

MINUTES OF JUNE 18, 2018 BOARD OF EDUCATION
STRATEGIC PLANNING WORKSHOP

The Strategic Planning workshop of the Riverview Board of Education was called to order at 5:30 p.m. by President Tim Bohr at The Sportsman's Den, 15001 Sibley Road, Riverview, MI 48193.

The following members were present at roll call: President Bohr, Vice-President O'Brien, Secretary Wright, Treasurer Laura-Frazier, Trustee Davis and Trustee Irving
Treasurer Laura-Frazier and Trustee Irving were excused

Also Present: Russell E. Pickell, Superintendent
Cathy Rios, District Secretary
Jake Rencsok, District Systems' Administrator
Lonnie Draper, Director of Business & Finance
Sue Jeffries, District Technology Coordinator
Bonnie Lopez, Seitz Counselor
Gianina Meli, Seitz Assistant Principal
Bernadette Seim-Barnes, Elementary Counselor
Tim Barlage, Huntington Principal
Angelyn Maxon, Memorial Principal
Nicole Munoz, Seitz Principal
Brenda Said-Wright, Elementary Literary Coach
Howard Berlin, Director of Special Services
Joy Salow, RCHS Counselor
Nanette Gribble, Seitz Counselor
Jason Gribble, Forest Principal
Nancy Holloway, Director of Curriculum and Grants
Andrew Zulewski, RCHS Assistant Principal
JJ Hatzl, RCHS Principal
Olga Tsipras, RCHS Counselor
Rod Flint, RCHS Counselor
Shelby Ruhlig, RCHS Teacher
Jennifer Barczyk, RCHS Teacher
Danielle Zachary, RCHS Teacher

Superintendent Pickell passed out the 2017-2022 Long-Range Strategic Plan and explained that all goals had come from the AdvancEd Report and with this being the end of the first of a 5-year plan we would be going over this to see what changes needed to be made before posting this on the district website. Tonight's discussion will include what has been happening and what still needs to be done.

STUDENT SUPPORT SERVICES: This ties into mental health awareness and school safety. The goal is to make sure each student has a long-term mentor in each building they are in for the duration that they are in that building. They never felt need for this at the elementary level but we will be implementing this now. Dr. Pickell indicated that in order to provide for and

coordinate the needs of students an elementary counselor was added and they implemented Espark. We also Implemented the virtual academy since we lost the services of Downriver High School. We needed a plan for those students who wanted or needed an online curriculum.

Brenda Said-Wright spoke about Espark, indicating that it takes NWEA scores and differentiates learning for each student. It takes lowest scores and targets that area. This is done automatically and teachers see what each student is doing. (i.e. one 3rd grade class went from k to 5th grade in one class). Teachers saw good growth. This program is game based and students use different apps. At the end of each quest they have to teach back the lesson and then do a post test. Students must get 80% or higher or they must try again. Vice President O'Brien asked how this ties into the target goal. Mr. Gribble answered Admins have access to the dashboard as well and they can see when students are struggling and they will bring this up to the teacher to make sure it is being addressed.

Starting next year there will be Espark classrooms for special ed students so their caseload teachers can see their progress. Teams came out first week of June and will be showcasing it again in October. Espark sent their head engineer out to us and gathered feedback of what we needed. For example, when students did their video when teaching back, you would sometimes just see their ear because they did not know where to look, now next year there will be a silhouette where their head should be. We will also be changing from just multiple-choice questions to 60 different kinds of questions. Mr. Gribble said that the nice thing is they do all these alterations for us. If an app has no growth they will pull it and adjust and update accordingly. If student have less than 80% approval rate for an app they get rid of it.

Bernadette Seim-Barnes spoke next as the new Elementary Counselor. She indicated that the position was put back into place this year after being gone for 6 years. She has established elementary counseling in all 3 buildings and she has an office at each building to see students. She has forms to track info on students she sees. She formed three new groups to help students that needed it. At Memorial, we had 30 new students – she met with them for 6 weeks to help them get to know other students and get to know the building. Another group was based on family changes in grades 3-5 for students who have a lot going on in their family such as divorce, an incarcerated parent or a parent who lives out of state, etc. She met with them a minimum of 12 times with some needing additional support.

Bernadette said she would share coping skills and substance information to the whole district. At Forest, she needed to form a coping group for students to deal with their anger resulting from home and school stressors. She also is working on increasing socialization during lunchtimes. Bernadette made a point to visit every classroom so all students knew who she was. Feedback from students regarding her interaction has been great. If she met with a student more than 3 times, she needed parent permission to continue. Mr. Barlage said that adding this new counselor has made a huge difference and Mr. Gribble indicated that it helps with the discipline practice model.

Dr. Pickell said we are hoping to include this information when students change buildings so the next counselor will be aware of all previous interaction with each student.

In the RVA we had 40 full-time students and we are working to increase that number for next year. The program was found to be too aggressive so we made some scheduling adjustments. We also found the need for multiple tiered programs. We have replaced Pearson Connect already and are bringing in a lower program as well. A lot of students were blended and maybe only took one class. We are continuing to collect data on further changes we need to make with this program

Dr. Pickell indicated that we need to get the mentoring program up and running for the students. There needs to be ongoing mentor connections with teachers (this is a 5 yr plan and we will continue to tweak it). Each child needs one adult in their building to routinely meet with them and be their mentor even if they don't have that student in class. For example, a high school student is there 4 years and their mentor only taught one of their classes but that is ok. With this program, if a teacher notices something unusual with a student they can go to their mentor to see if something is going on.

Vice President O'Brien thinks the ratio of staff to students isn't big enough to do this, wants to take time and make sure it's not going to be an unreasonable burden on the teachers. The Superintendent relayed that this is actually an expectation of MDE and Espark it is not just a quirky idea that we decided to try; we do, however, need to make sure everyone feels confident with it. We will spend some time on developing this and see what works best. Vice President O'Brien thinks we may need to take something off the teachers' plate in order to put this on. President Bohr suggested checking other districts. Mrs. Munoz said maybe a teacher team could investigate what other districts are doing. Trustee Irving said sometimes kids that need attention are more introverted and there are some screener programs out there to help identify those kids. Mrs. Holloway indicated that the external review committee said that we have to put this in place and the Superintendent said to make this the primary initiative then go from there.

Mr. Flint talked about the Naviance system for the middle school and high school. This is a college and career readiness program that we implemented a year and half ago at the high school then just put in at the middle school. There are many different assessments that run 25 min each. Multitudes of career ideas come up and each student gets to do this 4 times per year and store the results. As they get closer to senior year they can delete what they aren't interested in anymore. They can then search colleges that match their interests. Next year's junior class will be the first class to complete the full implementation.

EMC program is just like CTE they will be at WCCC for 3 classes with the remaining at the high school. Currently we have 68 signed up and parents and students are excited. Trustee Irving asked if we have any follow-up on our students once they get to college. Dr. Pickell indicated that the state does some follow-up but it depends on how good the data is when they leave. Now in the District, we only can rely on what students come back to tell us.

Dr. Pickell indicated that we will be reviewing codes of conduct to make sure they are in alignment with restorative justice practices. Also, we are looking to do train the trainers. In addition to the other standards discussed, we also implemented college career readiness

standards this year.

Mrs. Lopez presented on the Marcia Brenner discipline plug-in. This allows teachers to put in log entries instead of disrupting class for an incident. Teachers could then see what action was taken by administration. It also totals all incidents and types for each student. This plug-in even shows parent contact even if no punishment was given. At Seitz, all teachers were using this method this year. Mrs. Maxon said it was communicated to staff in Oct. and other buildings. began using it too. She also relayed that secretaries can track truancy letters with this as well. Vice President O'Brien wanted to know if 2 methods were being used at the same time. Dr. Pickell said that this was the only method being used and as all behavior is required for the state, it took a while to find the best way to do this. Mr. Zulewski said that the high school did not use this method this year but will use it next year.

Mr. Berlin spoke on Special Education saying that EdPlan really included all of the necessary components including development, notification, documentation, then evaluation. All teachers will have access to this and it is a more seamless way to communicate the data. Heather Martinez looked at several options and EdPlan was the best. Brenda Said-Wright said that with EdPlan you can also track students' progress and identify problems. RTI will also be linked to this. EdPlan will work with us on what data to pull and what forms we want created for teachers to fill in. Trustee Irving was concerned that this will be too many new things for our teachers to learn. Brenda Said-Wright said that it will be our own forms on there. She said that this will actually make a teacher's life easier not more difficult. Sue Jeffries added that Heather Martinez did do a lot of research before the decision was made to go with EdPlan. The bottom line is that EdPlan will centralize this information and make it more seamless. All will be in one spot and will be shared with those who need it.

Data Analysis is another target goal. We need data to collect. This year we sent many teachers to PLC training. This will be a 3-4-year process. Meetings are monthly and an ELA committee has been formed. We are looking to do math and science for next year.

Mrs. Maxon said that the committee met before break and then after broke into sub groups by grade level and it was decided what standard needed to be a priority. ELA had 5 different strands and each strand had assessments. NWEA was also included but adjusted for grade level. HS was more difficult NWEA, SAT, PSAT and writing pieces. Groups are complete however they will continue to be evaluated and if there need to be any changes and if so they will be done as a group. Teaching styles will be different but there will be a common assessment piece and have the ability to track progression.

They have already started working on the Math to follow the same protocol to identify the priority standards and assessments. This should be wrapped up soon and then they can begin working on the other subjects.

Dr. Pickell indicated that we are looking for a data coach and an instructional technology coach for next year to expand on this. We can then target the individuals who need help in these areas. Another program added was summer enrichment which began last year. Danielle Zachary explained that summer school used to be a retention program. Last year we piloted K-8

enrichment classes over the summer instead. Teachers could decide what they wanted to teach. We had 250 students signed up that first summer and we had a lot of positive feedback. This is round 2 and we included the high school level as well for the 4-week program. There are Monday/Wednesday classes and Tuesday/Thursday classes. We are at 250 right now and still have a lot of openings. We went paperless sign-up this year through My Payments Plus and it is going very smoothly.

Mr. Gribble spoke about the EDCamp model this year which is a fun conference where employees learn from each other. Last year we collaborated with Woodhaven and brought food trucks in for the participants. Many of our teachers presented. We are looking at MLK day next year and to have this event at WCCCD. We brought in Dave Burgess (Teach like a Pirate) to speak to staff last year. This August we are bringing in Tom Murray. We are connecting with some of the hot topic authors and bring them in to present to our staff.

The Superintendent indicated that we do have some staff members participating in Teacher Leader's Academy and the Aspiring Principal's Academy at Wayne RESA. These are good individual programs that provide good leaders and make our staff stronger.

We are looking to make an employee and a teacher handbook. We will be doing some training coming up including ALICE that was recently board approved.

With Schoology, we can put all assessments in one place. The high school has done this very well and it is a very easy model to populate. Illuminate is a really robust program to go with our current system so all data will be combined and interpreted. IDEX will identify our areas of concern and our areas of strengths.

Schoology provided great communication for the high school and Unified Classroom did not so we are spreading Schoology to the entire district. This is very easy for parents and all they have to do is sign up for the alerts that they want to receive.

Vice President O'Brien added that we need to include a survey of the staff to make sure their needs are met and the Superintendent responded that summer is the time to do this. President Bohr said maybe see what other districts are asking their staff. Dr. Pickell said that the Board can make a subcommittee to address this matter if they want to do so.

FACILITIES AND OPERATIONS: There are 3 appendix pieces attached to tonight's packet and Gary Kennedy listed all the things he has been working on. One attachment goes through last 5 years, one is for next year and the last is the bond proposal for next year. Our long-term goal is to pass a bond and pass a sinking fund.

TECHNOLOGY: Jake Rencsok said that we are going to rely on the high school to pilot Schoology. They have a good plan for implementation and it is also attached as B-2. There will be a little modification on that and the standards will be populated in as they become available.

IMPLEMENTATION AND INFRASTRUCTURE: Mr. Rencsok has a spreadsheet showing what was implemented this year and what is scheduled for next year. We are moving to all Apple and Mac. Products for technology. Over summer will also be updating wireless access points that are 6 years old now. After this, all infrastructure will have been updated within the last 3 years. Dr. Pickell indicated that we were also looking at Chromebooks for grades 4-12 for next year because that will put a lot more devices into the classrooms. All labs and teacher stations will be Macs. We are looking for more cost-effective way to use technology.

President Bohr thanked Dr. Pickell and everyone who participated in put this workshop together.

ADJOURNMENT

Moved by Secretary Wright and supported by Trustee Davis that the June 18, 2018 Strategic Planning Workshop be adjourned.

Yeas: Bohr, Davis, Irving, Laura-Frazier, O'Brien, Wright

Nays:

MOTION CARRIED

The meeting adjourned at 7:48 p.m.

Amy Wright, Secretary
Riverview Board of Education

Accepted June 26, 2018