra Wallace shared information that pertained to Goal #5 (Active Partnerships with the Community). She received information at work they are now partnering with school districts to provide a safe space for virtual learning students. Secretary Wallace indicated this could potentially be part of Superintendent Carter's evaluation and it could be considered as forming partnerships due to the fact that BCPS is now offering three learning programs as opposed to one and some parents need additional assistance. This is a way for the District to partner with community. President Karen Evans commented that was a good idea.

Trustee Art McClenney commented in speaking for himself, in these unprecedented times, he appreciates these goals and is glad we have them. He would like to talk about them at some point, but he does not feel this is the time to discuss the goals since we are not in the same times we were when the goals were made. Given this is currently COVID-19 time, he would prefer the District's main goal is to focus on educating students and maintaining the programs we have right now. He feels the District needs to concentrate on what we are doing right now.

Vice President Catherine LaValley shared she appreciates Trustee McClenney's thoughts on the amount of work the staff has been asked to do, having three programs at one time, but she wants to provide Superintendent Goals in case this is another year we are out of school and the Board can't evaluate Superintendent Carter. Vice President LaValley understands the amount of work to be done by the Superintendent and that things change every day, which is not fair to her, but it is the system we are working with. She thinks the Board should use September to start thinking about goals to evaluate Superintendent Carter on so as to let her know how successful she has been by the end of the year.

President Karen Evans advised this topic was discussed between herself, Vice President Catherine LaValley and Superintendent Carter during the Agenda Setting Meeting. Part of the understanding is we have Six Goals for Greatness and we've already come up with two goals that Superintendent Carter is not able to do based on COVID-19. President Evans noted Superintendent Carter is already doing so much and she believes maybe some of the goals should be based on the things Superintendent Carter is doing and evaluating her on some of that work. There is a lot of work being done because of this unprecedented time, which is not in line with the work Superintendent Carter would typically be evaluated on.

Trustee Jackie Slaby commented she was still seeking clarification on what the two goals are that would not apply to Superintendent Carter's evaluation. Superintendent Carter advised she is asking to know what the Board would like to see progress on and how they will evaluate her success this year. She is open to that discussion, but in the past success has been based on the Six Goals for Greatness.

Secretary Kyra Wallace suggested one of the things the Board could evaluate Superintendent Carter on is the work she is doing to create supports for students with the delivery of instruction and her partnership work with the community. Secretary Wallace said we know we need the community and we want the Superintendent to support that relationship. She said success is shown by asking organizations to assist with supporting our students.

Superintendent Carter reiterated this is an open discussion tonight and she was not expecting any decisions to be made. She suggested Board Members email President Evans or Vice President LaValley with thoughts and suggestions and we discuss this matter again at the Regular Meeting on September 28<sup>th</sup> to solidify the goals to determine success. Trustee Jackie Slaby asked if the Board should look at all Six Goals and Superintendent Carter said yes.

Trustee Jackie Slaby advised that it would be super helpful to receive Superintendent Carter's thoughts on each goal and if she finds it feasible to achieve the goal this year due to COVID. Superintendent Carter agreed and said she will get something to the Board in writing.

Trustee Art McClenney commented, going back to what he previously said, he is not sure if the goals we have now are applicable to the current environment and he doesn't think they can be met. He suggested having temporary goals applied to the situation we are in, based on feedback from Superintendent Carter. Otherwise he just doesn't know how the Board can evaluate this year due to the unprecedented times.

President Karen Evans asked if there was any other discussion. Trustee Jackie Slaby commented she does want to recognize this matter should be finalized as soon as possible for Superintendent Carter to work toward the new goals and, at the same time, encourage the Board to consider looking at another discussion time once they have her (Superintendent Carter's) written goals; and then have a Special Meeting to vote on them. She does not currently feel comfortable hearing this and voting on it without ample discussion.

President Karen Evans noted the Board can discuss this at the Regular Meeting on September 28<sup>th</sup> and then vote on it at the Work Session on October 12<sup>th</sup> instead of having a Special Meeting. Trustee Slaby advised that works for her. All Board members indicated they agreed with that plan.

### **PUBLIC COMMENT**

Toni Ardis

242 Oriole Drive, Battle Creek 49037

A big thank you to the BCPS administrators, staff, teachers, board members, parents and students who are working so hard to make this school year a success. It indeed takes a village to raise a child!

President Karen Evans thanked Toni for her comments.

### **SUPERINTENDENT COMMENTS**

Superintendent Carter shared she has received thank you notes from the community about the desk distribution that BCPS will be having. She commented the District has some desks stored away that we were going to get rid of, but we believe we can use these desks to create learning spaces for families in their homes. We will hold a Desk Distribution this Thursday and Saturday, but we are unable to make deliveries. We have asked for community volunteers to help with this event that will be held at Urbandale Elementary. Families can get one desk for any student enrolled in BCPS.

### **BOARD MEMBER COMMENTS**

Trustee Jackie Slaby said she will follow back with Jeff Coden who is the community member who came to the District with this idea. She is excited the District listened about his idea and executed a plan to make it happen. Trustee Slaby thanked Superintendent Carter for getting the event handled and Jeff Coden for making the service to our students and families even better.

Vice President Catherine LaValley shared the following:

- She thanked those involved in making the Desk Distribution Days possible, noting she is excited about this opportunity and she thought it was great we are having 2 days available.

- She attended the BCCHS Health Advisory Council meeting. There was good attendance and she was glad to see BCPS and Grace Health staff members present. The Council is required to meet 3 times per year and having a meeting on September 2<sup>nd</sup> was nice. There is an upcoming Health Center at Springfield Middle School. Families can consent online for services or parents can consent to students receiving treatment during the day. Virtual appointments are also available. The BCCHS Health Center also provides services for students ages 5-21. There was discussion about the nurses at the Elementary Buildings having the opportunity to contacting Grace Health staff regarding anything that arises throughout year. Grace Health would be interested in helping with BCPS professional development.
- The Hall of Fame fundraiser will be in October. Mrs. Ferguson is not handing out tickets. The event will be at Barista Blue Cafe on October 27 from 4:30-7:30pm. The cost is \$15 per meal with all meals being takeout orders, no dining inside. Tickets can be purchased at the door that night.
- She complimented the Virtual Elementary Open Houses she attended (Valley View, LaMora Park and Northwestern Middle School) and saw many great things happening with staff.
- The BCPS Virtual Academy Facebook page comments are interesting to read and she thinks it is wise we are pursuing a Technical Assistant position. She wondered if Nate Hunt could inquire if parents/families are having technical issues. She asked if the Help Desk is available for our families. Mitch Fowler advised he will put the email address and hours of operation for the Help Desk on Facebook.

Trustee Art McClenney again congratulated the BCPS staff for the support shown during this unprecedented time of educating students. He has also followed the BCPS Virtual Academy Facebook page and saw the comments and it seems that parents really don't understand the virtual part, which is why their student doesn't have a teacher every day. He thinks the staff is doing a good job overall and he has heard a lot of good comments considering the time we are in.

President Karen Evans ended by thanking the administrators, bus drivers, Food Service, teachers, support staff and everybody that works to help educate our kids and is going above and beyond. She thinks it is amazing that we are offering 3 different ways for our kids to become educated. She commented we do have hiccups and things we need to work on because it is new for all of us, but we are working diligently and hard every single day to make it successful for our kids. President Evans thanked everyone from the bottom of her heart.

Meeting adjourned – 7:07p.m.

Submitted by  
Patti Worden

Kyra Wallace  
Board Secretary