

Union City Community Schools

“Striving For Excellence in Everything We Do”

Union City, Michigan 49094 / Superintendent’s Office (517) 741-3300 – Fax (517) 741-5205

Board of Education Agenda

Monthly Committee of the Whole Meeting	High School Media Center
Monday, June 7, 2021	6:30 PM

I. **Call To Order**

a. **Pledge of Allegiance**

b. **Opening Statement**

Welcome to the Union City Community Schools Board meeting. Our meeting agenda is available for you to follow. The expectation for our board meeting is to follow this agenda closely. We operate under the Open Meetings Act and utilize Roberts Rule of Order to govern our discussion and decision making process.

There is an opportunity for public comment during our set agenda. We welcome the public to express their opinions during this time of our agenda.

If there are questions about the agenda or the board meeting process, please seek out one of the Board members for clarification.

II. **Addition or Deletion of Items to the Agenda**

III. **Public Comment**

a. **Public Comments Statement**

This is the section of the meeting in which the public may make comments or share their opinions about the agenda items. We ask you to limit your comments to no longer than 5 minutes per person to allow others the opportunity to speak.

This is an opportunity for the Board to listen to your concerns. It is not Board practice to act on the concerns voiced during this meeting to allow for the Board to do further research.

IV. **Discussion Items**

a. **NFHS Network**

Hayley Denney, Athletic Director, will present information regarding joining the network to stream live and on demand high school sports.

b. **Budget Amendment for 2020-2021 and 2021-2022 Budget Information**

Sara Leson will be discussing the final budget amendment and next year's budget.

c. **NEOLA Policies**

First reading for miscellaneousness policies.

d. **Juul Litigation**

Board discussion needs to take place regarding joining a litigation against vaping manufacturers.

e. **Bus Purchasing Options**

Board discussion needs to take place regarding bus purchasing options.

f. **Board Communication**

Board discussion needs to take place regarding board communication with the public.

V. **Action Items**

a. **Assistant Maintenance Supervisor Hiring**

Board action is required to approve the hiring of Andrew Hemker as the Assistant Maintenance Supervisor pending passing background check and former employer check.

b. **Alternative Education Program**

Board action is required to approve the High School Alternative Education program beginning in 2021-22.

c. **Security Camera and Door Access Bid Acceptance**

Board action is required to accept the bids for the security cameras and door access security upgrades.

d. **Closed Session**

Board action is required to adjourn to closed session to discuss the superintendent's goals as part of her evaluation per Section 8(a) of the Open Meetings Act.

e. **Superintendent Goals**

Board action is required to approve the amount of Superintendent Steel's merit pay based on goal completion.

VI. **Public Comments**

a. **Public Comments Statement**

This is the section of the meeting in which the public may make comments or share their opinions about Union City Community Schools. We ask you to limit your comments to no longer than 5 minutes per person to allow others the opportunity to speak.

This is an opportunity for the Board to listen to your concerns. It is not Board practice to act on the concerns voiced during this meeting to allow for the Board to do further research.

VII. **Board Roundtable**

VIII. **Adjournment**

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda items three (III) and six (VI). Upon request to the Superintendent, the District shall make reasonable accommodations for a disabled person to be able to participate in this meeting.

**FOOD SERVICE FUND BUDGET COMPARISON
UNION CITY COMMUNITY SCHOOLS
FOR THE PERIOD ENDING JUNE 30, 2022
BUDGET PROPOSAL**

	BUDGET AMEND APRIL 2021	PROPOSED BUDGET JUNE 2021	DIFFERENCE B/W ORIGINAL & APRIL
REVENUE			
Local Sources	\$ 10,538	\$ 10,538	\$ -
State Sources	15,034	15,034	-
Federal Sources	469,000	469,000	-
TOTAL REVENUE	\$ 494,572	\$ 494,572	\$ -
EXPENDITURES			
Salaries	122,969	122,969	-
Employee Benefits	72,181	72,181	-
Purchased Services	28,423	28,423	-
Supplies & Materials	263,107	263,107	-
Capital Outlay	40,500	3,500	(37,000)
Other Expense	3,338	3,338	-
Transfer Out	32,882	32,882	-
TOTAL EXPENDITURES	\$ 563,400	\$ 526,400	\$ (37,000)
EXCESS REVENUE (EXPENDITURES)	\$ (68,828)	\$ (31,828)	
BEGINNING FUND BALANCE	\$ 194,237	\$ 125,409	
ENDING FUND BALANCE	\$ 125,409	\$ 93,581	

**GENERAL FUND BUDGET COMPARISON
UNION CITY COMMUNITY SCHOOLS
FOR THE PERIOD ENDING JUNE 30, 2022**

	BUDGET AMEND APRIL 2020-2021	PROPOSED BUDGET 2021-2022 2 new busses	
REVENUE			
Local Sources	\$ 1,000,674	\$ 1,137,133	136,459
State Sources	\$ 8,783,399	8,800,276	16,877
Federal Sources	\$ 915,065	441,802	(473,264)
Other Financing Sources	\$ 646,757	565,000	(81,757)
Transfers In-HL	32,882	32,000	(882)
TOTAL REVENUE	\$ 11,378,777	\$ 10,976,211	
EXPENDITURES			
INSTRUCTION			
Basic Program	5,098,961	5,160,235	61,274
Added Needs	1,557,414	1,610,926	53,512
Total Instruction	6,656,375	6,771,161	
	-		
SUPPORT SERVICE EXPENSE			
	-		
Pupil	599,394	569,020	(30,374)
Improvement Instructional Staff	144,347	152,797	8,450
General Administration	403,982	357,688	(46,294)
School Administration	677,041	650,104	(26,937)
Fiscal Services	324,936	309,432	(15,504)
Operation & Maintenance	1,070,457	940,805	(129,652)
Transportation	519,477	559,353	39,876
Central Support	502,922	313,379	(189,543)
Athletics	359,264	382,557	23,293
Community Services	3,706	3,706	-
Payments to Other Govt Units			
Site Improvement Services			
Prior Period Adjustments			
Debt Service	35,832	65,000	29,168
Transfer to HL-Food Distribution			
Total Support Services	4,641,358	4,303,839	
TOTAL EXPENDITURES	11,297,733	11,075,000	
EXCESS REVENUE (EXPENDITURES)	81,044	(98,790)	
Non-spendable (inventory)	10,410	10,410	
Committed (Track)			
Assigned (Capital Expenditures)	75,000	75,000	
Unassigned (Undesignated)	853,018	853,018	
BEGINNING FUND BALANCE	\$1,265,730	\$1,346,774	
ENDING FUND BALANCE	1,346,774	1,247,984	
FUND BALANCE PERCENTAGE	12%	11%	
FUND BALANCE PERCENTAGE EXCLUDING 147c	13%	12%	



Book	Policy Manual
Section	Special Update - October 2019
Title	Special Update - October 2019 Revised SEX EDUCATION
Code	po2418
Status	
Legal	M.C.L. 380.1507, 380.1169, 388.1766
Adopted	February 19, 2018
Last Reviewed	June 21, 2021

2418 - **SEX EDUCATION**

In accordance with Michigan statute, the Board of Education authorizes instruction in sex education. Such instruction may include family planning, human sexuality, and the emotional, physical, psychological, hygienic, economic, and social aspects of family life. Instruction may also include the subjects of reproductive health and the recognition, prevention, and treatment of sexually transmitted disease.

The instruction described in this policy shall stress that abstinence from sex is a responsible and effective method of preventing unplanned or out-of-wedlock pregnancy and sexually transmitted disease and is a positive lifestyle for unmarried young people.

Such instruction shall be elective and not a requirement for graduation.

A student shall not be enrolled in a class in which the subjects of family planning or reproductive health are discussed unless the student's parent or guardian is notified in advance of the course and the content of the course, is given a prior opportunity to review the materials to be used in the course and is notified in advance of his or her right to have the student excused from the class. The Michigan Board of Education shall determine the form and content of the notice required in this policy.

Upon the written request of a student or the student's parent or legal guardian, the student shall be excused, without penalty or loss of academic credit, from attending a class described in this policy. If a parent or guardian submits a continuing written notice, the student will not be enrolled in a class described in this policy unless the parent or guardian submits a written authorization for that enrollment.

The District shall provide the instruction by teachers qualified to teach health education. The Board shall establish a sex education advisory board and shall determine terms of service for the sex education advisory board, the number of members to serve on the advisory board, and a membership selection process that reasonably reflects the District's population. The Board shall appoint two (2) co-chairs for the advisory board, at least one (1) of whom is a parent of a child attending a District school. At least (one-half) 1/2 of

the members of the sex education advisory board shall be parents who have a child attending a District school, and a majority of these parent members shall be individuals who are not employed by a District. The sex education advisory board shall include students of the District, educators, local clergy, and community health professionals. Written or electronic notice of a sex education advisory board meeting shall be sent to each member at least two (2) weeks before the date of the meeting.

The sex education advisory board shall:

- A. Establish program goals and objectives for student knowledge and skills that are likely to reduce the rates of sex, pregnancy, and sexually transmitted diseases. Additional program goals and objectives may be established by the sex education advisory board that are not contrary to Michigan law.
- B. Review the materials and methods of instruction used and make recommendations to the Board for implementation. The advisory board shall take into consideration the District's needs, demographics, and trends, including, but not limited to, teenage pregnancy rates, sexually transmitted disease rates, and incidents of student sexual violence and harassment.
- C. At least once every two (2) years, evaluate, measure, and report the attainment of program goals and objectives established by the advisory board. The Board shall make the resulting report available to parents in the District.

Before adopting any revisions in the materials or methods used in instruction under this policy, including, but not limited to, revisions to provide for the teaching of abstinence from sex as a method of preventing unplanned or out-of-wedlock pregnancy and sexually transmitted disease, the Board shall hold at least two (2) public hearings on the proposed revisions. The hearings shall be held at least one (1) week apart and public notice of the hearings shall be given in the manner required for Board meetings. A public hearing held pursuant to this section may be held in conjunction with a public hearing held pursuant to M.C.L. 380.1169.

Each person who provides instruction to K to 12 students in accordance with this policy shall receive training based on District approved standards and in accordance with training requirements of the Michigan Department of Education (MDE) and the Michigan Department of Health and Human Services (MDHHS).

No person shall dispense or otherwise distribute in a District school or on District school property a family planning drug or device. Additionally, any school official, member of the Board, or employee of the Board who is not the parent or legal guardian of the student involved is prohibited from referring a student for an abortion or assisting a student in obtaining an abortion. ~~Additionally, any officer, agent, or employee of the Board is prohibited from referring a student for an abortion or assisting a student in obtaining an abortion.~~

For purposes of this policy, "family planning" means the use of a range of methods of fertility regulation to help individuals or couples avoid unplanned pregnancies; bring about wanted births; regulate the intervals between pregnancies; and plan the time at which births occur in relation to the age of parents. It may include the study of fetology. It may include marital and genetic information. Clinical abortion shall not be considered a method of family planning, nor shall abortion be taught as a method of reproductive health.

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Book	Policy Manual
Section	Special Update - October 2019
Title	Special Update - October 2019 Revised REPRODUCTIVE HEALTH AND FAMILY PLANNING
Code	po2414
Status	
Legal	M.C.L. 380.1169, 380.1507, 388.1766 A.C. Rule 388.273 et seq.
Adopted	December 15, 1997
Last Revised	June 17, 2019

2414 - **REPRODUCTIVE HEALTH AND FAMILY PLANNING**

The Board of Education directs that instruction be provided on the principal modes by which dangerous communicable diseases, including HIV and AIDS, are spread and the best methods for the restriction and prevention of these diseases. The instruction shall stress that abstinence from sex is the only protection that is 100% effective against unplanned pregnancy and sexually transmitted diseases, including HIV and AIDS, and that abstinence is a positive lifestyle for unmarried young people.

No person shall dispense or otherwise distribute in a District school or on District school property a family planning drug or device. Additionally, any school official, member of the Board, or employee of the Board who is not the parent or the legal guardian of the student involved is prohibited from referring a student for an abortion. ~~Additionally, any officer, agent, or employee of the Board is prohibited from referring a student for an abortion or assisting a student in obtaining an abortion.~~

Each person who teaches K to 12 students about human immunodeficiency virus infection and acquired immunodeficiency syndrome shall have training in human immunodeficiency virus infection and acquired immunodeficiency syndrome education for young people. Licensed health care professionals who have received training on human immunodeficiency virus infection and acquired immunodeficiency syndrome are exempt from this requirement.

The District shall notify the parents, in advance of the instruction and about the content of the instruction, give the parents an opportunity, prior to instruction, to review the materials to be used (other than tests), as well as the opportunity to observe the instruction, and advise the parents of their right to have their child excused from the instruction.

Before any revisions to the curriculum on the subjects taught pursuant to M.C.L. 380.1169 are implemented, the Board shall hold at least two (2) public hearings on the proposed revisions. The hearings shall be held at least one (1) week apart and public notice of the hearings shall be given in the manner required for board meetings. A public

hearing held pursuant to this section may be held in conjunction with a public hearing held pursuant to M.C.L. 380.1507.

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Book	Policy Manual
Section	Special Update - October 2019
Title	Special Update - October 2019 Revised PROHIBITION OF REFERRAL OR ASSISTANCE
Code	po2410
Status	
Legal	M.C.L. 388.1766
Adopted	February 19, 2018
Last Revised	June 21, 2021

2410 - PROHIBITION OF REFERRAL OR ASSISTANCE

~~In accordance with Michigan statute, any officer, agent, or employee of the Board of Education is prohibited from referring a student for an abortion or assisting a student in obtaining an abortion.~~

~~Whenever it becomes necessary to discipline a member of the staff for violation of this policy, the Superintendent shall utilize related procedures described in the Staff Discipline Policy 1439, Policy 3139, and Policy 4139 or the current negotiated agreement, if applicable.~~

~~Using due process procedures, the Superintendent shall conduct an investigation, as appropriate to the situation, including providing the employee with reasonable notice and the opportunity to respond.~~

~~If it is determined that any officer, agent, or employee of the Board has violated this policy, the Board shall apply a financial penalty against such individual that is equivalent to not less than three percent (3%) of that individual's annual compensation.~~

~~The District shall refund to the State School Aid fund an amount of money equal to the amount of the penalty or fine.~~

In accordance with Michigan statute, any school official, member of the Board of Education, or employee of the Board who is not the parent or the legal guardian of the student involved is prohibited from referring a student for an abortion or assisting a student in obtaining an abortion. Any school official, member of the Board, or employee of the Board who violates this policy is subject to disciplinary action.

Any alleged violation of this policy shall be reported to the Superintendent, who shall follow the procedures set out in Policy 1439, Policy 3139, Policy 4139 or the current negotiated bargaining agreement, whichever is applicable, to investigate the allegation. If the allegation relates to a school official, member of the Board, or employee of the Board to whom Policy 1439, Policy 3139, Policy 4139 or a current negotiated bargaining agreement does not apply, the Superintendent shall conduct an investigation, as

appropriate to the situation, including providing the person with reasonable notice and the opportunity to respond. All disciplinary measures available under Board Policy 1439, Policy 3139 or Policy 4139 may be utilized, as appropriate, if the Superintendent determines that a violation of this policy occurred.

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Bus Purchasing Options

Option 1	Option 2	Option 3
2-2022 Busses	2-2018 Busses	2-New leases busses
\$89,937 EA	\$65,000 EA	\$15,800 EA (3 year lease)
Includes 2 Year warranty	(previously leased with 31,000 miles) Includes 5 year warranty	3 year warranty
Total Price	Total Price	Total Price
179,874	130,000	31,600.00
Beginning Fund Balance	Beginning Fund Balance	Beginning Fund Balance
1,346,774	1,346,774	1,346,774.00
Ending Fund Balance	Ending Fund Balance	Ending Fund Balance
1,247,984	1,262,984	1,256,384
Fund Balance Percent	Fund Balance Percent	Fund Balance Percent
11%	11%	11%
Recommendation-Option 1		

Mrs. Case would like to start an alternative program for students that are at risk of not graduating. This would be a separate school code, have different graduation, require only the Michigan Merit Curriculum to graduate, have a work-based learning model, and the enrolled students would not participate in traditional high school experiences (prom, homecoming, dances, sports, etc).

We would start with 15 students, one teacher, and one paraprofessional. We would use Covid Funds for this pilot year but future years would be funded by enrolling students that would not traditionally be enrolled (we are the only school in our immediate area that would have this program).

Eventually, the program will outgrow the high school facility and need to be moved and those expenses are not included.

Teacher: 60,000 - 90,000

Para: 18,000

Curriculum: 4,000 per student max

After year one you will need to have approximately 18 students to break even.

Mrs. Case will present a comprehensive program outline but needs approval to invest time and hire staff.

Alternative Education

Proposed Plan for UCHS

The Purpose

There is a population of students at Union City High School who are unlikely to reach graduation. Many are far behind on academic credit and struggle to keep up with the course load required in a traditional school setting. Despite interventions and supports, they are not on track to graduate from high school, meaning it will be challenging for them to find employment in the future.

The Plan

At UCHS we aim to prepare all students for life after high school, no matter what path they choose. We would like to provide an alternative classroom setting to meet the needs of our students who are at risk of dropping out. This alternative setting would allow flexible seat time and focus on helping students earn the academic credits needed to receive a diploma while developing employability skills and preparing students for their post-secondary employment goals.

Student Selection & Eligibility

Students will need to apply to the program. Applications will be accepted prior to each academic semester.

Admission to the program will be based on seat availability and student need.

Only Juniors and Seniors are eligible to apply.

Students must be significantly behind on academic credits and at risk of dropping out or aging out of high school.

Students must be willing participants and can not be forced into the alternative program by the school or parents/guardians.

Alternative Education Students

Will

Work with a UCCS staff member

Earn all of their Michigan Merit Credits before completing the program

Develop employability skills

Create a resume

Graduate is a ceremony and earn a high school diploma

Will Not

Participate in athletics through UCHS

Interact with traditional students during the regular school day

Be eligible to graduate before their original graduation date

Participate in the traditional UCHS graduation ceremony

Our Students

We currently have several students who are at least one full grade level behind in academic credits.

Class of 2022: 15 students with less than 12 credits

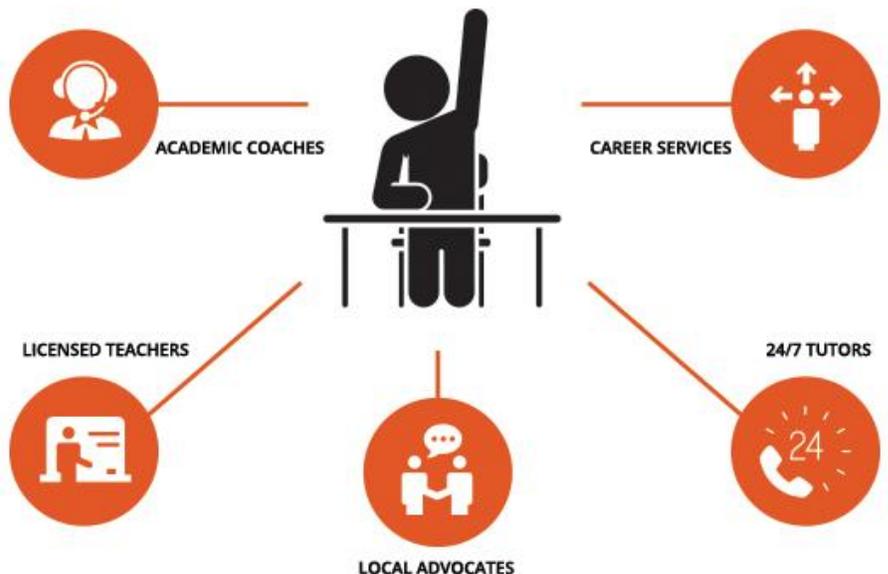
Class of 2023: 5 students with less than 6 credits

This program could potentially draw in students from other districts as well. For the first year, we would like to keep enrollment under 30 students.

Credits Earned through Graduation Alliance

The UCHS teacher will work with students to develop a plan and map out classes in order for students to graduate on time.

BUILDING A NETWORK OF SUPPORT



Additional Training & Preparation

Students' Educational Development Plans will be used to develop individualized graduation plans. Students will participate in lessons in Xello to research careers. The UCHS staff member will work with the student to set and track goals based on their desired employment plan for after graduation. This may include work based learning opportunities, field trips to potential job sites, and creating networking opportunities for students. Time with the UCHS staff will be used to develop employability skills and prepare students for their post-secondary plans.

Cost

Credit recovery cost per student is approximately \$774 per year.

This does not include the salary of the teacher for the program.

We may be able to find ways to use ESSER Funds to support this program in the first year. Enrolling students from neighboring districts will help offset this cost.

June 5, 2021

To: Ronna Steel
From: Chris Katz

Re: Security Bid Analysis and Recommendations

Introduction:

The RFP for District Wide Security Technology Upgrades was posted on Friday May 21st, 2021 with a deadline for submission of proposals of 12:00pm EST on Friday, June 4th 2021. A mandatory walkthrough was held at 12:00pm EST on Friday, May 28th 2021. Three companies attended that walkthrough including Moss, TechSolutions, and Johnson Controls. Moss and TechSolutions submitted proposals prior to the deadline on June 4th. The proposals were opened at 12:30pm on Friday, June 4th.

The following is my analysis of the proposals and grades on each proposal, along with my recommendation.

Submission Requirements - 5 points

Both proposals met the requirements specified in the RFP and were submitted on time. TechSolutions - 5 pts. Moss - 5 pts.

Experience and/or References - 10 points

I have not had time to contact references since receiving the proposals yesterday, but both companies list substantial references. Moss has completed several projects for us in the past including cabling projects and installation of our new telephone system. They have always done timely quality work and I have been able to work well with them. I do not have any experience with TechSolutions. Their proposal indicates that they have been in business for just over 5 years. I know Moss has been in business for a much longer period of time. Moss - 10 pts. TechSolutions - 7 pts.

Timeline for Completion of Work - 10 points

Moss indicates they will not be able to complete the work until after the beginning of the next school year due to a long lead time on parts. This is consistent with what I have heard from many companies regarding technology implementations due to the chip shortages. On the other hand, TechSolutions indicates their installation would be completed by the August 20th deadline specified in the RFP. It is entirely possible that delays in parts would require an extension on their part as well. TechSolutions - 10 pts. Moss - 5 pts.

Meets/Exceeds Minimum Specifications - 25 points

Both proposals meet the specifications listed in the RFP and when completed should meet our requirements. TechSolutions receives a few bonus points for substituting a few camera improvements in a couple of locations. TechSolutions - 28 pts. Moss - 25 pts.

Price - 50 points

The Moss proposal offers a savings of \$37,626 over the TechSolutions proposal (not including alternates.) The TechSolutions proposal does include a couple of camera substitutions that would be considered upgrades, but they are not necessary upgrades. A comparison of several parts that are common to both proposals, including cameras and servers shows that the Moss prices are consistently lower than the TechSolutions prices. Moss - 50 pts. TechSolutions - 38 pts.

Overall Score

	Moss	TechSolutions	Points Possible
Submission Requirements	5	5	5
Experience and/or References	10	7	10
Timeline for Completion of Work	5	10	10
Meets/Exceeds Minimum Specifications	25	28	25
Price	50	38	50
Total Score	95	88	100

Recommendation

Moss indicates that they cannot complete the project until sometime after school begins next fall due to delay in receiving parts and equipment necessary. They would work during 2nd shift to avoid interfering with school activities. This is consistent with other information I have heard due to chip shortages through the tech industry. So, it is possible that either company might face this problem. Moss is a company that has done work for us in the past, including our new phone system. They have always been a reliable, responsible partner and I am very confident in the quality of their work. They also offer a lower price bid than TechSolutions. Therefore, it is my recommendation that we accept the bid from Moss of \$203,424.53. I further recommend that we include the following alternates that they have offered:

Required Alternate #2: Three years warranty and support	\$10,200.00
Voluntary Alternate #1: Vape Sensors in Bathrooms	\$13,260.32
Voluntary Alternate #2: Replace Existing Intercoms	\$4,792.17
Voluntary Alternate #3: Workstation to Administrative System	\$2,307.47
Voluntary Alternate #4: Add Cloud-Link in Each Building	\$2,605.50
Voluntary Alternate #5: Add Building Lockdown Buttons	\$1,083.72

Total cost including all alternates is \$237,673.71

Recommended Motion: Approve the bid of \$203,424.53 from Moss along with Required Alternate #2 and Voluntary Alternates #1-5 for a total of \$237,673.71.

Superintendent Performance Goals/Review

Steel

2020-2021

1. Each year for the next five years, the Superintendent will develop a facilities management plan that includes the current status of buildings and projected needs to improve the facilities in the future. The superintendent will recommend a fiscal plan to meet these needs.
 - a. We have conducted a facilities management walk-through and collected items that need to be addressed over the next five years and have submitted those for board level consideration.
 - b. We are waiting for a more detailed long-range plan from the Triangle group that looks at items not currently in need of repair. This includes roofs and any other items that will need included in our 20-year plan moving forward.
 - c. Our bus supervisor has completed a long-range bus plan that will be submitted at the May board meeting under discussion items.
 - d. The Principals have been working on a traffic flow plan that will be in place for the 2021-2022 school year.
 - e. Our 2021-2022 budget will include items that need addressed. We also have plans and funding in place to rekey all three buildings and the field house.
 - f. We used grant funding this year to replace the phone/PA systems and will hopefully use the same funds to put cameras in all buildings and the buses.
 - g. I feel I have made amazing progress in this area considering we did not have any plans or data in place for building and site.
2. Superintendent actively seeks staff input and creates methods for staff to be actively involved in decision making as well as developing and supporting district wide goals.
 - a. All staff were invited to participate in our Return to Learn plan last summer. Those that volunteered worked on a specific section of the plan that was then used to create the master plan submitted to the state.
 - b. Survey data has been collected on our behavior and PBIS initiatives. Mr. Owens, is meeting with teams to gather data on how we can support this work in the upcoming school year.
 - c. I met with the new teachers to gather input on how we can onboard new staff and better support their work.
 - d. I have sent multiple informational items to the staff to keep them up to date and have invited them to participate on curriculum committees

- e. I have attempted to send updates with interesting items to the staff on a bi-weekly basis but have not sent one in the past month due to other issues taking precedents.
- f. I completed listening meetings to gather feedback on our plans for both our current and future work and used this information to redirect professional development dollars and support.
- g. I directed Mr. Owens to provide lunch and learn meetings to gather input on areas of needs and to provide a safe space for venting. Mr. Owens made course corrections and gave advice based on overall items expressed by staff at these meetings.
- h. All three buildings have reestablished their leadership teams and we plan to use their feedback for the 2021-2022 school year.
- i. I requested the board complete a strategic plan to gather stakeholder input so we could address the needs identified by community, parents, students and staff. My hope is that this work will be able to happen in the future.

3. The Superintendent will ensure we have curriculum in place, aligned across grade levels and in compliance with state standards.

- a. We have a five-year curriculum plan in place to ensure a review is done each year.
 - i. 2019-2020. ELA Elementary as they worked on the High Impact Leadership Grant. They adopted the bookworm's curriculum and have implemented it with fidelity. We also secured funding for literacy coaches K-4. We transitioned from using accelerated reader K-8 and the High school has aligned their curriculum and tests.
 - ii. 2020-2021 Math Review. We requested a district wide team to review several math curriculum that is aligned to our benchmarks. This team will review and recommend new resources and create both vertical and horizontal alignment for K-12 in the area of math. We have all three buildings represented on the team and Mrs. Thomas will spearhead this work. Ms. Leson has earmarked funds to support new resources.
 - iii. 2021-2022 Social Studies: I have submitted for review to the principals an exciting new resource. The social studies teachers will review this resource next year and make suggestions on revisions based on the new social studies standards adopted this year.

iv. 2022-2023 Science Review: The Middle School adopted a new Science resource for this year in 6th- 8th grade. We will review the use of the math and science center kits and also look at HS alignment.

v. 2023-2024 Unified Arts: We will need to review Art, PE, and Music standards K-12 as well as several High School Electives.

b. In addition to the five year plan in academic curriculum we have also done an extensive review and implementation of our Positive Behavior Interventions and Supports and Response To Intervention processes. We have adopted new behavior rubrics at each building and on buses. We also secured funding for a Social Emotional program that was implemented this year at the elementary.

District Goals

(1) Target to increase/maintain the fund balance for 2020-2021 with a minimum fund balance of 10%

- The fund balance for this school year is projected to be at a 12%-13%
- This does not include the additional Covid dollars expected

(2) Student Achievement:

(a) Every student that graduates has a college/career readiness plan. Survey graduates post one year for comparison with plan.

- All of our current graduates have a career/college readiness plan in place and attempts are made to follow up but we do not have a formal process in place to disaggregate the data.

(b) Meet or exceed current graduation rate (18-19 rate is 90%/ 1% above cohort schools and 9% above the state average)

- Our graduation rate is 86% for a 4 yr rate and 93% for the 5 yr rate/ Our rate is 4% above the state average.

- We have a plan in place for an Alternative Ed program to address this issue for the future. Extensive work has been done to develop a program that meets the needs of students and attempt to reduce the dropout rate (Currently 6%/ 2% below state average)
- We currently have 22% of our students as eligible for special education/ any students that are on the alternative diploma track do not count as a graduate. I have secured funds from the CISD to pay for a half time special education administrator to look at how we can support our students with special education needs and reduce their dropout and increase meaningful support.

(c) All students K-8 will show growth in ELA and Math as measured by NWEA.

- Student growth is difficult to measure this year due to a constant interruption in the learning process. Data is below and is based from winter of 2020 to Winter of 2021

Math K-8	78% Growth
ELA K-8	79% Growth

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(3) Improve the social and emotional health and well-being of the entire school community. As evidenced by improved culture and a reduction in discipline referrals. Data to be used to measure this indicator includes: SWIS referral data (major and minor), MiPHY Data, and other qualitative data as needed.

- We have implemented a comprehensive social emotional support program. All three buildings have transitioned their discipline rubric to be a more restorative process.
- SWISS has been implemented district wide to track our data and we have significant reductions in suspensions.
- Our professional development for the last 18 months has focused on building relationships and learning how to implement restorative practices including calming corners in all elementary classrooms. This has

been a challenge since some teachers struggle with building relationships as a foundation for discipline and would prefer the older method of discipline (removing the student and the principal handing out punishments)

- We have implemented Courageous Conversations. This is where you build norms and hold each other accountable. Very similar to the work we did with the Coalition of Essential Schools. This is also difficult because we have not called people on their communications behind the scenes. The only way to get better is to have direct communication with each other and not to other people.
- Across the district we have had a significant reduction in school suspensions. In the 2018-2019 school year we have an average of 2.63 suspensions per day. This year we have averaged .73 suspensions per day. This is a 73% reduction.