

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 October 10, 2016

Regular Meeting 10/10/2016

A Regular meeting of the Redford Union Board of Education was held October 10, 2016 at the Board of Education Administrative Offices, 17715 Brady Street, Redford Township, Michigan, 48240. President Kurland called the meeting to order at 7:30 PM.

Call to Order

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

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

None.

Call to the Audience
on Agenda Items

President Kurland asked everyone to please up their cell phones on silent or vibrate.

President's Remarks

Dr. Shivers deferred her communication until the end of the board meeting.

Superintendent
Remarks

MOVED by Doby, seconded by Pridemore, to adopt the agenda of the October 10, 2016 Regular Board Meeting as amended. Yes: 5 No: 0 Motion: Carries

Adoption of
Amended Agenda

President Kurland introduced State Representative Leslie Love.

Presentation
State Representative
Leslie Love
Early College Technology
Grant Award

Representative Love gave a special thank you to Superintendent Shivers for her leadership and for her outstanding Strategic Plan Summary which was presented to the community back in April 2016. In a prior meeting Representative Love, President Kurland and Superintendent Shivers discussed how to serve the students of Redford Union and how Representative Love could be of assistance. Representative Love stated that she sincerely wants the best for all of the students in the Redford Union District and throughout the State of Michigan. She said the one thing Superintendent Shivers was very clear about was technology, technology... and being ready for college and career readiness. Representative Love assisted Principal Shelton at Beech Elementary with funding their Adult Parent Lab. So when Superintendent Shivers asked for assistance, Representative Love once again dug deep to find funding for the district's technology needs. Representative Love also gave a thank you to President Kurland for her support,

Regular Board Meeting: 10/10/2016

commitment and leadership. She stated that she loves what is being done and for the Superintendent and the Board to keep up the good work. On behalf of the State of Michigan Representative Love presented Redford Union with a check for \$100,000. She stated it was very fortunate in the session to move forward an agenda dedicated to education and working folks.

The Board thanked Representative Love and they all posed for photos.

Superintendent Shivers said on behalf of the staff, the students, the families, the community at large, and the board members, it is appreciated. She gave a thank you to Representative Love for her follow-up, commitment and support to Redford Union.

Mr. Barterian, Senior IT Services Consultant introduced himself and team members; Michael Montalbo, Solutions Architect and Christine Smith, Teaching and Learning Consultant. He gave a recap of what is going on... talking with Supt. Shivers and being able to share her vision of using instructional technology, help with student's success and teacher's productivity. And they (All Covered) were hired to do an education technology assessment of the district. A series of interviews, surveys and discoveries were conducted. A PowerPoint presentation was provided. Mr. Barterian asked Michael and Christine to give the top three areas that they saw while doing the discoveries and they summarized a 54-page document. The district rated a level 0 to level 1. All Covered wants to take the district to a level 4. They made recommendations and provided a road map to move forward.

Presentation All Covered
Technology Assessments

Michael Montalbo said the three areas that they wanted to bring to the district's attention were servers, network infrastructure and data/backup and virus protection. He started with a diagram of servers; the district has three physical servers that are running in the environment today and seven virtual servers that are running beside the three. He said regarding the virtual servers, what the district is missing are the enterprise network and the enterprise storage. Which means, if the district had a server failure all the machines that are running on that box would be unavailable. The district would be unable to log in, print, internet would not be available, or share drives. Right now the district is at risk. The second discussion was on about the network. The district has switches that are not working and/or not being updated.

Christine Smith discussed surveys, resources, policies, staff input and what is needed to get the district ready to do online testing. She said with the goal of being more technology rich, providing students with more experiences and to be ready for online testing there are certain conditions that can either work for you or against you. She said what is positive is the staff, the teachers. They participated in the conversations, they were eager to get technology. She could tell that they care about the students. The teachers want RU students to have the same opportunities with technology as other student in other districts. She founds barriers in implementing technology but once the parts that Michael reported on have been addressed them the district could began to have fun with technology in the classrooms. Currently she doesn't see a shared vision district-wide. She asked where the district wants to go with technology. Christine said once

the vision is there the district need to put together a written technology plan. Then the district could see the resources it would take to put everything together; the people, time, money, etc., to achieve the vision of technology. Another barrier is the current level of technology support. Regarding technology support, on a scale of 1-10 the district is at a 4 which is about average. The teachers responded that the support was not happening fast enough/as prompt as they would like. She said the third area is professional development. Technology training will need to be a part of that discussion/process. There was a pattern where teachers were offered PD and they attempted to use it when they returned to the classroom but it was not readily available.

None

Board Secretary
Communications

Assist Supt McIntyre talked about the summer school program and how the district serves the community. He said this past summer the district served 294 breakfasts, 3, 462 lunches at Hilbert and RUHS.

Asst. Supt. of Business
Services

Assist Supt McIntyre introduces a new Central Office staff member Shenika Thomas, Payroll & Benefit Specialist. She came to us from Detroit Public Community Schools District. She has over 16 years of payroll experience and an Accounting Bachelor Degree from Davenport University. Ms. Thomas started on October 3rd.

The board welcomed Ms. Thomas.

Superintendent Shivers asked the board members which areas they wanted to be on:

1. Building/Facilities
2. Personnel/Policy Committee
3. Finance Committee
4. Curriculum/Achievement Committee

Administrative Committee
Reports

Member Graham said Building/Facilities, Personnel/Policy and Curriculum/Achievement.

President Kurland said Finance and either Personnel/Policy or Curriculum/Achievement (depending on where there is less people).

Vice President Gubachy said Finance and Personnel/Policy.

Member Pridemore said Finance and Curriculum.

Member Doby said Personnel/Policy and Curriculum.

Member Graham said Board President Isabell had Facilities.

Supt Shivers said she will find out which committees Member Caloia and Board Secretary Isabell are interested in. She will circle around at the next board meeting.

Motion to approve the Consent Agenda items as presented/amended:

Consent Agenda

Board President Kurland said on page 53 of the board packet, Betsy McRae's name was spelled incorrectly. She will provide the correct spelling.

The board voted to approve the Consent Agreement as amended.

MOVED by Graham, seconded by Doby, to approve the consent agenda items as amended. Yes: 5 No: 0 Motion: Carries

The board welcomed the new hired.

- | | |
|---|--|
| • Waive the reading and approve the September 12, 2016 Regular Meeting minutes of the Redford Union Board of Education, as presented. | Regular minutes of
September 12, 2016 |
| • Approve the payment of \$1,107,230.55 for checks dated 9/8/16 to 10/5/16. | Disposition of Checks
October 5, 2016 |
| • Approve the electronic transfers for the month of September 2016 in the amount of \$2,102,155.58. | Electronic Transfers
September, 2016 |
| • Approve the NEW HIRES: Certified requests as listed below: | |
| 1. Steve Trapp/RUHS/Teacher/Effective 9/16/16 | Steve Trapp |
| 2. Ashley Harma/SEMVA/Teacher Mentor/Effective 10/3/16 | Ashley Harma |
| • Approve NEW HIRES: Non-Certified request as listed below: | |
| 1. Tammy Roth/Beech/EA/Effective 9/26/16 | Tammy Roth |
| 2. Elizabeth Glegola/Beech/EA/Effective 9/16/16 | Elizabeth Glegola |
| 3. Sonia Norfleet/Hilbert/Behavior Intervention Coordinator/Effective 9/12/16 | Sonia Norfleet |
| 4. Shenika Thomas/Central Office/Payroll & Benefits Specialist/Effective 10/3/16 | Shenika Thomas |
| • Approve SHARED-TIME PROGRAM NEW HIRES requests as listed below: | |
| 1. Eileen Nolton/Shared-Time Teacher/Effective 8/30/16 | Eileen Nolton |
| 2. Mary Ann Prysiazniuk/Shared-Time Teacher/Effective 8/30/16 | Mary Ann Prysiazniuk |
| 3. Andrew Crowley/Shared-Time Teacher/Effective 9/27/16 | Andrew Crowley |
| 4. Carolyn Ball/Shared-Time Teacher/Effective 8/29/16 | Carolyn Ball |
| • Approve SHARED-TIME PROGRAM SEPARATIONS requests as listed below: | |
| 1. Matthew Lewis/Shared-Time Teacher/Effective 9/16/16 | Matthew Lewis |

Principal Shelton and Patty Basler, and Jennifer Hart at Beech gave a presentation on their Quarterly Update for their opportunity status and their School Improvement Grant.

Academic Highlights
Beech Elementary School
Priority and SIG
Presentation

Ms. Basler said the quarter that they are in now is from June to August. In that quarter they apply for the SIG Grant and received the SIG Grant for \$3.25 million.

Ms. Basler said they received the M-Step scores. She compared last years with this years and reading grades 3, 4 and 5 scores went up. Math scores stayed the same (stagnant).

They receive a new math series last year and she said it takes time to figure that out and align things up to the common core standards. They have posted for a full-time math coach to assist with professional development, observe and provide feedback so hopefully the math scores will go up next year. They had a big dip in science and social studies but they will focus more on those this year.

Ms. Basler said one thing that put them into priority status was the gap between their African American students and their white students. On the graph that they were presenting showed the gap still exist. They are doing a lot of things trying to address the gap. They have lots of cultural proficiencies and climate proficiencies going on. They have the same gap in math, science and social studies.

Compared to the State, Beech students are narrowing the gaps.

Member Graham asked why African American children are so low and they are in the same classroom with other students. She asked is it that they don't understand. She asked for someone to please explain it to her.

Ms. Basler said they are working on that. They have Dr. Griffin and Dr. Humes that comes in once a month. They have completed several PDs prior to the school year to help them understand that issue. They are looking at diversity, cultural proficiencies, looking at how our backgrounds differ from our student's backgrounds. She said most of the teachers at Beech are middle aged white women. Most of the students at Beech are African American. They are trying to find a way to understand everybody's cultural.

Principal Shelton said the biggest piece is the trust factor between the students, staff and our families. As well as the ability to engage our students no matter where that came from in the learning process themselves. She said the biggest factor is how they engage all students.

Supt Shivers said the one thing that is prevailing in public education is that gap across the country. But we still have to work at it and take it very seriously. We have to work diligently at closes that gap. She said some of those gaps are from birth. Well before they start school. She said that was a tuff question to ask and she applauded Member Graham for asking.

The next presenter was Jennifer Hart. She was hired when Beech was awarded the SIG Grant. One of the requirements were to have someone to manage the Grant and there were other positions created as required. Beech has 675 students, grades 2-5. They have 21 general educational classrooms, 5 special educational classrooms. As part of cohort 5 we got to keep our school improvement money and our regional assistance money. They have a school improvement facilitator in their building once a week. They get a lot of support through Wayne RESA. The grant is \$3.25 million over 5 years. Years 1-3 \$750,000 per year and years 4-5 is \$500,000 per year. They have three big ideas that they are focusing on for as for their Opportunity School is reading, math and cultural climate. There are caps on categories of certain percentages that they can spend the grant funds on. Only 20% can go toward technology. They are spending the grant on people, technology, and professional learning/PD for teachers, external service providers and intervention materials.

They will be hiring another social worker to work for students that can use a little more support. They are looking at technology but they are also waiting on the District's assessment. They are looking at Chromebooks on carts, at least on per grade level. Same with iPads, and Mondo pads/smart boards.

Beech brought in a company named Playworks and they provided a coach. The coach is structuring their recesses. They are learning how to play games and resolve conflicts. Playworks is also running an after school leagues. They had a soccer game on October 12th. The coach will be in there building full-time. He will be training the entire noon aid staff. The coach will also be mapping out station and what he wants to see during recess. There will also be training for the teaching staff.

The board thanked the ladies for their presentation.

Supt Shivers spoke on the Technology Task Force update. There were about 20 people that came out that afternoon about 4:00. They heard a little more detail about the All Covered Assessment than what was presented at the board meeting. Beatrice Benjamin gave them feedback from the Spring survey which was a requirement of the TRIG. They also spent time reading article on technology integration, teaching and learning in the classroom.

She said we have our E-rate funding that we asked for an extension on which is \$500,000 that would cover a lot of our technology infrastructure needs if we are able to extend the E-rate. The district also has the TRIG and SRS funding. Between the E-rate and the TRIG funding she project that we could get our infrastructure completed in most of our buildings. There is also the County Enhancement Millages. RU earmarked the funding for class sizes, technology and facilities. So if the millage passes on November 8th is it will allow us to have additional resources over several years to address hardware, software and professional development needs that we have. She said at the next board meeting we will know about the millage. She said that they will know about the E-rate extension at any day. She will be providing a lot more detail about the technology assessment and the work of the Technology Task Force. There will be another Technology Task Force meeting next Tuesday and hopefully they will meet two more times before the November 14th Board Meeting.

She said the Task Force cannot assist in making a recommendation to the administration in terms of the vision piece that Christine talked about. The Task Force will help make recommendation on what kind of platform we would like to have, the standard outfitted technology classroom based on best practices and resources. But she needed them to understand the technology assessment in order to understand what the priorities are in terms of getting the district where we are to where we want to be. Ultimately this Task Force group will help shape the technology plan.

She said there are some parallel decisions to be made because the infrastructure issues are not negotiable. We also wouldn't invest in certain hardware without making a decision on what platform we would use such as Google or stay with Office 365. Some decisions are time bound because we have grant funds. So the Task Force will be shaping the vision. Some decisions will be parallel, some will be expedited and some will be more

long term. She said what will come in front of the board are the updates and the recommendation for board approval of the expenditures that are in line with the things that are in the technology assessment or hardware, software pieces that are in place. But we also need the support in personnel.

She said, they are not making decision in a vacuum. They are utilizing All Covered, Wayne RESA. We are also looking at what our peers are doing. We don't have to reinvent models that are working in other places.

Action Items

None

Superintendent Shivers thanked the members that attended the Partnership Council. It was 30-40 people. They focused on what is happening to Beech and the focused on early college. Dr. Griffin gave an introduction on cultural proficiencies. It was very well received and attended. She has received feedback from community members that are more interested on the cultural proficiencies work. She thanked the community that participated and the district personnel that made it happen.

Superintendent's
Comments

Supt Shivers thanked Marie Schluter, Kathy Robbins, and Beatrice Benjamin for helping with Oktoberfest.

Congratulations to our football team.

She will confirm if there will be a homecoming parade.

Supt Shivers mentioned that the Enhancement Millage has been sent home.

Also included in the board packet is the School Funding Reform Town Hall Meeting scheduled for Wednesday, October 19th from 7-8:30 PM, at Thurston High School.

None.

Call to Audience on
None Agenda Items

Member Pridemore spoke about the Marching Band. The football team is 5 & 2. October 22nd is the Annual Canister Drive. Last week was the Band Boosters' Annual Fundraiser and they raised \$1,100 in three hours.

Board of Education
Communication/Discussion

President Kurland thanked everyone who worked and attended the Oktoberfest and the Business Expo. She also said Happy New Year to those who celebrate Rosh Hashanah Jewish Holiday.

Monday, November 14, 2016 – Regular Meeting – 7:30 PM
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240

Future Meeting Date

MOVED by Pridemore, seconded by Graham to adjourn the meeting at 8:42 PM.
Total: Yes: 5 No: 0. Motion: Carries.

Adjournment

Respectfully Submitted,

Patricia Isabell,
Acting Secretary
Redford Union Schools Board of Education