

SPECIAL MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 February 22, 2016

Special Meeting 2/22/2016

A special meeting of the Redford Union Board of Education was held February 22, 2016 at the Board of Education Administrative Offices, 17715 Brady Street, Redford Township, Michigan, 48240. President Kurland called the meeting to order at 5:35 PM.

Call to Order

Present: Caloia, Doby, Graham, Kurland
 Absent: Gubachy, Isabell, Pridemore

Roll Call

President Kurland asked for cell phones to be placed on silent or vibrate.

President's Remarks

MOVED by Caloia, seconded by Graham, to adopt the agenda of the February 22, 2016 Special Board Meeting as presented. Yes: 4 No: 0 Motion: Carries

Adoption of Agenda

None.

Call to Audience

Michigan Association of School Boards (MASB) Presentation & Discussion:

Board of Education
 Communication /
 Discussion

MOVED BY Caloia, seconded by Doby, to discuss the District's Strategic Planning Process. Caloia: Yes; Doby: Yes; Graham: Yes; Gubachy: ABS; Isabell: ABS; Kurland: Yes; Pridemore: ABS. Yes: 4 No: 0 Motion: Carries

Ms. Debbie Stair, Board Development Manager, MASB presented a presentation of the District's Strategic Planning process to the Board.

Ms. Stair stated that in addition to meeting with administrative staff earlier in the day and now meeting with the board there will be other face to face groups. There will be 2 staff sessions, 2 student sessions (one day MS and another day HS), and 2 planned meetings with the community.

Everyone attending the sessions will be asked to complete the Strategic Plan Survey. The survey is also posted on RU's web-site and Facebook.

Ms. Stair highlighted the piece about MASB being a neutral third party and asked that the board nor the superintendent not attend any of the other input sessions. Because they want all of the internalized internal stakeholders to be perfectly honest with them and feel open in doing so. It is one of the advantages of hiring an outside party to facilitate the plan is that they feel more comfortable in sharing their honest feelings and if we don't have that then the plan ends up being built on a faulty base. And the fact that they (MASB) don't know who the stakeholders are it is much more reassuring to them to do so. MASB will also encourage the stakeholders to go on-line and fill out the survey if they don't want to share their feedback with MASB at the time of the input session.

Everyone is invited to the day-long retreat planning.

Ms. Stair explained the tentative time-line with the April planning retreat and the implementation workshop. She stated that the board does not typically attend the implementation workshop either. The implementation workshop is for the administrative team and some key staff members to really do the deep dive. Remember as Board members you are the “what” and your staff is the “how”. The retreat day is the “what”. It determines your mission, vision, goals and believes. The implementation workshop is the “how” and that is why the Board members are NOT to attend.

The final time-line/schedule will note “No Board” for the sessions that the board members are not to attend. Ms. Stair will also send Dr. Shivers an email with the dates as well.

Ms. Stair said just because the board members are not in the room, they will always have complete control of this plan. As board members you will adopt the plan, move the plan forward and monitor the plan which are the most important roles as the board members.

MASB will use SMART (Specific, Measurable, Attainable, Relevant and Timely) in the objectives. You will know clearly by the time you adopt the plan what the first year objectives are.

Getting the word out. Think about all of the ways the District communicate with the community; internal, external, social media, newsletters, press, parent groups, etc. Use all of those avenues multiple times to get the word out. With a community this size, we should have at least a couple of 100 on the on-line survey. Less and less people comes to the face to face session these days. That’s why the on-line component because very important to the process.

Board Trustee Doby asked how the on-line surveys are scanned for residency. Ms. Stair, explained that they have never had a problem with too many outsiders deciding to give their input. Through their process they ask to identify the demographic they fall into, if they are a parent, alumni, community member, etc. MASB will look at all of those, they will filter, look for patterns, and same comments. That is part of the analysis they will be doing behind the scenes. The survey will have a save guard to where you could only take the survey once. However, if the District is having an event at a building and want to have computers set up for parents take the surveys, MASB will open up the surveys and change the setting for a period of time to allow multiple users can take the survey on the computers.

Board Trustee Graham asked about the categories listed for the primary role of the person taking the survey. Trustee Graham stated that her main role is not as Board member. Ms. Stair said to use “other” and list/rank your roles. MASB will take a look at those when they do the filters.

Board Trustee Doby asked if the analysis is an iZone analysis or do you have a set of analytics? Ms. Stair stated no, they look at every respond themselves. That is why it is more than one of them doing it. You have the data consultant, consultant Dr. Coratti and Ms. Stair as the fallback. They will present the information to the District in multiple ways on that day.

The Board shared their perspective on the above topics critical to the development of the District's strategic plan.

At this point, Ms. Stair asked the board members questions pertaining to the survey. The Board members shared their perspectives on the following topics.

- 1) What are the current strengths of the District?
- 2) What are some areas of improvement that should be considered by the District?
- 3) What current barriers exist that would make it difficult for the District to implement its new strategic plan?
- 4) What is your vision for the District? What should it look like in 3-5 years?

Ms. Stair also stated, when you relook at the list of districts, the one district that is not on the list that she recommends that we really consider strongly is Clarenceville. Because RU is losing a couple hundred students a year to Clarenceville. The original list provided by MASB is based on the criteria across the top and these are the district that are most like us in many ways. But because of our numbers and looking at the information from my school data and where we are losing students, she wants us to strongly consider to look at Clarenceville as one of the five; also at South Redford.

Ms. Stair will send the list to Dr. Shivers. Dr. Shivers will star (*) the districts that is recommended and scan and email the list to the entire board. We can have conversation if there is anything that jumps out to anyone that is outside of the recommendation. Per Ms. Stair, we need to start working on this relatively quickly.

The data MASB will be pulling is enrollment data, academic performance data, personnel, finance, and also along with the five district we will look at state averages as a guide. The data is not to compare ourselves to the other districts. It's about what can we learn from the data in districts that are similar to us or that we are losing our students to. So we can make better decisions.

The Board thanked Ms. Stair for her presentation.

Superintendent Dr. Shivers requested a recess.

MOVED BY Caloia, seconded by Graham, to close discussion and go to recess.

Caloia: Yes; Doby: Yes; Graham: Yes; Gubachy: ABS; Isabell: ABS; Kurland: Yes; Pridemore: ABS. Yes: 4 No: 0 Motion: Carries Time: 6:32 PM

MOVED back from recess by all trustees present at 6:45 PM

Appeal Hearing(s) for two students:

A. The Parents/Guardian representing SH #1 have requested to go into closed session.

Closed Session

MOVED BY Caloia, seconded by Graham, to go into closed session for the purpose of parent/guardian appeal of Disciplinary Hearing Review Committee Recommendations at the parent/guardian(s) request.

Caloia: Yes; Doby: Yes; Graham: Yes; Gubachy: ABS; Isabell: ABS; Kurland: Yes; Pridemore: ABS. Yes:4 No: 0 Motion: Carries Time: 6:46 PM

President Kurland had everyone around the board table introduce themselves and then she explained the process. There were statements read; questions and answers, comments and discussion among those at the table. SH #1

B. The Parents/Guardian representing SH #2 was a no-show. Multiple attempts were made to reach both parents by phone during the board meeting. All attempts were failed. SH #2

MOVED by Caloia, seconded by Graham, to return to Open Session. Open Session
Caloia: Yes; Doby: Yes; Graham: Yes; Gubachy: ABS; Isabell: ABS; Kurland: Yes;
Pridemore: ABS. Yes: 4 No: 0 Motion: Carries Time: 7:19 PM

MOVED BY Caloia, seconded by Graham, that the Board of Education upholds the Board of Education Action
recommendation of the Disciplinary Hearing Review Committee regarding student SH #1. Items
Appeal of SH #1
Yes: 4 No: 0 Motion: Carries

MOVED BY Caloia, seconded by Graham, that the Board of Education upholds the Appeal of SH #2
recommendation of the Disciplinary Hearing Review Committee regarding student SH #2
which forfeited their appeal due to no-show. Board member Doby requested that the
family be contacted the next day as a follow-up. Yes: 4 No: 0 Motion: Carries

Special Consideration Action Item:

A. Remove reinstatement item from the February 8, 2016 regular board meeting.

MOVED BY Doby, seconded by Caloia, that the Board of Education remove from the table
the reinstatement item from the February 8, 2016 regular board meeting.
Yes: 4 No: 0 Motion: Carries

B. Uphold recommendation to deny reinstate of student T.S. in Redford Union School
District.

MOVED BY Caloia, seconded by Graham, that the Board of Education at the
recommendation of the reinstatement committee which met on January 25, 2016 deny to
reinstate student T.S in Redford Union School District. Yes: 4 No: 0 Motion: Carries

None Call to Audience

Monday, March 14, 2016 - Regular Meeting at 7:30 p.m. Future Meeting Dates
Board of Education Administrative Offices, 17715 Brady Street, Redford MI 48240

MOVED by Caloia, seconded by Graham, to adjourn the meeting at 7:22 PM.
Total: Yes: 4 No: 0. Motion: Carries.

Adjournment

Respectfully Submitted,

Jackie Warren,
Acting Secretary
Redford Union Schools Board of Education