

KELLOGGSVILLE BOARD OF EDUCATION
Regular Meeting – February 28, 2022
Report No. 21-104

CONSENT AGENDA

MINUTES OF MEETING

Regular Meeting – February 14, 2022

ROLL CALL

Present: Mrs. Groters, Mr. Marihugh, Mrs. Reidzans, Mrs. Tanis, Ms. Townsend, and Mrs. Ward

Absent: Ms. Sellers

Also present: Samuel L. Wright, Superintendent

Eric Alcorn, Director of Human Services

Jeff Owen, Director of Instruction

MEETING CALLED TO ORDER

President Tanis called the meeting to order at 6:00 P.M.

PLEDGE OF ALLEGIANCE

The Board and Visitors recited the Pledge of Allegiance.

NEXT REGULARLY SCHEDULED MEETINGS

The next regularly scheduled board meetings will be held:

February 28, 2022 @ 6:00 p.m. Board of Education Center

March 14, 2022 @ 6:00 p.m. Board of Education Center

March 28, 2022 @ 6:00 p.m. Board of Education Center

April 25, 2022 @ 6:00 p.m. Board of Education Center

May 09, 2022 @ 6:00 p.m. Board of Education Center

COMMUNICATIONS - None

VISITORS

President Tanis welcomed visitors.

REPORT OF THE SUPERINTENDENT

Consent Agenda

It was moved by Mrs. Groters, seconded by Mrs. Ward, to approve Consent Agenda items 21-95, 21-96, and 21-97.

21-95 Approval of Regular Meeting Minutes from 01/24/22

21-96 Approval of Personnel Report

21-97 Approval of Schools of Choice Resolution

Yeas: 6

Nays: 0

MOTION CARRIED

ACTION

A. Approval: Southeast Carpet Bids

It was moved by Mr. Marihugh, seconded by Ms. Townsend, to approve the carpet bid of \$81,360.11 by Johnson Commercial Interiors for Southeast Elementary.

Yeas: 6

Nays: 0

MOTION CARRIED

B. Approval: Middle School Gym Roof Bids

It was moved by Ms. Reidzans, seconded by Mrs. Ward, to approve the gym roof bid of \$333,300 by J. Stevens Construction for KMS.

Yeas: 6 Nays: 0

MOTION CARRIED

PROPOSAL - None

INFORMATION & REPORTS

A. Preliminary 2022-23 Budget

Mr. Wright presented a preliminary budget for the 2022-23 school year. He shared that this budget is based on assumptions and will be refined as more accurate information is received over the next few months. He shared the this preliminary budget reflects a \$3.5 million deficit with conservative enrollment projections and that work has begun now with the admin team to proactively make solid decisions in staffing and expenditures by using this as a starting point for planning for 2022-23.

B. BOE Committee Goal “D”

The Board Goal “D” Committee (E. Alcorn – Chair, Ward, M .Groters, Reidzans, Alston, Stevens, and Sherman), shared an update on their goal progress:

Board Goal #2

Continue development of the diversity, equity and inclusion programs being offered across curriculum and building visuals throughout the district suing the data from the 2021 district survey.

Desired Results: Provide a district where students and adults are welcomed and supported; where their faces, voices, and experiences are reflected and valued, where the uniqueness of everyone is honored.

Human Resource #2

Provide and expand opportunities for staff development in the area of diversity, equity and inclusion.

Desired Results: Heighten all staff awareness in the areas of diversity, equity and inclusion.

Mr. Alcorn shared that this goal is a carryover from last year and with the assistance of Dr. Lovelady Mitchell, the committee met in October to review the survey data received last year and then discussed current practices. Some of the initiatives currently taking place include professional development opportunities that focus on diversity, implicit bias, and responsive classrooms, book readings with both the admin team *Everyday Anti-Racism* and 54th Street staff *Teaching for Black Lives*, and the creation of staff/student panels which will be made up of individuals with different ethnic backgrounds to include discussions and presentations on race topics. The committee has also reviewed various data points, making the following conclusions; 1) all students have equitable access to advanced classes in middle school and high school, 2) African American students scored lower across the board in grades 3-7 in reading and math, and 3) African American received more suspensions than other racial groups. With information from that data and the survey results from last year, the committee has identified six (6) topics to create, review, and make recommendations in the following areas; professional development, hiring practices, discipline, district equity statement, district publications/displays, and curriculum.

For growth to take place, he shared that the committee feels the need to be intentional about their work and to expect and encourage some discomfort when discussing racial topics. The committee will share another update on the progress of their goals on 04/25/22.

C. Human Resources Goal Committee

The Human Resources Goal Committee (E. Alcorn – Chair, Sellers, Marihugh, Alston, Palmitier, Ricketson, Pate, Sherman, and Schmier), shared an update on their goal progress:

Human Resources Goal #1

Update the evaluation system for all support staff labor groups.

Desired Results: Provide a clear and concise evaluation system.

Human Resources Goal #2

Provide and expand opportunities for staff development in the area of diversity, equity and inclusion.

Desired Results: Heighten all staff awareness in the area of diversity, equity and inclusion.

Human Resources Goal #3

Investigate platforms to promote the district's job vacancies.

Desired Results: Expand the outreach of job openings to enhance the district's probationary staff.

Human Resources Goal #4

Continue to review and monitor the employee mentor program established for all new and probationary staff.

Desired Results: 1) Create a mentor/mentee handbook that demonstrates expectations and guidelines for their partnership (i.e. frequency of meetings, etc.); 2) Create a FAQ at the end of the handbook for new staff (i.e. how to ask when questions arise and/or when).

Mr. Alcorn shared that for HR Goal #1, the committee has reviewed several examples of support staff evaluations from area districts and spent time comparing them to what is currently in place at KPS. One item that stood out was that using one (1) version for all support staff groups is not as effective and does not capture areas specific to each job classification so the committee has drafted new versions which are currently under review. To accomplish HR Goal #2, he referenced the professional development and book studies taking place that he shared in his earlier report. In addition, SafeSchool modules on the topic of diversity, equity and inclusion will be added to the list of training that staff complete annually and resources that include articles and short stories will be implemented into building staff meetings. HR Goal #3 is in progress as the committee has reviewed current practice which includes posting job vacancies on the Kent ISD

Consortium and district website through Frontline Education. Options to further expand the outreach of the district's job postings are also being reviewed on free media platforms such as LinkedIn and Facebook. It was noted that the district marketed the need for substitute teachers by using social media platforms and successfully hired three (3) subs. Lastly, for HR Goal #4, the committee reviewed current practices on the district's mentorship program and a survey was conducted to gain feedback on the topic. Results indicated that 100% of the survey participants felt that a handbook was necessary and there is a need to meet on a monthly basis. Direct questions were also asked on the survey of what items would be helpful to include in the handbook and the committee reviewed handbooks from several other districts. Based on all of those components, the committee drafted a copy that is currently being reviewed to determine if it will fit the needs of our district. The committee will share another update on the progress of their goals on 03/28/22.

D. Benchmark Assessment Progress

As required by the Michigan Department of Education, each school district must report on their goal progression on benchmark assessments by the first board meeting in February and again no later than the last day of the school year. To meet that requirement, Mr. Owen presented data based on NWEA assessments for all K-12. At the beginning of the year, it was determined that a realistic goal for our students would be 70% expected growth from the fall to winter assessment. He reported that 42.8% students had growth in Reading and 42.1% in Math, indicating that we did not meet our goal. Additional data was shared which included a breakdown by gender, race, grade level and by mode of instruction. He noted that the impact of the pandemic has been significant and that staff are working very hard to close those achievement gaps. He also noted that the Instruction Committee is looking at other assessments to see if there is a different tool other than NWEA that would provide better data to drive instruction.

OTHER MATTERS

- Mr. Wright informed the board that they will most likely start to see information regarding school districts lifting mask mandates. With it being cold and flu season, plus COVID mixed in, KPS will stay the course with our current practice through spring break and will re-evaluate at that point.
- Mr. Wright shared a property line issue currently taking place between the district and the City of Kentwood's Veterans Park. There is a boundary discrepancy in two separate surveys resulting in an approximately 5.6 foot variance. The district is working with the City to conduct a new survey, which will replace the other two versions to become a matter of record for the future.
- Mr. Wright shared that the district received notification that former Discovery Alternative HS Principal, Ms. Jamie SanMiguel has recently passed away. Ms. SanMiguel cared deeply for her students and was a huge advocate of alternative education.

INTRODUCTION OF MATTERS BY BOARD MEMBERS

- Ms. Townsend – extended prayers and condolences to the family of Ms. SanMiguel. She thanked everyone for their great work and commitment for our district and students. She also shared appreciation to Mr. Wright and Mrs. Ricketson for their work on the budget;

- Mrs. Reidzans – shared condolences to the SanMiguel family, adding that she remembered Jamie having a positive impact at Discovery and her family is in her thoughts and prayers;
- Mr. Marihugh - nothing;
- Mrs. Ward – also shared condolences, noting that she remembers the extra things that Ms. SanMiguel did at the state level and by working hard to ensure our alternative education program excelled and was a point of pride for the district. She thanked the staff and teachers that work so hard to make progress during this difficult time and appreciates their continued efforts;
- Mrs. Groters – nothing;
- Mrs. Tanis – reminded interested fellow board members to register for the KIASB dinner/presentation scheduled for 03/10/22;

ADJOURNMENT

President Tanis adjourned the meeting at 6:42 p.m.

Marie Groters, Secretary
Kelloggsville Board of Education

Beth A. Postma
Recorder

VISITORS: Russ Hoorn, Eric Schilthuis, Beth Taylor, Kim Stevens, Chad Morrow, Rachel Blok, Terri Ricketson, Jim Alston, and Jen Sherman.