President Patti Sholler-Barber called the special meeting to order at 5:30 p.m. in the Media Center of the West Main School Professional Development Center, 1627 West Main Street. The purpose of the meeting was to hold a communications workshop.

Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael Rice was also present.

The following items were discussed:

- Board member roles
- Expectations and goals for the coming year
- Board committees
- An update from Dr. Rice on administrative positions in the district

President Patti Sholler-Barber adjourned the meeting at 8:15 p.m.

Respectfully submitted by:

Jennie Hill, Secretary
KPS Board of Education
I. **Call to Order**  
President Patti Sholler-Barber called the July 16, 2015 regular Board of Education meeting to order at 7:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. **Pledge of Allegiance**  
The Pledge of Allegiance was recited.

III. **Attendance**  
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. **Announcements and Recognitions**  
Executive Director of Communications Alex Lee recognized Loy Norrix High School students for participation in several state competitions.

Michigan Interscholastic Forensic Association (MIFA) state tournament participants: 2015 graduates Joriah Fleming and Melanie Mitchell (represented by her mother, Baerbel Mitchell, and friend, Brady); Junior Olivia Mears; and Sophomores Bonnie Bremer and Amarra Lyons.

Also recognized for their MIFA state performances, although unable to attend, were 2015 graduates America Edwards, Hannah Muscara, and Hannah Stempky; Seniors Sidney Ellis, Savonna Rush, Carsten Strand, and Joshua Trudgeon-Pollack; Junior Nora Hilgart-Griff; and Sophomore Drew Strand.

Michigan Interscholastic Press Association (MIPA) journalism state contest participant: Senior Jacob Heasley.

Also recognized for their MIPA state contest participation, although unable to attend, were 2015 graduates Sara Barnes, Maxwell Evans, Lars Johnson, Ashtyn Kenbeek, Robert Scott May, Benjamin Miller, Lindy Moored, Andrew Streitel, Lori Umbanhowar, and Kyron Williams; and Seniors Caitlin Commissaris and Carsten Strand.

State track and field participants - Boys: 2015 graduate Davon Mitchell in the 400 meter dash (unable to attend); and Girls: Junior Morgan Hawkins in the discus throw.

Also in attendance and introduced by Mr. Lee were Loy Norrix High School Principal Rodney Prewitt, Forensics Coach Ceece Weeks, Journalism Teacher Tisha Pankop, Boys Track Coach Ted Duckett, Boys Assistant Track Coach Brad Schmidt, and Girls Track Coach Greg Savicke. The students’ parents, family, and friends in the audience were also recognized.

V. **School Reports/Committee Reports**  
**Committee Reports**  
None.
School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of June 25, 2015 through July 16, 2015. (File #1)

VII. Consent Calendar

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2016-01 in the amount of $35,750 from an Irving S. Gilmore Foundation Grant and Chenery Auditorium revenue for the restoration of the Chenery Auditorium Steinway grand piano.

MOTION: Implied to approve the Consent Calendar as presented.

Board comments: None.

Audience comments: None.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
None.

X. Other Business
None.

XI. Comments by Trustees
Ken Greschak expressed his appreciation for the restoration of the Steinway grand piano at Chenery Auditorium. He stated that his place of employment had restored a 1927 Steinway piano and that he had come to appreciate the distinct sound of older Steinway pianos. Mr. Greschak explained that the musical tones produced by a Steinway piano were a part of the casing of the instrument and that, while it might seem like a lot of money to spend on restoration rather than simply buying a new, less expensive piano, the high quality of a Steinway was necessary for the types of performances hosted at Chenery Auditorium. He concluded that he was glad that funding sources had been found for this excellent investment.

Patti Sholler-Barber extended congratulations to the students participating in summer school. She encouraged parents to follow the check lists sent home at the end of the school year and to keep the printed word readily available to their children. Ms. Sholler-Barber encouraged visits to the library story hours that were being held throughout the summer. She stated that just that morning she had seen a large group of students at the Farmer’s Market actively engaged in and entertained by fun literacy projects courtesy of the Kalamazoo Parks and Recreation Department.
Ms. Sholler-Barber announced that on August 15 from 11:00 a.m. to 3:00 p.m. in Bronson Park there would be a community celebration of the Kalamazoo Promise. She stated that there would be colleges and KPS community partners present, with various activities, food, and fun. Ms. Sholler-Barber noted that there would be no admission fee and encouraged everyone to come to this ten-year anniversary celebration of the Kalamazoo Promise.

**Comments by the Superintendent**

Dr. Rice stated that more than 1,000 students were attending summer school at three sites, and that summer school was going very well. He noted that many of the students find summer school a great experience with people who care about them, friends, great food, and air conditioning. He stated that when they got off the school buses for the first day of summer school, the children were as excited as they are on the first day of regular school. Dr. Rice expressed his appreciation to Communities in Schools Kalamazoo, Big Brothers Big Sisters, the Boys and Girls Club, Center for Youth and Community, and a whole host of other organizations that work with our children throughout the school year.

Dr. Rice reminded everyone that children must continue to read throughout the summer. He noted that from July 2011 to June 2014 the percentage of books checked out at the Kalamazoo Public Library for children ages 5-11 had increased by 12% each year. Dr. Rice explained that this was significant and a result of the drumbeat around literacy by the Kalamazoo Public Library, KPS teachers, administrators, and many others. He asked that everyone heed this drum beat and encourage children to read. Dr. Rice noted that the reality was that the children who do well in school are usually the ones who do well with literacy. He reminded everyone that when you share a book with children, alternate in reading to and listening to the reading of children, play games, ask questions, let them be the teacher sometimes, and let them choose the literature often.

Dr. Rice introduced Assistant Superintendent of Student Services Cindy Green and encouraged everyone to call her office at 337-0161 to enroll their children in KPS so that they would have the opportunity to receive the Kalamazoo Promise scholarship. He noted that there had been some misunderstandings and misrepresentations of the Kalamazoo Promise and explained that the scholarship was for those who live in the city of Kalamazoo, go to KPS at least grades 9-12 consecutively, and graduate from a KPS high school.

Dr. Rice explained that the number of consecutive years of attendance in KPS directly affects the percentage of the Kalamazoo Promise scholarship that a student receives. The complete chart is shown below:

<table>
<thead>
<tr>
<th>Number of years of consecutive attendance in KPS</th>
<th>Percentage of Kalamazoo Promise scholarship received</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grades K-12</td>
<td>100%</td>
</tr>
<tr>
<td>Grades 1-12, 2-12, and 3-12</td>
<td>95%</td>
</tr>
<tr>
<td>Grades 4-12</td>
<td>90%</td>
</tr>
<tr>
<td>Grades 5-12</td>
<td>85%</td>
</tr>
<tr>
<td>Grades 6-12</td>
<td>80%</td>
</tr>
<tr>
<td>Grades 7-12</td>
<td>75%</td>
</tr>
<tr>
<td>Grades 8-12</td>
<td>70%</td>
</tr>
<tr>
<td>Grades 9-12</td>
<td>65%</td>
</tr>
<tr>
<td>Grades 10-12</td>
<td>None</td>
</tr>
<tr>
<td>Grades 11-12</td>
<td>None</td>
</tr>
<tr>
<td>Grade 12</td>
<td>None</td>
</tr>
</tbody>
</table>
Dr. Rice clarified that if there were a break in a student’s educational career in KPS, the student would re-start at year one of eligibility when he or she returned to KPS. He gave the following examples:

- Student attended KPS kindergarten through grade 6.
- Student left KPS and attended elsewhere for grade 7.
- Student returned to KPS and attended grades 8-12 and graduated from a KPS high school.
- Student would have been in KPS for the last five consecutive years of his or her educational career.
- Student would receive a 70% Kalamazoo Promise scholarship for the five consecutive years through graduation, not one for 12 total years in KPS.
- If student had remained in KPS kindergarten through grade 12, without break, and graduated from a KPS high school, he or she would have received a 100% Kalamazoo Promise scholarship.

Dr. Rice again encouraged everyone to call the Student Services Department at 337-0161 to get their students enrolled in KPS. He noted that KPS would be honored to educate all children in the community.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:31 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, July 30, 2015 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
July 30, 2015 – Regular Meeting

I. Call to Order
President Patti Sholler-Barber called the July 30, 2015 regular Board of Education meeting to order at 7:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized Kalamazoo Central High School students for participation in state competitions.

Michigan Interscholastic Forensic Association (MIFA) state tournament participants: 2015 Graduate Bryce Daley, Senior Quentin Little (unable to attend), and Junior Joshua Hagemann.

State track and field participants: 2015 Graduate Kenny Jones and Senior Donovan Williams; and 2015 Graduate Alex-Saundra Hudson.

Also in attendance and introduced by Mr. Lee were Kalamazoo Central High School Principal Valerie Boggan and Dean of Students Angelita Aguilar. The students’ parents, family, and friends in the audience were also recognized.

Mr. Lee announced that Public Media Network’s Education Channel would be telecasting various educational programs for teachers and students during the 2015-2016 academic year. He stated that more information and a program schedule were available at www.PublicMediaNet.org.

Superintendent Dr. Rice introduced the following recently appointed administrators: Washington Writers’ Academy Principal Lanisha Spiller and Kalamazoo Central High School Assistant Principal/Athletic Director Wendy Bridges.

V. School Reports/Committee Reports
Committee Reports
None.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of July 17, 2015 through July 30, 2015 (File #2)
VII. Consent Calendar

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2016-02 in the amount of $216,554.55 from the food service fund for food service management services.

MOTION: Implied to approve the Consent Calendar as presented.

Board comments:
President Sholler-Barber noted the following administrative transfers that were contained in the Personnel Changes:

- Ms. Maggie Adams would transfer from assistant principal at Milwood Magnet School: A Center for Math, Science and Technology to assistant principal at Linden Grove Middle School;
- Mr. David Fooy would transfer from assistant principal at Kalamazoo Central High School to assistant principal at Maple Street Magnet School for the Arts;
- Ms. Gloria Foster-Wimbley would transfer from assistant principal at Maple Street Magnet School of the Arts to assistant principal at Milwood Magnet School: A Center for Math, Science and Technology; and
- Mr. Mitch Hawkins would transfer from principal at Spring Valley Center for Exploration to principal at Northeastern Elementary School.

Audience comments: None.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
A. Administrative Appointment – Administrator of Student Services
Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Ms. Yvonne McClean to the position of Administrator of Student Services.

MOTION: Moved by Trustee Herschleb, supported by Trustee Hill, to appoint Ms. Yvonne McClean as Administrator of Student Services.

Board discussion: None.
Audit comments: None.
Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions

B. Administrative Appointment – Assistant Principal at Loy Norrix High School
Assistant Superintendent Sheila Dorsey-Smith read the recommendation to appoint Ms. Erin Middleton to the position of Assistant Principal at Loy Norrix High School.

MOTION: Moved by Trustee McGlinn, supported by Trustee Dr. Warfield, to appoint Ms. Erin Middleton as Assistant Principal at Loy Norrix High School.
Board discussion: None.
Audience comments: None.
Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions

C. Administrative Appointment – Assistant Principal at Kalamazoo Central High School
Assistant Superintendent Sheila Dorsey-Smith read the recommendation to appoint Mr. Ajamian Gardner to the position of Assistant Principal at Kalamazoo Central High School.

MOTION: Moved by Trustee Greschak, supported by Trustee Hill, to appoint Mr. Ajamian Gardner as Assistant Principal at Kalamazoo Central High School.

Board discussion: None.
Audience comments: None.
Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions

D. Administrative Appointment – Principal of Greenwood Elementary School
Assistant Superintendent Sheila Dorsey-Smith read the recommendation to appoint Ms. Joletta Drake to the position of Principal of Greenwood Elementary School.

MOTION: Moved by Trustee Dr. Warfield, supported by Trustee Hill, to appoint Ms. Joletta Drake as Principal of Greenwood Elementary School.

Board discussion: None.
Audience comments: None.
Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions

E. Administrative Appointment – Principal of Spring Valley Center for Exploration
Assistant Superintendent Sheila Dorsey-Smith read the recommendation to appoint Ms. Lisa Dewey to the position of Principal of Spring Valley Center for Exploration.

MOTION: Moved by Trustee Herschleb, supported by Trustee Greschak, to appoint Ms. Lisa Dewey as Principal of Spring Valley Center for Exploration.

Board discussion: None.
Audience comments: None.
Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions

X. Other Business
None.

XI. Comments by Trustees
Craig Herschleb stated that he was watching the construction work at Milwood Elementary School. He noted that the windows had been removed and that walls were coming down on the section of the building that would be replaced.

Carol McGlinn stated that repair work on the exterior brick was going on at Parkwood Upjohn Elementary School. She noted that these were the dog days of summer and reminded everyone that it was always a great time to pick up a book, go to the library, read a book to someone, and discuss
a book you’ve recently read. Ms. McGlinn concluded by asking everyone to keep literacy going throughout the summer.

Jennie Hill thanked the voters for supporting the bonds that had made it possible for KPS to build new schools and maintain and repair its older schools.

Patti Sholler-Barber reminded everyone that there would be a community celebration of the tenth anniversary of the Kalamazoo Promise from 11:00 a.m. to 3:00 p.m. in Bronson Park on August 15. She explained that there would be college and university representatives in attendance, and lots of food, activities, and fun for all. Ms. Sholler-Barber encouraged everyone to stop and enjoy the celebration.

Ms. Sholler-Barber stated that she had had a great day at Washington Writers’ Academy distributing shoes through the First Day Shoe Fund. She explained that, with the generosity of donors and corporate sponsorships, shoes were now provided to students in kindergarten through fifth grade. She noted that it was wonderful to see the excitement of the students and the willingness of the volunteers.

Ms. Sholler-Barber referred to the administrative transfers approved in the Personnel Changes and stated that she could not emphasize enough how important building leadership was to the success of a school. She commended KPS administration for considering the best leadership for staff and children at each school as everyone works together to make our students Promise-ready. Ms. Sholler-Barber welcomed and congratulated new KPS staff members and the new school leadership teams. She concluded that strong leadership was integral to student achievement.

Comments by the Superintendent
Dr. Rice concurred with Trustee McGlinn that library visits and daily reading were critical throughout the summer. He stated that there was a lot of summer left and a lot of reading to be done with and by our young people. Dr. Rice asked everyone to keep the drumbeat of literacy going.

Dr. Rice introduced former food service director Chris Bolda and current food service director Christina Haller, who were in attendance, and expressed his appreciation for the food service provided to KPS students.

Dr. Rice noted that The Kalamazoo Promise was the gift that keeps on giving, and referenced a recent study done by Tim Bartik, Brad Hershbein, and Marta Lachowska of the W.E. Upjohn Institute for Employment Research, which compared pre-Promise years 2003, 2004, and 2005, with post-Promise years 2006, 2007, and 2008. He quoted the six takeaways from the study published by Julie Mack in the Kalamazoo Gazette:

1. The Kalamazoo Promise significantly increases college graduation rates.
2. The increases are evident among low-income and minority students as well as more advantaged students.
3. Promise-eligible students are 40% more likely to choose in-state public colleges compared to pre-Promise peers.
4. Compared to pre-Promise peers, Promise-eligible students are a third more likely to attend a four-year college.
5. The long-term payoff of The Promise is significant, and easily justifies the cost of the investment.
6. The results are especially impressive because Promise scholarships are not awarded on the basis of financial need or merit.
Dr. Rice continued that Michelle Miller-Adams, who wrote the first book about The Kalamazoo Promise and a recent book on Promise-like experiments across the country, and Tim Bartik of W.E. Upjohn Institute had both stated that the uniqueness of The Kalamazoo Promise was the percentage of the payment of tuition and that the scholarship was not solely a function of merit. Instead, it was a function of whosoever may come so that the broadest swath of our population would be able to go to college and experience some measure of success there and live out their dreams. He noted that the W.E. Upjohn Institute study was an important and critical study for people to understand the signature transformation of its kind in the country. Dr. Rice noted that there were others that have attempted to mimic the Kalamazoo Promise and that every one of them deserved a measure of credit and recognition; however, as was often the case, it was the original that was the most extraordinary and we are blessed to have the Kalamazoo Promise as a springboard to do great things in Kalamazoo, which we have been able to do over the last ten years. He concluded by expressing his appreciation to the Upjohn Institute researchers for the study and to Julie Mack for the Kalamazoo Gazette article.

Dr. Rice stated that there was also an article in the Kalamazoo Gazette on charter schools, which was well worth reading. He explained that the article’s central conclusion was that Kalamazoo Regional Educational Service Agency (KRESA) had the lowest percentage of children enrolled in charter schools in any urban RESA in the state of Michigan. Dr. Rice stated that Gary Morin, a Western Michigan University (WMU) professor and researcher on charter schools, noted that this phenomenon had started pre-Promise because community residents, parents, grandparents, and other guardians had largely rejected charters here as a way to educate young people.

Dr. Rice spoke about the importance of people and institutions staying in their own lanes, and noted that Western Michigan University (WMU) was a great partner. He explained that he appreciated the fact that WMU, the local public university, had stayed in its own lane and not authorized charter schools. Dr. Rice expressed his belief that WMU does its best by educating children in a post-secondary environment and did not view itself as a competitor with local K-12 public school districts. He stated that if other universities in the state of Michigan had similarly stayed in their lanes rather than veer off into lanes where universities do not have the requisite expertise, perhaps public education would be better off in the state of Michigan. Dr. Rice concluded that public education would certainly be different in the city of Detroit if universities had stayed in their own lane.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:45 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 13, 2015 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary on behalf of Jennie Hill, Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the August 13, 2015 regular Board of Education meeting to order at 7:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Carol McGlinn. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized Greenwood Elementary School Turn-Around Students: first grade student Lacey Esman and third grade student Jonathan Finch (unable to attend).

Also in attendance and introduced by Mr. Lee was former Greenwood Elementary School principal and current Coordinator of Early Childhood Education Kellye Wood. The student’s parents, family, and friends in the audience were also recognized.

Mr. Lee invited everyone to attend the tenth anniversary celebration of the Kalamazoo Promise on Saturday, August 15 from 11:00 a.m. to 3:00 p.m. in Bronson Park.

Superintendent Dr. Rice expressed his appreciation to Ms. Kellye Wood for having done double-duty as both the coordinator of early childhood education and principal of Greenwood Elementary School for the last four years. He explained that the number of early childhood education slots had increased 89% from 324 half-day slots to 612 in just a few years, with full-day programs offered at Lincoln International Studies School, Edison Environmental Science Academy, Northeastern Elementary School, Washington Writers’ Academy, The Woodward School for Technology and Research, and Spring Valley Center for Exploration, and that the vision was that there would be continued growth in early childhood education. Dr. Rice stated that as a result of this growth Ms. Wood was stepping down as principal at Greenwood Elementary School and would resume being full-time coordinator of early childhood education.

Dr. Rice introduced the following recently appointed administrators: Greenwood Elementary School Principal Joletta Drake, Spring Valley Center for Exploration Principal Lisa Dewey, Loy Norrix High School Assistant Principal Erin Middleton, and Coordinator of Instructional Technology Caycee Sledge.

V. School Reports/Committee Reports
Committee Reports
President Patti Sholler-Barber stated that board committees would be announced at the next regular board meeting.
School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of July 31, 2015 through August 13, 2015 (File #3).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. July 30, 2015 Regular Meeting Minutes; VII.B. Purchase Recommendations 2016-03, 2016-04, and 2016-05; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed the purchase recommendations:

- 2016-03 in the amount of $6,725,215.00 from the 2010 and 2013 bonds for additions and remodeling at Milwood Elementary School;
- 2016-04 in the amount of $27,070.75 from the School Improvement Grant for Washington Writers’ Academy for Fountas & Pinnell Leveled Literacy Intervention (LLI) Kits; and
- 2016-05 in the amount of $39,775.00 from Teaching and Learning Services budget for *The American Pageant* for Advanced Placement United States History.

MOTION: Implied to approve the Consent Calendar as presented.

Board Discussion:
Patti Sholler-Barber expressed her appreciation to the community for its support of KPS bonds. It was noted that many of the vendors for the addition and remodeling of Milwood Elementary School were from Kalamazoo.

Audience comments: None.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
Resolution to Set 2015 Tax Rates for Summer and Winter Taxes
Deputy Superintendent Gary Start read the recommendation for the board to approve the resolution authorizing collection of 18 non-homestead mills and 6.95 debt retirement mills in the winter levy. He noted that the debt retirement millage rate had been incorporated into the 2015-2016 KPS budget, and that it was the same rate as in 2014-2015.

MOTION: It was moved by Trustee Greschak, supported by Trustee Dr. Warfield, to adopt the millage resolution.

Board Discussion: None.

Audience comments: None.

Disposition: Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions.
X. **Other Business**

None.

XI. **Comments by Trustees**

*Dr. Martha Warfield* noted that the tenth anniversary celebration of the Kalamazoo Promise had reminded her of just how fast those ten years had passed. She stated that the excitement when the Promise was first announced had not diminished, and she thanked the donors and the community for its support of the Promise for ten years.

*Jennie Hill* echoed the appreciation for the donors of the Promise, and noted that the enthusiasm of parents and students for this extraordinary gift made it well worth its challenge. She concluded that she was looking forward to the first day of school.

*Patti Sholler-Barber* congratulated the Central County Transportation Authority and the community for the passage of the recent transportation millage.

Ms. Sholler-Barber congratulated Loy Norrix High School Senior Isabella Cowles for winning the Royal Academy of Dance’s Solo Seal award, and Kalamazoo Area Math and Science Center Senior Brandon Born for his top composite score of 36 on the ACT test.

Ms. Sholler-Barber referenced a recent Kalamazoo Gazette article by Julie Mack about parents as teachers, and stressed the importance of parents, guardians, and friends helping children inside and outside of the classroom.

Ms. Sholler-Barber extended the board’s condolences to family and friends on the recent passing of Otsego School Board President Renny Ransbottom.

Ms. Sholler-Barber noted that this was a great time to get enrolled in school. She stated that all children were welcome at KPS. Ms. Sholler-Barber reminded current KPS parents and students to review the check lists and reading lists that they had received, continue to visit the Kalamazoo Public Library, and read every day.

Ms. Sholler-Barber concluded her remarks by inviting everyone to come to Bronson Park on Saturday, August 15 from 11:00 a.m. to 3:00 p.m. to enjoy the tenth anniversary celebration of the Kalamazoo Promise. She stated that the celebration would be full of fun activities and good food for everyone to enjoy.

**Comments by the Superintendent**

Dr. Rice echoed the congratulations to those who had worked on the recent Central County Transportation Authority transportation millage request and thanked the community for its support of that millage.

Dr. Rice reminded everyone that they do not need to be a KPS student or family to enjoy the festivities in Bronson Park on August 15 in celebration of the tenth anniversary of the Kalamazoo Promise. He promised good fun, good food, and possible giveaways at the event. Dr. Rice asked everyone to please come and enjoy the festivities because the Promise anniversary celebration would be a great event for all families to enjoy.

Dr. Rice stated that there were still slots available for the KPS pre-kindergarten PEEP program and stated that parents should call the PEEP Office at 337-0095 to enroll their child.
Dr. Rice continued that there were also some spaces still available in grades kindergarten through 12 and asked parents to call KPS Student Services Department at 337-0161 to enroll their children.

Dr. Rice announced that school staff would return on August 24, at which time parents could call all elementary, middle, and high schools directly to enroll their children.

Dr. Rice noted that a lot of books could be read in the remaining weeks before school resumed. He reminded everyone that the Kalamazoo Public Library had five branches for everyone to visit and enjoy. Dr. Rice concluded that it was important to read daily with and to children because what you do with your children today would affect what they would be capable of tomorrow.

XII. **Closed Session**
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:31 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 27, 2015 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
Call to Order
President Patti Sholler-Barber called the August 27, 2015 regular Board of Education meeting to order at 7:06 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

Pledge of Allegiance
The Pledge of Allegiance was recited.

Attendance
Board members present: TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Ken Greschak. Superintendent Dr. Michael F. Rice was also present.

Announcements and Recognitions
Executive Director of Communications Alex Lee recognized Prairie Ridge Elementary School Turn-Around Students: current 6th grade student at Maple Street Magnet School for the Arts Conner Herington; current 6th grade student at Milwood Magnet School: A Center for Math, Science and Technology Kali Edick; and current 6th grade students at Linden Grove Middle School Adrianna Bostick (unable to attend), Jacob Felmeden (unable to attend), Kadi Kline (unable to attend), Devin Mitchell, and Hailey Porter.

Also in attendance and introduced by Mr. Lee were Prairie Ridge Elementary School Principal Karen Spencer and staff member Amy Kendall. The students’ parents, family, and friends in the audience were also recognized.

Dr. Rice introduced the following recently appointed administrators: Yvonne McClean, administrator of Student Services Department; Atiba McKissack, principal of Hillside Middle School; and Ajamian Gardner, assistant principal at Kalamazoo Central High School.

School Reports/Committee Reports

President Patti Sholler-Barber announced the 2015-2016 board committees:

<table>
<thead>
<tr>
<th>Operations Committee</th>
<th>Curriculum Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Martha Warfield, chairperson</td>
<td>Carol McGlinn, chairperson</td>
</tr>
<tr>
<td>Ken Greschak</td>
<td>TiAnna Harrison</td>
</tr>
<tr>
<td>Patti Sholler-Barber</td>
<td>Patti Sholler-Barber</td>
</tr>
<tr>
<td>First Meeting: October 27</td>
<td>First Meeting: October 14</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Evaluation/Accountability Committee</th>
<th>Policy Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennie Hill, chairperson</td>
<td>Craig Herschleb, chairperson</td>
</tr>
<tr>
<td>Dr. Martha Warfield</td>
<td>Jennie Hill</td>
</tr>
<tr>
<td>TiAnna Harrison</td>
<td>Carol McGlinn</td>
</tr>
<tr>
<td>First Meeting: October 13</td>
<td>First Meeting: October 27</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Communities in Schools Kalamazoo</th>
<th>Teaching and Learning Council</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carol McGlinn</td>
<td>Patti Sholler-Barber</td>
</tr>
<tr>
<td>Dr. Martha Warfield</td>
<td>First Meeting: September 24</td>
</tr>
</tbody>
</table>
School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of August 14, 2015 through August 27, 2015 (File #4).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. August 13, 2015 Regular Meeting Minutes and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

Board Discussion: None.

Audience comments: None.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
Resolution to Support the Kalamazoo County Local Housing Assistance Fund Millage Proposition
Superintendent Dr. Rice read the recommendation for the board to support the Kalamazoo County Local Housing Assistance Fund millage proposition into the record:

WHEREAS:
1. The Kalamazoo County Board of Commissioners voted to place a 0.1 mill property tax increase on the November 3, 2015 ballot to support homeless families with children.
2. Homelessness affects children in all nine school districts in Kalamazoo County, including Kalamazoo Public Schools. Homeless students often come to school tired and hungry. Many exhibit a range of issues due to the instability of their home situation.
3. Successful passage of this millage would provide much needed assistance to our homeless students.
4. This board wants to express its support for the Kalamazoo County Local Housing Assistance Fund millage proposition to be voted upon at an election on November 3, 2015.

NOW, THEREFORE BE IT RESOLVED that the Kalamazoo Public Schools Board of Education hereby declares its support for the Kalamazoo County Local Housing Assistance Fund millage proposition, which will appear on the November 3, 2015 ballot.
MOTION: It was moved by Trustee McGlinn, supported by Trustee Dr. Warfield, to adopt the resolution to support the Kalamazoo County Local Housing Assistance fund millage.

Board Discussion:
Patti Sholler-Barber stated that oftentimes there was no advocacy for children and that she was pleased and encouraged that the Kalamazoo County community was willing to help homeless families with children. She noted that she and her fellow board trustees welcomed the opportunity to support the proposed local housing assistance fund millage.

Jennie Hill concurred with Trustee Sholler-Barber and stated that we must all look at the big picture in order to educate children. She explained that we must take care of the children in Kalamazoo County so that each child would have the best opportunity to be successful.

Audience comments: None.

Disposition: Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions.

X. Other Business
None.

XI. Comments by Trustees
Carol McGlinn stated that she had spent a week in Seattle and that the homeless people were very visible on the streets there. She noted that in Kalamazoo our homeless people were not as visible; however, we know that there is a significant amount of homelessness in Kalamazoo, which includes a large number of children. Ms. McGlinn explained that homelessness affects the way children respond to a school environment. She concluded that she was pleased that the board was supporting the proposed Kalamazoo County local housing assistance fund millage.

Craig Herschleb gave an update on the construction on Milwood Elementary School. He noted that demolition had started on the north face of the building. Mr. Herschleb stated that he was looking forward to watching the construction of the new section. He thanked the community for its support of the bonds that had made this new construction possible, and stated that the new building would be an exciting place in which children could learn.

Patti Sholler-Barber invited all KPS students and families to the Kalamazoo Central High School versus Loy Norrix High School football game, which would be held at Kalamazoo Central on September 11. She encouraged everyone to come early and enjoy a tenth birthday party for the Kalamazoo Promise before the game.

Ms. Sholler-Barber reminded everyone to keep reading, review the checklists that students had received at the end of last school year, and prepare for the start of school. She stated that the 2015-2016 school year was going to be great.

Ms. Sholler-Barber encouraged everyone to get out and support our student athletes as they begin their seasons.

Ms. Sholler-Barber concluded her remarks by encouraging everyone to get enrolled in KPS. She stated that KPS welcomes anyone and everyone to attend our schools. Ms. Sholler-Barber explained that it was important to be in school and ready to start on the first day of classes, September 8.
Comments by the Superintendent
Superintendent Dr. Rice noted that we were 12 days away from the start of school and that there were still slots available for the KPS pre-kindergarten PEEP program. He encouraged parents to call the PEEP Office at 337-0095 to enroll their child. Dr. Rice continued that there were also some spaces still available in grades kindergarten through 12 and asked parents to call KPS Student Services Department at 337-0161 to enroll their children. He explained that some grades and schools were full; however, he hoped that where parents had an interest in educating their child that KPS would have the space available.

Dr. Rice stated that he was looking forward to the new school year and that it was going to be a great year. He explained that he was excited about the start of the high school football season on August 28, teachers return to work on August 31, and students’ start of school on September 8.

Dr. Rice concluded that he was also looking forward to year-long celebrations of the 10th anniversary of the Kalamazoo Promise.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:26 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, September 17, 2015 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the August 29, 2015 special Board of Education meeting to order at 6:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: TiAnna Harrison. Deputy Superintendent of Business, Communications and Operations Gary Start was also present.

IV. Reports and Recommendations
Approval of Employee Association Contractual Agreement
Deputy Superintendent Start read the recommendation for the board to approve a one-year (2015-2016) contractual agreement with the Kalamazoo Education Association (KEA).

MOTION: It was moved by Trustee Hill, supported by Trustee Herschleb, to approve the employee association agreement as presented.

Board Discussion: None.

Audience Comments: None.

Disposition: Roll call vote; motion carried, 6-yes, 0-no, 0-abstentions

V. Closed Session
President Sholler-Barber did not call for a closed session and adjourned the meeting at 6:10 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, September 17, 2015 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the September 17, 2015 regular Board of Education meeting to order at 7:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Jennie Hill. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
President Sholler-Barber thanked Executive Director of Communications Alex Lee for all his work on the 10th birthday party celebration of the Kalamazoo Promise that was held before the Kalamazoo Central High School versus Loy Norrix High School football game on September 11. She also thanked KPS senior staff and her fellow board members for their work in making the celebration a success.

Mr. Lee recognized Kalamazoo Central High School National Family, Career, and Community Leaders of America (FCCLA) 2015 competition winners: Sophomore Ashley Smith, silver medal in Recycle and Redesign STAR event; Junior Cody Smith, bronze medal in Recycle and Redesign STAR event; Senior Shelby Russcher, silver medal in Illustrated Talk STAR event; Senior Lynn Tomlinson, first place in iRecruit campaign; and 2015 Graduate Meenah Bueno, silver medal in the Teach and Train STAR event. Mr. Lee announced that the FCCLA staff adviser, Lisa Boulding, had received the FCCLA Master Adviser award.

The student’s parents, family, and friends in the audience were also recognized.

Mr. Lee expressed his hope that everyone had had the opportunity to view the video celebrating the tenth anniversary of the Kalamazoo Promise. He invited those who had not viewed the video to check it out on the Kalamazoo Public Schools facebook page. Mr. Lee expressed his appreciation to KPS Music Teachers Sandy Shaw, Theresa Williams-Johnson, and Yvonne Hoffman; Chenery Auditorium Manager Ray Jenkins; Music Consultant Annette Greive; and the very talented KPS students who had participated in the video. He also announced that the American Videographers Association had presented an Award of Distinction to KPS for the video.

V. School Reports/Committee Reports
Committee Reports
Schedule for upcoming board committee meetings:
- Communities in Schools-Kalamazoo - September 18;
- Teaching and Learning Council - September 24;
- Evaluation/Accountability Committee - October 13;
- Curriculum Committee - October 14;
- Operations Committee - October 14; and
- Policy Committee - October 27.
School Reports
None.

VI. Correspondence
Trustee TiAnna Harrison reviewed the correspondence received for the period of August 28, 2015 through September 17, 2015 (File #5).

VII. Consent Calendar

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed the purchase recommendations:

- 2016-06 in the amount of $119,800.00 from the Teaching and Learning Services Assessments budget for annual licenses for web-based Measures of Academic Progress (MAP) Assessments;
- 2016-07 in the amount of $909,000.00 from the 2010 Bond for EliteDesk 800 PCs with 24” monitors to replace all remaining teacher desktop computers throughout the district;
- 2016-08 in the amount of $41,884.80 from the 2010 Bond for Hewlett Packard laptop computers to replace all remaining teacher laptop computers at Linden Grove Middle School;
- 2016-09 in the amount of $660,858.05 from the Teaching and Learning Services budget and 2010 Bond for Chromebook laptops for student use in each school to accommodate online testing, and for locking power-charging carts; and
- 2016-10 in the amount of $35,880.00 from the 2013 Bond for HoverCam Solo 8 document cameras for classroom use at Greenwood Elementary School, Indian Prairie Elementary School, Lincoln International Studies School, Northeastern Elementary School, and Winchell Elementary School.

MOTION: Implied to approve the Consent Calendar as presented.

Board Discussion:
Patti Sholler-Barber thanked the community and supporters of KPS for their generous support of bonds, which had made it possible to provide current technology for our students and staff.

Audience comments:
None.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
Dr. Rice read the following report into the record:

Good evening. I’m pleased to report that it has been a great beginning of the school year!

Students and staff are focused, the schools look good, and the vibe is very positive. We had two great celebrations of the 10th anniversary of the Kalamazoo Promise: one on August 15 before the
beginning of the school year in Bronson Park, and the other last week at Kalamazoo Central, prior to the Norrix-Central football game.

Though enrollment in the state continues to decline and enrollment in the county is stable, I’m delighted to announce that KPS enrollment is on the rise. Indeed, while children continue to register and return to school, we expect that total enrollment will be higher than last year’s AND higher than projected as well. This is a tribute to the hard work of staff and community, which continue to improve what we do and how we do it for KPS children.

Every major indicator in the district has improved over the last several years: reading, writing, math, and science state test results; Advanced Placement participation; graduation rates; college-going rates; and college-completion rates. Yes, we continue to have more work to do, but we have made substantial progress.

This progress is a function of tens of thousands of actions of staff and community members, as well as dozens of major reforms that we have made in the district and community.

- It is a function of an almost doubling of pre-kindergarten slots over the last few years.
- A quintupling of full-day kindergarten students.
- A new K-5 English language arts series, rich in nonfiction.
- The creation of Lift Up Through Literacy parent education and family literacy programs that have served more than 2,000 families at sites throughout the community.
- The summer sending of books to the homes of children going into 4th, 5th, and 6th grades.
- One thousand (1,000) 1st graders going to a branch of the Kalamazoo Public Library three times a year, with their schools, to learn how libraries operate and how important they are.
- One thousand (1,000) 3rd graders talking in their classes with me about their dreams for their lives, poetry, education, reading, writing, and libraries.
- One thousand (1,000) 6th graders spending a day on Western Michigan University’s campus to learn about college life and to further strengthen the feeling that regardless of who their parents are or how much money they have, ONE DAY THEY TOO can be a student on this OR ANY OTHER CAMPUS.
- The establishment of a free breakfast program at our elementary schools.
- The changing of the middle school schedule—from 7 periods a day to 6 periods a day—to incorporate more time for core course study for all students and more time to double block for those who are behind in reading and math.
- The changing of the high school schedule—from 4 periods per semester to 5 periods per trimester—to permit more opportunities for Michigan Merit Curriculum, credit retrieval, and Advanced Placement course work.
- The creation of the county’s only dual language school, El Sol Elementary.
- The creation of the county’s only middle school alternative program, the Middle School Alternative Learning Program.
- A restructured and larger Phoenix High School.
- The writing or rewriting of hundreds of curriculum guides and pacing charts.
- The establishment of expectations for children at every age of their development as well as for the adults that support children: parents, educators, support staff, and community members.
- Significant professional development in writing: Lucy Caulkins at the elementary level and John Collins at the secondary level.
- The creation of LINK CREW and WEB programs to develop leadership among our older students and a smooth acculturation at the next educational level among our younger students at the high schools and middle schools, respectively.
In spite of all the tremendous work that we have undertaken the last several years, we continue to have much to accomplish.

I’d like to discuss one area on which we are going to work in the coming year: the achievement of our African American male students.

Let me share a context with you. Across the country, the achievement of African American males is of issue.

Nationally, the graduation rate of females exceeds that of males, and the graduation rate of African American females substantially exceeds that of African American males.

In Michigan, the five-year graduation rate of African American females was 72.5 percent, while the rate for African American males was 59.1 percent, a difference of 13.4 percentage points. For white females and males, the five-year rates were 88.3 percent and 81.9 percent, respectively, a difference of 6.4 percentage points.

In KPS, the five-year graduation rate of African American females was 73.4 percent, actually higher than the state’s rate, while the rate for African American males was 58.2 percent, a little lower than the state’s rate. Our African American male graduation rate is higher than that of Grand Rapids and Battle Creek, and the same as Lansing’s, but not where it needs to be. The gap between African American females and males in KPS is 15.2 percentage points, in the same ballpark as that of the state. For white females and males, the five-year rates were 78.7 percent and 76.6 percent, respectively, a gap of 2.1 percentage points.

I compare African American females to African American males for a variety of reasons. Our African American girls grow up in the same families, in the same neighborhoods, in the same communities, and go to the same schools. Our African American young men should be able to perform at the same levels. And yet across the state and country, they perform at lower levels than African American young women. So we need to examine the socialization of our young men, not simply in schools, although that is extremely important, but also in the community.

When one analyzes education data by ethnicity, it is important to realize that one is also analyzing, at the same time, education data by socioeconomic status. For example, in the Kalamazoo Public Schools, 88 percent of African American students are eligible for free or reduced-price lunch, while only 44 percent of white students, exactly half as much, are similarly eligible. This pattern of “half as much” is mimicked at the state level as well: 75 percent of African American children statewide are free or reduced-price lunch eligible, while only 37 percent of white children are.

Interestingly enough, from our research, it appears that African American students in KPS are tied with those in one other district for the highest free/reduced-price lunch percentage in the state. KPS African American students have a higher aggregate free/reduced-price lunch percentage than those in Detroit, Flint, Flint Beecher, Muskegon, and Benton Harbor.

It is this confluence of challenges—gender, ethnicity, and socioeconomics—that compels us to action.

On Monday, August 24, I had my first Instructional Leadership meeting of the year with my building-based and central administrators. I shared much of what I have shared with you today, in much the same way that I have shared it with you today, and indicated that I would be mentoring five African American young men, once a week, at Phoenix High School this year. I asked who among my male administrators were prepared to do the same.
I did say male mentors. Everywhere that organizations run, and run well, they do so with female leadership of one sort or the other. That said, however, our young men need to be mentored by men, and our men need to rise to the challenge.

I did say African American. I understand that there are other young men that could benefit from mentoring, and we will mentor them as well. But I don’t want to lose sight of the fact that the group that needs the most—our African American males—should receive the most mentoring.

I did say male students. I understand that there are female students who need mentoring, and I am delighted that we have many women, both in the district and outside, that have chosen to mentor our young ladies. But the fact is that it is our male students who require the most, and it is our male students who should receive the focus of this mentoring effort as a result.

On August 24, I asked who among my male administrators were prepared to mentor five African American young men at least once a week. All rose to the challenge. I am pleased to say that all will be mentoring this year.

On August 31, at our back-to-school staff meeting at Miller Auditorium, I shared the same information in the same way. There, I said that I wasn’t going to put male staff members on the spot at that time, but that I would be asking their principals who among them were prepared to mentor five young men once a week, as all male administrators and I were prepared to do.

The next day, on September 1, I spoke to the NAACP of Metropolitan Kalamazoo, of which I am a life member. Supportive of the idea of mentoring our young men, Dr. Charles Warfield, the president, was kind enough to permit me to address the group, and Johnny Edwards, our director of secondary education, and I spoke with NAACP members for approximately an hour. I asked the group to poll its male members to see who among them would rise to the challenge to mentor our young men.

The following day, on September 2, Dr. Warfield and I met with Rev. Addis Moore, pastor of Mt. Zion Baptist Church and president of the Northside Ministerial Alliance (NMA). Rev. Moore expressed support for the idea of expanded mentoring, and invited me to speak to the NMA on September 22, which I will do next week, on this important subject.

Supportive of this work, the NAACP has also asked me to speak publicly on the need for mentors, which I will do as well, on September 24 at NACD.

Yes, there are already people mentoring our young men, and they are doing a fine job, but there are not nearly enough mentors. We need to expand our numbers and by extension expand our support of our young men.

So tonight, I am pleased to announce that a number of our male staff members have risen to the challenge. Indeed, 180 male staff members will be mentoring 900 male students this year. This is an outstanding beginning in this important area. I appreciate the early efforts on this initiative by our teachers, principals, Director of Elementary Education Judy D’Arcangelis, and Director of Secondary Education Johnny Edwards, both of whom are here this evening, as is Ms. Bea Cunningham, who regularly provides wise counsel to me.

Over the next few weeks, we will be working to establish a broad protocol for the work of our internal mentors. Roughly speaking, the mentoring should take place at least once a week, for at least a lunch period in duration. The focus of the mentoring should be on the child: his interests, his hopes, his dreams. In a nutshell, we’re trying to demonstrate a level of explicit caring and
attempting to help young men figure out how to go from where they are to where they want to be in life.

Board members, I know that you are as pleased as I am that there is interest among men in the community in becoming mentors. We will begin the expansion of mentoring with our internal mentors, but will also be recruiting community mentors as well. These community mentors may be mentors in churches and community organizations, but they may also mentor within schools, depending upon our mutual schedules, their interests and backgrounds, and ours as well.

We have many lessons to learn in this process, and we look forward to partnering with many in the community on this journey. Indeed, I have spoken to Amy Kuchta, CEO of Big Brothers Big Sisters, and Pam Kingery, executive director of Communities in Schools-Kalamazoo, and we will be meeting soon to discuss ways that we might expand mentoring and put to best use our mentoring capacity in the community. I will be meeting with others as well.

As important as mentoring is, however, and it is enormously important, our work is bigger than simply mentoring.

For the last few months, a Culturally Responsive Education Committee, composed primarily but not exclusively of KPS teachers and administrators, has been working to develop professional development for secondary teachers. The board may recall that it included money in the budget explicitly for this professional development. This professional development session, with committee members as group leaders, took place on September 1, prior to the beginning of the school year. The committee will continue to meet periodically, and it is expected that additional professional development will be offered, first to elementary staff members and subsequently and additionally to secondary staff members. I appreciate the leadership of Assistant Superintendent for Student Services Cindy Green, Western Professors Joe Morris and Mary Z. Anderson, and Student Services Administrators Nkenge Bergan and Rikki Saunders in this effort.

In early August, five KPS administrators—Ms. Green, Director of Secondary Education Johnny Edwards, Principals Valerie and Dr. Jeffery Boggan, and I—attended the African American Young Men in Michigan Conference. We learned a great deal at the conference, and I anticipate that the lessons learned will help shape our thinking in the coming months.

In addition to mentoring, we will be engaged in a variety of efforts in this area. First, we will be exploring the socialization of African American males, with a particular emphasis on the socialization of our black male students within our schools.

Second, we will be looking at research and best practices associated with African American male student achievement.

Third, we will continue our work with culturally responsive education as well. President Sholler-Barber, members of the board, members of the community, it is said in Ecclesiastes that there is a time for every purpose under heaven. And I think that has relevance to us this year in KPS.

But this year, I’m not thinking about Ecclesiastes. I’m operating on the Noah Principle: No more prizes for predicting rain; prizes only for building arks.

I look forward to our work as a board, administration, and community on this critical national issue.
Board discussion:
Carol McGlinn expressed the appreciation of the board for the work that was being done on this initiative. She stated that we need to try to change the culture, and that she was impressed with the number of staff members who had stepped forward to mentor our African American male students.

Dr. Martha Warfield echoed Ms. McGlinn’s appreciation. She thanked Dr. Rice for his leadership in looking at our students individually and in groups, and for being culturally sensitive and understanding of why certain groups of students have these issues. She noted that she does not know of any school districts that are taking on this issue as KPS was proposing to do.

Dr. Warfield explained that KPS believes we can do something about the problems in the community by mentoring our students in school. She mentioned that she had recently come across an article in an old issue of the Kalamazoo Gazette that stated “The Kalamazoo community has to get behind the schools to help the students if we are going to see any changes in the community.” Dr. Warfield stated that the article was dated 1995. She concluded that this was not a new problem; however, she was delighted that KPS had come up with the mentoring initiative to combat this ongoing problem.

Patti Sholler-Barber stated that this was not your dad’s KPS. She explained that KPS and the Kalamazoo community are facing new challenges and that there was much hard work to be done. Ms. Sholler-Barber noted that there was still much to be accomplished; however, KPS was working in the right direction. She stated that this was a never ending, ever growing, ever succeeding process that KPS was working on.

Ms. Sholler-Barber stated that this was a brilliant mentoring process. She noted that this was a national issue and that KPS considers it a responsibility to fully bring the community along and ask for its assistance because KPS cannot do it alone. Ms. Sholler-Barber thanked the many wonderful KPS community partners that were willing and able to help in this mentoring initiative. She stated that Kalamazoo, despite the challenging numbers, was not like other communities because we support our children so that all have the opportunity to rise to attain their dreams.

X. Other Business
None.

XI. Comments by Trustees
Carol McGlinn reminded everyone that there were lots of elementary school open houses scheduled during the next week and explained that open houses represent an opportunity to visit the schools, see what’s happening, and chat with your child’s teachers. She encouraged all parents and guardians to attend their child’s school open house.

Patti Sholler-Barber gave a big thank you to the voters for their support of KPS bond requests. She noted that a lot of projects had taken place at many KPS schools throughout the summer because of voter-approved bonds. Ms. Sholler-Barber stated that the purchase requests for computers and document cameras that had been approved at this meeting were critical for the education of our children in this age of technology, and explained that KPS would not be able to keep its facilities and equipment up to date without the voter-approved bonds.

Ken Greschak echoed Ms. McGlinn’s invitation to attend the elementary school open houses. He stated that he had attended his daughter’s high school open house and had found it to be a marvelous opportunity to see the school and visit with his child’s teachers in an informal setting.
Mr. Greschak expressed his appreciation of the staff KPS had in its schools. He noted that they are very dedicated and highly trained, and bring their hearts to their work with our children.

*Craig Herschleb* stated that he had had the opportunity to be a celebrity greeter on the first day of school, which was a great experience for him at Prairie Ridge Elementary School. He noted that he had also had the opportunity to stop at Washington Writers’ Academy that morning, which was very enjoyable.

Mr. Herschleb noted that the north building of Milwood Elementary School was now completely leveled and that he looked forward to watching the construction process of the replacement building.

*Patti Sholler-Barber* stated that it was exciting to see how large the property was at Milwood Elementary School and that she also looked forward to watching the new building as it was constructed on this site.

Ms. Sholler-Barber stated that it had been a busy couple of weeks of celebrations with elementary school ice cream socials and secondary school open houses. She thanked Mr. Lee for his work in providing celebrity greeters and stated that she was at Parkwood Upjohn Elementary School and had had a wonderful time as a celebrity greeter. Ms. Sholler-Barber noted that it touched her heart that so many men had responded to the Mothers of Hope request and had greeted students at Edison Environmental Science Academy, Northeastern Elementary School, and The Woodward School for Technology and Research on the first day of school.

Ms. Sholler-Barber noted that KPS buildings were open and the numbers were good; however, there were still spaces available for students. She explained that KPS welcomes all students and encouraged parents and guardians to get their children enrolled in KPS if parents have not already done so. Ms. Sholler-Barber reminded students that attendance every day at school is important to be successful and attain the Kalamazoo Promise.

**Comments by the Superintendent**

Dr. Rice stated that there were still slots available for the KPS pre-kindergarten PEEP program. He encouraged parents to call the PEEP Office at 337-0095 to enroll their children. Dr. Rice continued that there were also some spaces still available in grades kindergarten through 12 and asked parents to call KPS Student Services Department at 337-0161 to enroll their children.

**XII. Closed Session**

President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:45 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, October 1, 2015 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the October 1, 2015 regular Board of Education meeting to order at 7:04 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized KPS 2015 National Merit Scholarship semi-finalists: Loy Norrix High School Senior Koichi Anderson; and Kalamazoo Central High School Seniors Sydnie Bodzianowski, Otto Kailing, and Arthur Woodworth.

Also in attendance and introduced were Loy Norrix High School Principal Rodney Prewitt and Kalamazoo Central High School Dean of Students Angelita Aguilar. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Communities in Schools of Kalamazoo (CISK) – Dr. Martha Warfield, representative, reported that the CISK board met on September 18 under the leadership of its new president, Dr. Timothy Light. She stated that the committees scheduled their meetings for the year and reviewed the CISK website. She concluded that the CISK board would meet again on October 16.

Teaching and Learning Council (TLC) – Ken Greschak, representative, stated that the Teaching and Learning Council met on September 24 and discussed the new mentoring program, culturally responsive education training, math fluency, and the PSAT/SAT testing. He concluded that the TLC would meet again on December 10.

Patti Sholler-Barber noted that the discussion at TLC indicated that testing should be considered a learning process rather than an end result.

Schedule for upcoming committee meetings:
- Evaluation/Accountability Committee - October 13;
- Operations Committee - October 14;
- Curriculum Committee – October 14; and
- Policy Committee - October 27.

School Reports
None.
VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of September 18, 2015 through October 1, 2015. (File #6.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. September 17, 2015 Regular Meeting Minutes, VII.B. Purchase Recommendation 2016-11, and VII.C. Personnel Changes.

Dr. Rice reviewed purchase recommendation 2016-11 in the amount of $38,530 from the 2010 Bond to update the physics lab at the Kalamazoo Area Math and Science Center.

Board Comments:
Patti Sholler-Barber thanked the voters for passing the bond that had made this physics lab upgrade possible.

MOTION: Implied to approve the Consent Calendar as presented.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
William Atkinson, 3350 Rockingham Street, Kalamazoo, stated that he had recently moved back to the Kalamazoo area and was happy to hear about the new KPS mentoring program to help our African American male students. He explained that when he had previously been employed at KPS he had started a student success club to provide mentoring to students. Mr. Atkinson stated that he was glad to be re-employed at KPS and that he looked forward to being part of the mentoring program. He concluded by expressing his interest in becoming a member of the culturally responsive education committee.

IX. Reports and Recommendations
None.

X. Other Business
None.

XI. Comments by Trustees
Craig Herschleb advised that the footings for the new building at Milwood Elementary School were being installed and that the front yard of the property had been leveled. He stated that he was excited to watch the construction process unfold.

Mr. Herschleb stated that he had had the opportunity to attend open houses at Greenwood Elementary School and Edison Environmental Science Academy and had enjoyed visiting with staff, parents, and students.

Jennie Hill stated that she had enjoyed being a celebrity greeter at Arcadia Elementary School on the first day of school and noted that it was a very well organized event. She stated that another fun event that she had attended and enjoyed was the Kalamazoo Central High School versus Loy Norrix High School football game and the 10th birthday party of The Kalamazoo Promise that was celebrated prior to the start of that game.
Ms. Hill noted that she had attended the recent Kalamazoo City Commission candidates’ forum and explained that the city must be strong so that the schools could be strong. She reminded voters that it was important to know the candidates and become informed voters.

Patti Sholler-Barber stated that she was pleased that KPS had begun the mentoring program, which was a definite need for many students. She asked everyone to perceive themselves as a mentor to their children. Ms. Sholler-Barber gave as an example that it was important to encourage children to celebrate school and homework so that they perceive learning as fun rather than a chore. She continued that what is taught in the classroom must be replicated at home. Ms. Sholler-Barber explained that reading, writing, math, and all the subjects should be encouraged and practiced at home. She concluded that everyone should read as often as they can.

**Comments by the Superintendent**
Dr. Rice noted that this was the 18th day of school and that KPS had had a great start to the year.

Dr. Rice advised that the mentoring effort would begin with 180 KPS mentors working with 900 mentees, which KPS hoped to have fully off the ground internally within the next four weeks. He thanked NAACP President Dr. Charles Warfield and Vice President Wendy Fields; Northside Ministerial Alliance President Reverend Addis Moore; ISAAC Executive Director Dr. Charlae Davis; and a number of others in the community who had expressed their support over the last few weeks.

Dr. Rice stated that KPS would begin with internal mentors in the next month and then move to include external mentors. He explained that some of the external mentors would work with their mentees in the community, while others would mentor in the schools, depending on schedules and mentor-mentee matches. Dr. Rice noted that the program would be five-to-one mentoring rather than one-to-one mentoring.

Dr. Rice encouraged those who would prefer to do one-to-one mentoring to contact Big Brothers Big Sisters, Boys and Girls Club, Northside Association for Community Development, Douglass Community Association, Hispanic American Council, or Kalamazoo Center for Youth and Community, all of which could benefit from male mentors.

Dr. Rice explained that it would take some time to select young people to match up to mentors. He stated that KPS would evaluate the program at the end of the year to decide how to improve the program in the coming years.

Dr. Rice announced that part of the great start to the school year was that KPS had increased its enrollment. He explained that the numbers would not be official for a few months; however, it looked like KPS had increased enrollment over projections at the elementary, middle school, and high school levels. Dr. Rice extended kudos to Milwood Magnet School: A Center for Math, Science and Technology Principal Craig LeSuer for the substantial increase in enrollment at his school.

Dr. Rice stated that it looked like KPS had increased enrollment by 70 over projections, and by 82 over last year’s enrollment. He expressed his appreciation to the board, senior staff, principals, teachers, and staff members for their work on behalf of our young people.

**XII. Closed Session (if needed)**
President Sholler-Barber asked for a motion to move into closed session to consider a legal opinion.
MOTION: It was moved by Trustee McGlinn, and supported by Trustee Hill, to move into closed session to consider a legal opinion.

Disposition: Roll call vote: Motion carried, 7-yes, 0-no, 0-abstentions.

President Sholler-Barber adjourned the meeting to go into closed session and indicated that the board may or may not return to open session. Regular meeting adjourned at 7:26 p.m.

President Sholler-Barber reconvened the meeting at 8:28 p.m. and read the resolution regarding teacher tenure into the record.

MOTION: It was moved by Trustee Herschleb, and supported by Trustee McGlinn, to approve the Resolution for Forfeiture of Tenure Rights of Ms. Christy Winkle, per Article V, Section 1 of the Michigan Teachers’ Tenure Act.

Board Discussion:
None.

Audience Comments:
None.

Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions.

XIII. President Sholler-Barber adjourned the meeting at 8:30 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the October 15, 2015 regular Board of Education meeting to order at 7:06 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized Northglade Montessori Magnet School Turn-Around Students: second grade student Shawndell Glenn (unable to attend); and fifth grade students ZaVontrae’ Lindsey and Escence Ward.

Also in attendance and introduced by Mr. Lee were Northglade Montessori Magnet School Principal Dale Mogaji, and staff members Raffeal Hitchcock and Reqwal Duckworth. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Evaluation/Accountability Committee – Jennie Hill, chairperson, reported that the Evaluation/Accountability Committee met on October 13 and discussed a wide range of topics that included the third grade reading bill, teacher evaluation bill, and the Measures of Academic Progress (MAP) testing. She stated that they also received a report from Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski on efforts that are in place and that are being added to improve schools, with an emphasis on the lowest performing schools. Ms. Hill concluded that the committee would meet again on November 10.

Operations Committee – Dr. Martha Warfield, chairperson, reported that the Operations Committee met with the auditors on October 14 and received the comprehensive annual financial report. She concluded that the committee would meet again on October 27.

Curriculum Committee – Carol McGlinn, chairperson, reported that the Curriculum Committee met on October 14 and discussed the topics on which the committee would concentrate this school year, which included science, technology, engineering and math (STEM) education, literacy work, and math support. She stated that the committee also received a report on pre-kindergarten education and noted that KPS currently had 414 PEEP students and 612 PEEP slots. Ms. McGlinn advised that there were still a few slots available and encouraged parents to enroll their children in the KPS PEEP program. She also announced that an early childhood education curriculum committee would be formed, as had been done for the K-5 reading adoption. Ms. McGlinn concluded that the committee would meet again on November 11.
President Sholler-Barber announced that Communities in Schools-Kalamazoo (CIS-K) would meet on October 16, and the Policy Committee would meet on October 27.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of October 2, 2015 through October 15, 2015. (File #7.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. October 1, 2015 Regular Meeting Minutes, VII.A.2. October 1, 2015 Closed Session Minutes, VII.B. Purchase Recommendations 2016-12 and 2016-13, and VII.C. Personnel Changes.

Deputy Superintendent of Business, Operations and Communications Gary Start reviewed the purchase recommendations as follows:
- 2016-12 in the amount of $513,132.00 from the 2013 bond for architectural and engineering services by TowerPinkster; and
- 2016-13 in the amount of $45,141.80 from the 2010 bond to replace and upgrade wireless access points installed in all secondary school buildings, the administration building, and the West Main School Professional Development Center.

MOTION: Implied to approve the Consent Calendar as presented.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

President Sholler-Barber thanked the voters for their support of the bonds that had made these improvements possible.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
A. Summer of 2015 Capital Improvement Projects Report
Director of Facilities Management Al Tyler and Executive Assistant for Facilities Management Karen Jackson presented the 2015 Capital Improvement Projects Report, which included the following highlights:
- 105 projects at 13 sites had been completed during the summer;
- The budgeted total for those projects was $15,350,514;
- All projects were completed on schedule and were in total $714,600 under budget;
- Demolition of Milwood Elementary School was complete and the new construction and renovations were ongoing and scheduled for completion by the fall of 2016;
- Twenty (20) energy-related projects were anticipated to result in approximately $74,000 in Consumers Energy Rebates; and
- It was anticipated that those improvements would result in an annual savings of approximately $34,000.

A slide show of the summer projects was presented.
Board Discussion:
Carol McGlinn stated that it had been wonderful to see all the projects going on throughout the summer. She noted that she was a celebrity greeter at Greenwood Elementary School on the first day of school and that the new parking lot and its new configuration were a great improvement. Ms. McGlinn commented on the various improvements at Loy Norrix High School, Parkwood Upjohn Elementary School, and the demolition of the north building at Milwood Elementary School. She stated that returning the windows to their original size at Lincoln International Studies School was a wonderful improvement to the building and let in lots of natural light. Ms. McGlinn expressed her appreciation to everyone involved in the capital improvement projects and thanked the community for its support of the bonds that had made these improvements possible.

Jennie Hill echoed Trustee McGlinn’s comments and stated that she felt a sense of pride to see beautiful school buildings restored to their original grandeur. She stated that the community and KPS had worked together to provide these restorations and improvements for our children, and that the entire community should feel proud of all that has been done to maintain and improve the schools for future generations.

Patti Sholler-Barber highlighted that the 2015 capital improvement projects had come in $714,600 under budget. She explained that this result underscored that KPS was a good steward of the community’s funds. Ms. Sholler-Barber praised Al Tyler and Karen Jackson for their attention to detail and budget. She noted that many of the projects were energy-efficient measures that would result in a rebate from Consumers Energy of approximately $74,000 and an annual cost savings of $34,000. Ms. Sholler-Barber expressed her delight that the rebate and annual savings would provide funds that could be used for the benefit of our students.

Ms. Sholler-Barber concurred with Trustees McGlinn and Hill that the natural light provided by the new windows at Lincoln International Studies School, along with the quality of the glass, would make the new windows energy efficient and provide a better learning environment for students and staff. She concluded that she was impressed with KPS and how magnificent the school buildings and grounds looked for the start of the school year.

Dr. Rice expressed his appreciation for all of the work that went on behind the scenes and the attention to detail. He explained that the community can feel proud of its schools.

Deputy Superintendent Gary Start read the recommendation for the board to receive the June 30, 2015 Comprehensive Annual Financial Audit Report, Federal Awards Supplemental Information, and Report to the Board. He explained that in 2014-2015 Business Manager Laura Kayser had KPS change from a basic annual financial report to a comprehensive annual financial report, which had not been a small undertaking. Mr. Start advised that KPS had received a certificate of excellence from the Association of School Business Officials International and a certificate of achievement for excellence in financial reporting from the Government Finance Officers Association because of Ms. Kayser’s work on the 2014 comprehensive annual financial report. He noted that not many school districts receive these awards and thanked Ms. Kayser for her outstanding work.

Mr. Start explained that each year the district engages an independent CPA firm to review financial statements and express an opinion about whether the district accurately presents its financial position. Mr. Start introduced Mr. Jeff Egberts, a representative of the district’s auditor, Plante & Moran, PLLC.
Mr. Egberts stated that the auditors had already met with the board’s Operations Committee and presented a more detailed walk-through of the statements and other reports. He then reviewed the audit process and explained that the audit’s length was to allow the auditors an opportunity to render an opinion on the financial status of the district.

Mr. Egberts noted that the audit went very well and the opinion rendered was “unmodified,” which is the highest opinion that can be given. He stated that there was a new accounting standard this year, which required the Michigan auditor general to complete some work before the draft audit could become final. Mr. Egberts explained that he expected to receive the information from the Michigan auditor general in the next week and then finalize the report with no changes.

Mr. Egberts concluded by complimenting Deputy Superintendent Gary Start, Business Manager Laura Kayser, and the staff of the Kalamazoo Public Schools Business Office for their assistance throughout the audit process. He also complimented the district administration and the Board of Education for its continued ability to maintain a balanced budget.

MOTION: Moved by Trustee Dr. Warfield, supported by Trustees Greschak and Herschleb, to receive the June 30, 2015 Comprehensive Financial Audit Report, Federal Awards Supplemental Information, and Report to the Board.

Board Comments:
Patti Sholler-Barber noted that we should not take for granted the excellent budget work and expressed the board’s appreciation to Deputy Superintendent Start and Business Manager Laura Kayser.

Dr. Rice echoed the board’s appreciation to the auditors, Jeff Egberts, and Plante and Moran. He praised the outstanding work of Gary Start, Laura Kayser, KPS administration, and the Board of Education for the completion and outcome of the financial audit. He stated that he was pleased that KPS continued to be a financially stable district, which made it possible for KPS to do what needs to be done for our children.

Deputy Superintendent Start praised Business Manager Laura Kayser for her excellent work on the budget audit, and the board and Dr. Rice for their support and leadership.

Audience Comments: None.

Disposition: Roll call vote: 7-yes; 0-no; 0-absentions.

X. Other Business
None.

XI. Comments by Trustees
Dr. Martha Warfield expressed her appreciation to everyone involved for the fine budget report and the wonderful improvements to KPS school buildings. She suggested that a student video class film the buildings when they are in use to advertise the district for prospective residents. Dr. Warfield concluded that she was excited to know that we have a vibrant school district and community and she was pleased to live in Kalamazoo.
Carol McGlinn announced that the month of October was Dyslexia Awareness Month. She shared some facts about dyslexia:

- Dyslexia represents the most common and prevalent of all of the known learning disabilities;
- It affects one out of five children in the United States;
- Reading failure is the most commonly shared characteristic of juvenile justice offenders;
- Dyslexia affects just as many boys as girls;
- It is one of the most researched of all learning disabilities;
- The research evidence does not support the whole language reading approach to teaching children with dyslexia; and
- Dyslexia is hereditary.

Ms. McGlinn encouraged everyone who has a struggling reader to obtain more information about dyslexia on the SLD Center website: www.sldread.org.

Ms. McGlinn stated that she had spent the day at the state capitol in Lansing and was disheartened that the House had passed a bill that would require third grade retention. She explained that she does not believe in social promotion of students; however, she also does not believe in mandatory student retention. Ms. McGlinn noted that there was much that could be done to help our students who struggle with reading or with dyslexia such as early identification, use of proven interventions, and provision of accommodations.

Ms. McGlinn expressed her frustration that no educators, reading specialists, or reading experts were involved in working on this bill. She encouraged all to contact their state senators and ask them not to support this bill.

Jennie Hill stated that she had participated in the Safe Walk to School Day at Northeastern Elementary School on October 7 and that it had been a lot of fun. She continued that she had also attended the Northside Ministerial Alliance (NMA) Community Prayer Breakfast on October 13 and that it had been a wonderful time to be with our community partners and those who care about what happens in our community.

Patti Sholler-Barber concurred with Trustee Hill that the Safe Walk to School Day had been very informative and enjoyable. She also agreed that the NMA Community Prayer Breakfast had been a great gathering, with many KPS senior staff and board members in attendance. Ms. Sholler-Barber thanked the NMA and Mt. Zion Baptist Church for hosting the event.

Ms. Sholler-Barber stated that she had enjoyed attending library visits with first grade students this week. She noted that the children were very enthusiastic about the visits and cheered for each other when they received their library cards on a lanyard. Ms. Sholler-Barber commented that El Sol Elementary School Teacher Danielle Jn Baptiste was directing her students in Spanish as well as English throughout their visit to the library.

Ms. Sholler-Barber extended a thank you to state Representative Jon Hoadley for working with KPS and keeping the board informed about the third grade reading bill on which Trustee McGlinn had commented. She stated that it was crucial that all contact their state senators and urge them not to pass the bill because all children have the capability to learn to read and should not be labeled. Ms. Sholler-Barber explained that the bill as currently passed by the House was not well thought out and would put another unfunded burden on public schools.
Ms. Sholler-Barber concluded her remarks by encouraging all parents to attend their children’s upcoming parent-teacher conferences.

**Comments by the Superintendent**
Dr. Rice introduced the Director of Elementary Education Judy D’Arcangelis, who was in attendance. He explained that she was the person who coordinated the first grade library visits, which take place three times a year for the 1,000 KPS first grade students.

Dr. Rice reminded everyone that there were still some slots available in the KPS pre-kindergarten PEEP program, and that interested parents should call the PEEP office at 337-0095 to enroll their children. He also stated that those parents with children entering grades kindergarten through 12 could still enroll by calling the Student Services Department at 337-0161.

Dr. Rice noted that it was amazing to have had 105 capital projects done throughout the summer at 13 schools, and that the projects were all completed on time and came in a total of $74,600 under budget. He expressed his appreciation of Al Tyler and Karen Jackson for their attention to detail and their leadership. Dr. Rice thanked all of the KPS staff who had worked feverishly throughout the summer to prepare our buildings for the start of school, with special mention of those who do not always get recognition: custodians, bus drivers, painters, carpenters, electricians, plumbers, and food service employees.

Dr. Rice stated that a freshman student had recently pointed out to him something that, in the student’s opinion, was not working right and he wanted Dr. Rice to get on it right away. Dr. Rice stated that he appreciated that the student was thinking about how to improve KPS and that we need more of that spirit and leadership nourished and encouraged. He concluded that he would be working on the student’s suggestion and that it would be done.

**XII. Closed Session**
President Sholler-Barber did not call for a closed session and adjourned the meeting at 7:59 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, November 5, 2015 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
Summer 2015 Bond Work Update

President Sholler-Barber, Superintendent Rice, members of the Board of Education, we are pleased to have the opportunity this evening to update you on the progress of work associated with the 2010 and 2013 Bonds.

Since our last update, the new Washington Writers’ Academy and the new auxiliary gymnasium at Kalamazoo Central High School have been completed and opened.

This past summer, 105 projects at 13 sites have been completed. Some of these projects included marquee, window, interior and exterior door, ceiling, flooring, interior and exterior lighting, restroom, public address, casework, fire alarm, roof, electrical system, boiler, and heating, ventilating, and air conditioning system replacement; technology infrastructure, walk-in cooler/freezer, and generator installations; various site improvements; and playground renovations. In addition, construction and renovations of the gymnasium, lockerooms, fitness room, and lobby at Maple Street Magnet School, as well as construction of a new stadium entry building and stadium bleacher replacement at Loy Norrix High School were, completed. The budgeted total for these projects was $15,350,514. All projects were completed on schedule and were in total $714,600 under budget. Finally, the demolition of Milwood Elementary school is complete, and the new construction and renovations are ongoing with a scheduled completion of fall 2016.

Energy efficiency and reduction of our energy consumption are the focus of every design. This summer, 20 energy-related projects are anticipated to result in approximately $74,000 in Consumers Energy rebates. In addition, it is anticipated that these improvements will result in an annual cost avoidance of approximately $34,000.
Planning has begun for next summer's projects. In addition to the continuing work at Milwood Elementary, projects will take place at 8 additional sites.

Success is only possible through the teamwork and dedicated efforts of everyone involved. I would like to thank our partners at Tower Pinkster and CSM Group. Thanks to the hundreds of talented trades people that work so hard to ensure we are ready to open on time. Thank you to the school-based administrators, teachers, and staff for your cooperation and understanding. Special thanks to the maintenance, custodial, technology, food service, summer paint, transportation, and business and finance staffs. You are an incredible group of people to work with. Karen Jackson, what can I say? Your efforts and contributions throughout this process are immeasurable. Thank you. Thank you to Dr. Rice, members of the Board, and Gary Start for your continued trust and support. The biggest thank you of all goes to the taxpayers of this community for their continual support for the students of the Kalamazoo Public Schools.
2015 Capital Bond Projects
One hundred five projects at
thirteen sites.
I. **Call to Order**
President Patti Sholler-Barber called the November 5, 2015 regular Board of Education meeting to order at 7:02 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. **Pledge of Allegiance**
The Pledge of Allegiance was recited.

III. **Attendance**
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. **Announcements and Recognitions**
Executive Director of Communications Alex Lee recognized turn-around students from Loy Norrix High School: Seniors Taija Campbell, Najah Gill, Aaron Holmes, Quintonnia Lampkins, Matthew Rodriguez, and Timothy Whittaker.

Also in attendance and introduced by Mr. Lee were Loy Norrix High School Principal Rodney Prewitt, Coach Alex Hill, and Coach Darrick Parker. The students’ parents, family, and friends in the audience were also recognized.

V. **School Reports/Committee Reports**

**Committee Reports**

Communities in Schools-Kalamazoo (CISK) – Carol McGlinn, representative, stated that the CISK board met on October 16. She advised that the CISK board received a presentation on financial information and was gearing up for its annual campaign. Ms. McGlinn encouraged everyone to consider a gift to CISK. She concluded that the CISK board would meet again on November 20.

Operations Committee – Dr. Martha Warfield, chairperson, stated that the committee met on October 27 and considered some property options that would enhance the district’s opportunities. She concluded that the committee would meet again on November 24.

Policy Committee – Craig Herschleb, chairperson, stated that the committee met on October 27 and discussed building rental procedures and the tobacco policy. He noted that the committee discussed adding e-cigarettes to the tobacco policy. Mr. Herschleb concluded that the committee would meet again on December 15.

President Patti Sholler-Barber announced the meeting dates for the remaining committees:
- Evaluation/Accountability Committee would meet on November 10; and
- Curriculum Committee would meet on November 9.

**School Reports**
None.
VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of October 16, 2015 through November 5, 2015. (File #8)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. October 15, 2015 Regular Meeting Minutes and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
John C. Stewart, 1142 South Main Street, Plymouth, introduced himself and shared information on his background. He stated that public education was the foundation of our society and the cornerstone of our democracy. Mr. Stewart noted that the Detroit Free Press had published an eight-day series on charter schools and provided a copy of the series to the board. He commented that KPS was a model of excellence and that Dr. Rice’s writings were appreciated. Mr. Stewart asked if we would invite him back and let some of the Kalamazoo Promise shine its light all across Michigan.

IX. Reports and Recommendations
Annual State of the Schools Report
Superintendent Dr. Michael Rice presented his report entitled Annual State of the Schools Kalamazoo Public Schools Board of Education, November 5, 2015 and noted the following:

Progress Over the Last Several Years:
- Since the advent of the Kalamazoo Promise ten years ago…every major KPS indicator has improved. This is a tribute to the hard work and dedication of KPS teachers, administrators, and support staff, with partnership and support from many community organizations.
- Since 2005, KPS enrollment has risen approximately 2300 students (23 percent), the greatest increase of any district statewide during this period, and rose again this year.
- From 2008-2009 to 2013-2014, the last year for which MEAP state tests results were available, KPS improved its student achievement at all levels—elementary, middle, and high school—in reading, writing, science, and math.
- In most cases, KPS student achievement increased faster than that of the state as a whole, as reported by the Upjohn Institute, the Kalamazoo Gazette, WKZO, and other media and institutions.
- From 2007-2008 through 2014-2015, the number of KPS students taking Advanced Placement (AP) courses increased by 146 percent, and the number of AP courses taken by our students increased by 209 percent.
- During the same period, the number of economically disadvantaged students taking AP courses increased by 317 percent, the number of African American students increased by 264 percent, and the number of Hispanic students increased by 875 percent.
- During the same period, the number of AP tests earning college credit increased by 201 percent.
- Since 2010, both four-year and five-year high school graduation rates have increased.
- Since 2012, the moving three-year averages of the four-year and the five-year graduation rates have increased annually (2010-2012, 2011-2013, and 2012-2014).

Three-year moving averages of five-year graduation rates: 2009-2011, 69.36%; 2010-2012, 70.49%; 2011-2013, 71.92%; 2012-2014, 73.50%.

From 2010 to 2014, the four-year dropout rate declined by 21 percent. The moving three-year averages of four-year and five-year dropout rates have declined annually since 2011 and 2012 respectively.

From 2010 to 2014, the moving three-year average for the four-year dropout rate has declined by 20 percent.


College-going rates: Comparing 2004 to 2014, the rate of college going within six months of high school graduation of Kalamazoo Central/Loy Norrix graduates increased from 64 percent to 78 percent. (Source: W.E. Upjohn Institute for Employment Research)

College-going rates: For low-income schools, the national 2014 college-going rate was 53%; for all public schools, 64%; and for high-income schools, 74%. (Source: W.E. Upjohn Institute for Employment Research)

College graduation rates: Comparing 2004 to 2006-2008, the six-year college graduation rate for Kalamazoo Central/Loy Norrix students entering college increased from 33 percent to 39 percent. (Source: W.E. Upjohn Institute for Employment Research)

College graduation rates: For low-income schools, the national 2014 college graduation rate was 22%; for all public schools, 32%; and for high-income schools, 50%. (Source: W.E. Upjohn Institute for Employment Research)

Selected Major Efforts to Drive Progress in Student Achievement:

- 2008 strategic plan expectations for children and adults that support them – parents, educators, support staff, and community.
- Pre-K-5 checklists for parents regarding end-of-year expectations for children.
- 2008 Phi Delta Kappa curriculum management audit – 18 findings, 10 recommendations.
- Recommendation #4 curriculum development: Creation or revision of 262 curriculum guides and pacing charts since the summer of 2008.
- Recommendation #5 professional development (PD): Narrowing and deepening of PD in reading, writing, and math, among other areas.
- Recommendation #6 mirrors or self-reflection: Continued effort to evaluate our own work and that of others, to improve instruction to increase achievement.
- KPS has almost doubled the number of pre-kindergarten slots in the district in the last six years, from 324 in 2009 to 612 in 2015.
- Seven schools (Lincoln, Edison, Washington, Woodward, Northeastern, Northglade, and Greenwood) now have full-day PEEP early childhood education and four others (Arcadia, Indian Prairie, Parkwood Upjohn, and Winchell) have half-day programs.
- KPS has quintupled the number of full-day kindergarten students in the district, from 176 in 2007 to 901 in 2015.
- KPS offers students the only dual language (English-Spanish) school – El Sol Elementary – in the county, a school begun in 2008 in a previously shuttered facility.
- KPS offers students the only middle school alternative program in the county.
- Middle school schedule changes and double blocking: First schedule changes since 1985; begun in 2010; 120 hours more for the average student in core classes; 204 hours more in
the area in need of improvement for a student who is working to catch up; and strategic
reading (Read 180) and strategic math.

- New high school schedule: In 2010, four periods per semester became five periods per
  trimester.
- New high school schedule provides more time for Advanced Placement, Michigan Merit
  Curriculum, and credit retrieval, and more time on task.
- Advanced Placement expansion and promotion.
- KPS Advanced Placement: more AP courses; more AP sections; weighted grades for AP
  courses; more AP professional development; and more AP promotion.
- Districts all over the state have struggled with building closures, failed millages, staff
  layoffs, and declining enrollment, and yet, Kalamazoo County approved a special
  education millage and KPS enrollment is up!
  Thank you to our voters and to those of you and others, who worked on our efforts to pass
  these voter questions.
- New space since 2008: Prairie Ridge Elementary, Linden Grove Middle School, Additions
  onto Milwood Magnet and Hillside Middle Schools, South Westnedge (purchase),
  Washington Writers’ Academy, Kalamazoo Central (second gym), Maple Street
  (replacement gym).
- All schools in the district have benefited from bond work in the last ten years.
- KPS has more than 200 community partner organizations to help improve the chances of
  success for KPS kids.

Present and Future Efforts Through Our College-Going Culture Components:

- Eight college-going culture components: 1. High expectations for students and staff; 2.
  higher education exposure; 3. meaningful and engaging homework; 4. everyone
  reads/literacy: early language development, reading, and writing; 5. substantial
  opportunities for meaningful parental involvement; 6. education that is relevant to,
  reflective of, and inclusive of students; 7. development of strong problem-solving skills;
  and 8. development of success skills: metacognitive, note-taking, study, time management,
  organizational, and test-taking skills.
- College-Going Culture Component #1: High expectations for students and staff.
- Student-to-student mentoring.
- Link Crew (high school) and WEB (middle school).
- Link Crew began in 2013 for Loy Norrix and in 2014 for Kalamazoo Central.
- WEB began in 2014 for Milwood Magnet and Linden Grove and in 2015 for Hillside and
  Maple Street.
- High expectations not simply for those with high performance at a given time, but for all
  students.
- Five systemic means of catchup growth in the district: 1. PEEP; 2. Reading Recovery; 3.
  Read 180; 4. Double Blocking at the Middle School Level; and 5. Middle School
  Alternative Learning Program.
- As a district and as individuals, we need to have a greater commitment to catching
  children up who are behind.
- In this school year, we are working in a variety of ways to better understand and help
  generate catch-up growth among students, in partnership with parents, grandparents,
  community members, and students themselves.
- The Teaching and Learning Services Department will be engaging a short-term committee
to work in this important area.
College-Going Culture Component #2: Higher education exposure.
Examples: Bronco Buds—All 6th graders to WMU; Alumni Days at the high schools; College Readiness Course; Advanced Placement Courses; Dual Enrollment Courses at WMU and at KVCC; Many EFE and EFA Courses; KAMSC and ATYP.
This year’s addition: Alumni Days at the Middle Schools

College-Going Culture Component #3: Meaningful and engaging homework.
District Homework Standard: Ten minutes a night in grades K and 1, with ten minutes more per night per grade. Grade 2 – 20 minutes per night; Grade 3 – 30 minutes per night; Grade 4 – 40 minutes per night; grade 5 – 50 minutes per night; grade 6 – 60 minutes per night; grade 7 – 70 minutes per night; grade 8 – 80 minutes per night; grade 9 – 90 minutes per night; grade 10 – 100 minutes per night; grade 11 – 110 minutes per night; grade 12 – 120 minutes per night.

Homework doesn’t come free, either for the teacher or for the student. The teacher has to assign it and use it, so that the student is aware of its importance. The student has to do the homework.
The absence of homework over a period of time for a given child, class, grade, or school could easily be considered a cousin of positive feedback bias. In the short run, no one sweats students about homework. In the mid-term or long-term, students are simply getting less education, and are worse off for it.
For our kids to be college ready, they have to have more than 1098 hours of work in a year, more than 180 school days. We have to extend into after school and weekends with homework, if our children are to self-actualize.
In the highest-achieving nations in the world, in the strongest districts in this country, homework is an accepted part of school.

College-Going Component #4: Everyone Reads/Literacy: Early Language Development, Reading, and Writing.
The Goal: Become the first fully literate urban community in the country.
Cure illiteracy, and many of the issues that adversely affect students, families, and staff, both in and out of schools, dissipate.
Major Efforts: New K-5 ELA series (Reading Street); Caulkins and Collins Writing PD; Lift Up Through Literacy Parent Education and Family Literacy Programs in the community; partnerships with KPL and other community organizations; summer books to 4th, 5th, and 6th graders; daily home reading: grades K-2, 20 minutes; grades 3-8, 30 minutes.
Major Outcomes: Reading and writing achievement increased at faster rates than the state as a whole; substantial increases in books for children (ages 0-11) checked out of KPL; Advanced Placement participation up; and college success and completion up.
This Year: More buy-in associated with reading logs and writing journals/portfolios; more work across content areas on literacy; more nonfiction; what interests YOU: what books match your interests, especially for secondary students?

College-Going Culture Component #5: Substantial Opportunities for Meaningful Parental Involvement.
A Major Example: Lift Up Through Literacy (LUTL) parent education and family literacy programs at community sites throughout Kalamazoo.
Parent Education: 869 families served.
Family Literacy: 1,146 families served.

College-Going Culture Component #6: Education that is relevant to, reflective of, and inclusive of students.
• **Important Efforts:** Drawing links between children’s dreams and the education that children need to attain their dreams; making clear the importance of one’s teaching area to children; creating culturally responsive classrooms and schools, in which all students feel valued, regardless of ethnicity, socioeconomic status, gender, sexual orientation, or language/country of origin.

• **College-Going Culture Component #7:** Development of strong problem-solving skills.

• **Recent Efforts:** Development of elementary school math benchmarks over the last several months; weaving of the benchmarks into curriculum guides; and professional development associated therewith in the next week and year.

• **College-Going Culture Component #8:** Development of success skills: metacognitive, note-taking, study, time management, organizational, and test-taking skills.

• **Parents**—after kids, our major customers—have asked us to be more systemic about the teaching of these skills. They indicate that their children’s experiences vary from substantial to nonexistent in the district, depending upon the teachers their children have.

• **Current Efforts to address this Ad Hoc-edness:** Weaving note taking, study, and test-taking skills into curriculum guides in grades K-8 this year and next. Professional development associated therewith.

• **Special Efforts on a National Challenge:** Studying of the socialization of African American males in the district. Efforts to improve teaching practice and culture as needed. Lessons learned through professional development in culturally responsive education, whose focus is broader than African American male achievement but which will nevertheless still be helpful. Mentoring.

• 111 staff mentors to date for our young men.

• 514 young men served (Mentees) to date by staff mentors.

• **Additional Challenges:** State system of testing. Third grade reading legislation. High concentrations of poverty.

• **KPS:** Rising Student Achievement at All Levels; rising AP participation; rising graduation rates; rising college-going rates; and rising college-completion rates.

• In the next five years, we will continue to improve what we do and how we do it for 13,000 KPS students each year.

Dr. Rice expressed appreciation to the more than 200 KPS community partners, with a special thank you to the donors of the Kalamazoo Promise. He also thanked KPS staff for their work with and on behalf of students, and the Board of Education for its support of children.

**In Summary:**
Dr. Rice quoted a poem by Robert Frost: “The woods are lovely, dark, and deep; But I have promises to keep; And miles to go before I sleep; And miles to go before I sleep.” Dr. Rice commented that we have miles to go, though we have grown a lot and have improved a lot in the last several years; which is a function of board leadership and the leadership of teachers, administrators, parents, grandparents, and community leaders.

**Board Comments:**
Carol McGlinn stated that she was extremely proud of the work that happens in our district. She noted that they have a phenomenal leader of whom they could not be more proud and appreciative. Ms. McGlinn stated that the board also appreciates our teachers, administrators, and staff who work with our children every day. She commented that she was proud of KPS and understand that, while we have a huge challenge, we are not going to give up providing the best for our students.
Jennie Hill commented that all of this wonderful data would not be possible if we did not have amazing teachers and staff that work directly with our students. She stated that she was proud to be part of a district that values its teachers and gives them what they need to support our students and help them make their dreams come true. Ms. Hill noted that we are on page two with our children going to college and graduating from college.

Ken Greschak gave kudos to the staff but felt we would be remiss if we didn’t recognize the efforts of our parents and grandparents. He noted that Loy Norrix High School was packed at the last parent-teacher conferences, and that he would love to capture data on parent-teacher conference participation. Mr. Greschak stated that he thought a lot of the data being seen was going back into homes and community where that foundation of work was demonstrating itself in our classrooms.

Dr. Martha Warfield thanked Trustee Greshak for recognizing grandparents. She commented that what we were doing in this district was really setting the pace for what she thinks needs to be done across the country. Dr. Warfield explained that KPS was deliberate about what it was trying to do for the benefit of our students. She explained that leadership and fellowship go hand in hand and that the result of that was that we could be specific about what wasn’t succeeding and then doing something about that. Dr. Warfield talked about the importance of mentoring and was appreciative as a board member and member of a community that understands the value of education. She noted that if the schools go well, the community goes well because it was a community effort.

Dr. Warfield stated that they should take this chapter by chapter and at every board meeting get a little more focused on this. Dr. Rice asked where she would like to start. She responded the development of college-going culture component number eight.

Patti Sholler-Barber stated that she was proud of the comments that the board had made and believed that this was a team with the 200 community partners, a strong senior leadership team, teachers, parents, grandparents, foster parents, paraprofessionals, bus drivers, social workers, and others. She noted the 23% increased enrollment and stated that this was an amazing amount during a time of difficult financial news. Ms. Sholler-Barber stated that the ideas this year and the catch-up growth and mentoring were huge cutting-edge movements that were needed, as well as the exposure we give to all children to show them that they are worthwhile. She continued that she was pleased with what KPS was doing and looked for continued positive things to happen.

X. Other Business

Chris Wigent, executive director of the Michigan Association of School Administrators (MASA), the state superintendents’ association, congratulated Dr. Rice on the district’s accomplishments and commented that in his career as an instructional leader this was one of the most outstanding reports he had heard.

Mr. Wigent explained that every year the State Superintendent of the Year award was presented to one MASA member who had shown tremendous effort and dedication to enriching the lives of children and the community as a whole. He stated that last month a panel of distinguished judges from educational associations around the state had selected Dr. Rice as the 2016 Superintendent of the Year from a pool of highly qualified candidates. Mr. Wigent continued that Dr. Rice was an esteemed leader and an example to others as he worked very hard to ensure a brighter future for the students of KPS. He explained that Dr. Rice was being recognized for his energetic advocacy for public education and his determination to ensure that all children who attend KPS have the opportunity to reach their full potential. Mr. Wigent stated that this was a significant honor not
only for Dr. Rice but for KPS and the community, which would help to shine the spotlight on the outstanding things that were going on at KPS.

Mr. Wigent noted that having been selected as Michigan Superintendent of the Year, Dr. Rice was now eligible and became a finalist for the national superintendent of the year award. Mr. Wigent continued that Dr. Rice was a passionate advocate for children, someone who had a firm commitment to public education for all students, who was very committed to success for students, someone who did not waiver, and continued to move on the path to get children where they need to be.

Chris Wigent introduced Superintendent of KRESA Dave Campbell. Mr. Campbell congratulated Dr. Rice and provided three adjectives that remind him of Dr. Rice: focused, learned, and passionate. Mr. Campbell stated that this award was very exciting for KPS.

Chris Wigent recognized Dean of the College of Education and Human Development at Western Michigan University (WMU) Dr. Ming Li.

Chris Wigent presented Dr. Rice with his award as 2016 Michigan Superintendent of the Year.

Dr. Rice thanked an outstanding urban Board of Education; senior staff members Deputy Superintendent for Business, Operations and Communications Gary Start, Assistant Superintendent of Student Services Cindy Green, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, and Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski; former Assistant Superintendents for Teaching and Learning Services Barbara Witzak and Pat Coles-Chalmers; Bea Cunningham, Lee Miller, Gloria Luscomb, and Pat VerMeulen; 800 teachers, 37 building administrators, and two dozen central office administrators; Executive Director of Communications Alex Lee; a great support staff; parents and grandparents; and an amazingly progressive community.

Dr. Rice noted that when they talked about male mentors one of the first questions asked was are you going to let all members of the community mentor, people that have had challenges in their background, are you going to welcome them back in the schools. Dr. Rice explained that we would welcome them back, we would look at individual circumstances but that their particular challenge, particularly with the criminal justice system, would not necessarily be a ban to volunteering. He noted that that had resonated in this community because this was a community that recognizes that all people have something to contribute, and that the spirit of the community was an inclusive spirit. Dr. Rice noted that he had told the Parent Advisory Council and the Key Communicators about this and nobody had flinched. He stated that it was an amazing community and an amazing team and that he considered himself very lucky to work with and for the community.

Dr. Rice also recognized Dr. Ming Li and stated that he had been a tremendous breath of fresh air in the School of Education at WMU and that his leadership and his partnership were appreciated.

Dr. Rice stated that he appreciates KRESA Superintendent Dave Campbell, and noted that he had come up big in the special education millage, and that we appreciated him and his support in that regard.

Dr. Rice made one correction to Chris Wigent’s comments when Mr. Wigent had used the past tense to state that he had been in public education for 36 years. Dr. Rice commented that from his vantage point, Mr. Wigent had never left.
XI. Comments by Trustees

*Dr. Martha Warfield* congratulated Dr. Rice for being someone that the state recognized, and noted that the board was not surprised at his award because they and the community already knew what a great leader he was.

*Ken Greschak* offered his congratulations and shared Dr. Warfield’s opinion. He commented that he believed we were a wonderful team and that Dr. Rice was an extraordinary leader. Mr. Greschak stated that KPS was very fortunate in its choice of superintendent.

*Carol McGlinn* commented that Dave Campbell hit it on the nose when he said focused, learned, and passionate because that was exactly how she would describe Dr. Rice. She noted that Dr. Rice was the hardest worker she had ever met. Ms. McGlinn stated that she was proud of him and that he deserved this award.

*Jennie Hill* stated that it was an honor and a privilege to serve and work with Dr. Rice.

*Craig Herschleb* congratulated Dr. Rice. He commented that he could see this award coming because he sees what Dr. Rice does in the community, and that he is active with our kids and they mean so much to him.

*TiAnna Harrison* commented that she appreciated that Dr. Rice always advocates for people that were sometimes forgotten or overlooked, and that it was an honor to be part of a team where those that can’t are in all actuality those that can. She continued that she was proud of him and honored to be a part of something that was bigger than what any of them could comprehend, which set the tone for what urban education had the potential to be.

*Patti Sholler-Barber* stated that KPS was trying to be what urban education should be and that Dr. Rice was an absolute trailblazer. She congratulated the association for picking Dr. Rice and the board for supporting Dr. Rice, and thanked his wife for understanding his workload. Ms. Sholler-Barber offered congratulations to Dr. Rice and stated that she was truly honored to work with him.

*Patti Sholler-Barber* noted that this weekend would be the First Saturday at the Kalamazoo Public Library and that next week was the 10th anniversary of the Kalamazoo Promise.

XII. Closed Session

President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:41 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, November 19, 2015 at 7:00 p.m.

Respectfully submitted,

Gloria Luscomb, Recording Secretary
on behalf of Jennie Hill
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the November 19, 2015 regular Board of Education meeting to order at 7:04 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized eighth grade turn-around students from Linden Grove Middle School Willis Johnson and Keyonna Thompson.

Also in attendance and introduced by Mr. Lee were Linden Grove Middle School Principal Craig McCane; Middle School Alternative Learning Program Principal Tamica Frison; and staff members Andrew Muysenberg and Carey Gardner. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Curriculum Committee – Carol McGlinn, chairperson, reported that the Curriculum Committee had met on November 9 and discussed middle school and high school course recommendations and changes for 2016-2017, which would be brought before the board for a first reading at the December 3 regular board meeting. She stated that the committee also discussed alternative pathways to high school graduation. Ms. McGlinn concluded that the committee would meet again on December 9.

Evaluation/Accountability Committee – Jennie Hill, chairperson, reported that the Evaluation/Accountability Committee had met on November 10 and discussed changes in the law regarding teacher evaluations. She stated that the committee received a report from Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski and Assistant Superintendent for Human Resources Sheila Dorsey-Smith on the evaluation systems that would be used for both teacher and administrator evaluations. Ms. Hill advised that a calendar of all yearly tests has been developed for distribution at an upcoming principals meeting. She concluded that the committee would meet again on December 8.

President Sholler-Barber announced upcoming committee meeting dates:
- Communities in Schools-Kalamazoo would meet on November 20;
- Operations Committee would meet on November 24; and
- Policy Committee would meet on November 24.

School Reports
None.
VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of November 6, 2015 through November 19, 2015. (File #9.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. November 5, 2015 Regular Meeting Minutes; VII.B. Purchase Recommendations 2016-14 and 2016-15; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Operations and Communications Gary Start reviewed the purchase recommendations as follows:
- 2016-14 in the amount of $37,766.78 from the 2010 bond for audio and video upgrades at the Kalamazoo Area Math and Science Center; and
- 2016-15 in the amount of $445,095.00 from the 2013 bond for construction management services by the SKILLMAN Corporation.

MOTION: Implied to approve the Consent Calendar as presented.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
None.

X. Other Business
None.

XI. Comments by Trustees
Patti Sholler-Barber stated that she had enjoyed the recent celebration dinner for the ten-year anniversary of the Kalamazoo Promise, which was held during the PromiseNet Conference. She noted that Dr. Rice had given a wonderful bird’s eye view of the state of the schools in relationship to the Promise. Ms. Sholler-Barber thanked the community members and KPS staff who had come out to celebrate this generous gift for our students. She also thanked the Promise donors for their incredible gift of a college education for our children.

Ms. Sholler-Barber advised that she had had the opportunity to attend two library visits with first grade students and that it had been an absolute delight to see how much fun the students had receiving the gift of reading.

Comments by the Superintendent
Superintendent Dr. Rice stated that he had also enjoyed the PromiseNet Conference and the celebration of the Kalamazoo Promise. He extended congratulations to former KPS Superintendent and current Kalamazoo Promise Executive Director Emeritus Dr. Janice Brown, Executive Director Bob Jorth, and Executive Director of Community Relations Von Washington, Jr. for an excellent conference and celebration.

Dr. Rice advised that he and Deputy Superintendent Start were each mentoring five young men at Phoenix High School, and that throughout the district more than 100 male employees were each
mentoring five young men every week. He noted that, while Mr. Start spends the majority of his time around numbers, it was a delight to see how positively the students responded to him. Dr. Rice stated that he and Mr. Start felt very welcomed at Phoenix and looked forward to becoming a part of its family as they got to know the young men better.

Dr. Rice shared a recent experience he had had while visiting a KPS elementary school. He explained that there was a young man who was physically in school; however, he was in a wholly different place socioemotionally. Dr. Rice stated that the child was not interacting well with people and that there was no teaching him reading at that particular moment. He noted that it was not until the child had calmed down, which took him a fair bit of time, before he was able to participate in education. Dr. Rice explained that the child was not pulled out of school, suspended, or issued a referral; teachers and other staff worked with the child. He noted that the principal came and did a great job of calming the student and allowing him time to re-ground given what the child was facing at home: poverty, the loss of a parent, and mental health challenges in the family, which caused this child to not be plugged in to school.

Dr. Rice noted that it was hard for people to understand if they don’t actually experience to a small degree what our students do from time to time, and that what was important was that this young man was not unique. He explained that we have young men and women throughout our district who are struggling with profound challenges, and when they face these challenges, so do we as educators and support staff and so too do their fellow students in a significant sense. Dr. Rice advised that the state and national measures that we have that purport to focus on the strength of an educator, school, or system were somewhat limited because the measures don’t compare educators, schools, or districts facing like challenges.

Dr. Rice noted that there was a fabulous speaker, Jamie Vollmer, who spoke to a group of educators about his ice cream company in which he talked about the quality of his ice cream with the best blueberries, the best cream, the best sugar, and all the other best ingredients. Once Mr. Vollmer had completed his speech, a teacher asked him what he would do when he didn’t have the best batch of blueberries. Vollmer responded that the company would send the blueberries back. Dr. Rice noted that we send no one back, and that that was a major difference between business and education. He advised that public education takes whoever shows up because that is our responsibility.

Dr. Rice concluded his remarks by noting that it might be instructive for those people who are so knowledgeable about how to teacher in urban schools to come spend a day with us working with children who live in worlds they can only imagine.

XII. Closed Session
President Sholler-Barber did not call for a closed session and adjourned the meeting at 7:21 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, December 3, 2015 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
1220 Howard Street  
December 3, 2015 – Regular Meeting

I. Call to Order  
President Patti Sholler-Barber called the December 3, 2015 regular Board of Education meeting to order at 7:06 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance  
The Pledge of Allegiance was recited.

III. Attendance  
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions  
Executive Director of Communications Alex Lee recognized the following Turn-Around students from The Woodward School for Technology and Research: Chasper Gray, first grade; and Ta’qurioun Ward, fifth grade.

Also in attendance and introduced by Mr. Lee were the Woodward School for Technology and Research Principal Frank Rocco; and staff members Beth Polso, Camila Stewart, Alyssa Stemler, and Jessica Davis. The students’ parents, family, and friends in the audience were also recognized.

Mr. Lee announced that next week would be National Inclusive Education Week, a time to celebrate all students educated in schools. He noted that in KPS, students with disabilities are educated with their non-special-needs peers to the greatest extent possible. Mr. Lee explained that KPS teachers and staff include all students in educational opportunities and extracurricular activities. He concluded that our schools would celebrate with posters and bookmarks to remember the importance of including all students.

V. School Reports/Committee Reports  
Committee Reports  
Communities in Schools-Kalamazoo (CISK) – Carol McGlinn, representative, stated that the CISK board had met on November 20 and discussed the new website that had been developed for CISK. She announced that an ugly sweater party fundraiser for CISK would be held at Old Burdick on December 10 from 5:30 -8:00 p.m. and encouraged everyone to attend. Ms. McGlinn concluded that the CISK board would meet again on January 15.

Operations Committee – Dr. Martha Warfield, chair, stated that the committee had met on November 24 and discussed the new construction management contract that would overlap for a transition period with the current construction management company, the transition from GroupWise to Gmail for the district’s email, and transportation issues. She concluded that the committee would meet again on December 15.

Policy Committee – Craig Herschleb, chair, stated that the committee had met on November 24, and reviewed Policy 6.3-Disclosure of Information, which would have a first reading at this
meeting, and discussed transportation issues. He concluded that the committee would meet again on December 15.

President Patti Sholler-Barber announced the meeting dates for the remaining committees:
- Evaluation/Accountability Committee would meet on December 8;
- Curriculum Committee would meet on December 9; and
- Teaching and Learning Council would meet on December 10.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of November 20, 2015 through December 3, 2015. (File #10)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. November 19, 2015 Regular Meeting Minutes; VII.B. Purchase Recommendation 2016-16; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2016-16 in the amount of $458,034 from the general fund-facilities management cost center for a three-year contract for district-wide snow removal by Property Solution of Michigan LLC-Regions 1, 2, 3, 5, and 6 and Earth-Works Lawn and Landscape-Region 4.

MOTION: Implied to approve the Consent Calendar as presented.

Board comments: None.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
A. Middle and High School Course and Program Recommendations for 2016-2017 – First Reading
Dr. Rice explained that the board conducts two readings of the middle and high school course and program recommendations each year to allow time for board members to be clear about the recommendations. He noted four major proposed changes for the board: the inclusion of a high school Chinese language course, in collaboration with Western Michigan University’s College of Education and Confucius Institute; the addition of a middle school second year Spanish language literature class; the inclusion of an Education For the Arts (EFA) class with Kinetic Affect; and the expansion of the Early Middle College programs to include graphic design for both a certificate and an associate’s degree of applied science, a liberal arts associate’s degree, and an auto brakes certificate of achievement. The Early Middle College programs, in conjunction with KRESA, KVCC, and the other eight local school districts in the county, expand upon those offered for the first time in KPS this school year.
Board Discussion:
Carol McGlinn stated that she was happy with the additions, which provided new choices for our students. She expressed her delight with the addition of the Chinese language, an Education for the Arts class with Kinetic Affect, and Early Middle College courses. Ms. McGlinn explained that the addition of courses was a continuation of KPS identifying what motivates students to reach their educational goals.

Jennie Hill stated that she was also excited about course changes, and expressed her delight at the addition of the Chinese language. She noted that KPS continued to find ways to expand programs instead of having to limit them as other districts have done. Ms. Hill explained that our students are college-bound and that these additional options would spark their imaginations and motivate them to be successful.

Dr. Martha Warfield agreed with Trustees McGlinn and Hill and stated that the proposed course changes offered something for all students.

Patti Sholler-Barber concurred with the previous comments about KPS expanding its course offerings. She stated that she was pleased that KPS was creating a college-going culture and noted that the middle college programs could allow students to obtain an associate’s degree during their high school years. Ms. Sholler-Barber explained that college was a wonderful opportunity; however, KPS also has students whose interests were in applied sciences and we were increasing those opportunities as well. She expressed her thanks to everyone who had worked to provide these opportunities for our students and the community for its continued support.

Dr. Rice thanked Dr. Ming Li from the College of Education at Western Michigan University for his initial outreach and willingness to work with KPS to provide Chinese language courses to our students. He acknowledged the fine work of Director of Secondary Education Johnny Edwards, Executive Assistant Chris Frommann, Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski, and the many secondary principals, deans, and staff who had worked hard on this project.

B. Resolution Authorizing 2016 School Building and Site Bonds, Series A (Unlimited Tax General Obligation)
Deputy Superintendent Start explained that this resolution authorizes the issuance of the third installment of bonds approved by the voters at the regular school election on May 7, 2013.

MOTION: It was moved by Trustee Greschak, and supported by Trustee Herschleb, that the board approve the resolution authorizing 2016 school building and site bonds.

Board discussion:
Carol McGlinn extended a huge thank you to the community for supporting the bonds so that this work could be continued. She explained that KPS works very hard to be great stewards of our infrastructure and to maintain its buildings in the best condition possible.

Patti Sholler-Barber noted that without the bonds, KPS might be cutting course offerings rather than increasing them, if certain capital expenditures had to be borne by the general fund. She thanked the community for its continued support of KPS.

Audience comments: None.
Disposition: Roll call vote; motion carried, 7-yes, 0-no, 0-abstentions.

C. Policy 6.3 – Disclosure of Information – First Reading
Policy Committee Chairperson Craig Herschleb explained that proposed policy changes are introduced, discussed, and modified accordingly, and then brought back for a second reading and vote. He explained that the changes to Policy 6.3 added language to comply with the Michigan Freedom of Information Act as required by law. The proposed revised Policy 6.3 is:

Policy
The District will provide information about District policies, programs, activities and services to individuals, organizations and the community and will assess information regarding the community’s needs and expectations.

Specifics
1. The District will keep the community well informed about the work of the District to encourage community involvement.
2. The District will keep itself informed about community views to determine how to best serve the community.
3. The District will work with the community to advance both District and community plans, needs and expectations.
4. The Superintendent or designee will maintain administrative procedures and regulations related to compliance with the Michigan Freedom of Information Act.

Board Discussion: None.

Audience Comments: None.

X. Other Business
None.

XI. Comments by Trustees
Craig Herschleb shared that Girls on the Run would be holding a Heart & Sole 5K at Linden Grove Middle School on December 12 at 10:00 a.m. for middle school girls. He explained that the organization was in need of volunteers to work at the event and community runners to participate in the 5K. Mr. Herschleb encouraged anyone interested in volunteering or running to register at www.girlsontherunkazoo.org.

TiAnna Harrison stated that she had attended the Tony award-winning bilingual musical In the Heights performed by Kalamazoo Central High School students on November 22, and was blown away by the talented student performers. She also complimented the dedicated teachers for the awesome performance. Ms. Harrison concluded that she looked forward to attending more artistic performances throughout the district.

Carol McGlinn noted that it was hard to watch the news each day and see what was happening in the United States and throughout the world due to gun violence. She stated that we have to stop apologizing and giving our condolences and actually do something to change our world because it was so out of hand. Ms. McGlinn expressed her hope that our leaders would start having tough conversations about gun control.

Ms. McGlinn stated that on a happier note the highlight of her day had been the first-grade student from Woodward, who had been recognized as a turn-around student at the meeting, and who had announced “This was the best day ever!” as he left with his certificate.
Patti Sholler-Barber reminded everyone that the winter sports programs were beginning and holiday programs were scheduled, and asked everyone to please support our students. She expressed her appreciation of the art posted in the board room.

Ms. Sholler-Barber encouraged everyone to support the 16th Annual Underwear Open House hosted by Ministry with Community, which would take place from 5:00 to 7:00 p.m. on December 7 at the Lawrence Education Center at Borgess Hospital.

Ms. Sholler-Barber stated that she had enjoyed attending the second round of first grade students’ visits to the library, and reminded everyone that books make wonderful holiday gifts.

Ms. Sholler-Barber echoed previous comments about how impressive the bilingual musical In the Heights performed by Kalamazoo Central High School students had been. She stated that it was a complex musical and that the students had given wonderful performances.

Ms. Sholler-Barber stated that she had heard a city official from another community on the news, who had stated that America and the world were facing a major challenge with gun violence, and that everyone of all religious affiliations must work together to end the violence. She concurred that all of us are responsible to find a solution. She noted that it was everyone’s responsibility to stop the violence and anger.

Comments by the Superintendent
Dr. Rice noted that he had also been impressed by the musical In the Heights and that his next Excelsior column would be about how the musical related to our KPS students. He noted that the arts were celebrated in Kalamazoo; however, there was always room for more celebration.

Dr. Rice complimented the outstanding jazz concert put on by Loy Norrix High School students and encouraged everyone to attend the spring jazz concert.

Dr. Rice stated that choirs from Prairie Ridge Elementary School and Dr. Martin Luther King, Jr. in Westwood Elementary School had recently performed at the Michigan Elementary and Middle School Principals Association (MEMSPA) conference at the Radisson and had done an outstanding job.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:38 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, December 17, 2015 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
President Patti Sholler-Barber called the special meeting to order at 5:30 p.m. in the Superintendent’s Conference Room at the KPS Administration Building, 1220 Howard Street. The purpose of the meeting was to hold a communications workshop.

Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael Rice was also present.

1. **Icebreaker**  
   President Sholler-Barber and Vice President Carol McGlinn hosted an icebreaker.

2. **Proposed Change in Board Schedule**  
   The board discussed moving from February 11 to 16, 2016 the regular board meeting.

3. **Continued Communication**  
   The board renewed discussion from the previous board advance on communication with parents and community. Board members shared ideas for possible follow-up by the administration, in board committee, or in board meeting.
   
   1. College-Going to: College-Going/Career Success  
   2. Priority Schools  
   3. Celebration of district choices/schools  
   4. Three- to five-year strategic plan  
   5. Communication with parents and kids regarding college/careers/career development/career awareness  
   6. Communication with parents as customers  
   7. Updating of goals  
   8. Event regarding the state of the schools address  
   9. Mentoring  
   10. Promise Partners
   
   The board discussed arranging ideas into broad topic areas.

4. **Alternative Routes to Graduation**  
   Joined by Deputy Superintendent of Business, Communications and Operations Gary Start and Assistant Superintendent of Student Services Cindy Green, the Board and Dr. Rice discussed alternative routes to graduation.

5. **M-STEP**  
   The Board and Dr. Rice discussed last year’s M-STEP testing, the first of its kind in the state’s history. The superintendent shared that state test results were due to be released later that week and that they were embargoed until that time.

President Patti Sholler-Barber adjourned the meeting at 8:55 p.m.

Respectfully submitted by:
Jennie Hill, Secretary  
KPS Board of Education
I. Call to Order  
President Patti Sholler-Barber called the December 17, 2015 regular Board of Education meeting to order at 7:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance  
The Pledge of Allegiance was recited.

III. Attendance  
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions  
Executive Director of Communications Alex Lee recognized the following students:

- Eighth grade turn-around students from the Middle School Alternative Learning Program: Damarcus Clay (unable to attend), Seth Davis, and Janya Jones.
- Kalamazoo Central High School Students: Senior Tyler Lyle, named 2015 Football Defensive Player of the Year by the Kalamazoo Gazette; and Junior Rog Stein (unable to attend), named to the 2015 Kalamazoo Gazette Second Dream Team-Defense.
- Loy Norrix High School Students: Seniors Nick May, named to the 2015 Kalamazoo Gazette First Dream Team-Defense; and Simeon Smith, named to the 2015 Kalamazoo Gazette Second Dream Team-Offense.

Also in attendance and introduced by Mr. Lee were the Middle School Alternative Learning Program Principal Tamica Frison and staff members Andrew Muysenberg and Carey Gardner; Kalamazoo Central High School Principal Valerie Boggan and Athletic Director Wendy Bridges; and Loy Norrix High School Principal Rodney Prewitt. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports  
Committee Reports  
Evaluation/Accountability Committee – Jennie Hill, chairperson, stated that the committee had met on December 8 and received a report from Director of Secondary Education Johnny Edwards and Director of Elementary Education Judy D’Arcangelis on the mentoring program that had connected KPS staff members each with five young men to mentor. She explained that the mentors had been meeting weekly with their mentees since November. Ms. Hill continued that the committee had also received feedback from the State School Reform/Redesign Office on priority schools. She noted that KPS had been praised for its preparation and work at a fall meeting and had been cited as exemplary relative to other similarly situated schools and districts. Ms. Hill concluded that the committee would meet again on January 12.

Curriculum Committee – Carol McGlinn, chairperson, stated that the committee had met on December 9 at which the Coordinator of Math and Science Matthew Johnson discussed math fluency and benchmarks. She noted that discussion was also held on an additional instructional
time grant for which KPS had applied. Ms. McGlinn concluded that the committee would meet again on January 13.

Teaching and Learning Council – Patti Sholler-Barber, representative, stated that the council had met on December 10 and had enjoyed an exciting evening of presentations by many teachers in the district. She concluded that the council would meet again on April 21.

Operations Committee – Ken Greschak, representative, stated that the committee had met on December 15 and discussed three items: transportation, a proposed energy bill in the state and the pronounced negative impact it could have on the budgets for public school districts if it was passed, and window replacement at Loy Norrix High School. He concluded that the committee would meet again on January 26.

Policy Committee – Craig Herschleb, chair, stated that the committee had met on December 15 and reviewed board bylaws and a proposed policy to include vapor smoking. He concluded that the committee would meet again on January 26.

President Patti Sholler-Barber announced the meeting dates for the remaining committees:
- Communities in Schools-Kalamazoo (CISK) would meet on January 15; and
- Wellness Committee would meet on January 21.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of December 4, 2015 through December 17, 2015. (File #11)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. December 3, 2015 Regular Meeting Minutes; VII.C. Personnel Changes; and VII.D. Revised 2015-2016 Board of Education meeting dates.

MOTION: Implied to approve the Consent Calendar as presented.

Board comments: None.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
Amanda Miller, 34969 CR 652, Mattawan, introduced herself as the president of the Kalamazoo Education Association (KEA). She stated that she was attending to celebrate the partnership between KPS and KEA and that she was proud of the accomplishments that had been achieved by working as a team. Ms. Miller highlighted three areas of collaboration that had been achieved at Phoenix High School: boys’ basketball, girls’ basketball, and cheerleading were now offered; upgrades in technology that had improved student academics; and a new advisory to be launched to help students become Promise ready. She thanked KPS employees and the board for working together on behalf of our students.
IX. Reports and Recommendations

A. Middle and High School Course and Program Recommendations for 2016-2017 – Second Reading

Dr. Rice explained that the middle and high school course and program recommendations for 2016-2017 were brought before the board for a first reading at the December 3, 2015 meeting and that no changes had been made since that first reading.

**MOTION:** It was moved by Trustee McGlinn, supported by Trustee Dr. Martha Warfield, that the board approve the middle and high school course and program recommendations for 2016-2017.

**Board discussion:**
Patti Sholler-Barber noted that the course and program recommendations for 2016-2017 would provide beneficial opportunities for our students.

**Audience comments:** None.

**Disposition:** Roll Call vote; motion carried, 7-yes, 0-no, 0-abstentions.

B. Policy 6.3 – Disclosure of Information – Second Reading

Dr. Rice explained that the changes to Policy 6.3 – Disclosure of Information had been brought before the board for a first reading at the December 3, 2015 meeting and that no changes had been made since that first reading.

Policy Committee chair Craig Herschleb noted that the policy had been revised to keep it current with state law.

**MOTION:** Moved by Trustee Herschleb, supported by Trustee Hill, to approve the changes to Policy 6.3 – Disclosure of Information.

**Board discussion:** None.

**Audience comments:** None.

**Roll Call vote:** motion carried, 7-yes, 0-no, 0-abstentions

C. Election of Officers

**Motion:** It was moved by Trustee Harrison, supported by Trustee Greschak, to maintain the current slate of officers for 2016 as follows:

- President – Patti Sholler-Barber
- Vice President – Carol McGlinn
- Secretary – Jennie Hill
- Treasurer – Dr. Martha Warfield

**Board discussion:**
Carol McGlinn explained that the board had historically elected officers at its first meeting in July until the state legislature changed the election of school board members to the general
election held in November. She noted that as a result of that change, the executive board would be installed in January instead of July in future years.

**Audience comments:** None.

**Disposition:** Roll Call vote: motion carried, 7-yes, 0-no, 0-abstentions.

2016 Board of Education officers:
President – Patti Sholler-Barber
Vice President – Carol McGlinn
Secretary – Jennie Hill
Treasurer – Dr. Martha Warfield

Patti Sholler-Barber stated that she was humbled by the honor of her re-election as board president. She explained that she was touched, pleased, and motivated to work with her fellow trustees because all of them worked together on behalf of our students.

Carol McGlinn thanked President Sholler-Barber for the amazing job she does as president of the board and for the time and commitment she gives to the position on behalf of KPS. She stated that the board was honored to have her continue as president.

**D. Proposed Change in Board of Trustees Bylaw 4.1**

**MOTION:** It was moved by Trustee Herschleb, supported by Trustee Hill, that the board approve the change in Board of Trustees Bylaw 4.1.

Bylaw 4.1 reads as follows:
Election of officers, president, vice president, secretary, and treasurer, will take place at the first regular Board meeting in January.

**Board discussion:**
Patti Sholler-Barber noted that in election years board members would begin in January, so the election of officers would be held in January in the future so that any new board members could be involved in the selection of officers.

**Audience comments:** None.

**Disposition:** Roll Call vote; motion carried, 7-yes, 0-no, 0-abstentions.

**X. Other Business**

**Added on the floor:**
**MOTION:** It was moved by Trustee Greschak, supported by Trustee Dr. Warfield, that the board approve a resolution that urged the governor of the state of Michigan to veto Senate Bill 571.

The resolution reads as follows:

**WHEREAS,** the state legislature passed Senate Bill 571 which, among other things, prohibits local districts and other governmental entities from sharing information about their millages within 60 days of an election;

**WHEREAS,** the sharing of information about millages is a responsibility of the district to help inform a citizenry about the facts around a millage; and
WHEREAS, citizens cannot make informed decisions without information from the governmental body that has placed the millage on the ballot.

NOW, THEREFORE, BE IT RESOLVED that:

The Kalamazoo Public Schools urges the governor to veto this legislation and return it to the state legislature for reconsideration.

Board discussion:
Carol McGlinn asked Deputy Superintendent of Business, Operations and Communications Gary Start to explain why Senate Bill 571 was such a concern for KPS.

Mr. Start stated that, when KPS puts a proposition on the ballot, one of its key obligations was to inform the public. He explained that KPS could not advocate for passage of any proposition using public funds. Mr. Start stated that there was an obligation on the part of the KPS board and district administration to provide factual information to the public because, without doing so, the public would not have the information it needed to make informed decisions. He explained that Senate Bill 571 would restrict public schools and municipalities in informing the public, which would deprive the public of the full range of information typically provided prior to an election.

Carol McGlinn stated that it made no sense for public schools and municipalities to have a proposition on the ballot and be prevented from providing factual information to voters 60 days before the election. She explained that the legislation had been approved that day, without the public knowing that this was included in the bill. Ms. McGlinn noted that there was no time for public school districts or municipalities to discuss this with legislators in advance because this clause was thrown in at the last minute. She expressed her outrage and frustration because this was not how a democratic system was supposed to work. Ms. McGlinn encouraged everyone to reach out to their state senators and representatives to take action quickly so that this bill would not be signed into law.

Ken Greschak stated that Senate Bill 571 would create a media blackout that was specifically designed to keep voters in the dark. He explained that public school districts and municipalities would not be allowed to use television, radio, mass mailings, or telephone messages to inform their citizens. Mr. Greschak decried this bill as a travesty and everything for which the United States does not stand. He echoed Trustee McGlinn’s comments that voters needed to be irate and call the governor and tell him enough is enough because a democracy cannot work in the dark.

Jennie Hill noted that some people have a hard time getting to the polls and she shuddered at the thought that they might not realize that there was an election if there was a blackout of information two months in advance of an election day. She stated that Senate Bill 571 would reduce the number of voters for millages.

Dr. Martha Warfield stated that the passage of Senate Bill 571 was a very bold demonstration of disrespect for the democratic process and for the people who would be directly affected by that type of voting. She explained that she was appalled that legislators don’t care more about the public.

Patti Sholler-Barber stated that Senate Bill 571 was an anti-democracy bill. She explained that the bill paralyzes the voter from being informed about ballot issues and that it also made it more difficult for schools to pass millages and to be part of the democratic process of giving out factual information. Ms. Sholler-Barber noted that this was a heavy-handed legislative move that was put into the bill at the last moment. She expressed her agreement with Trustee Dr. Warfield that voters
were being disrespected because, with factual information shut down 60 days before an election, they would not be able to research what was on the ballot and make an informed decision.

Dr. Rice expressed his feelings of outrage that the state legislature would pass a bill that would prohibit public school districts and other governmental entities from sharing information regarding millages within 60 days of a millage election. He explained that we currently have not only the right to provide information but also the responsibility to do so. Dr. Rice noted that Senate Bill 571 had been approved without being shared with the public in advance. He stated that he had spoken with one legislator today, who suggested that he hadn’t even read the lengthy bill before having to vote on it. Dr. Rice noted that the legislator in question should not have voted on it until he and his fellow legislators had had a chance to read the complete bill.

Dr. Rice noted that the passage of this bill was disrespectful to the public and the legislature, and was a disrespect from a process and a product perspective. He explained that bad process often leads to bad product and would certainly lead to bad product when you are talking about complicated process and complicated legislation, and that this bill had been both complicated process and complicated legislation.

Dr. Rice explained that legislators should not have voted on the bill and that they most certainly should not have voted for it. He noted that substituting out a bill in the last couple of hours before the holidays was not respectful, it was not the light of day, it was in the dark. He noted that we are better than that in this state and that we are better than that in this country. Dr. Rice concluded that the governor ought to veto this legislation and send it back to the legislature and tell the legislature to get it right and that this was where leadership was important.

**Audience comments:** None.

**Disposition:** Roll Call vote; motion carried, 7-yes, 0-no, 0-abstentions.

**Comments by Trustees**

Craig Herschleb stated that he had had the opportunity to visit several school holiday programs. He noted that during the Maple Street Magnet School for the Arts band and orchestra concert, the KPS board and administration were thanked for keeping the arts in KPS. He complimented staff and students on outstanding programs throughout the district.

Carol McGlinn wished everyone a happy and safe holiday. She reminded everyone that winter recess was a good time to visit the Kalamazoo Public Library and find time to read, read, read.

Jennie Hill stated that she had had the opportunity to attend some amazing school concerts and that at each one the principal reminded the students about the importance of reading. She wished everyone happy holidays.

Patti Sholler-Barber wished happy holidays to the wonderful members of the board and thanked them for the time they spend on KPS business.

Ms. Sholler-Barber thanked parents and families for supporting students by attending the many winter programs that were held throughout the district.

Ms. Sholler-Barber noted that, for many, the holidays can be a challenging time and asked everyone to open their hearts and hands to those who struggle during the holidays and throughout the year.
Ms. Sholler-Barber concluded by wishing everyone a safe, wonderful, and reading holiday.

**Comments by the Superintendent**
Dr. Rice wished everyone a happy holiday season. He noted that for many of our young people it was a hard season. He encouraged everyone to use the free public library and noted that for many students books were a respite and refuge from challenging existences.

Dr. Rice announced that the state of Michigan had released its M-STEP test results today of tests that were taken in the spring. He noted that there were many ways that the state could improve its testing process, such as shorter tests, shorter times to return test results, and the return of results at a time that permitted stronger communication with staff and families.

Dr. Rice noted that, across the state, there was room to improve on these more challenging M-STEP tests. He explained that a comparison between 2010 to 2015 KPS scores with 2010 to 2015 statewide scores revealed that KPS had narrowed the gap with the state in 17 of 20 grades/subjects tested. Dr. Rice also noted that a comparison of last year’s results for the first year of M-STEP to the last year of MEAP (2013-2014) indicated that KPS had narrowed the gap with the state in 14 of 20 grades/subjects tested. He explained that these improvements were a testament to the hard work of staff, students, and the community. Dr. Rice acknowledged that there was still a lot of work for KPS to continue to do, but that our students were making significant progress.

Dr. Rice concluded that KPS has things to learn as a district as do all public school districts across the state; however, the state of Michigan also has a lot to learn as a whole about both the process and content of M-STEP testing.

**XII. Closed Session**
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:56 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, January 7, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. **Call to Order**  
President Patti Sholler-Barber called the January 7, 2016 regular Board of Education meeting to order at 7:07 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. **Pledge of Allegiance**  
The Pledge of Allegiance was recited.

III. **Attendance**  
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. **Announcements and Recognitions**  
Executive Director of Communications Alex Lee recognized the following students:
- Spring Valley Center for Exploration Turn-Around Students: Kal-El Sakho, first grade; Dakotah Edwards, fifth grade; and Recheia Henry, first grade (unable to attend).
- El Sol Elementary School Turn-Around Students: Teresa Hernandez, second grade; Anaysia Lee, third grade; and Landy Lopez-Martinez, fifth grade. It was noted that both Teresa Hernandez and Landy Lopez-Martinez were graduates of the Reading Recovery Program.

Also in attendance and introduced by Mr. Lee were Spring Valley Center for Exploration Principal Lisa Dewey and staff members Martha Serio, Jenifer Rubin, Jennifer Fusciardi, and Nancy Buchanan; and El Sol Elementary School Principal Heather Grisales and staff members Daniela Saldaña, Amy Followell, Evie Linebaugh, Jay Linebaugh, and Claire Vahue. The students’ parents, family, and friends in the audience were also recognized.

V. **School Reports/Committee Reports**  

**Committee Reports**  
President Patti Sholler-Barber explained that the committees had not met during winter recess and announced the meeting dates for January as follows:
- Curriculum Committee would meet on January 11;
- Evaluation/Accountability Committee would meet on January 12;
- Communities in Schools of Kalamazoo would meet on January 15;
- Wellness Committee would meet on January 21; and
- Policy Committee would meet on January 25;

**School Reports**  
None.

VI. **Correspondence**  
Secretary Jennie Hill reviewed the correspondence received for the period of December 17, 2015 through January 7, 2016. (File #12)
VII. Consent Calendar  
President Sholler-Barber presented the Consent Calendar items: VII.A.1. December 14, 2015 Board-Superintendent Advance Meeting Minutes; VII.A.2. December 17 Regular Meeting Minutes; VII.B. Purchase Recommendation 2016-17; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2016-17 in the amount of $46,246.85 from the equipment replacement budget for the purchase of a truck for use by the Transportation Department.

MOTION: Implied to approve the Consent Calendar as presented.

Board comments: None.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board  
None.

IX. Reports and Recommendations  
A. Policy 3.10 – Tobacco, Drug and Alcohol Use – First Reading  
Policy Committee Chairperson Craig Herschleb explained that proposed policy changes are introduced, discussed, and modified accordingly, and then brought back for a second reading and vote. He explained that the only change to Policy 3.10 was the addition of paragraph five to bring it in line with current state law.

The proposed revised Policy 3.10 is:

Policy  
The District will establish a tobacco, drug and alcohol free learning and working environment.

Specifics  
1. The possession, use, concealment, transportation, promotion or sale of illegal drugs, controlled substances, unauthorized prescription drugs, or alcoholic beverages is prohibited on all District properties.
2. The District reserves the right, upon reasonable suspicion, to conduct searches for prohibited substances.
3. The District reserves the right, upon reasonable suspicion, to have a physician determine if prescription drug use may require restriction of the user’s activities.
4. The District reserves the right, upon reasonable suspicion, to require drug or alcohol testing.
5. The District prohibits the use of tobacco products on school premises, in school vehicles, at all school-sponsored activities or events, and in all school buildings and facilities owned and/or operated by the District.
   a. “Tobacco product” means a preparation of tobacco to be inhaled, chewed, or placed in a person’s mouth.
   b. “Use of a tobacco product” means any of the following:
      (i) The carrying by a person of a lighted cigar, cigarette, pipe, or other lighted smoking device.
      (ii) The inhaling or chewing of a tobacco product.
      (iii) The placing of a tobacco product within a person’s mouth.
(iv) The smoking of electronic, “vapor,” or other substitute forms of cigarettes, clove cigarettes, or other lighted smoking devices for burning tobacco or any other substance.

c. Tobacco advertising or promotions is prohibited on signs, or sponsorship of District events.

Board comments: None.

Audience comments: None.

X. Other Business

Dr. Rice stated that January was national school board recognition month and distributed certificates of appreciation to each board trustee. He thanked the board for its substantial commitment on behalf of young people and noted that he considered it an exemplary urban school board of education.

Patti Sholler-Barber commented that one of the reasons this was a cohesive board of education was because of the good relationship it maintained with senior staff and Dr. Rice. She noted that each trustee worked hard on behalf of our students.

X1. Comments by Trustees

*Ken Greschak* extended deepest condolences, prayers, and thoughts to the families of the two young men that were lost due to violence in the last few days. He stated that gun violence was terrible and that he felt very sad for the families, the school community, and Kalamazoo over the loss of these two students.

*Craig Herschleb* echoed Trustee Greschak’s comments and extended his condolences to the families on the loss of their children.

Mr. Herschleb stated that he had had the opportunity to attend alumni days at Kalamazoo Central High School and Loy Norrix High School before winter recess, and that it was exciting to see the alumni return to the schools to share with the students their experiences in preparing for and attending college. He noted that at Kalamazoo Central High School, the alumni had lunch with the teachers to provide an opportunity for the teachers to ask the alumni what more teachers could do to help prepare students for college.

*Dr. Martha Warfield* stated that we should not have to experience the death of children to realize how difficult it is for many of our young people. She explained that KPS and the community continue to do the right things in many ways; however, more must be done to prevent deaths by violence.

Dr. Warfield announced that there would be many Dr. Martin Luther King, Jr. (MLK) Day events at Western Michigan University (WMU), which would include KPS students. She stated that on January 13 the preliminary rounds of the MLK Social Justice Book Bowl would be held at Linden Grove Middle School, with the finals to be held on January 16 at WMU’s Bernhard Center. Dr. Warfield stated that there would be similar programs for students in poetry writing and a poster contest. She expressed her delight that student and community participation in the MLK Day events continued to increase each year.
Dr. Warfield noted that there would be many other community events throughout the next two weeks in celebration of Dr. Martin Luther King, Jr., which would give students the opportunity to demonstrate how they feel and what they know.

Jennie Hill extended her condolences to the families and friends of the two students who had recently lost their lives due to gun violence.

Ms. Hill expressed her dismay that Governor Snyder had signed Senate Bill 571, which imposed on schools and municipalities a blackout on sharing information about ballot issues 60 days prior to an election. She also expressed her disappointment that the governor had also signed a bill that did away with straight ticket voting.

Patti Sholler-Barber welcomed MLive reporter Julie Mack back to a board meeting and stated that she was glad to see her feeling better.

Ms. Sholler-Barber stated that she had spent an enjoyable evening at the Loy Norrix High School holiday basketball tournament, and was pleased at the immense community support for this event.

Ms. Sholler-Barber encouraged everyone to participate in the many MLK Day celebrations throughout the community. She stated that she especially enjoyed those held at the Kalamazoo College Stetson Chapel each year. Ms. Sholler-Barber explained that the many community events reflected the philosophy and legacy of Dr. Martin Luther King, Jr.

Ms. Sholler-Barber stated that she had a heavy heart over the loss of two young men in our community through gun violence. She explained that it was needless to have this violence and that we must teach our children about non-violent conflict resolution. She encouraged the community to be vigilant and to have conversations with our young people to teach them that violence was not the way to resolve issues and conflict. Ms. Sholler-Barber extended her condolences to the families and the community.

Comments by the Superintendent
Dr. Rice noted that Dr. Martha Warfield was the leader in the effort to drive the MLK Day celebrations and expressed his appreciation of her leadership and the partnership between KPS and Western Michigan University.

Dr. Rice stated that the alumni days at Kalamazoo Central High School and Loy Norrix High School had been outstanding. He explained that he had had the opportunity to attend both and that each school had a unique ambience; however, both were very effective. Dr. Rice stated that the students look forward each year to the chance to ask questions of alumni about their college experiences.

Dr. Rice explained that Alumni Day was initially started in December 2008 by then principal of Loy Norrix High School and now Director of Secondary Education Johnny Edwards and that the program had grown and expanded to Kalamazoo Central High School. He expressed his appreciation to Mr. Edwards, Loy Norrix High School Principal Rodney Prewitt, Kalamazoo Central High School Principal Valerie Boggan, and the counselors, deans, administrators, and teachers at both schools for making it possible for alumni to share with high school students their college experiences and how to prepare for college.

Dr. Rice stated that he had enjoyed the holiday basketball tournament games, and gave kudos to Phoenix High School for its victory over St. Johns. He noted that the Kalamazoo Central High
School (KCHS) boys’ basketball team also won its game. Dr. Rice stated that it was outstanding to see the members of the 1949, 1950, and 1951 KCHS state basketball champions, who were honored during the Don Jackson Memorial Tournament. Dr. Rice stated that he had also enjoyed the Loy Norrix High School girls and boys tournament games.

Dr. Rice stated that it was indescribably tragic to lose two children, Deshontae Ellis and Temetrion Hegler, in the space of five days. He explained that it was horrifying to see what had taken place and extended condolences to the families, friends, and KPS staff, all of whom had been touched by these tragedies. Dr. Rice noted that Deshontae’s funeral would be held on January 8 at 1:00 p.m., and that funeral arrangements for Temetrion had not yet been announced.

Dr. Rice expressed his disappointment that the governor had signed Senate Bill 571 (SB 571) into law. He stated that those local legislators, who had voted for this very quickly introduced and passed piece of legislation and had subsequently gotten voter’s remorse for having supported the bill, now needed to work to make it right. Dr. Rice explained that our local legislators would need to work to pass legislation to reverse the most noxious elements of SB 571, which included returning not only the right, but the responsibility, for schools and other governmental units to inform our citizens about ballot initiatives.

Dr. Rice shared the following examples of the importance of keeping citizens informed on ballot initiatives:

- In 2005, KPS had passed its first enhancement millage, which was the first in the state. Imagine if 60 days before the election we stopped talking about it. What would have happened in that election?
- In 2012, KPS passed its non-homestead millage, which was first initiated in 1994 as part of the school funding formula, and must be voted on at least every 20 years. Imagine if 60 days before that election, having not seen one in 18 years, KPS had suddenly stopped informing voters about the millage. What would have been the effect?
- In 2015, in the face of the very least popular state referendum in the last half century, we had a special education millage increase on the ballot. Imagine if 60 days prior to the election we had been told we were unable to communicate on this via television, radio, robo-calls, or mass mailings. Being on the ballot May 5 with the least popular referendum in the state’s history for the last half century, which went down 80%-20% statewide and 67%-23% locally, what would have been the effect on our millage vote if for 60 days prior we had been unable to distinguish our election question from the state ballot question?

Dr. Rice stated that it was a disservice to citizens to stop talking about ballot initiatives. He concluded that, when governmental entities are for all intents and purposes gagged, people get less information and he asked how less information would serve the people.

XII. Closed Session

President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:49 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, January 21, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the January 21, 2016 regular Board of Education meeting to order at 7:04 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Jennie Hill. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:

- Edison Environmental Science Academy Turn-Around Students: Mariah Watt, third grade; Jharvis Purnell, fourth grade; and Kye Hegwood, Ameriyah Moore, and Kyle Thomas-O’Connell, fifth grade.
- Milwood Elementary School Turn-Around Students: Daylen Richardson and Mahkai West (unable to attend), first grade; Kenneth Dangler, second grade; Samantha Tyler, fourth grade; and Leland Bell, fifth grade, who was unable to attend; however, Leland Bell’s mother, Ericka Brown, accepted the certificate on his behalf.

Also in attendance and introduced by Mr. Lee were Edison Environmental Science Academy Principal Julie McDonald; staff members Sarah Powell, Erika Zavasky, and Linda Spicketts-Lass; and former staff member Mischa King; and Milwood Elementary School Principal Sara Glendening; and staff members Dee Shields, Kelsea Putman, Sheila Curry, Susan Voss, Marla Ferguson, and April Morgan. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Curriculum Committee – Carol McGlinn, chair, reported that the committee had met on January 11 and gone over the summer school report, which indicated that summer school had been attended by 622 kindergarten through fifth grade students, 236 middle school students, and 295 high school students. She stated that the committee also reviewed the English and math curriculum, and explained that during summer school KPS was working to help students avoid the summer slide and to boost reading levels. Ms. McGlinn commended the many community organizations that had provided support for the summer programs. She stated that KPS would continue to improve summer school for the benefit of our students. Ms. McGlinn concluded that the committee would meet again on February 17.

Evaluation/Accountability Committee – TiAnna Harrison, representative, reported that the committee had met on January 12 and received reports from Director of Curriculum and Instruction Dr. Terina Harvey and Coordinator of Math and Science Matthew Johnson. She explained that the first report was an update on the elementary science vocabulary study program,
and that the second report was on the number sense pilot program for second through fifth grade, which helps students apply vocabulary words to math problems. Ms. Harrison concluded that the committee would meet again on February 9.

Communities in Schools-Kalamazoo (CISK) – Carol McGlinn, representative, reported that the CISK board had met on January 15 and reviewed its year-end fundraising efforts. She stated that the board discussed site visits and encouraged community members to attend site visits. Ms. McGlinn concluded that the CISK board would meet again on February 19.

President Patti Sholler-Barber advised of the remaining committee meeting dates:
- Policy Committee would meet on January 25;
- Wellness Committee would meet on February 18; and
- Operations Committee would meet on February 23.

School Reports
None.

VI. Correspondence
No correspondence was received for the period of January 8, 2016 through January 21, 2016. (File #13)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. January 7, 2015 Regular Meeting Minutes and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

Board comments: None.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
Amanda Miller, 34969 CR 652, Mattawan, introduced herself as the president of the Kalamazoo Education Association (KEA), and introduced teachers Kate Kemerling and Cambray Traphagan, who were also in attendance. Ms. Miller stated that she would like to highlight a few of the many positive things that were happening at two elementary schools in KPS:

- Woods Lake Elementary: A Magnet Center for the Arts offers music, visual arts, dance (taught by an artist in residence), and piano along with after-school programs such as Kids in Tune.
- Arcadia Elementary School was recently the recipient of donated carpet for a first grade classroom, one hundred people attended a recent bilingual parent night, Arcadia students made bowls for the Empty Bowls project, students and staff collected and donated 856 pounds of food to Loaves and Fishes. Students continue to grow in reading and math skills.

Ms. Miller concluded that she was pleased to highlight the successes that can be achieved when everyone in KPS works together on behalf of our students.
IX. Reports and Recommendations

A. Policy 3.10 – Tobacco, Drug and Alcohol Use – Second Reading

Policy Committee Chairperson Craig Herschleb explained that the changes to Policy 3.10 – Tobacco, Drug and Alcohol Use had been brought before the Board for a first reading at the December 17, 2015 meeting and that no changes had been made since that first reading.

**MOTION:** Moved by Trustee McGlinn, supported by Trustee Herschleb, to approve the changes to Policy 3.10 – Tobacco, Drug and Alcohol Use.

**Board Discussion:**
Carol McGlinn stated that she was glad that KPS was taking a proactive approach because the state legislature had not yet clarified what were to be considered tobacco products.

Patti Sholler-Barber concurred with Trustee McGlinn’s comments.

**Audience Comments:** None.

**Roll Call vote:** motion carried, 6-yes, 0-no, 0-abstentions

B. Loy Norrix High School Window and Exterior Door Replacement Presentation

Deputy Superintendent of Business, Communications and Operations Gary Start introduced Jim Ross and Jason Navotny from Tower Pinkster, and Director of Facilities Management Al Tyler and Executive Assistant for Facilities Management Karen Jackson. Highlights of the report given by Mr. Ross and Mr. Navotny included the following:

- As part of the 2013 bond, 65,000 square feet of windows/wall systems and 92 exterior doors were to be replaced.
- The budget for this project was approximately $5.5 million.
- Construction would begin in the summer of 2017, continue through the 2017-2018 school year, and be completed during the summer of 2018.
- Meetings would be held with Loy Norrix High School staff on January 22, and at the Loy Norrix High School Parent Advisory meeting on January 25.
- After completion of those meetings, a community survey would be available via the KPS and TowerPinkster websites January 25 through February 12 to allow input from stakeholders in the project, from which design options would be considered.
- No rooflines or major structural items would be replaced as part of this project.
- The goal was for a new and revitalized façade and higher energy efficiency for Loy Norrix High School.

**Board discussion:**
Carol McGlinn noted that $5.5 million was a lot of money and asked what the approximate cost of a new high school would be in comparison. Mr. Ross responded that the cost of a new high school would be approximately $35–40 million.

Patti Sholler-Barber asked how the community survey would be publicized. Mr. Ross responded that students, staff, and parents would be informed, and the survey would be available on the KPS website. He explained that TowerPinkster had done similar exterior replacements at both Milwood Magnet School: A Center for Math, Science and Technology and Hillside Middle School to provide energy savings and to update the look of each building.
Ken Greschak noted that one of the main benefits of the window replacements would be environmental to reduce the cost of heating and cooling. He stated that he looked forward to the next 55 years for this building and that the improvements would make a grand impact.

Dr. Martha Warfield asked what would be done with the old windows and doors. Mr. Navotny responded that they would be recycled.

Ken Greschak expressed his appreciation that KPS was soliciting community input because Loy Norrix High School was an important building in our community and it was essential that we obtain and consider public input.

Patti Sholler-Barber stated that she appreciated Loy Norrix High School because it was a house of glass and noted that the difference in quality, durability, energy efficiency, and security of the glass available today was night and day compared to 55 years ago. She asked if the replacement with improved windows would interfere with the lightness throughout the building. Mr. Ross noted that there were lots of things that could be done to enhance the building in addition to the new windows being insulated glass.

Patti Sholler-Barber noted that this project was not just the replacement of the windows, it also included mounting the windows, repairing door jambs, and addressing other structural items that had eroded over time. Mr. Ross explained that everything currently on the building that was clear anodized aluminum would be removed and replaced with insulated aluminum framing.

Carol McGlinn asked for clarification of when construction would begin. Mr. Ross responded that construction would begin in the summer of 2017. He explained that this year would be spent getting input from the community, reviewing design options, and documenting bidding.

Dr. Rice expressed his appreciation to TowerPinkster staff, Al Tyler, Karen Jackson, Loy Norrix High School Principal Rodney Prewitt, and Director of Secondary Education Johnny Edwards, who had attended this presentation.

C. Resolution for Repeal of Section 57, Subsection (3) of Public Act 269 of 2016
Dr. Rice explained that what was formerly Senate Bill 571 was now Public Act 269.

MOTION: Moved by Trustee Dr. Warfield, supported by Trustee Greschak, to approve the Resolution on Public Act 269 of 2016.

The Resolution reads as follows:

WHEREAS, Governor Snyder signed into law, with immediate effect, Public Act 269 (Senate Bill 571), despite widespread calls for a veto of this bill; and

WHEREAS, both the Michigan Senate and the Michigan House of Representatives passed Senate Bill 571 late into the night of December 16, 2015, just prior to recessing for the year; and

WHEREAS, one of the last-minute amendments made to Senate Bill 571, without knowledge of school districts or other local governments, and approved without any public testimony, was the new language inserted into Section 57, subsection (3); and

WHEREAS, this new law prohibits a public body, or a person acting for a public body, from using public funds or resources for the purpose of communicating any information to the electorate regarding a local ballot question that is to appear on the ballot, within 60 days of an election; and
WHEREAS, this law places an immediate gag order on entities with ballot questions on the March 8 ballot and every election thereafter; and

WHEREAS, locally elected and appointed officials have a civic and legal duty to the residents of their communities to fully inform them regarding the issues placed before them upon which they may exercise their constitutional right to vote; and

WHEREAS, existing laws, including the former language in Section 57 and decades of guidance from the Michigan Secretary of State, already prohibit the use of public funds to advocate for or against ballot issues; and

WHEREAS, existing laws already provide for an allowance for elected and appointed officials to express their views without fear of violating the act; and

WHEREAS, because the new law bans only communication on local ballot issues, it creates inconsistent treatment of statewide ballot questions versus local initiatives; and

WHEREAS, there are substantial questions regarding the constitutionality and legality of the new law, including a possible ban on freedom of speech.

NOW, THEREFORE, BE IT RESOLVED, that the Kalamazoo Public Schools calls for an immediate repeal of the new language in Section 57, subsection (3) of PA 269 of 2016; and

NOW, THEREFORE, BE IT FINALLY RESOLVED, that a copy of this Resolution be forwarded to the school district’s state representatives in the Michigan House of Representatives and the Michigan Senate.

Board Discussion:

Carol McGlinn noted that this was a very important issue for an elected body that puts on ballot initiatives, bond proposals, and millages to be unable to share factual information 60 days before an election and that this would result in uninformed voters. She noted that KPS was already not allowed to advocate for its ballot proposals; however, PA 269 was an issue of not being allowed to give out factual information, which was undemocratic. Ms. McGlinn stated that it was our responsibility as a governmental body to inform our voters. She stated that this bill was grievous and expressed her frustration that the governor had signed the bill and then asked the legislature to fix it. Ms. McGlinn explained that the governor’s handling of this bill was appalling and it was not how our democratic government should work. She concluded that we need to stand up and make sure that this gets corrected.

Patti Sholler-Barber stated that the idea that no information could be communicated would make it a futile effort for public school districts to upgrade their facilities to provide for students. She explained that this was a gag order for public school districts and other governmental entities, which was heavy-handed and a travesty. Ms. Sholler-Barber stated that she was eager for this resolution to be passed and sent to Lansing.

Ken Greschak stated that this really underscored the importance of elections and that who you vote for does matter. He advised everyone to pay attention to those legislators who had voted for this and those who had voted against it. Mr. Greschak explained that the legislators did not even know what they were voting for, which spoke to their state of preparation as elected officials. He reiterated that elections matter and encouraged voters to pay attention to how your representatives and senators had voted on this matter. Mr. Greschak noted that the local legislators had not done well as both Senator Margaret O’Brien and Representative Brandt Iden had voted for this bill; however, he noted that Representative Jon Hoadley had voted against it.

Audience Comments: None.

Roll Call vote: motion carried, 6-yes, 0-no, 0-abstentions
Dr. Rice stated that had the state legislature operated under normal rules of engagement by introducing the bill in advance, given time for committee and legislative review, held public readings and debates of the bill, this legislation would not have passed. He explained that this disastrous process had led to a disastrous product.

He continued that the voter remorse expressed by Senator Margaret O’Brien and Representatives Brandt Iden and David Maturen should manifest itself in a repeal of this offensive part of PA 269.

X. Other Business
None.

X1. Comments by Trustees

Ken Greschak pointed out that next week would begin winter semester in the middle schools and high schools and encouraged parents and guardians to attend parent-teacher conferences, meet their students’ teachers, and find out how their children are doing.

Carol McGlinn expressed her dismay and outrage over the Flint water crisis and noted that it was affecting people that had the least amount of resources, live in poverty, and do not have the ability to use sources of water other than the water provided through Flint’s water system. She noted that the children most affected by lead poisoning were our most vulnerable because they live in poverty. Ms. McGlinn stated that we cannot allow this to continue and that people need to be held accountable. She conceded that we cannot reverse the damage; however, support can and should be given to rectify the situation as quickly as possible.

Ms. McGlinn continued that this crisis developed under state-appointed emergency managers and that the Detroit Public Schools were also under a state-appointed emergency manager. She noted that when you take away local control, tragedy can be the result.

Dr. Martha Warfield supported Trustee McGlinn’s comments regarding the water crisis in Flint because we were talking about the most vulnerable communities. She explained that the crisis in Flint highlights that people of the community need to have local control for input in elections and bond issues.

Dr. Warfield noted that last week during the Dr. Martin Luther King, Jr. celebrations, KPS was very involved with Western Michigan University (WMU). She stated that teachers, board members, Dr. Rice, students, administrators, and staff took their personal time to attend the Social Justice Book Bowl and come together to learn about what social justice and social injustice are. She thanked everyone for their participation.

Patti Sholler-Barber thanked Trustees McGlinn and Dr. Warfield for their compassion for Flint. She noted that she had been born and raised in Flint. Ms. Sholler-Barber stated that the people who were suffering the most from this state man-made disaster had no idea it was happening to them, and that they were the ones who would suffer the results for a lifetime, all due to decisions made by those least affected by the crisis. Ms. Sholler-Barber stated that it was unconscionable and there was no justification for the victims of this crisis. She explained that that were some things that we can do, which included participating in water donations being taken by the Northside Ministerial Alliance at Mt. Zion Baptist Church, or sending monetary donations to the Flint Red Cross to help with the purchase and distribution of water and water filters. She urged everyone to do whatever they could, no matter how big or small, to continue to help the victims in Flint.
Ms. Sholler-Barber stated that the Dr. Martin Luther King, Jr. celebration events had been incredible, and thanked Trustee Dr. Warfield for all her work on the MLK celebration events hosted by WMU. She referenced the Dr. King quote that WMU President John Dunn had in the program and noted that it could be applied to the current crisis in Flint: “Too many people find themselves living amid a great period of social change and yet they fail to develop the new attitudes, the new mental responses that the new situation demands.” She noted that Dr. Dunn spoke of civility and respect, which echoed the Northside Ministerial Alliance theme of equity in action uniting the community. Ms. Sholler-Barber explained that we must stay together and maintain unity so that what happened in Flint never happens again.

Ms. Sholler-Barber praised several other MLK celebrations that had been presented throughout Kalamazoo, which included those hosted by the Northside Ministerial Alliance, Kalamazoo College, which included the Kalamazoo Central High School Hawthorne Singers, the MLK march, and the reception at the Radisson sponsored by Bronson and Borgess hospitals.

Ms. Sholler-Barber concluded her remarks by reminding everyone about the recent tragic loss of two KPS students. She explained that condolences do not end at the funerals and to please keep the families and all those affected by these tragedies in their hearts.

**Comments by the Superintendent**

Dr. Rice noted that DeShontae Ellis and Temetrion Hegler were killed in the first couple weeks of 2016. He expressed his appreciation to a teacher who had sent him an email that stated that this was a tragedy and that there were few lessons to be learned; however, one thing she appreciated was that we come together to support our children and families when a tragedy happens. Dr. Rice noted that this was one of many staff members working with students and staff as they grieved these losses. He noted that the mood at WMU during the MLK celebrations was more somber than in past years and attributed much of that to the deaths of those young men.

Dr. Rice praised the many MLK celebrations held at WMU and throughout the community. He gave special thanks to Dr. John Dunn, Dr. Martha Warfield, and Carmelita Foster at WMU, and to Mt. Zion Baptist Church, The Northside Ministerial Alliance, KPS teachers, students, coaches, and administrators, to the children and adults in the choirs, and to Phoenix High School Principal, Mark Hill, who directed the adult choir.

Dr. Rice stated that Bronson Hospital, Borgess Hospital, and WMU had held a service day at Milwood Magnet School: A Center for Math, Science and Technology on January 18, and had done an outstanding job of connecting 8th grade students to careers. He noted that there would be countywide career days held at the Kalamazoo County Fairgrounds on February 10 for 8th grade students and on February 11 for 9th grade students. Dr. Rice stated that the expected attendance was 3,000 students each of those days.

Dr. Rice explained that we as a state have a responsibility to clean up the mess in Flint, regardless of omissions and commissions. He advised that the notion that the $28 million appropriation passed by the Michigan state legislature on January 20 would somehow make this right was not even vaguely possible. Dr. Rice explained that the additional dollars going to Flint for life-saving and life-affecting efforts would affect the rest of the state and that we as a state would have to deal with that.

Dr. Rice noted that we are our brothers’ keepers. He explained that a lot of blame had been cast; however there was plenty of time to figure that out. Dr. Rice stated that right now we need to focus on cleaning it up because the children were exposed in ways that no children should be exposed.
He reiterated that we as a state have a responsibility to get it right to the extent that we can and make sure that it never happens again. Dr. Rice advised that this would not have happened to or in other communities with greater means, resources, and advocacy. He declared it an outrage that this had happened to poor and working-class children, whose parents do not necessarily have the means and the ability to advocate to an extent that would have forced this to be taken care of immediately. He explained that if something like this had happened in a more affluent community such as Forest Hills, West Bloomfield, Bloomfield Hills, or Grosse Pointe, it would not have taken the state so long to respond.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:19 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Tuesday, February 16, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the February 16, 2016 regular Board of Education meeting to order at 7:08 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Craig Herschleb. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following Prairie Ridge Elementary School turn-around students: Janiah Abraham (unable to attend), Daysha Foster, Antwuan Langston, Sebastian Moore, Jacob Rice, and Maurice Streeter, third grade; and Emery McShan, fourth grade.

Also in attendance and introduced by Mr. Lee was Prairie Ridge Elementary School Principal Karen Spencer. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
President Patti Sholler-Barber advised that there had been no committee meetings since the last board meeting, and announced the schedule of upcoming committee meeting dates:

- Curriculum Committee would meet on February 17;
- Evaluation/Accountability would meet on February 18;
- Wellness Committee would meet on February 18;
- Communities in Schools–Kalamazoo would meet on February 19;
- Operations Committee would meet on February 23; and
- Policy Committee would meet on February 23.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of January 22, 2016 through February 16, 2016. (File #14)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. January 21, 2016 Regular Meeting Minutes; VII.B. Purchase Recommendation 2016-18; VII.C. Personnel Changes; and VII.D. Board Member Expense Summary.
Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2016-18 in the amount of $178,977.25 from the equipment replacement budget and food service fund for the purchase of replacement trucks, maintenance vans, and delivery trucks for use by Facilities Management, Food Service, and the Stockroom.

MOTION: Implied to approve the Consent Calendar as presented.

Board comments: None.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board

Amanda Miller, 34969 CR 652, Mattawan, introduced herself as the president of the Kalamazoo Education Association (KEA), and stated that she was attending to highlight the positive things that happen as KPS and KEA work together on behalf of our children.

Jessica Taylor, 5137 Brennerton, Portage, was introduced by Ms. Miller as the KEA representative from Indian Prairie Elementary School. She shared the following positive happenings at Indian Prairie:

- A new classroom for students with autism had been established at Indian Prairie, which meant that some KPS students with autism no longer had to go to a school in another district;
- Two Girls on the Run teams had been formed at Indian Prairie; and
- Indian Prairie staff were currently working with Gryphon Place to bring peer mediation to younger students.

Lawrence Edmonds, Jr., 2820 Arrowwood Lane, Kalamazoo, introduced himself as the president of Kzoo LEADERs, a non-profit organization for youth from second grade through age 18. He explained that the program would provide a paramilitary approach that involved sports to teach students good manners, life skills, goal setting, conflict resolution, time management, sports success, and team-building competitions. Mr. Edmonds concluded that he would provide more information to the board at its next meeting.

IX. Reports and Recommendations

Lift Up Through Literacy Report

Former Assistant Superintendent of Teaching and Learning Services Barbara Witzak and former Coordinator of English Language Arts, Social Studies, and Library Services Kathy Edlefson, overseeing the Lift Up Through Literacy (LUTL) programs, presented the following report:

- This is the fifth year of the LUTL programs, which continue to be highly effective at introducing families to literacy, while making a strong connection to our schools.
- Recent additions to LUTL programming are math content and strategies.
- The vision of KPS is to build a literacy community in Kalamazoo as a foundation for the college-going culture that is being created.
- Literacy is one of the eight college-going culture components in the district and, arguably, the most important of the eight.
- Out of the eight college-going components, LUTL is emphasizing five this year, which are those underlined below:
  - High expectations for students and staff.
  - Higher education exposure.
  - Meaningful and engaging homework.
- Everyone reads/literacy: early language development, reading, and writing.
- Substantial opportunities for meaningful parental involvement.
- Education that is relevant to, reflective of, and inclusive of students.
- Development of strong problem-solving skills.
- Development of success skills: metacognitive, note-taking, study, time management, organizational, and test-taking skills (primarily for family literacy).

There are three program components:
- Parent education for the parents of newborns (for pregnant mothers to parents with children up to two years old);
- Parent education for the parents of preschoolers (for parents with students between three and five years old); and
- Family literacy (for the parents of school-age children).

Beginning in the summer of 2011, KPS implemented a pilot program at four sites: New Genesis, Hispanic American Council, Boys & Girls Club, and Open Door Ministries. Since January 2012, LUTL has been in 6-12 sites throughout the community for each session. KPS currently has nine LUTL sites that are open one night a week: Boys & Girls Club, First United Baptist Church, Fresh Fire AME Church, Interfaith Homes, Mount Zion Baptist Church, New Life Fellowship C.O.G.I.C., Skyridge Church, Stones Church/Christian Life Center, and Trenches Community Church.

LUTL staff includes Program Specialist for Parent Education Sylvia Washington, Program Specialist for Family Literacy Ruby Sledge, both of whom were in attendance; retired and current KPS staff members as family literacy and parent education coaches; community site parent education and family literacy coaches connected with the individual sites; and students from our high schools that provide child care.

Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice and Coordinator of Science and Mathematics Matthew Johnson are regularly consulted so that LUTL supports the KPS literacy and mathematics curriculum to ensure that our parents have an understanding of the concepts and strategies that children were being taught in school.

Parent education is currently using *Love & Logic for Early Childhood*, which gives parents practical ideas for working with their young children and prepares them for success when they begin school.

Other resources are *Help America Read* and *Raising a Reader*.

Program Specialist for Parent Education Sylvia Washington and Program Specialist for Family Literacy Ruby Sledge presented the following information about the programming for parent education and family literacy, respectively.

Parent education focuses on:
- Concepts about print, which includes parts of a book;
- Identifying letters, count, numbers in numerical order, and number words;
- Nursery rhymes to help build oral language and vocabulary;
- Success skills, time management, and routines such as what to prepare before bedtime for a great start to the next day;
- Practical tips from the book *Parenting with Love and Logic*;
- Hands-on interactive lessons such as reading *Twinkle, Twinkle Little Star* and making calming jars;
- Reading logs and homework to encourage parents to set aside time for reading and math activities; and
- Number recognition and counting.
The family literacy curriculum is built on two beliefs: (1) parents are a child’s first and most important teacher; and (2) students are most successful when parents and schools work together on education. The curriculum includes:

- Habits of successful students, where students learn time-management skills, routines, organizational skills, and the capacity to self-regulate their behavior;
- Habits of successful readers, which include learning and using comprehension strategies and developing a strong vocabulary related to curriculum objectives;
- Habits of successful mathematicians, where students reinforce and practice grade level objectives;
- Interactive lessons during the session for parents and students to practice the reading and math strategies taught; and
- Reading and math homework logs of activities for students, with the sharing of homework charts.

Ms. Witzak and Ms. Edlefson continued the report.

Since 2012, 2,218 families have participated in the LUTL programs:

- Families of Newborns – 469;
- Families of Preschoolers – 484; and
- Families of School-age Children - 1,265.

The Lift Up Through Literacy partners include:

- Kalamazoo Public Library (KPL) - We recruit and encourage parents to join the activities on the First Saturday of the month at KPL and we also participate during the two Saturdays sponsored by KPS. We often include an event held at the library as one of our weekly meetings and participate in Party in the Park in the spring for young children.
- Kalamazoo Institute of Arts (KIA) – Families are encouraged to participate in the Second Saturday Art Detectives Program at the KIA. During our fall session, the KIA hosted a weekly meeting, where families toured the gallery, completed a writing/art project, and enjoyed a light dinner.
- Great Start Collaborative - We work in partnership with Great Start Collaborative to ensure that all pre-kindergarten children are in early childhood programs.
- Interfaith Strategy for Advocacy & Action in the Community (ISAAC) – We collaborate with ISAAC to help achieve our goal of increasing the number of children in pre-kindergarten and the number of children participating in LUTL. ISAAC has been a great partner in assisting with our recruiting efforts in the summer.
- Nine Program Sites - We meet regularly with the administrators of the nine sites to update them on the curriculum and other program efforts.

As a commitment to Lift Up Through Literacy we ask parents to:

- Sign a contract (and the children sign a contract);
- Complete a Pre- and Post-Survey;
- Attend eight weekly workshops;
- Read daily with their child/children and practice math fluency;
- Keep a reading and mathematics log; and
- Practice the strategies during the week and then share with their group at the next session.
Program incentives include:
- A wide selection of fiction and non-fiction books at a variety of reading levels for children to select books each week to add to their home library;
- Field trips to the library, theater, and/or museum;
- Weekly gift card drawing;
- A light meal to encourage conversations between families and the coaches;
- Child care for the parent education component to allow conversations with the parents and coaches, followed by an activity between the child and their parent; and
- End-of-program incentives for those who have attended all eight workshops.

At the end of the eight weeks, parents are asked to complete an evaluation. These are a few of the direct quotes from the parents who have participated:

- “The program taught us to spend more time together doing reading activities.”
- “Have patience, listening, and understanding my child.”
- “I’ve organized things for my children that have been a mess for a while.”
- “Allowed us to learn fun ways to encourage my child to read and be diligent with math.”
- “I really enjoyed the program because I have a refresher course in working with my child on her work. I really enjoy the staff.”
- “We learned the importance of having a schedule and the importance of child development.”
- “I really loved being in the class and my teacher is awesome.”
- “We added more cool books to our library. Instead of toys she now wants to play games.”
- “Made us aware of how we can make almost everything a learning lesson.”
- “Love the diversity of the families that come together for the program and how interactive the sessions have been.”
- “Thank you for taking the time to teach my family more insightful ways to learn together, being organized while we study.”
- “Looking forward to the next session!”

Conclusion:
There are three sessions during the year and parents may join at any time during the eight-week sessions. The winter session is in progress, and the spring session begins in April. Families are welcome to join us for any of the sessions, even if they have already begun.

Also in attendance and introduced were Lift Up Through Literacy Coaches Tammy Turner, Danielle Moore, and Tara Reinhardt; and LUTL parent Tasha Black, who has participated at Mt. Zion Baptist Church since the program began.

Board discussion:
Carol McGlinn expressed her appreciation for LUTL programs, and noted that it was wonderful to see the number of families who had participated to date. She explained that the LUTL programs played an important role to educate parents, students, and families. Ms. McGlinn thanked the LUTL staff and expressed the hope that the programs would continue to grow and expand.

Jennie Hill stated that she appreciated how LUTL programs taught that reading was everywhere by having it flow into math and games. She also asked for a description of a calming jar.

LUTL staff explained that a calming jar is filled with water, food coloring, and stars and works like a snowglobe when you shake it up. They also noted that the students could count the stars as they floated in the jar.
Dr. Martha Warfield stated that she was amazed at how much went into LUTL community programs and that many residents who might not ordinarily have this opportunity were able to participate because sessions were held at several sites throughout Kalamazoo. She encouraged KPS to produce a visual record and pursue marketing the LUTL programs vigorously so that they will flourish and expand.

Patti Sholler-Barber expressed her delight that LUTL provided programs for different age groups of children. She noted that children were never too young to learn the importance of reading and how reading was connected to and essential for every part of life. Ms. Sholler-Barber praised the community partners involved with the LUTL programs.

Dr. Rice thanked and congratulated the LUTL staff on the evening’s presentation and the LUTL programs. He explained that the roots of the program were part of the effort to establish a fully literate urban community, the first in the country. Dr. Rice noted that the country of Cuba was fully literate. Kalamazoo should be as well. He stated that kids often drop out of school because of illiteracy or the thought that school was irrelevant to their lives. Dr. Rice explained that literacy had the ability to help us create a college-going culture, which would virtually eliminate student dropouts.

Dr. Rice continued that LUTL programs were an effort to bring parent education and family literacy to parents, which was why the sessions were held in churches and in community associations because families were more likely to be more comfortable there than in a school setting. He stated that we are challenged with our young men, and asked dads, uncles, and granddads to participate in the LUTL programs.

Dr. Rice quoted Frederick Douglass, “Once you learn to read, you will be forever free,” and explained that once a family becomes literate, it is extraordinarily unlikely that that family would ever return to illiteracy, because family members would understand how critical literacy was to everything in society. Dr. Rice concluded that the wealthiest nation in the world should have no illiteracy, and a progressive town in southwest Michigan should likewise have no illiteracy.

**Audience Comments:** None.

**X. Other Business**
None.

**X1. Comments by Trustees**

*Jennie Hill* stated that she had had the opportunity to participate in several Dr. Martin Luther King, Jr. events, which included the Social Justice Book Bowl at Linden Grove Middle School and the celebration at the Radisson Hotel.

Other events she had attended included:

- Michigan Association of School Administrators luncheon in Detroit honoring Dr. Rice as State Superintendent of the Year;
- The KPS water drive for Flint, giving a shout-out to the Western Michigan University (WMU) Iraqi Student Union for donating 100 cases of water;
- The Loy Norrix High School/Kalamazoo Central High School boys and girls basketball games held at WMU;
- District solo and ensemble competition to support the Loy Norrix High School drumline; and
• MiCareerQuest-Southwest sponsored by Michigan Works! Southwest, Southwest Michigan First, United 4 Change, Kalamazoo RESA Education for the Arts, Education for Employment, and Early Middle College, and Youth Opportunities Unlimited, at which eighth and ninth grade students enjoyed hands-on and interactive exhibits from many companies.

Patti Sholler-Barber stated that she had enjoyed the “We Can’t Stop the Beat” program at The Woodward School for Technology and Research, which highlighted how well teachers and students worked together.

Ms. Sholler-Barber noted that it was heartwarming to see the enormous community support for the recent KPS water drive for Flint, which collected over 1200 cases of water. She reminded everyone that the seriousness of the water situation in Flint would not end any time soon, and encouraged everyone to continue to give to the residents of Flint.

Ms. Sholler-Barber noted that the school sports season was thriving and encouraged everyone to come out in support of our student athletes.

Comments by the Superintendent
Dr. Rice stated that the state of Michigan would be dealing with the Flint water situation for a number of years, which would affect everyone across the state. He noted that, as Michigan residents, we have a responsibility to take care of all of Michigan’s children, not just the children in our local jurisdiction. Dr. Rice explained that as the state budget conversation continued, how to pay for the annual $600 million in unfunded roads work, to implement solutions associated with the Flint water system, and to fund Detroit Public Schools and set sail for a better tomorrow for the young people in Detroit would all have to be considered. He noted that these were problems created by the state over a period of years and multiple administrations and that the state would have to ante up and address the problems.

Dr. Rice noted that 15 years ago, the Detroit Public Schools had 150,000+ students, and that the district had lost in excess of 100,000 students. He explained that the cycle of cutting and repelling people had led to a diminution in the quality of education for Detroit children. Dr. Rice questioned the 20 years of schools of choice in the state of Michigan. With $1 billion spent on charter schools, how had schools of choice and charter schools benefitted student achievement in Detroit?

Dr. Rice stated that we have a responsibility to Flint, Detroit, and ourselves to get it right once and for all so we do not have to constantly try to figure out how to solve enormous problems, some of which have built up over the decades.

Dr. Rice thanked the MiCareerQuest Southwest Leadership Team of Michigan Works! Southwest, Southwest Michigan First, United 4 Change, Kalamazoo RESA Education for the Arts and Education for Employment, and Youth Opportunities Unlimited for providing 893 eighth grade students and 777 high school students from KPS the opportunity to participate in this terrific event. He explained that the 1,670 KPS students plus students from all Kalamazoo County schools had been invited to attend the event, which provided interactive and hands-on exhibits of four career pathways: health and natural sciences; business, technology, and human services; arts and communication; and engineering and manufacturing.
Dr. Rice thanked all of the companies that had participated in the event:

- Accu-Mold LLC
- Borgess Medical Center
- Bronson Healthcare
- Bronson Healthcare Nursing
- Bronson Healthcare Rehabilitation
- Candlewood Suites
- Circle D Wildlife Refuge
- Consort Display Group
- CSM Group
- David’s Bridal
- DeNooyer Chevrolet
- Denso Manufacturing
- Dimplex Thermal Solutions
- Duncan Aviation
- Eaton Corporation
- Federal Aviation Administration
- First National Bank of Michigan
- Flowserve
- Great Clips Romence Village
- Gull Lake Animal Hospital
- Hampton Inn
- Home Builders Association of Western Michigan
- Humphrey Products
- ImageStream
- JcrOffroad
- Junior Achievement
- Kalamazoo Civic Theatre
- Kalamazoo County Animal Services and Enforcement
- Kalamazoo Department of Public Safety
- Kalamazoo Electrical JATC
- Kalamazoo Nature Center
- Kalamazoo RESA
- Kalamazoo Valley Community College
- Life EMS
- LKF Marketing
- Michigan State Police
- Newmind Group
- Operating Engineers 324
- Paws Fur Learning
- Plante & Moran
- Plumbers and Pipefitters 357
- PNC Bank
- Public Media Network
- Schupan & Sons, Inc.
- Southwest Michigan First/Chase
- Stryker Instruments
- Stryker Medical
- Stryker Surgical
- TowerPinkster
- Ulta
- Western Michigan University
- WMUK – Public Radio
- WSI

XII. Closed Session

President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:04 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, February 25, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
Vice President Carol McGlinn called the February 25, 2016 regular Board of Education meeting to order at 7:03 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, and Dr. Martha Warfield. Absent: Craig Herschleb and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following turn-around students:
- Greenwood Elementary School students: Dezire Hamilton and Damien Torres, first grade.
- Winchell Elementary School students: Jackson McCamman, first grade; and Donald Brown, Gabrielle Buchanan, and Sebastian Tyler, fifth grade.
- Woods Lake Elementary: A Magnet Center for the Arts students: Jocelyn Perez-Ostos, first grade; Anakin Jordan, third grade; and Jessica Torres Martinez, fifth grade.

Also in attendance and introduced by Mr. Lee were Greenwood Elementary Principal Joletta Drake and staff member Kelly Delorge; Winchell Elementary School Principal Michael Hughes and staff members Carol Willson, John Lehman, and Melanie Bryer; and Woods Lake Elementary: A Magnet Center for the Arts Principal Micole Dyson. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Curriculum Committee – Carol McGlinn, chair, stated that the committee had met on February 17 and discussed the preparations completed for the MStep testing in the spring. She explained that the committee received information on the computer hardware needed and the preparation that teachers and students had received for the online testing. Ms. McGlinn noted that it was a fascinating, in-depth, and complicated report and expressed her appreciation for the work completed. She concluded that the committee would meet again on March 9.

Wellness Committee – Ken Greschak, representative, stated that the committee had met on February 18 and made plans for Random Acts of Wellness for the month of March and a cardiovascular program to be held at the MEA office in April. He concluded that the committee would meet again on March 17.

Evaluation/Accountability Committee – Jennie Hill, chair, stated that the committee had met on February 18 and compiled data for Dr. Rice’s evaluation. She concluded that the committee would meet again on February 29.
Communities in Schools-Kalamazoo (CISK) – Carol McGlinn, representative, reported that the CISK board had met on February 19 and discussed its board development. She noted that the board complimented Assistant Superintendent of Student Services Cindy Green for her work coordinating the mobile health clinic schedule in collaboration with CISK site coordinators, Family Health Center staff, and KPS staff. She concluded that the CISK board would meet again on March 18.

Operations Committee – Dr. Martha Warfield, chair, stated that the committee had met on February 23 and discussed the survey results on the replacement of windows at Loy Norrix High School. She noted that 449 people had responded to the survey, and that the main survey questions had addressed security concerns, exterior paint colors, and daylight heating and cooling. Dr. Warfield explained that a conceptual design would be created and brought back for review via survey in the spring.

Dr. Warfield reported that the committee also discussed the governor’s proposed formula for determining the foundation allowance for K-12 funding in 2016-2017, which has two parts.

First part of funding:
- Districts currently receiving the minimum foundation allowance would receive a $120 per student increase.
- Districts currently receiving the maximum foundation allowance would receive a $60 per student increase.
- Districts currently receiving between the minimum and maximum foundation allowance would receive between $60-$120 per student increase.
- For KPS, this would be an increase of approximately $109 per student, for a total of approximately $1.3 million.

Second part of funding would change how student count is determined:
- Currently, the student count is based on 10% of the preceding winter enrollment and 90% of the present-year fall enrollment.
- The governor’s proposal would split the student count 50% based on the preceding winter enrollment and 50% on the present-year fall enrollment.
- This proposal would cost KPS more than $1 million.
- If passed, this changed enrollment mix would virtually eliminate the entirety of the proposed increased foundation allowance for KPS.

Dr. Warfield concluded that the committee would meet again on March 22.

Vice President McGlinn announced that the Policy Committee meeting that was scheduled for February 25 had been postponed, and that a new date would be set for it to meet.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of February 17, 2016 through February 25, 2016. (File #15)
VII. Consent Calendar
Vice President McGlinn presented the Consent Calendar items: VII.A. February 16, 2016 Regular Meeting Minutes and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion: None.

Audience comments: None.

Disposition: Voice vote: motion carried, 5-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
Lawrence Edmonds, Jr., 2820 Arrowwood Lane, Kalamazoo, introduced himself as the president of Kzoo LEADERs, and explained that he was following up on his previous presentation to the Board at the February 16, 2016 board meeting. He distributed information about the Kzoo LEADERs boot camp and its curriculum, and stated that he would like to hold a boot camp at a KPS school during spring recess.

IX. Reports and Recommendations
A. Kindergarten to Grade 12 Summer Extended Learning Enrichment Programs
Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski introduced the report concerning the 2016 summer program.

- The 2016 summer school program would run from June 27 through August 4, 2016, and would be similar to what has been done in previous years.
- Transportation, breakfast, and lunch would be provided.
- Elementary summer school would be held at Northeastern Elementary School and The Woodward School for Technology and Research.
- Secondary summer school would be held at Linden Grove Middle School.
- Many community organizations would provide extra support and services during summer school, which includes Communities in Schools-Kalamazoo, County Health and Community Services dental care, Loaves and Fishes K-5 Thursday food pack program, Bagels and Books, First Day Shoe Fund, and the Family Health Center mobile health clinic.
- Elementary summer school students would visit Binder Park Zoo as a culminating educational field trip.
- Extended learning opportunities would be provided to students at home with an online program through Compass.
- At the secondary level, expanded opportunities for credit recovery would be offered.
- All rising fourth, fifth, and sixth grade students would have eight books mailed to them throughout the summer to increase their reading fluency as part of the summer literacy reading program.

Board discussion: None.

Audience comments: None.

B. Science Vocabulary Pilot Study Report
Assistant Superintendent Dr. Deborah Piotrowski thanked the board for the opportunity to share information on the fourth grade science vocabulary pilot program and introduced
Director of Curriculum and Instruction Dr. Terina Harvey and Coordinator of Mathematics and Science Matthew Johnson, who presented the following report:

During the 2014-2015 school year, KPS undertook a pilot project in fourth grade science to determine if stronger and more explicit vocabulary instruction could drive higher student achievement in science from pre-test to post-test. The study compared how fast students grew or performed in the area of science on the NWEA-MAP standardized test using what is called the conditional growth percentile. This measure ranks student growth based on a nationwide standard distribution of scores where the 50th percentile represents average growth, or the point at which students grow faster than 49% of the population.

The results of the pilot showed gains in science achievement at schools where vocabulary instruction had been implemented with fidelity. On average, fourth grade students attending the pilot schools that implemented science vocabulary instructional strategies with fidelity grew faster than 73% of the population compared to students in non-pilot schools, who grew faster than only 51% of their peers.

The findings indicate that students exposed to high quality vocabulary instruction improved in their science knowledge at a much faster rate than students who did not participate. Based on the promising pilot results, KPS has incorporated critical vocabulary in all kindergarten through fifth grade science units, included questions specific to vocabulary on unit assessments, and professional development sessions have been expanded to expose additional grades to best vocabulary instructional practices.

In the fall of 2014, the pilot project followed a closely monitored process. Nine elementary schools (representing 60% of KPS elementary buildings) were selected to participate in the pilot project to identify the impact of targeted vocabulary instruction on fourth graders. The study included 516 fourth grade students representing 49% of fourth grade students. Eleven fourth grade teachers (representing 61% of fourth grade science teachers) received training on science vocabulary and instructional best practices. Fourth grade was chosen because it is the year that students take the Michigan Department of Education science assessment. Fourth grade science teachers were provided professional development that focused on science vocabulary and instructional best practices. The pilot project included Robert Marzano’s Six-Step Process to Building Academic Vocabulary. This process allows students to internalize and own new terms using linguistic and non-linguistic representations with follow-up activities. For example, the teacher introduces a new word using demonstrations and/or explanations with examples. Students restate and record their own definition of the new word and provide an illustration (picture, symbol, or graphic). Students engage in activities to strengthen their understanding and encourage frequent use of the new word. Students work with peers and independently on follow-up activities to routinely revisit vocabulary throughout the unit and beyond.

We developed local assessments based on state-identified vocabulary. These are content-specific terms or vocabulary that students are expected to know. Teachers received vocabulary cards to display in their classrooms for continuous exposure and reference. In November 2014, teachers attended a follow-up training focused on vocabulary integration. In March 2015, we conducted classroom observations to monitor progress and offer teachers feedback on the implementation of the science curriculum with an emphasis on vocabulary. During the summer of 2015, curriculum writers integrated an increased amount of vocabulary into the kindergarten through fifth grade science curriculum guides given the results of the science pilot. We developed science vocabulary cards for all elementary classrooms. This year,
professional development opportunities have included vocabulary instruction for all elementary teachers. With respect to the pilot findings, as teachers increase their knowledge and use of best vocabulary instructional practices, it is our expectation that student achievement in science will steadily rise.

**Board Discussion:**
Jennie Hill asked for an example of how a scientific word would be used by a student.

Dr. Harvey replied that the teacher would engage students in an explanation of the word, which would often include a demonstration or experiment using the term. She stated that students would be asked to create a definition in their own words rather than just copying the teacher’s definition. Dr. Harvey continued that students are then invited to do either a graphic or a picture to symbolize the word for themselves. She noted that the words were also posted in the classroom so students could reference them. Dr. Harvey explained that, with the Marzano six-step process, there are additional activities throughout the science unit for students to reinforce the definition of a word through linguistic and non-linguistic processes.

Ms. Hill noted that the pilot program would allow learners of all kinds to understand the vocabulary words.

Dr. Martha Warfield expressed her admiration of the pilot program and stated that she had recently reviewed proposals offered by the National Science Foundation that were all aimed at students who do not participate in math and science. She stated that one of the strategies used included having students put the words into a song to help reinforce the learning.

Carol McGlinn asked for an explanation of what it means to “teach with fidelity.”

Dr. Harvey replied that to teach with fidelity is to use the prescribed instructional strategies faithfully and for teachers to be committed to the six-step process, which is what makes the program successful for our students.

Dr. Rice added that an important part of implementing a new program is to monitor that the program was being taught in all classrooms. He explained that faithfulness to the curriculum guides and keeping the program elements fresh in everyone’s mind are necessary for a program to be successful.

Ms. McGlinn noted that vocabulary plays a big role in how successful children are and asked how the vocabulary words were chosen.

Coordinator Matthew Johnson explained that the state identifies critical vocabulary as part of its science standards.

**Audience comments:** None.

**X. Other Business**
None.
XI. Comments by Trustees
Vice President McGlinn announced the following KPS events:

- Stuff the Bus sponsored by KPS bus drivers on March 5 from 10:00 a.m. to 2:00 p.m. at D & W on Oakland Drive. Non-perishable items and bathroom essentials would be collected to benefit Twelve Baskets.
- Kalamazoo Central High School (KCHS) theatre department presents *Wiley and the Hairy Man* by Susan Zeder at 7:30 p.m. on February 26, 27, March 4, and 5; and at 3:00 p.m. on March 6 at the KCHS auditorium.

Ms. McGlinn expressed condolences to the families of the victims of the recent shooting in Kalamazoo. She stated that she had had the opportunity to attend a couple of the vigils held this week and complimented the community on coming together in support of the victims, their families, and all who had been affected by this senseless violence.

Comments by the Superintendent
Dr. Rice echoed Ms. McGlinn’s expression of sympathy. He noted that it is particularly hard to experience the loss of young people, which KPS had experienced in January, and extended condolences to the Mattawan community. Dr. Rice noted that young people would need help as they worked through the grief process.

XII. Closed Session
Vice President McGlinn did not ask for a motion to move into closed session and adjourned the meeting at 7:50 p.m.

XIII. Vice President McGlinn announced the next regular Board of Education meeting date: Thursday, March 10, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
Fourth Grade Science Vocabulary Pilot Project

Presentation to the Kalamazoo Public Schools Board of Education
February 25, 2016

Pilot Overview

Rationale
The pilot was designed to determine if vocabulary instruction could raise student achievement in science.

Measure
The study compared how fast students grew in science as measured by the NWEA-MAP standardized test.
### Conditional Growth Percentile

**Comparison of Pilot Schools**

<table>
<thead>
<tr>
<th>Pilot Status</th>
<th>Average Conditional Growth Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schools Implementing Pilot with Fidelity</td>
<td>74</td>
</tr>
<tr>
<td>Schools Not Implementing Pilot with Fidelity</td>
<td>39</td>
</tr>
</tbody>
</table>
Impact

On average, fourth graders attending pilot schools that implemented science vocabulary instructional strategies with fidelity grew faster than 73% of the population compared to students in non-pilot schools who grew faster than only 51% of their peers.

Description of Science Vocabulary Pilot Participants

- 9 schools (representing 60% of elementary buildings) were selected to participate in the science pilot.
- 516 fourth grade students (representing 49% of the fourth grade student body) were included in the pilot.
- 11 fourth grade teachers (representing 61% of fourth grade science teachers) received training on science vocabulary and instructional best practices.
Marzano’s Six-Step Process to Building Academic Vocabulary

1-**Explain:** Provide student-friendly description, explanation, or example of the new term.

2-**Restate:** Ask students to restate the description, explanation, or example in their own words.

3-**Show:** Ask students to construct a picture, symbol, or graphic representing the term.

4-**Discuss:** Engage students in activities that encourage understanding and use of the term.

5-**Refine and Reflect:** Ask students to discuss the term with peers and independently.

6-**Apply in Learning Activities:** Involve students in activities that require the use of new terms.

---

Timeline of Science Vocabulary Pilot Project

- Local assessments based on state-identified vocabulary were administered in October 2014 and May 2015
- Follow-up professional development was conducted in November 2014
Timeline Continued

• Informal classroom observations were conducted to monitor progress and offer feedback to teachers
• Kindergarten through fifth grade science curriculum guides were revised and vocabulary cards were developed in June 2015

Student Achievement

As teachers increase their knowledge and use of best vocabulary instructional practices, it is our expectation that student achievement in science will steadily rise.
KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
1220 Howard Street  
March 10, 2016 – Regular Meeting

I. Call to Order  
President Patti Sholler-Barber called the March 10, 2016 regular Board of Education meeting to 
order at 7:03 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance  
The Pledge of Allegiance was recited.

III. Attendance  
Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, Patti 
Sholler-Barber, and Dr. Martha Warfield. Absent: Craig Herschleb. Superintendent Dr. Michael F. 
Rice was also present.

IV. Announcements and Recognitions  
Executive Director of Communications Alex Lee recognized middle school students who had been 
named to the Michigan School Vocal Music Association State Honors Choir.

- Students from Maple Street Magnet School for the Arts: Celia Baublis and Myah Walker 
  (unable to attend), sixth grade; Kamryn Kimbrough (unable to attend) and Natalie Olinger, 
  seventh grade; and Ella Ledbetter-Newton (unable to attend), Lina Moghrabi, Brooklyn 
  Moore, and Zoe Shanahan, eighth grade; and
- Students from Hillside Middle School: Treyvon Cobb (unable to attend), Eliza Geer, 
  Elaine Pollard, and Rachel Richman, seventh grade; and Aiyanna Berry, eighth grade.

Also in attendance and introduced by Mr. Lee were Maple Street Magnet School for the Arts 
Principal Dr. Jeffery Boggan; and Hillside Middle School Principal Atiba McKissack and 
Assistant Principal Dana Heyl. The students’ parents, family, and friends in the audience were also 
recognized.

V. School Reports/Committee Reports  
Committee Reports

Evaluation/Accountability Committee – Jennie Hill, chair, stated that the committee had met on 
February 29 and worked on compiling data for Dr. Rice’s evaluation. She concluded that the 
committee would meet again on March 15 and receive a presentation on school climate initiatives 
and culturally responsive education.

Communities in Schools-Kalamazoo (CISK) – Carol McGlinn, representative, announced that the 
Who We Are music video won the video spotlight award at the January CIS National Leadership 
Town Hall held in Fort Worth, Texas. She stated that the video had been performed by students in 
the Milwood Magnet School: A Center for Math, Science and Technology CISK after-school 
program and was produced by Bangtown Productions & Recordings.

Ms. McGlinn advised that the deadline for Diether Haenicke Promise of Excellence Award 
nominations was March 25. She explained that the purpose of this award was to honor an 
individual or organization each year that holds a higher standard as a steward of the community’s 
resources or as a developer of the next generation. Ms. McGlinn mentioned some of the past award 
winners, which included former KPS Assistant Superintendent of Teaching and Learning Services
Barbara Witzak, Mount Zion Baptist Church After-School Homework Center, Greater Kalamazoo Girls on the Run, Community Advocates for Parents and Students, and longtime member of CISK board of directors and past president of both KPS and the KRESA boards of education James Harrington. She concluded that the CISK board would meet on March 18.

President Sholler-Barber announced the upcoming committee meetings:
- Wellness Committee would meet on March 17;
- Operations Committee would meet on March 22; and
- Policy Committee would meet on March 29.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of February 26, 2016 through March 10, 2016. (File #16)

VII. Consent Calendar

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed the purchase recommendations as follows:
- 2016-19 in the amount of $39,098 from the 2010 and 2013 bonds for building improvements at Maple Street Magnet School for the Arts;
- 2016-20 in the amount of $316,950 from the 2013 bond for technology projects at the Middle School Alternative Learning Program, Arcadia Elementary School, Dr. Martin Luther King, Jr. in Westwood Elementary School, Northglade Montessori Magnet School, and Spring Valley Center for Exploration;
- 2016-21 in the amount of $50,640 from the 2014 bond for lockers at Spring Valley Center for Exploration;
- 2016-22 in the amount of $618,450 from the 2013 bond for roof replacement at Kalamazoo Central High School;
- 2016-23 in the amount of $2,005,957 from the 2013 bond for remodeling at Kalamazoo Central High School;
- 2016-24 in the amount of $255,654 from the 2013 bond for roof replacement at Milwood Elementary School;
- 2016-25 in the amount of $25,759 from the 2010 and 2013 bonds for exterior improvements at Loy Norrix High School; and
- 2016-26 in the amount of $36,150 from the Additional Instruction Time Grant for the purchase of CompassLearning Odyssey for Edison Environmental Science Academy, Lincoln International Studies School, and Spring Valley Center for Exploration.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion:
President Patti Sholler-Barber thanked the community for its support of the bonds, without which many of these projects would not be possible.
Audience comments:
None.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations

Mathematical Fluency Benchmarks Presentation
Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski thanked the board for the opportunity to share information on mathematical fluency benchmarks and introduced Director of Curriculum and Instruction Dr. Terina Harvey and Coordinator of Mathematics and Science Matthew Johnson, who presented the following report:

To drive higher student achievement in kindergarten through fifth grade mathematics, a district committee convened in the fall of 2014 to identify skills and concepts that serve as a foundation for higher-order computation and problem solving. The committee consisting of kindergarten through eighth grade teachers, elementary and secondary principals, and central office administrators identified mathematical fluency benchmarks for each grade level. This focus supported earlier work with number sense routines that provide students with an intentional structure to develop mathematical fluency of basic facts.

More specifically, students demonstrating fluency have the ability to become efficient, accurate, and flexible in their thinking. A student who is efficient understands that many strategies can be used to solve problems and is able to select the appropriate method(s) to quickly and accurately solve problems. Students working with accuracy can identify correct and incorrect answers. Students demonstrating flexibility in their approaches to problem solving are able to apply previously mastered concepts and strategies to new or more complex situations. When students demonstrate all aspects of fluency, they are able to explore and solve increasingly challenging math problems using multiple strategies. Students are not limited to problem solving using traditional algorithms (or step-by-step procedures for calculations).

To identify individual fluency benchmarks for each grade level, committee members referenced Common Core State Standards for Mathematics and their own observations of students attempting to learn basic mathematics concepts. Twenty-two fluency benchmarks were identified in kindergarten through fifth grade and organized into two categories: (1) skills to master, and (2) facts to memorize. Kindergarten benchmarks focus primarily on counting and number recognition, first and second grade focus primarily on addition and subtraction, and third through fifth grade concentrates on multiplication, division, and fraction operations.

An increased focus on mathematical fluency has produced positive preliminary results. Data from fall 2014 and winter 2015 on the NWEA-MAP standardized test indicate student growth in numbers and operations for second through fifth grade students. The percentage of students showing average or higher mid-year growth increased from 47% to 55%.

KPS partnered with Kalamazoo Regional Educational Service Agency to develop teacher, family, and community resources, and small-group fluency lessons for each benchmark. Teacher resources included detailed steps students take to become fluent in mathematics concepts, fluency assessment activities, and supplementary resources. Family and community resources provided adults with activities to assist students in mathematics outside the classroom. During the summer
of 2015, teachers developed small-group fluency lessons and incorporated benchmarks into curriculum pacing guides and daily structured math block.

In August 2015, KPS trained teachers on using fluency benchmark instructional strategies and resources. After-school training opportunities were offered to all elementary teachers, and principals were trained on fluency benchmark components, which included a strategic implementation guide. KPS also trained staff representing Communities in Schools of Kalamazoo, Lift Up Through Literacy, Parent Core, and Title I tutors to further support the development of mathematical fluency. To further support school-community members, KPS posted family and community resources (available in English and Spanish) on its website.

As teachers and school-community partners increase their skill level with and use of fluency benchmark resources, it is our expectation that student achievement in mathematics will continue to rise.

Board discussion:
Carol McGlinn expressed her appreciation for the presentation and applauded the inclusion of resources for parents and the community. She explained that everyone working together would be beneficial for our students and the community.

Dr. Martha Warfield stated her appreciation for the continuation of updating the way we teach to incorporate the way that students learn. She noted that she would like to have a video presentation that demonstrated this program in the classroom so that it could be shared with the community. Dr. Warfield explained that seeing the teaching in a video would have a powerful impact on everyone’s understanding of the program.

Patti Sholler-Barber also stated that a video of the program being taught would be an excellent tool. She noted that she was impressed with the three characteristics of fluency, which would be pertinent and germane in learning other skills beyond math. Ms. Sholler-Barber explained that the process could be mimicked in other subject areas and become a lifetime skill for our students, which would also help our students become more confident.

Dr. Rice commended Assistant Superintendent Dr. Deborah Piotrowski, Director Dr. Terina Harvey and Coordinator Matthew Johnson. He stated that it was critical that students have the foundational knowledge of these functions, and that this process was not an example of dumbing down; rather, it was filling in the foundation to support the higher order work. Dr. Rice explained that the common core math was much more complicated than what had been expected a few years ago.

Dr. Rice expressed his appreciation of the work of others outside of the Teaching and Learning Services Department: teachers, principals, math consultants, KRESA, and Director of Elementary Education Judy D’Arcangelis. He stated that the program could not be successful without the active engagement of teachers, who had been involved in the planning and implementation of the curriculum. Dr. Rice explained that it was a collective effort to teach foundational skills and foundational knowledge to our children as a springboard for them to achieve higher order thinking.

Audience comments:
None.

X. Other Business
None.
XI. **Comments by Trustees**  
*Carol McGlinn* reminded everyone that March is Reading Month and suggested reading to and with your children. She explained that it was important to keep in touch with teachers about your children’s reading progress because many students struggle with reading and early intervention is very important.

Ms. McGlinn announced that the Book Bug was doing a fundraiser for SLD Read this weekend and encouraged everyone to stop by the store.

*Ken Greschak* acknowledged and congratulated students on finishing the second trimester and gave a shout-out to the parents who had also lived the drama of finals week along with their students. He encouraged everyone to finish the year strong.

*Patti Sholler-Barber* stated that she had had the privilege of attending an event on March 10 that featured State of Michigan Board of Education President John Austin. She noted that he was very informative about education in Michigan. Ms. Sholler-Barber encouraged everyone to focus on conversations about children, children’s welfare, and children’s education during this political primary season. She concluded that children and the education of children are our greatest assets and responsibilities.

Ms. Sholler-Barber stated that she had had the opportunity to attend elementary literacy nights on March 9 at Dr. Martin Luther King, Jr. in Westwood Elementary School, Indian Prairie Elementary School, and The Woodward School for Technology and Research. She noted that she was very impressed that the Kalamazoo Public Library (KPL) and Communities in Schools-Kalamazoo were both present at each of the schools. Ms. Sholler-Barber explained that each school had its own individual theme, and that she had especially enjoyed all staff and students wearing super hero costumes at Woodward Elementary.

Ms. Sholler-Barber gave a shout-out to Noodles and Company on West Main, which would be having a fundraiser for MLK in Westwood Elementary.

**Comments by the Superintendent**

Dr. Rice stated that the KPL’s involvement in elementary literacy nights was to encourage students and families to use the library and read on a regular basis to achieve success in school. He advised that 1,000 first grade students attend three library visits each throughout the school year at which they receive library cards, learn how to check out books, check in and get new books, and learn about the summer reading program. Dr. Rice advised that he was delighted that KPL was able to staff all 17 elementary schools on literacy night and expressed his appreciation to KPL staff and to all the elementary educators in the district that had made these literacy nights successful.

Dr. Rice announced that kindergarten orientation would take place on March 16. He encouraged parents and guardians to enroll their children at that time so they would be able to get into their preferred school.

Dr. Rice shared highlights of the current basketball season regional and district games:

- Kalamazoo Central High School girls’ basketball team had put up a strong effort in the regional semi-finals against Jackson Northwest, but fell just short at 59-57;
- The Phoenix Fury boys’ basketball team beat Martin in overtime 74-72 at the Class D district semi-finals, and would play against Heritage Christian in district finals on March 11 at 7:00 p.m. in Martin;
- Kalamazoo Central High School boys’ basketball team would play against Portage Central High School for the Class A district 1 championship on March 11 at 7:00 p.m. at Portage Central; and
- Loy Norrix High School boys’ basketball team would play against Battle Creek Central High School in Class A district 2 finals on March 11 at 7:00 p.m. in Sturgis.

Dr. Rice continued that he had had the opportunity to attend a Kalamazoo City Commission meeting on March 7 with Vice President McGlinn. He stated that he had congratulated the commissioners who had recently been elected and re-elected. Dr. Rice explained that he also reminded them that Kalamazoo is a safe community and would continue to be a safe community. He complimented the strong police force and expressed his appreciation of the partnership between KPS and KDPS. Dr. Rice noted that KPS had lost three young African-American students in January, each of which was an individual incident and tragedy. He explained that he did not want those losses to be forgotten or considered any less important than the recent mass shooting.

Patti Sholler–Barber concurred and noted that it is good to be reminded of those things because after the flurry of activity caused by a death is finished, the grieving process continues. She explained that we must continue to remember the losses and be compassionate to children, family, and friends affected by such tragedies.

XII. Closed Session
President Sholler-Barber called for a motion to move into closed session at the superintendent’s request to discuss his personnel evaluation.

MOTION: It was moved by Trustee Hill, supported by Trustee McGlinn, to move into closed session to discuss the superintendent’s personnel evaluation.

Board discussion: None.

Audience comments: None.

Disposition: Roll call vote: Motion carried, 6-yes, 0-no, 0-abstentions.

President Sholler-Barber adjourned the meeting to go into closed session, and indicated that the board might or might not return to open session. Meeting adjourned at 7:46 p.m.

President Sholler-Barber reconvened the meeting at 9:17 p.m. and Jennie Hill, chair of the Evaluation Committee, read the following narrative into the record:

The Trustees of the Board of Education are in unanimous agreement that Dr. Rice has demonstrated continued positive progress on the goals set by the Board of Education for the superintendent. After compiling the individual trustees’ responses to an agreed upon evaluation protocol, the evaluation committee concludes that the aggregated replies substantiate that Dr. Rice has exceeded and/or met expectations pertaining to general responsibilities, instructional leadership, personnel administration, and school and community relations. We are pleased to announce that Dr. Rice has received a positive evaluation for the 2015-2016 school year.

As educational leader, Dr. Rice promotes the success of all students by maintaining a focus on professional, legal, and policy obligations to ensure the smooth operation of the district. He effectively promotes the success of all students by advocating for, nurturing, and sustaining a culture and instructional program conducive to student learning and staff professional
development. He oversees the district’s comprehensive human resources program tied to defined district goals and targets. As CEO of the district, Dr. Rice works with budget development, budget implementation, and budget monitoring that reflect sound fiscal judgment in support of district goals. Dr. Rice models appropriate administrative behavior, promoting a climate of mutual respect and trust, and establishing a professional working relationship with the Board of Education. He consistently collaborates with families, community members, social agencies, and the media to respond to diverse community interests and needs to mobilize community resources.

There are many examples of Dr. Rice’s leadership this year, which all reflect careful thought and implementation for increasing student achievement:

- Pilot programs in elementary science curriculum;
- Male mentoring program;
- School climate reform - Rachel's Challenge, Capturing Kids Hearts, Link Crew, WEB, and Responsible Thinking Process;
- Restructuring middle and high school administration;
- Culturally responsible education professional development;
- Lift Up Through Literacy; and
- Early/Middle College program.

Additionally, Dr. Rice works closely with the Board of Education to review and update goals. The trustees appreciate his time spent in Lansing advocating on behalf of the schools, and his collaboration with KRESA and more than 200 community partners. This collaboration includes the successful passage of the special education millage.

Dr. Rice was named the 2016 Michigan State Superintendent of the Year by the Michigan Association of School Administrators (MASA), which is awarded to a superintendent who has shown “tremendous effort and dedication to enriching the lives of children and the community as a whole.”

The Board of Education is privileged to work with a superintendent with the expertise, dedication and commitment to serve the students of this district.

**MOTION:** It was moved by Trustee Greschak, supported by Trustee Hill, to accept the superintendent’s evaluation.

**Board discussion:** None.

**Audience comments:** None.

**Disposition:** Roll call vote: Motion carried, 6-yes, 0-no, 0-abstentions.

President Patti Sholler-Barber adjourned the meeting at 9:19 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, March 24, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the March 24, 2016 regular Board of Education meeting to order at 7:06 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Craig Herschleb and Jennie Hill. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:

- Arcadia Elementary School Turn-Around Students:
  First grade students Gaige Harrell and Dequavius Lowe (unable to attend); third grade student Kiana Bloodworth; fourth grade students Ameer Eyda and Nabaa Eyddan; and fifth grade student Nawaf Almeshal.

- Loy Norrix High School students:
  o MHSAA state finals wrestling participants – Seniors Nicholas May, state runner-up; Aaron Holmes; and Jalen McFerrin-Pace;
  o DECA state competitive conference qualifier: Sophomore Henry Muscara in sports entertainment (unable to attend); and
  o DECA state competitive conference participants: Junior Victoria Zehner, gold medal, principles of business; and seniors Christopher Hybels, gold medal, sports and entertainment; Maia Greer, business and finance; and Olivia Russell, principles of business management.

Also in attendance and introduced by Mr. Lee were Arcadia Elementary School Principal Greg Socha, and teachers Ruth Schafer and Ci’erah Bell; and Loy Norrix High School Principal Rodney Prewitt, Athletic Director Andrew Laboe, DECA Coach Atiba Ward, Wrestling Coach Alex Hill, and Football Coach Jason Porter. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports

Committee Reports

Wellness Committee – Ken Greschak, representative, stated that the committee had met on March 17 and discussed monthly wellness activities:

- March – random acts of wellness and the diabetes management program presented to KPS bus drivers on March 24;
- April – cardiovascular health presentation scheduled for April 27 at the West Main School Professional Development Center Media Center; and
- May - Red Cross blood drive scheduled for May 10 at the KPS administration building.

He concluded that the committee would meet again on April 21.
Communities in Schools-Kalamazoo (CISK) – Carol McGlinn, representative, stated that the CISK board had met on March 18 and had held an administrative retreat. She concluded that the CISK board would meet on April 15.

Operations Committee – Dr. Martha Warfield, chair, stated that the committee had met on March 22. Deputy Superintendent of Business, Communications and Operations Gary Start stated that the KPS food service program was discussed, and that a presentation on the food service program would be given to the board at this meeting. The committee will meet again on April 26.

Evaluation/Accountability Committee – Patti Sholler-Barber stated that the committee had met on March 15 and had completed Dr. Rice’s evaluation. She concluded that the committee would meet again on April 12.

President Sholler-Barber announced the upcoming committee meetings:
- Policy Committee would meet on March 29;
- Curriculum Committee would meet on April 13; and
- Teaching and Learning Council would meet on April 21.

School Reports
None.

VI. Correspondence
Trustee Harrison reviewed the correspondence received for the period of March 11, 2016 through March 24, 2016. (File #17)

VII. Consent Calendar

Deputy Superintendent Gary Start reviewed the purchase recommendations:
- 2016-27 in the amount of $40,000 from the Additional Instruction Time Grant-Teaching and Learning Services for the purchase of Fountas & Pinnell Leveled Literacy Intervention Kits for Edison Environmental Science Academy and Lincoln International Studies School; and
- 2016-28 in the amount of $1,307,106.36 from the 2013 bond, which is expected to be at least partially funded by federal E-Rate reimbursement, for the replacement and upgrade of the wireless networks at Kalamazoo Central High School, Loy Norrix High School, Phoenix High School, Hillside Middle School, Linden Grove Middle School, Maple Street Magnet School for the Arts, and Milwood Magnet School: A Center for Math, Science and Technology.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion: None.

Audience comments: None.

Disposition: Voice vote: motion carried, 5-yes, 0-no, 0-abstentions.
VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations

A. KPS Food Service

Deputy Superintendent Start introduced staff from Chartwells: District General Manager Chris Bolda, Resident District Manager Christina Haller, and Regional Dietician Allison Haring. Also in attendance from Chartwells were Regional Vice President Brian Casey, Regional Executive Chef Jennifer Brower, Regional Marketing Director Toni Alexander, Production Manager Quinn Tabbert, and Executive Chef Shaun Robinson. The PowerPoint presentation associated with the following report is attached as part of these minutes.

The Healthy Hunger Free Kids Act (HHFKA) was signed in 2010 to address two key areas of nutritional concern for school-age children: low food security and childhood obesity. With the recognition that school meals are an important part of the school day to give students enough nutritional support to be able to learn and grow, the HHFKA significantly increased the nutritional requirements of all school meal programs, including breakfast, lunch, snacks, and fundraisers.

In January 2012, the final updated standards for school meals of the National School Lunch Program were set forth, which were built upon recommendations from the Institute of Medicine and which place emphasis on:

- Offering daily fruits and vegetables, as KPS does;
- Increasing offerings of whole grains – KPS is serving 100% whole-grain-rich products;
- Serving only low-fat and fat-free milk, as KPS does;
- Limiting calories based on the ages of students to ensure proper portion sizes; and
- Reducing saturated fat, trans fat, added sugar, and sodium.

Breakfast and lunch meal patterns must be followed by all school districts that participate in the National School Lunch Program. There are also nutrient standards set up by the federal HHFKA. There are calorie ranges set by age/grade group, saturated fat can be no more than 10% of total calories, no trans fat may be in our food, and there are strict sodium targets.

KPS just received and successfully passed the United States Department of Agriculture (USDA) review audit of its program, which indicated that all of the guidelines and regulations are being met on a daily basis.

The HHFKA also placed nutrition standards on snacks and beverages sold at school. The smart snack regulations affect all competitive foods, which includes vending machines, school stores, and fundraisers.

For a school district to consider selling a certain food, it must first meet one of these general smart snack guidelines:

- It must be a whole grain product;
- The first ingredient must be a fruit, vegetable, dairy, or protein food;
- It must be a combination food with at least 1/4 cup of fruit or vegetable; or
- It must contain 10% of the daily value of calcium, potassium, vitamin D, or dietary fiber.
Entrées and side food items must also meet strict nutrient standards, which include restrictions on calories, total fat, saturated fat, added sugar, and sodium.

Before all of these USDA regulations were set forth, Chartwells understood the importance of serving healthy foods to our students. In 2005, Chartwells introduced balanced choices before the USDA regulations were put into place. These included parameters for whole grains, the offering of lower-fat varieties of milk, and increases in fruit and vegetable offerings. Under the current USDA regulations, school districts must offer the following:

- One cup of fruit at breakfast;
- For lunch, K-8: 1/2 cup of fruit and 3/4 cup of vegetables; and
- For lunch, 9-12: one cup of fruit and one cup of vegetables.

KPS offers more than the above requirements because of the balanced choices menus that were implemented.

Also in 2005, Chartwells supplied all of their school districts with model wellness policies before the 2006 USDA regulations stating that all school districts needed a wellness policy. In 2007, Chartwells was awarded the menu masters award by National Restaurant News for its balanced choices menus.

Other Chartwells initiatives include:

- In 2010, the company began partnerships with local produce vendors to start farm to school initiatives;
- In 2012, it created online menu development software called webtrition that helps to sort through the complicated USDA guidelines; and
- In 2013, it developed a food allergy and medical conditions protocol that is used at KPS.

Chartwells food philosophy and guidelines include:

- Seasonal menu changes three times per year;
- Olive oil and canola oil only;
- Promotion of whole intact grain sides (e.g., quinoa and wheatberry);
- Homemade salad dressings or those from approved vendors only; and
- All food labels kept on site at each school.

Working with vendor partners to achieve clean labels:

- Sugar no higher than third ingredient;
- No high fructose corn syrup;
- No artificial colors or flavors; and
- No monosodium glutamate.

Chartwells is also working on establishing GMO labeling with partner vendors. Campbell’s, General Mills, and ConAgra are some of the partner vendors that have begun this labeling.

Chartwells has forged partnerships with corporations whose mission and vision align with ours. This includes purchasing whole grain cookies, mayonnaise, and salad dressings that use plant-based protein (no eggs) to reduce our carbon footprint from Hampton Creek. Hampton Creek is a food manufacturer that focuses on finding new ways of utilizing plants in food products. There was a lot of work on Hampton Creek’s bakery and biochemistry teams to source the right materials and ingredients to make better products, all of which are plant-based.
The Hampton Creek products are cholesterol free, lower in sodium and saturated fat, and can be enjoyed by students with egg and soy allergies.

Chartwells also partners with Annie’s Homegrown to offer organic snacks that meet federal and state child nutrition regulations for smart snacks. Annie’s Homegrown is a maker of natural and organic pastas, meals, and snacks. Chartwells K-12 was the first to introduce Annie’s Bunny Grahams into school snack programs.

Through its partnership with Hampton Creek, Chartwells has provided KPS with egg-free whole grain cookies. Approximately 61,600 of these cookies have been eaten by KPS students and staff. In eating these cookies they have:

- Avoided 718,000 mg of cholesterol;
- Saved two million quarts of water, the equivalent of 11,341 baths;
- Prevented two million greenhouse gas emissions, the equivalent of 6,856 laps around a NASCAR track;
- Saved 28,000 square feet of land, the equivalent of 41,315 of Shaquille O’Neal’s feet; and
- Prevented 4,000 eggs from being laid, the equivalent of 1,528 omelets.

Chartwells has increased its ability to source sustainable ingredients, including seafood, chicken, yogurt, milk, turkey, and eggs without the use of added hormones or antibiotics.

The menus of change (MOC) initiative was founded in 2012 as a partnership with the Culinary Institute of America and the Harvard School of Public Health. MOC was designed to help chefs navigate through the growing convergence of wellness and sustainable consumer values. By implementing MOC in 2015-2016, Chartwells has been able to increase fruits and vegetables by 13%, increase whole grains by 17%, and keep beef use steady.

Simply Good is an annual food and nutrition education program that aims to move the conversation about food from the cafeteria to the classroom, hallways, homes, and the community. Simply Good includes monthly resources and activities such as bulletin board materials, activity sheets, parent newsletters, cafeteria demonstrations, garden materials, supermarket tips, and classroom lessons. These ten-minute nutrition and sustainability lessons are designed to meet curriculum standards and teach students about wellness. Chartwells also partners with Cornell University to use the university’s research and smarter lunch room techniques to increase participation.

KPS dining services has a variety of ways of communicating to parents, students, and the community:

- Dining website accessible through KPS website;
- Monthly menus sent home to elementary school parents;
- Start-of-school letter sent home to all parents; and
- Chef Shaun’s Corner in the KPS Excelsior that features recipes, cooking tips, and other fun chef topics.

KPS also has Nutrislice, which is a company with which Chartwells has partnered to show schools’ menus in real time on a website and phone application. Nutrislice helps KPS meet its goal of continuing to improve communication and menu/nutrition education with parents and the community. Nutrislice.com is a district-specific website and free smartphone application that features interactive school breakfast and lunch menus, including photographs, detailed

...
descriptions of each menu item, nutrition and allergy information, carbohydrate counts, and nutrition education messages. A demonstration of the interactive lunch menu, available in eight languages, was given.

Teaching students how to make healthy choices and giving them a variety from which to choose is very important. Fresh fruit and vegetable bars are offered in all 17 KPS elementary buildings at every lunch. KPS exceeds the USDA requirement that school districts must offer five subgroups of fruit and vegetable varieties. KPS fresh fruit and vegetable bars are stocked with choices that include fresh spinach, sliced red peppers, cherry tomatoes, and a variety of local apples.

KPS offers several healthy options for students of all ages. On a daily basis, KPS offers lower sugar options, which is not a USDA regulation, a large variety of fresh fruit and vegetables, 100% whole grains, meat or meat alternatives such as hummus, and low-fat or fat-free milk.

Every KPS school features Chartwells signature whole grain homemade pizza, as well as several other items made from scratch such as soup, vegetarian chili, enchiladas, and pastas. Every school prepares food fresh that day. Several locations offer freshly baked bread for sandwiches and sides. Linden Grove Middle School and Loy Norrix High School both have salad stations, where students can make their own salads. Loy Norrix High School cafeteria also features a chef’s table, where students choose their ingredients for made-to-order stir fries, burritos, and fajitas.

KPS food service keeps current with food trends in mind such as Meatless Monday and Taco Tuesday. Diversity is celebrated through our menus and students are introduced to global foods such as spicy African drumsticks, Moroccan chickpea curry stew, Jamaican brown rice, and Moroccan rockin’ kale chips.

Chef Shaun Robinson teaches students about healthy eating and ways to make healthy food by providing over 30 Chefs 2 School events, which include how to make kale chips, quinoa, and sweet potato chips with low-fat yogurt dip.

Every month a food group or specific food is highlighted to promote eating a rainbow of color, such as red/orange and dark green vegetables, berries, and citrus fruits. Chartwells continually applies for grants to increase availability of fresh fruits and vegetables to our students. One of the grants awarded is the fresh fruit and vegetable program grant, which provides fresh fruit or vegetable snack to all students at six elementary schools.

The Michigan farm to school grant from Michigan State University was awarded to Chartwells for the second year in a row to expand its local program. Through local partnerships, KPS students have received 10 varieties of apples, blueberries, nectarines, peaches, plums, pears, cranberries, tomatoes, cucumbers, lettuce mixes, herbs, green peppers, bok choy, corn on the cob, cabbage, celery, zucchini, squash, local milk, and local bread.

Student preferences are important. Technology is used for student surveys and one-on-one conversations with students provide input on likes and dislikes.

KPS food service is involved in many community activities and partnerships, which include:

- Bronson Hospital Health Fair;
- Girls on the Run/Heart & Sole;
- Summer foodservice program;
Family Fit Festival;
Meet Up and Eat Up food truck;
KVCC newly-created culinary education program; and
KRESA on-the-job training for students in culinary programs

The single most important part of what KPS food service does is to ensure food safety. All of our suppliers follow strict procedures to ensure that the food we serve our students is both traceable and safe.

**Board discussion:**
Carol McGlinn stated that people have become more aware of food allergies in recent years and noted that one of the allergies listed was milk rather than dairy products. She asked if a person checked milk as an allergy, would it mean that all food items with dairy products would be indicated.

Ms. Haring responded that yes, it would indicate all dairy products.

Trustee McGlinn asked how food allergies were noted for elementary school children.

Ms. Haller responded that at the elementary school level there is a state of Michigan medical form that parents and guardians are asked to complete to indicate any food allergies. She explained milk Chartwells would then provide substitute items for those students with allergies.

Ken Greschak stated that more students today are vegetarian than in the past. He noted that Meatless Mondays were offered and asked what meatless items were offered during the rest of the week, and how could students identify what entrée selections were vegetarian.

Ms. Haller explained that at the elementary schools the meals were premade; however, at the secondary schools, there are made-to-order food stations for students to choose what ingredients they want. She stated that there was signage at each of the food stations listing the item choices.

Trustee McGlinn expressed her appreciation for the presentation and noted that there had been a big emphasis on fresh food rather than processed foods. She explained that we still have room for improvement, and that it was important for us to continue the momentum away from processed food to fresh food. She encouraged Chartwells to continue to push food manufacturers on providing better and fresher foods.

Dr. Martha Warfield stated that she had enjoyed the presentation. She commented that there was a heightened consciousness for nutritious eating, and asked what was the feedback from students and were students eating more healthily.

Ms. Haring explained that research indicates that students are eating more healthily and eating more fruits and vegetables. She noted that the nutrition in school meals has increased and that research had indicated that school meals are often and typically much healthier than meals students bring from home.

Mr. Bolda noted that as children’s palates change, they are more accepting of healthier and more nutritious food. He also noted that the food industry is making healthier products more flavorful.
Patti Sholler-Barber complimented the impressive presentation. She referenced the presentation slide that showed the timeline of changes and improvements in providing healthy foods, and noted that it was impressive that before there were higher standards of quality or nutrition required by the federal government, Chartwells was already implementing more nutritional food.

Trustee Sholler-Barber next referenced the Chartwells food philosophy and noted that by demanding less GMO, no high fructose corn syrup, and fewer artificial flavors, Chartwells helped move manufacturers of these products to listen and change the food items they produce. She asked Chartwells to please keep up its momentum for more nutritional foods and to champion for our children.

Trustee Sholler-Barber stated that Chartwells environmental stewardship by implementing the use of innovative products was wonderful. She suggested that posters be put up in schools so children could learn that not only were they eating better, but by doing so they were saving the environment.

Trustee Sholler-Barber concluded by asking Chartwells to please continue to set its standards higher than those required by the government.

Dr. Rice concurred with the comments made by board trustees and stated that he felt that this was a very strong presentation. He noted that it takes time for an industry to adjust to changing needs and tastes, and that Chartwells was an example of the results of pushing an industry to develop products that work better for today’s sense of healthfulness. Dr. Rice explained that it is critical to appreciate that KPS would continue to push the food industry for better and healthier foods; however, it takes time to get those changes in place.

Dr. Rice commented that the cafeterias in KPS secondary schools resemble corporate cafeterias, which provide a more pleasant eating experience than a traditional school cafeteria.

Dr. Rice shared that universal breakfast had been an important food initiative as well. He explained that since the creation and complete implementation of elementary school universal breakfast in 2008, KPS has served between one-quarter and one-third of a million more elementary school breakfasts annually than it had pre-universal breakfast.

Dr. Rice stated that it was to our credit and the credit of our food service company that there has been a continued effort to create a higher standard of food, while also balancing the many challenges of running a food service program. He explained that the food choices were not simply about what adults want; they were also about what children as consumers want because they are the ones eating the food.

**Audience comments:**
None.

**B. Progress on Graduation and Dropout Rates**

Dr. Rice presented the following:

1. Steady progress on graduation rates
   - Highest district four-year graduation rate since the new federal formula was implemented across the country in 2008: 71.0%;
   - Second highest district five-year graduation rate since the new federal formula: 73.3%;
• Highest Kalamazoo Central High School four-year graduation rate since the new federal formula: 85.0%;
• Kalamazoo Central High School four-year graduation rate: 7.6 percentage points higher than the 77.4% rate in 2010, when the president spoke at graduation as the prize for the Race to the Top Commencement Challenge;
• Kalamazoo Central High School four-year graduation rate: higher in every year in the last four years (2012-2015) than in the preceding three years (2009-2011);
• Highest Kalamazoo Central five-year graduation rate since the new federal formula: 91.1%;
• Kalamazoo Central High School five-year graduation rate: 5.7 percentage points higher than in 2010, when the president visited;
• Highest Loy Norrix High School four-year graduation rate since the new federal formula: 78.3%;
• Loy Norrix High School four-year graduation rate: 13.3 percentage points higher than in 2010, when it was 65.0%;
• Second highest Loy Norrix High School five-year graduation rate since the new federal formula: 81.3%;
• Four-year graduation rates in comparable Michigan districts and the state:
  Flint 59.4%
  Grand Rapids 56.2%
  **KPS 71.0%**
  Lansing 61.7%
  Saginaw 74.1%
  State 79.8%
• The state as a whole is markedly better off socioeconomically than we are as a district. KPS free and reduced price lunch eligibility has averaged approximately 70% the last few years, compared to the state’s average of approximately 48%;
• Socioeconomic status as measured by free and reduced price lunch eligibility and student achievement in aggregate oftentimes go hand in glove all else being equal;
• Since the president’s visit in 2010, the state’s graduation rate rose by 3.8 percentage points from 76.0% to 79.8%, while KPS’s graduation rate increased 7.9 percentage points from 63.1 to 71.0%;
• Another way to compare rates, particularly with small sample sizes, is to do so with averages over a longer time frame (e.g., a rolling three-year average);
• Our rolling three-year average graduation rate has increased each of the last four years, from 63.7% in 2008-2010 to 68.3% in 2013-2015; and
• Finally, in every year from 2012 to 2015, the four-year graduation rates were higher in the district than in every year from 2008-2011.

II. Substantial Progress on Dropout Rates
• Lowest district four-year dropout rate since the new federal formula was adopted in 2008: 12.7%.
• Four-year dropout rates in comparable Michigan districts and the state:
  Flint 21.7%
  Grand Rapids 18.4%
  **KPS 12.7%**
  Lansing 24.1%
  Saginaw 13.5%
  State 9.1%
• The district rolling three-year dropout rate has dropped five straight years.
- The rolling three-year dropout rate has declined from 16.4% in 2008-2010 to 12.9% in 2013-2015, a drop of 21.3% in five years.
- The district’s four-year dropout rate was lower in each of the last four years (2012-2015) than it was in each of the preceding four years (2008-2011).
- The board is aware that graduation rates and dropout rates are going to move within narrow ranges, all else being equal, sometimes a little higher and sometimes a little lower, which is inherent in numbers because numbers are not cookie cutter.
- KPS is lower in our dropout rate than the four comparable school districts, yet still higher than the state as a whole; however, we are making strides in narrowing the gap with the state.
- Our progress in the district, a function of hard work of teachers, support staff, administrators, community members and organizations, parents, grandparents, and our students themselves, is substantial.

III. Headwinds
- Our progress is in the context of two very profound headwinds that we have had, not just in our district but across the state of 540 districts and 250 charter schools as well.
- During the time that we have increased our graduation rates and decreased our dropout rates, the state – and by extension local school districts – implemented the Michigan Merit Curriculum (MMC).
- The MMC is a tougher curriculum and represents higher standards in 2011 and later years than what children had to accomplish in 2010 and earlier.
- In addition to tougher graduation standards, the state’s funding of local school districts required KPS and other districts to cut spending substantially.
- For example, from 2011-2015, KPS cut $11 million in spending.
- In spite of these headwinds, KPS has made significant progress in improving its graduation and dropout rates.

IV. The Pipeline and the Future
- Different governors have helped in different ways and different legislatures have helped in different ways. Cuts in state funding have been harmful.
- In 2020, the first students to experience what amounts to almost universal full-day kindergarten (in 2008) will graduate from the district.
- In 2008-2009, KPS moved from 176 students in full-day kindergarten the previous year to 900 students in full-day kindergarten, a quintupling in one year of the number of children in full-day kindergarten and the addition of 1.7 million hours of instruction over a five-year period of time at the kindergarten level, approximately one-third of a million additional hours in one year for our five-year olds.
- These additional hours of instruction ripple over a number of years, which are not currently reflected in our graduation numbers because these young people have not yet graduated.
- In 2026, the first kindergarten students to experience the new, richer K-5 English language arts series (Pearson Reading Street, adopted in 2013) will graduate from the district.
- In 2028, the first students to experience a profound increase in early childhood education (in 2014) will graduate from the district.
- KPS has made a concerted effort to increase the number of early childhood education slots, and in the last two years the state has doubled the number of slots.
We have more than doubled the number of high school students taking Advanced Placement courses, and more than tripled the number of Advanced Placement courses being offered.

While every year will not show improvement in graduation and dropout rates and there may be some falling back in individual years, we are clearly improving as a district our graduation and dropout rates over the years.

Thanks to our teachers, support staff, administrators, community members and organizations, parents, grandparents, and certainly students. They are making it happen!

Board discussion:
Carol McGlinn remembered that in 2009, when the board looked at long-term goals, one of the things discussed was that the last piece to move would be the graduation rate, given how long it took to raise a high school graduate. She stated that it was very nice to sit here today and actually see some of that happening. Ms. McGlinn noted that we have more to do and we are not where we want to be; however, we are moving in the right direction and moving the needle that we knew would be the hardest needle to move. She explained that this was testimony to Dr. Rice’s leadership, and the work of teachers, staff, students, administrators, and the board. She explained that KPS was continually taking on new initiatives to help our students succeed.

Dr. Martha Warfield explained that it was difficult to convince people that long-term aspirational goals are important. She concurred with Trustee McGlinn that the message we must deliver to people in the community and the state is that it takes time to see the results of all the changes that KPS has made, especially when we have a large population of free and reduced price lunch eligible students.

Patti Sholler-Barber concurred with the comments of her fellow trustees and noted that the increased graduation rate and decreased dropout rate were the results of excellent work by KPS staff, community organizations, parents, and students. She noted that convincing students that what they are learning has worth and will help them to be successful in life after school is very important. Ms. Sholler-Barber noted that, while we are doing more with less, the initiatives in the pipeline are exciting and that it would be interesting to see the number of incoming freshmen in the fall succeed as our 2020 graduates.

Ms. Sholler-Barber noted that some of our children are not competing on the same footing because they have shelter or food security issues. She explained that we must continue sowing dream seeds for our students. Ms. Sholler-Barber concluded that she could not imagine that KPS would not see continued improvement and extended congratulations to the entire KPS and community team.

Dr. Rice paraphrased Kalamazoo Township Police Chief Bourgeois, who once said a couple years ago when crime statistics had dropped that the press wanted to know why they had dropped. He replied that he was not going to go there because the next year if the crime statistics had gone up, the press would want to know what he was doing wrong. Dr. Rice reminded everyone that we must be cognizant of the fact that there is a jitterbugging of numbers (i.e., no numbers go uniformly in one direction, with the exception of age).

Dr. Rice expressed his appreciation for assistance on this presentation to Executive Director of Communications Alex Lee. He also thanked Director of Secondary Education Johnny Edwards, Director of Elementary Education Judy D’Arcangelis, Coordinator of Assessments and Evaluations Lindsay Noakes, Deputy Superintendent of Business, Communications and Operations Gary Start, Assistant Superintendent of Student Services Cindy Green, Assistant
Superintendent of Human Resources Sheila Dorsey-Smith, and Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski for their continued implementation of initiatives in support of student achievement.

Dr. Rice noted that the reality is that KPS has 13,000 students, as well as parents, grandparents, and community organizations upping their game to drive improvements in KPS. He noted that the Western Michigan University Bronco Buds program was one of many partnerships that was implemented to help raise up our young people. Dr. Rice stated that a lot of people were working very hard to improve what we do for our young people and noted that there are very few boards that are as strong as this board and expressed his appreciation for the opportunity of working with the trustees.

Audience comments:
None.

X. Other Business
None.

XI. Comments by Trustees
Carol McGlinn stated that she had attended the middle school Spoken Word poetry event at Chenery Auditorium on March 21, and that it had been a great opportunity to hear middle school students recite their original poetry. She stated that she was impressed by the bravery of the students to share their deep thoughts and emotions through their own writing. Ms. McGlinn explained that it was a wonderful event and encouraged everyone to attend such future events.

Patti Sholler-Barber noted that the last two weeks had been filled with lots of children’s activities. She explained that the Spoken Word poetry event offered a window into the world of middle school children. Ms. Sholler-Barber expressed her admiration for the confidence of the students in expressing themselves through their poetry, and commended the people who had coordinated this event, as well as Middle School Alternative Learning Program Teacher Janelle Gibson and Maple Street Magnet School for the Arts Teacher Stephanie Hampton, who had held the first spoken word poetry event at the middle school level in KPS.

Ms. Sholler-Barber continued that she had had the pleasure of attending other middle school events, which included the WMU Bronco Buds and the middle school literacy night.

Ms. Sholler-Barber congratulated the basketball teams from all three high schools that participated in district finals, and to those from Kalamazoo Central High School and Phoenix High School, which had won district titles.

Ms. Sholler-Barber congratulated Dr. Rice on receiving an exemplary evaluation from the board at its March 10 regular meeting. She explained that the board was pleased to have him as our superintendent, and that KPS was lucky to have Dr. Rice advocating for all students.

Comments by the Superintendent
Dr. Rice stated that 2,000 KPS eighth and ninth grade students and 4,000 countywide young people had benefited from the recent MiCareerQuest expo sponsored by the local business community. He explained that KPS had honored those businesses with a recent appreciation breakfast at which KPS students shared their reflections on the event with the business people. Dr. Rice noted that there was a very positive feeling in the room as the business people realized that the event they sponsored had made a major impact on our young people.
Dr. Rice continued that the Spoken Word poetry event was wonderful on a different scope and noted that of the 28 youngsters who had originally signed up, approximately two dozen of them had participated and were outstanding. He explained that this was a terrific first time event and that he looked forward to it expanding and getting even better in the years ahead.

Dr. Rice explained that Spoken Word originated at the Middle School Alternative Learning Program under the direction of teachers Janelle Gibson and Stephanie Hampton. He thanked them and Evelyn Phillips at Hillside Middle School, Connolly Jenkins at Milwood Magnet School: A Center for Math, Science and Technology, and Elizabeth McDermott at Linden Grove Middle School for their work on the event. He thanked Chenery Auditorium Manager Ray Jenkins for his excellent work. Dr. Rice noted that this was yet another example that illustrated the value of dream seeding with kids, and expressed his hope that our middle school students would want to do a lot more with writing journals, writing activities, and spoken activities.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:43 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, April 14, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
Federal Healthy Hunger Free Kids Act of 2010 Substantially Increased Nutritional Requirements
National School Lunch Program Nutrition Standards
Smart Snacks and Beverage Standards

ALL FOODS must be/contain at least one of the following to be sold:

- Be a “whole grain-rich” grain product
  - Must include 50% or more whole grain by weight or have whole grain as first ingredient
- Have as the first ingredient a fruit, vegetable, dairy product, or protein food (meat, beans, poultry, etc.)
- Be a combination food with at least ¼ cup of fruit and/or vegetable
  - Combination foods contain two or more ingredients
  - Examples: Yogurt parfait, hummus and vegetables
- Contain 10% of the Daily Value of Calcium (100mg), Potassium (350mg), Vitamin D (40 IU), or Dietary Fiber (2.5g) – values represent 10% of DV
Nutrition Requirements:
Nutrient requirements are based on whether a food is an "entree" or "snack or side"

- Foods must contain a meat/meat alternate to count as an entree and can be a combination food or a meat/meat alternate alone.
- Exceptions are yogurt, low-fat or reduced fat cheese, nuts, seeds and nut or seed butters and meat snacks (such as dried beef jerky or meat sticks) – these are all considered snacks, NOT entrees.

<table>
<thead>
<tr>
<th>Nutrition Requirement</th>
<th>Entrees</th>
<th>Snacks/Sides</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calories</td>
<td>≤ 350 Calories</td>
<td>≤ 200 Calories</td>
</tr>
<tr>
<td>Total Fat Calories</td>
<td>≤ 5% of calories</td>
<td>≤ 5% of calories</td>
</tr>
<tr>
<td>Saturated Fat Calories</td>
<td>&lt; 10% of calories</td>
<td>&lt; 10% of calories</td>
</tr>
<tr>
<td>Trans Fat</td>
<td>Zero grams</td>
<td>Zero grams</td>
</tr>
<tr>
<td>Sugar by Weight</td>
<td>≤ 5% of weight from total sugars</td>
<td>≤ 5% of weight from total sugars</td>
</tr>
<tr>
<td>Sodium</td>
<td>≤ 480 mg</td>
<td>≤ 230 mg</td>
</tr>
</tbody>
</table>
Chartwells Food Philosophy

- Chartwells Guidelines
  - Seasonal menu changes
  - Olive oil and canola oil only
  - Promote whole intact grain sides (quinoa, wheatberry)
  - Homemade salad dressings or approved vendors only
  - All food labels kept on site at each school

- Working with vendor partners to achieve clean labels
  - Sugar no higher than 3rd ingredient
  - No high fructose corn syrup
  - No artificial colors or flavors
  - No MSG

- GMO Labeling
  - Vendor partners Campbell’s, General Mills, and ConAgra beginning to label

Innovative Products

- Annie’s Bunny Grahams
- Hampton Creek
Environmental Stewardship

• Sustainable Purchasing
  • Cage free eggs
  • Milk and yogurt produced from cows without growth hormone
  • Monterey Bay sustainable seafood
  • Fish Aggregating Device (FAD) free tuna
  • Chicken raised with only therapeutic antibiotics

• Menus of Change-Chartwells 2015 fiscal year
  • Increased fruits and vegetables by 13%
  • Increased whole grains by 17%
  • Beef held fairly steady with only 2.7% increase
Communication

- KPS Dining Website
- Monthly Menus sent home to Elementary School parents
- Kickoff to a New School Year letter
- Monthly Excelsior Newsletter
  - Chef Shaun’s Corner – recipes, cooking tips, school event information
- Nutrislice - interactive school menus
  - Free smartphone app
  - Photos and detailed description of menu items
  - Nutrition information
  - Allergy information
  - Carbohydrate Counts
  - Nutrition education messages

<table>
<thead>
<tr>
<th>EAT</th>
<th>LEARN</th>
<th>LIVE</th>
</tr>
</thead>
</table>

Kalamazoo Public Schools

Kalamazoo Central ▼ Lunch ▼

Week of March 21, 2016

<table>
<thead>
<tr>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Play Bowl</td>
<td>Play Bowl</td>
<td>Play Bowl</td>
<td>Play Bowl</td>
<td>Play Bowl</td>
</tr>
<tr>
<td>Turkey Sausage Poutine</td>
<td>Whole Grain Beef Taco Pie</td>
<td>Alkaline Chicken Pasta Alfredo</td>
<td>Grilled BBQ Chicken</td>
<td>Cream of Potato Soup</td>
</tr>
<tr>
<td>Whole Grain Lasagna</td>
<td>Southwest Black Beans</td>
<td>Whole Grain Macaroni &amp; Cheese</td>
<td>Frenchie, Baked Potato Half</td>
<td>Shredded Cheddar Cheese</td>
</tr>
<tr>
<td>Mexican Rice</td>
<td>Mexi Salad</td>
<td>Seasoned Greens</td>
<td>Sesame Broccoli with Cheesy Sauce</td>
<td>Enchilada Pie</td>
</tr>
<tr>
<td>Cheddar Potato Cheese</td>
<td>Sour Cream</td>
<td>Whole Grain Pretzel</td>
<td>Sour Cream</td>
<td>Chopped Green Beans</td>
</tr>
<tr>
<td>Caesar &amp; Stuff</td>
<td>Caesar &amp; Stuff</td>
<td>Caesar &amp; Stuff</td>
<td>Caesar &amp; Stuff</td>
<td>Caesar &amp; Stuff</td>
</tr>
<tr>
<td>Honey Sausage Pesto</td>
<td>Honey Sausage Pesto</td>
<td>Honey Sausage Pesto</td>
<td>Honey Sausage Pesto</td>
<td>Honey Sausage Pesto</td>
</tr>
<tr>
<td>Caesar Cheese Pizza</td>
<td>Caesar Cheese Pizza</td>
<td>Caesar Cheese Pizza</td>
<td>Caesar Cheese Pizza</td>
<td>Caesar Cheese Pizza</td>
</tr>
<tr>
<td>Caesar Pepperoni Pizza</td>
<td>Caesar Pepperoni Pizza</td>
<td>Caesar Pepperoni Pizza</td>
<td>Caesar Pepperoni Pizza</td>
<td>Caesar Pepperoni Pizza</td>
</tr>
<tr>
<td>Grab a Stack</td>
<td>Grab a Stack</td>
<td>Grab a Stack</td>
<td>Grab a Stack</td>
<td>Grab a Stack</td>
</tr>
<tr>
<td>Baked Mozzarella Cheese Sticks</td>
<td>Baked Mozzarella Cheese Sticks</td>
<td>Baked Mozzarella Cheese Sticks</td>
<td>Baked Mozzarella Cheese Sticks</td>
<td>Baked Mozzarella Cheese Sticks</td>
</tr>
</tbody>
</table>

1. **Filter Special Diets**
   - Special dietary needs or preferences: You can select specific items from the menu to meet your dietary needs.

2. **View cash counts**
   - View the cash counts for meal options and nutrition information to make informed choices.

- **M:** Milk
- **Egg:** Eggs
- **Wheat:** Wheat
- **Soy:** Soy
- **Peanuts:** Peanuts
- **Tree Nuts:** Tree Nuts
- **Fish:** Fish
- **Shellfish:** Shellfish

- **Allergy Information:**
  - Messages and icons denote allergens such as common allergens like milk, eggs, wheat, soy, peanuts, tree nuts, fish, and shellfish.

- **Nutrition Information:**
  - Detailed nutrition information is available for each menu item, including calories, protein, fat, and carbohydrates.

- **Allergy Education:**
  - Nutrislice offers allergy education resources for students and parents to learn about common allergens and how to identify specific food items.

- **Nutrition Education Messages:**
  - Nutrislice includes educational messages about nutrition, health, and wellness for students to learn about healthy eating habits.

- **Nutrislice Website:**
  - Visit the Nutrislice website for more interactive features and resources related to school nutrition and health.

- **Nutrislice App:**
  - Download the Nutrislice app for a customizable menu experience and access to nutrition information on the go.
# Week of March 21, 2016

<table>
<thead>
<tr>
<th>Sunday</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Monday**
- **Dine Inn**
  - Chinese Chicken Salad
- **Chef’s Table**
  - Chicken ala King
- **Chef’s Table**
  - Thai Green Curry
- **Chef’s Table**
  - Spicy Stir Fry
- **Chef’s Table**
  - Chicken Parmesan
- **Chef’s Table**
  - Blackened Tofu
- **Chef’s Table**
  - Indian Curry
- **Cheese Pizza**
  - Cheese Pizza

**Tuesday**
- **Dine Inn**
  - Chicken Salad
- **Chef’s Table**
  - Chicken Ranch Wrap
- **Chef’s Table**
  - Spicy Stir Fry
- **Chef’s Table**
  - Chicken Parmesan
- **Chef’s Table**
  - Blackened Tofu
- **Chef’s Table**
  - Indian Curry
- **Cheese Pizza**
  - Cheese Pizza

**Wednesday**
- **Dine Inn**
  - Chicken Salad
- **Chef’s Table**
  - Chicken Ranch Wrap
- **Chef’s Table**
  - Spicy Stir Fry
- **Chef’s Table**
  - Chicken Parmesan
- **Chef’s Table**
  - Blackened Tofu
- **Chef’s Table**
  - Indian Curry
- **Cheese Pizza**
  - Cheese Pizza

**Thursday**
- **Dine Inn**
  - Chicken Salad
- **Chef’s Table**
  - Chicken Ranch Wrap
- **Chef’s Table**
  - Spicy Stir Fry
- **Chef’s Table**
  - Chicken Parmesan
- **Chef’s Table**
  - Blackened Tofu
- **Chef’s Table**
  - Indian Curry
- **Cheese Pizza**
  - Cheese Pizza

**Friday**
- **Hot Lunch**
  - Classic American
  - Chef’s Special
- **Hot Lunch**
  - Classic American
  - Chef’s Special
- **Hot Lunch**
  - Classic American
  - Chef’s Special
- **Hot Lunch**
  - Classic American
  - Chef’s Special

---

*What Comes with a Meal*
- A complete lunch includes choice of one entrée (grain & protein) plus vegetable and fruit. You may:
  - Add a drink to your meal for an additional charge.
  - Add sides or desserts from the menu at the Café.

---

*Special Dietary Needs*
- For special dietary needs, please contact the School Nutrition Office to verify menu items.
Kalamazoo Public Schools Meets and Exceeds USDA Nutritional Standards

Fresh Fruit and Vegetable Bars in all 17 Elementary Schools

- Romaine/Spinach leafy green mixes
- Carrot and Celery sticks
- Broccoli and Cauliflower Florets
- Cherry Tomatoes
- Sliced Cucumber
- Bell Peppers
- Sugar Snap Peas
- Zucchini Slices
- Assorted Fresh and Chilled Fruit

Kalamazoo Public Schools Meets and Exceeds USDA Nutritional Standards

- Nutritious Options
  - Lower-sugar breakfast items
  - Daily fruits and vegetables
  - Whole grains – bread, pita, pizza dough, pasta
  - Meat and Meat Alternates – fish, hummus, beans, eggs, yogurt

- Scratch Cooked/Home Made
  - Potato soup, shepherd’s pie, beef and chicken enchiladas, beef taco pie, homemade pizzas

- Freshly Prepared
  - Fresh baked bread, composed salads, stir fry, burritos, fajitas, fruit and yogurt parfaits, made to order wraps
Current Trends

- Meatless Monday every Monday during the week
- Taco Tuesday which may feature chicken, turkey, lean beef, and vegetarian
- Global food tours – North Africa, Thailand, India, Latin America, and Mediterranean flavors
- Pop-Up Smoothies
- Earth Day Lucky Tray Day – “How to Help the Earth-by the Lorax” Elementary book giveaway
- Souper Power – build your own soup bar
- Michigan Apple Crunch Day
- Holiday Meals – Cinco de Mayo, St. Patrick’s Day, Chinese New Year

Chefs Schools

All locations – over 30 per school year

Chef Shaun’s Special Events:

- homemade pizza celebrations
- fruit smoothies
- Quinoa & Kale Demos
- Infused Waters
- Sweet Potato Chips & Low-fat yogurt dip
- Color burst salads
- homemade granola
Monthly Food Focus
- Red and Orange Vegetables
- Dark Green Vegetables
- Dried Fruit
- Cruciferous Vegetables
- Berries
- Citrus Fruits

Fresh Fruit & Vegetable Program
- Grant awarded – 6 elementary

Farm to School
Michigan State University’s Center
For Regional Food Systems Farm to School Grants
- Planning grant 2014-15 SY
- Implementation grant awarded 2015-16 SY
  - Nutrition Education
  - Taste Tests
  - Kitchen Equipment
  - Staff Training

24% of All Produce Purchases - From Local Farmers

Partnerships With:
- Coastal Produce
- Cherry Capital Produce
- Aunt Millie's Bakery
- Prairie Farms Dairy
- Gordon Food Service - Michigan products sourcing
Student Preferences

- Café Chat – Student Survey’s
- One-on-One Feedback at Site Visits
- Chefs 2 School Student Feedback

Community Involvement

- Bronson Hospital Health Fair participant
- Literacy Night with healthy food samples
- Girls on the Run
  - Provide healthy snacks to 695 girls
  - 7 off-site locations and all 17 elementary schools
Community Involvement

Summer Food Service Program
- Doubled participation in last two years
- Local Family Fit Festival Participant
- Mobile Summer Dining Sites
- Marcia Jackson Hunger Advocacy Award (March, 2016)

Partnerships

- KVCC culinary curriculum and program development partnership
- KRESA Culinary Program job shadowing
- Western Michigan University Dietetic Interns – 1 or 2 per school year
- Western Michigan University Quality Foods Lab Students – 4 students at two school buildings
- Morrison/Chartwells Dietetic Intern for the 2016-17 School Year
  - Nutrition Education
  - Food Allergy Management
  - Research on current school nutrition trends
  - Local Supermarket Tour
Food Safety

Traceable Supply Chain

Vendors Follow Proper Protocols and Procedures

Thank You!
I. Call to Order
President Patti Sholler-Barber called the April 14, 2016 regular Board of Education meeting to order at 7:02 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Craig Herschleb and Carol McGlinn. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students.
Phoenix High School:
• Turn-Around Students: sophomore Darnell Norman; and seniors Kalynn Burnett and Aquaireon Edmonson. Also recognized, although unable to attend, were seniors Raequan Burnett, Dravon Fort, Diamonique Gibson, and Ciera Robinson.
• Phoenix Fury Basketball Team, MHSAA District Champions: sophomore Darnell Norman; and seniors Aquaireon Edmonson, and Aquarius Gill. Also recognized, although unable to attend, were freshmen Kaleel White; sophomores Charquon Barrett, Tarqua Benjamin, and Sa’von Jones; and seniors Selton Gibson, Kobe Johnson-Davis, Victor Mattox, Jr., and Ahmmad Whiteside.

Kalamazoo Central High School:
• Michigan School Vocal Music Association State Honors Choir: freshmen Olivia Ampey (unable to attend) and Alexis Sommers; sophomore Ashton Watkins; junior Michael Swift, Jr.; and seniors Reanna Doonan and Ogheneyiole Evovo; and
• Michigan School Band and Orchestra Association All State Jazz Band: senior Otto Kailing.

Also in attendance and introduced by Mr. Lee were Phoenix High School Principal Mark Hill, Head Basketball Coach Tim Hollenbeck, and Team Manager Tyler Thompson-Johnson; and Kalamazoo Central High School Choir Director Theresa Williams-Johnson. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports

Committee Reports
Policy Committee – Jennie Hill, representative, stated that the committee had met on March 29, and had reviewed communication from the Michigan Board of Education on transgender issues. She concluded that the committee would meet again on April 28.

Evaluation/Accountability Committee – Jennie Hill, chair, stated that the committee had met on April 12, and had received a report from Deputy Superintendent of Business, Communications and Operations Gary Start and Executive Director of Communications Alex Lee on improving the
district’s website and Facebook page. She continued that Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski had also shared information about the state testing calendar. Ms. Hill explained that the M-STEP testing had begun on April 12, and that it was going very well, with all students taking the test on computers. She expressed her appreciation to the KPS Technology Department for its work preparing the computers for the testing and noted that the goal was to complete all of the testing before Memorial Day. Ms. Hill concluded that the committee would meet again on May 10.

Curriculum Committee – Patti Sholler-Barber, representative, stated that the committee had met on April 13, and had previewed the School Climate Initiatives and Culturally Responsive Education in Kalamazoo Public Schools presentation that would be given to the full board at this meeting. She concluded that the committee would meet again on May 16.

President Sholler-Barber announced the upcoming committee meetings:
- Communities in Schools of Kalamazoo would meet on April 15;
- Wellness Committee would meet on April 21;
- Teaching and Learning Council would meet on April 21; and
- Operations Committee would meet on April 26.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of March 25, 2016 through April 14, 2016. (File #18)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. March 24, 2016 Regular Meeting Minutes; and VII.B. Purchase Recommendations 2016-29 and 2016-30.

Deputy Superintendent Start reviewed the purchase recommendations:
- 2016-29 in the amount of $1,194,726 from the 2013 bond for the purchase of 13 school buses; and
- 2016-30 in the amount of $23,440 from Title I and School Improvement-Teaching and Learning Services Department for Fountas & Pinnell Leveled Literacy Intervention kits for Milwood Elementary School.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion: None.

Audience comments: None.

Disposition: Voice vote: motion carried, 5-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
Tammy Wedeking, 7202 Hawthorn Valley Avenue, Kalamazoo, stated that she had been active in KPS as a former Kalamazoo Central High School (KCHS) student, volunteer, and assistant coach, but that she was addressing the board this evening as a parent. Ms. Wedeking expressed her disappointment at the resignation of KCHS Athletic Director Wendy Bridges. She explained that
all of her interactions with Ms. Bridges had been positive and that Ms. Bridges was a great asset to KCHS. She referenced the KPS motto of “Every Student, Every Opportunity, Every Time” and suggested that the KPS motto for staff could be every employee, evaluate, evolve, and exceed expectations with exceptional effort year after year.

IX. Reports and Recommendations
School Climate Initiatives and Culturally Responsive Education in Kalamazoo Public Schools
Deputy Superintendent of Student Services Cindy Green, Coordinator of Special Education Reuquiyah “Rikki” Saunders, and Student Services Administrator Nkenge Bergan presented the following report. The PowerPoint presentation associated with the report is attached as part of these minutes.

Tonight we provide an update on school climate initiatives and culturally responsive education in Kalamazoo Public Schools. School climate initiatives are procedures in which everyone in the school participates. Some examples include using the same language for expectations, rules, and guidelines. It also might include checking data on academic achievement and office referrals as well as school-wide assemblies to celebrate successes. Culturally responsive education is developing strategic methods that empower all students to learn within the cultural knowledge, prior experiences, and preferences of diverse learners to make learning relevant and effective for everyone. An example is making sure that educators affirm the identity of each student and acknowledge the culture of students.

There is a need to have school climate initiatives within the schools. We serve children from a variety of backgrounds and cultures. We have students that have multiple challenges such as dealing with child care issues, providing child care for siblings, and other family matters. There are students with mental health issues, which can be very complex. This includes students at younger ages and family members with mental health issues. Students living in poverty face difficult situations and often do not have a focus on school like they should. On average, families in poverty speak less to children so the number of known words entering kindergarten is dramatically less than known words for students in middle class homes.

Staff members need to build positive relationships with all students. There is a need to create classrooms that are inviting and welcoming. Staff members need to have an understanding of different backgrounds and be open to learning new cultures.

In Kalamazoo Public Schools we have started and sustained a number of initiatives. This includes the ongoing positive behavior and literacy supports within each school as well as district-wide. Rachel’s Challenge and Capturing Kids’ Hearts are national programs that have been piloted within the district. One area of great importance is the culturally responsive education. This is a very sensitive area that we are addressing, with much reflection and input.

The district has a Positive Behavior and Literacy Support (PBLs) team. This team meets four to five times during the school year. We share initiatives, successes, and challenges at the building level. Often a team from one of the schools conducts a presentation at the district-wide meeting. The team reviews district data related to office referrals and suspensions as well as ways to address the data at the building level. The district conducts assessments related to school climate. In previous years, we used the Benchmark of Quality and School-wide Evaluation Tool. This year, we are using a new tool called the Tiered Fidelity Inventory.
All schools have PBLS teams. The teams come with different knowledge, expertise, and strengths. Some teams are very strong and provide ongoing supports to fellow staff members. Other teams need more supports. Expectations are reviewed on an ongoing basis at the building level. This may include bus riding, hallway behavior, cafeteria behavior, and instruction. It is important that expectations are modeled and reviewed, especially before and after breaks.

There are additional supports provided to the PBLS teams. The supports include training, inservices, data analysis, and community supports. The training includes verbal and physical de-escalation, data entry, data analysis, and classroom management. The supports include connections to services through Kalamazoo Community Mental Health & Substance Abuse Services (KCMHSAS), and peer mediation or restorative justice sessions through Gryphon Place.

Rachel’s Challenge is one national program that the district chose to pilot. A team of KPS teachers, building administrators, and central office administrators attended the national conference in the summer of 2013. The program is based on Rachel, who was the first to die in the Columbine shooting. Rachel’s family developed the program based on kindness and connection. A kick-off assembly, lessons, kindness chain, and Friends of Rachel Club are all part of the program. KPS had three schools use the program in the 2013-2014 school year: the Middle School Alternative Learning Program, Lincoln International Studies School, and The Woodward School for Technology and Research. The Middle School Alternative Learning Program continues to use parts of the program.

In the summer of 2014, KPS sent a team of nine staff members to attend the national conference for Capturing Kids’ Hearts. This program is based on adults changing to meet the needs of students. Adults learn to develop positive relationships with students. It includes developing a social contract, lessons, and kindness bags. Capturing Kids’ Hearts has been very well received by staff members. There are nine schools that have participated in the training, with five of the schools training all or the majority of the staff.

There are other initiatives to support school climate within the district. The KCMHSAS provides two full-time school-based liaison staff for our schools. This support connects students and families to mental health services. Gryphon Place provides training and supports to our schools through peer mediation, conflict resolution, and mediation for families.

Peace Jam has been used to connect students with writing and peace themes. This program involves a community event each spring. Staff members use social skills programs to teach expected behaviors. Link Crew and WEB are programs to teach students how to welcome incoming 9th grade students for high school (Link Crew) and incoming 6th grade students for middle school (WEB).

The responsible thinking process is used in the middle schools. Students with a concern are asked to write about what happened and how the situation could be alleviated or improved. Writing and reflection are important aspects of the program.

The district trains support personnel to assist. This includes annual PBLS training for bus drivers, security, and paraprofessionals. There are sessions to train staff on methods of verbal and physical de-escalation, and voluntary sessions on classroom management and culturally responsive education.

One of the most important issues that we face is diversity. This fall KPS implemented professional development on culturally responsive education. We started with the secondary staff, which
included approximately 425 teachers and administrators. In preparation for this inservice, the Student Services Department collaborated with two Western Michigan University professors, Dr. Joseph Morris and Dr. Mary Anderson, with assistance from the Teaching and Learning Services Department. We trained teachers, principals, and central office administrators as facilitators to conduct small group sessions on the topic of culturally responsive education.

The culturally responsive education inservices contain three parts: (1) increase the awareness and strategies on different cultural responses; (2) provide opportunities for reflection and discussion around cultural awareness; and (3) prepare teachers to support students for academic and social success in a global society.

Two books were provided to each staff person: Can We Talk Race? by Dr. Beverly Tatum and Culturally and Linguistically Responsive Teaching and Learning by Dr. Sharroky Hollie. The books contain information on teaching and working in diverse school settings.

The focus of Dr. Tatum’s book contains a theme that KPS has shared throughout the school year, ABC: Affirm the identity of the students; Build a school community; and Cultivate student leadership. Students need to see themselves as reflected in their environment. It is important that everyone has a sense of belonging in the school setting. Cultivating leadership is needed for all students to prepare them for active participation in a democracy and an ability to succeed in real-life situations.

The professional development in the fall was for all secondary staff. Information on cultural awareness, data on graduation and suspension rates, and a definition of culture were shared; a role play of insensitive comments related to cultural awareness was presented; and video clips were shown at the session. Staff members were then assigned to small groups during which a facilitator guided the staff in a deeper understanding of cultural competence, which included ground rules for facilitation groups to foster a safe environment for discussions and reflections.

While in the small groups, the facilitator defined culture again, shared the cultural competence continuum, and presented an activity on which staff members privately rated themselves. The continuum explained different phases for which people respond to cultures from cultural destructiveness, incapacity, blindness, pre-competence, competency, and proficiency. Based on life experiences and circumstances, an individual could be on different parts of the continuum at a given time. A discussion followed for any areas of concern. Staff members listened and learned in a safe environment.

Some follow-up activities throughout the school year have included surveys after each activity and training at principal meetings, which included a vignette and video to reflect and discuss at the building level. There are five broad pedagogical areas that Dr. Hollie references: classroom management, academic literacy, academic vocabulary, academic language, and learning environment. Student Services, Teaching and Learning Services, Human Resources, and the Business Office continue to work together in this area.

We have received a variety of feedback from the inservices on culturally responsive education. Teachers want and need further information. Staff members need the opportunity to learn and reflect in this area. More training and inservices are being requested. While we know that there is no one way of addressing culturally responsive education, many teachers would like specific strategies on how to help students.
Student Services has been working with Dr. Morris and Dr. Anderson from Western Michigan University, both of whom are in attendance at this meeting. This includes preparing for the activities and follow-up discussions. Teachers have been completing surveys throughout the school year regarding their beliefs and reflections on the inservices. Teachers were asked to develop an individual plan for how they will help students by being culturally responsive.

We will continue with the Positive Behavior and Literacy Support teams. We wish to strengthen building teams and increase the effectiveness of each team in helping students. We will measure the outcomes from the different measurement tools and the data on office referrals, suspensions, and attendance.

The plan is to continue inservices on culturally responsive education next school year. We will collaborate with other KPS departments to present inservices to elementary staff and expand further with secondary staff. We need to continue to learn, listen, reflect, plan, and do a better job for our students.

We would like to provide refresher inservices to the schools using Capturing Kids’ Hearts. If possible, we would like more schools to receive this training.

Our goal is to connect to students in a positive way so the greatest academic achievement is possible for every student. We need to increase student attendance as well as decrease office referrals and suspensions. Staff members are working hard to make a positive difference for our students. Our students deserve an outstanding education, with opportunities to excel in all areas and dream for the future.

We appreciate the collaborative supports from all staff members to conduct the school-climate initiatives. We know how challenging it is to be an educator in the year 2016. Our students need our best efforts and methods to ensure every child learns. Thank you, Dr. Rice and board members, for your support.

Board discussion:
Trustee Hill commended the Student Services Department for recognizing the importance of this professional development as KPS continues its commitment to meet the needs of all of its students.

Trustee Dr. Warfield expressed her appreciation for the report and her excitement that this professional development was being provided to staff in KPS. She stated that she was very impressed with how the teachers and staff have been open to this training because that indicates that there is a great deal of interest in improving school climate and being culturally responsive to our diverse student population. Dr. Warfield thanked Dr. Morris and Dr. Anderson for the time they have given to the district on behalf of our students, and stated that she looked forward to the continuation of these programs. She asked for clarification on the Tiered Fidelity Inventory.

Ms. Bergan replied that the Tiered Fidelity Inventory is a tool that the PBLS national organization has developed under the research of Dr. George Sugai out of Oregon University, which allows us to evaluate each school’s PBLS team for developing behavior plans, alternatives to suspension, and providing information to parents and students.

President Patti Sholler-Barber stated that she was pleased, excited, and confident about these initiatives. She explained that you cannot teach in an unfriendly, threatening climate because students cannot learn in that environment. Ms. Sholler-Barber noted that school must be a place where students feel safe. She expressed her belief in the importance of this professional development.
development to help us continue to meet the ever-changing challenges of providing the best education to our children. Ms. Sholler-Barber stated that staff training is essential for KPS to continue to improve its efforts on behalf of our students.

Ms. Sholler-Barber thanked Dr. Joseph Morris and Dr. Mary Anderson for their input, support, and passion in support of our staff and students.

Dr. Rice provided some history on school climate and culturally responsive education initiatives in KPS:

- Positive Behavior Literacy Support (PBLS) has been done for over a decade;
- Rachel’s Challenge has been implemented for three years;
- Capturing Kids’ Hearts has been implemented for three years;
- Link Crew has been active at Loy Norrix High School for three years, and at Kalamazoo Central High School for two years;
- WEB has been implemented at the middle schools for two years; and
- This is the first year of culturally responsive education.

Dr. Rice expressed his deep appreciation to Assistant Superintendent Green, Coordinator Saunders, Administrator Bergan, and Dr. Joseph Morris and Dr. Mary Z. Anderson. He noted that culturally responsive education is a very challenging topic that a number of our secondary staff have embraced. Dr. Rice gave special thanks to the committee members and facilitators for their work with some challenging groups of staff members.

Dr. Rice stated his belief that there would be a great benefit from the culturally responsive education as people recognize what they are perhaps giving off unconsciously to our students. He explained that there are unspoken cues that children can sense and to which they may react. Dr. Rice noted that raising the consciousness on this topic would be an amazing benefit for both staff and students.

Dr. Rice commended the board for having included money in the budget for this initiative. He explained that the training had begun with secondary staff because challenges often appear greater at the secondary level. Dr. Rice stated that he looked forward to adding elementary staff to the initiative next year because elementary teachers affect our young people at an early age, and to deepening the work with secondary staff.

Dr. Rice announced that a presentation on the male mentoring project that was begun this year would be given to the board at a future meeting. He explained that this was another initiative that KPS had developed that would go well with the school climate and culturally responsive education initiatives.

Dr. Rice expressed his appreciation to the leadership of the Student Services Department because these initiatives are challenging. He assured the board and the audience that KPS would continue its work so that staff could bring out the best in our students for the success of our young people.

**Audience comments:**
None.

**X. Other Business**
None.
XI. Comments by Trustees

Patti Sholler-Barber stated that in the past two weeks she had had the opportunity to attend many Bronco Buds events. She thanked Dr. Martha Warfield and Western Michigan University (WMU) for this outstanding program, which provides all KPS sixth grade students an opportunity to visit the WMU campus, meet with WMU staff and students, and eat lunch in a college cafeteria.

Ms. Sholler-Barber expressed her appreciation for the KPS partnership with the Kalamazoo Public Library (KPL), which hosts three visits a year with all KPS first grade students and issues them library cards. She also thanked KPL for its First Saturdays at KPL.

Ms. Sholler-Barber congratulated Band Director Dan Stout for his recent Classroom of the Week award from Fox 17 television.

Ms. Sholler-Barber concluded her remarks by wishing good luck to all the spring sports coaches and their teams, and noted that they have been enduring some cold weather for the start of their seasons.

Comments by the Superintendent

Dr. Rice announced that the Loy Norrix High School performing arts department would present Bye Bye Birdie at Kasdorf Auditorium on April 15, 16, 22, and 23 at 7:30 p.m., and on April 17 at 2:30 p.m. He encouraged everyone to attend this excellent production.

Dr. Rice reminded students to finish the school year strong. He stated that seniors must also remain focused and do what they need to do to graduate with high marks and move on to higher education.

XII. Closed Session

President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:56 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, April 28, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
Need for School Climate Initiatives

- Students with multiple challenges
- Students with serious mental health issues
- Students living in poverty
- Staff need to develop even more positive relationships with students
- Staff reflection practices & needs
Kalamazoo Public Schools Initiatives

- Positive Behavior & Literacy Supports
- Rachel's Challenge
- Capturing Kids' Hearts
- Culturally Responsive Education
- Additional Programs (social skills, supports)

Positive Behavior & Literacy Supports in KPS

- **District**: Meets 4-5 times per year, Shares Initiatives, Discusses & reflects
- **Schools**: School-wide instruction in PBIS, Review of expectations, Reinforcement & collaboration, School Improvement
- **Supports**: Professional development, Data analysis, Trainings (including CHAMPS), Non-Violent Crisis Intervention, Community supports
Rachel's Challenge

- Team of 12 KPS staff members attended a national training in 2013
- The team consisted of teachers, building administrators, and central office administrators
- Program based on Rachel’s thinking about the world
- Kick-off assembly
- Kindness chain
- Lessons
- Friends of Rachel Club

Capturing Kids' Hearts

- An initial team of 9 KPS staff members attended a national training in 2014
- The team consisted of teachers, building administrators, and central office administrators
- Program based on adults changing to meet the needs of students
- Social contract
- Lessons
- Kindness bags

<table>
<thead>
<tr>
<th>CKH</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALP</td>
<td>Majority of staff</td>
<td>Continues</td>
</tr>
<tr>
<td>Edison</td>
<td>All staff</td>
<td>Continues</td>
</tr>
<tr>
<td>Kalamazoo Central</td>
<td>8-10 staff</td>
<td>8-10 staff</td>
</tr>
<tr>
<td>Linden Grove</td>
<td>8-10 staff</td>
<td>8-10 staff</td>
</tr>
<tr>
<td>Loy Norrix</td>
<td>8-10 staff</td>
<td>8-10 staff</td>
</tr>
<tr>
<td>Phoenix</td>
<td>5-6 staff</td>
<td>5-6 staff</td>
</tr>
<tr>
<td>Spring Valley</td>
<td>All staff</td>
<td>Continues</td>
</tr>
<tr>
<td>Washington</td>
<td>5 staff</td>
<td>All staff</td>
</tr>
<tr>
<td>Woodward</td>
<td>x</td>
<td>All staff</td>
</tr>
</tbody>
</table>
Other Programs

- Social skills programs (Second Step, Skillstreaming)
- Link Crew, WEB
- Responsible Thinking Process
- Writing
- Peace Jam
- Teaching expectations
- Training other groups (bus drivers, paraprofessionals, office staff, and security)
- Non-Violent Crisis Intervention Program
- Voluntary inservices
- Male mentoring

Culturally Responsive Education

Secondary Staff Initiative
- Back-to-School Professional Development
- Work with WMU Professors
  Dr. Joseph Morris & Dr. Mary Anderson
- Trainings for staff to be facilitators
- Activities to address the issue
- Teaching & Learning Services and Student Services
Professional Development on September 2, 2015

- Purpose:
  1. Increase awareness & strategies on different cultural responses
  2. Provide opportunities for reflection and discussions around cultural awareness
  3. Prepare teachers to support students for academic & social success in a global society

Two Resource Books Provided & Used

- Can We Talk about Race?
  - By Beverly Daniel Tatum, Ph.D.
  - And Other Conversations in an Era of School Reintegration

- Culturally and Linguistically Responsive Teaching and Learning
  - Diagram Practices for Student Success
Helping All Students

Affirm student identity

Build school community

Cultivate student leadership

Additional Items:

- Initiatives to increase graduation rates & reduce student suspensions
- Supports to students in the district
- Data review
- Comments for reflection
- Videos
- Ground rules for facilitation groups
Facilitation Groups

- Led by trained leader (teachers, building administrators, & central office administrators)
- Defined culture
- Shared Cultural Competence Continuum
- Discussed responses to ratings
- Developed plan to individually address needs

Five Areas of a Culturally Responsive Classroom

- Classroom Management
- Academic Literacy
- Academic Vocabulary
- Academic Language
- Learning Environment
Feedback

- Teachers want to have more information.
- Time is needed to reflect on the subject matter.
- More training is needed to build positive relations with students.
- More training and information are needed on cultural competence.
- Connections are needed to individual situations.
- Specific strategies are requested to address the subject matter in a deeper way.

Follow Up Activities

- Surveys on teacher beliefs
- Training in Instructional Leadership as well as Principal Meetings
- Two additional activities led by principals
  1. Vignette on teaching situation
  2. Reflection on video
- Follow-up with individual plans
- E-mail reminders
Next steps ........

1. Continue PBLS teams
2. Follow up with stronger school teams
3. Continue professional development on Culturally Responsive Education (follow up with further secondary education activities and introduce to elementary staff)
4. Expand Capturing Kids’ Hearts training & refresher courses
5. Reduce the number of student suspensions

Making a positive difference for students in KPS.........
I. Call to Order
President Patti Sholler-Barber called the April 28, 2016 regular Board of Education meeting to order at 7:02 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Craig Herschleb. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following Kalamazoo Central High School students.

Girls’ Basketball Team – MHSAA District Champions: juniors Anasia Harris, Arjanae’ Morgan (also named to Kalamazoo Gazette First Team Dream Team), and Toshanae Owens; and senior Sadia Johnson (also named to Kalamazoo Gazette First Team Dream Team).

Also introduced, although unable to attend, were: sophomores Talia Edmonds and Markiela Woodson; juniors Latrice Blanks; and seniors Shamari Browning, Tasia Hayes, Kiera Parkman, Taylor Washington, Quierra Wilson-Abrams, and Arreyonna Yarbrough.

Boys’ Basketball Team – MHSAA District Champions: juniors Ontario Burnett, Ahmir Norman, Bass Ollie, and William Wright; and seniors Orlando Little and Jeremiah Richard (also a Kalamazoo Gazette Dream Team Honorable Mention).

Also introduced, although unable to attend, were: sophomores Darius Pruitt and James Vallar III; juniors Steven Johnson, Grant Kubiak, Isaiah Livers (also named to Individual Academic All-State Team, Second Team All-State, and Kalamazoo Gazette First Team Dream Team); Rogdree’Aun Stein (also a Kalamazoo Gazette Dream Team Honorable Mention), and Jeremiah Vincent; and seniors Prescott Coleman, Maurice Davis, Jr., and Coby Williams-Jackson (unable to attend).

Also in attendance and introduced by Mr. Lee were Kalamazoo Central High School Principal Valerie Boggan, Girls’ Basketball Head Coach Matt Price, Boys’ Basketball Head Coach Ramsey Nichols, and Assistant Coaches Art Norman and James Hudson.

The students’ parents, family, and friends in the audience were also recognized.

Assistant Superintendent of Student Services Cindy Green explained that parents throughout the county nominated staff members for the Special Education Excellence in Education award. She presented awards to the KPS winners: Susan Lockett, bus driver; Sara Stephan, teacher at Indian Prairie Elementary School; Kathy Slocum, paraprofessional at Parkwood Upjohn Elementary School; and Kimberly Moss, teacher at Maple Street Magnet School for the Arts.
V. School Reports/Committee Reports
Committee Reports
Communities in Schools of Kalamazoo (CISK) – Carol McGlinn, representative, had no report.

Teaching and Learning Council – Patti Sholler-Barber, representative, had no report.

Operations Committee – Dr. Martha Warfield, chair, stated that the committee had met on April 26 and had discussed three items: alternative education program, renovation to the KPS website, and the budget for the 2016-2017 school year. She concluded that the committee would meet again on May 24.

Policy Committee – Carol McGlinn, representative, stated that the full board had met for a special policy committee meeting on April 28, and considered a reinstatement. She concluded that the committee would meet again on May 26.

President Sholler-Barber announced the upcoming committee meetings:
- Evaluation/Accountability Committee would meet on May 10; and
- Wellness Committee would meet on May 19.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of April 15, 2016 through April 28, 2016. (File #19)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. April 14, 2016 Regular Meeting Minutes; VII.B. Purchase Recommendations 2016-31 and 2016-32; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Operations, and Communications Gary Start reviewed the purchase recommendations:
- 2016-31 in the amount of $1,070,842.75 from the 2013 bond for the purchase of audio and video enhancement systems for Arcadia Elementary School, Milwood Elementary School, Northglade Montessori Magnet School, Spring Valley Center for Exploration, and the Middle School Alternative Learning Program; and
- 2016-32 in the amount of $62,089.06 from the Teaching and Learning Services Department for the 2016 summer literacy independent reading program.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion: None.

Audience comments: None.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
Amanda Miller, 34969 CR 652, Mattawan, introduced herself as the president of the Kalamazoo Education Association (KEA). She also introduced Lincoln International Studies School teacher Nancy Curry, who was in attendance. Ms. Miller explained that she wanted to highlight the
teamwork between KEA and KPS on behalf of our students. She cited as an example the work of Kendra Kasinger, a teacher at Lincoln International Studies School, who was the coach for the district’s first math-a-thon this year, in which her nine-student team took first place.

IX. Reports and Recommendations

Northglade Montessori Magnet School: A Specialized Elementary School in KPS

Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski introduced Director of Elementary Education Judy D’Arcangelis and Northglade Montessori Magnet School Principal Dale Mogaji, who presented the following report, which included a short video and a PowerPoint presentation. The PowerPoint presentation is attached as part of these minutes.

Good evening, KPS Board of Education members, Dr. Rice, and audience members. Mrs. Mogaji and I are excited to share information with you about one of the specialized elementary schools in our district: Northglade Montessori Magnet School. Northglade is accredited by the American Montessori Society (AMS) and is currently one of two accredited schools in Michigan, and the only AMS accredited public school in our state. It is a wonderful place of learning!

Four components of the Montessori model include having a highly skilled educator; respect for the child through an individualized education; sequenced learning; which uses specially designed hands-on materials; and a child-oriented prepared environment.

The Northglade principal and classroom teachers are certified teachers who are also Montessori credentialed. They, along with a highly qualified assistant in each classroom, provide students with instruction, which includes individualized work plans; student choice within a highly structured, prepared environment; and instruction in small groups with their teacher. Additional staff members, parents, guardians, and community partners are also important contributors at Northglade. Communities in Schools of Kalamazoo coordinates services during the day and in a 21st Century after-school program.

Kalamazoo Public Schools has invested in the sustainability of Northglade through funding of the principal’s Montessori administrator credentialing program and the Montessori teacher credentialing program for up to two KPS teachers per year beginning last year.

A Montessori education is built around the development of important learner outcomes: independence, confidence and competence, autonomy, intrinsic motivation, social responsibility, academic preparation, spiritual awareness, and citizens of the world.

The Northglade Montessori Magnet School’s story is told exceptionally well in a Public Media Network profile that was produced in the winter of 2015. Please listen as Karen Woodworth from Public Media Network, teachers, parents, students, and Principal Mogaji tell Northglade’s story. (A short video from Public Media Network was presented).

The Montessori approach to educating children was developed by Dr. Maria Montessori, Italy’s first female physician. Maria Montessori developed a pedagogy to educate special needs children at a clinic where she served. The application was later broadened. Maria Montessori believed in the development of the whole child and teaching children to be problem-solvers and critical thinkers.

Northglade’s original AMS accreditation was earned in February 2008, under the leadership of its founding principal, Dr. Terina Harvey, who is here this evening. Northglade was the second public school in the United States to receive AMS accreditation.
In Montessori classrooms, children are respected as individuals, who create themselves through purposeful activity. Children are understood to possess the capability to absorb and learn from their environment, which includes people and materials.

There are some structures and practices which make Montessori schools different from traditional schools. Children have individual daily work plans based on their needs and the curriculum being taught. Students have choices about how, when, and where to complete their work in class. The teachers often provide small group instruction at their platform. Classroom assistants, together with the teachers, support children’s work. A culture of kindness and peacefulness is in place throughout the school.

Classes are brought together in multiage groups: Children’s House for three- and four-year-olds and kindergarten; E-1 for grades one, two, and three; and E-2 for grades four and five. Expectations for student achievement at Northglade are the same as for all KPS students. It is the Montessori instruction that is different.

Montessori classrooms have a prepared environment that is highly organized and structured to support students’ learning. Materials are organized in specific ways. Low furniture and mats define learning spaces and allow for children to be comfortable. Students learn to manage their own community and develop leadership skills and independence. Technology has been adapted to the Montessori style of teaching and learning (for example, using interactive content projected on small whiteboards or the floor rather than on large mounted white boards).

Northglade staff members collaborate with each other and with academic coaches from the Teaching and Learning Services Department to help teachers strengthen instruction and ensure that district content is taught and learned. A Montessori consultant has visited the Northglade classrooms several times during the past few years to help staff strengthen and deepen their Montessori best practices.

Northglade has been well-respected in the field of Montessori education since the school’s inception. Mrs. Mogaji and Northglade teachers gave a presentation at a recent Michigan School Improvement Conference. Mrs. Mogaji also gave a presentation with two administrator colleagues at a regional Montessori conference in Illinois and at the American Montessori Society’s National Conference last month. Mrs. Mogaji served on her first AMS accreditation team this year in Omaha, Nebraska. All of the Northglade classroom teachers have attended the AMS national conference and the Illinois regional conference in recent years.

Accreditation and re-accreditation are a two-step process that spans two years. An in-depth self-study is done by staff, parents, and community members on all aspects of the school’s operation. A peer review team consisting of expert Montessori educators and business managers visit the school for three-and-a-half days to verify what is shared in the self-study documents and to provide commendations as well as to identify areas needing improvement.

We are proud to say that Northglade Montessori Magnet School was re-accredited in 2015. The school is cited by others in the profession as a very special, successful public Montessori school!

The Northglade staff, parents, and community work hard to fulfill Maria Montessori’s passion for educating children. As she said, “Children are human beings to whom respect is due, superior to us by reason of their innocence and the greater possibilities of their future.”
Thank you again for giving us this opportunity to share glimpses of Northglade Montessori Magnet School with you.

**Board discussion:**
Carol McGlinn stated that she was happy to see the video because Northglade needs to be advertised so people know about this gem in KPS. She expressed her appreciation to everyone for their work and commitment to maintain the Montessori accreditation.

TiAnna Harrison thanked everyone for their work at Northglade. She noted that, although Northglade was non-traditional in its educational approach, students buy into the program and are able to move forward and become positive members of the community when they leave Northglade.

Dr. Martha Warfield stated that it was exciting to see the Northglade students happy and excited about the Montessori teaching style. She asked about enrollment numbers at the school.

Principal Mogaji stated that the current enrollment was 212, although enrollment had fluctuated over the last few years due to several factors, including attrition, staff changes, and parents not understanding the Montessori model.

Dr. Warfield stated that she was happy that the video had been made because parents need to know about Northglade Montessori School and what a jewel it is in KPS.

Patti Sholler-Barber stated that she was proud to have Northglade Montessori School in KPS. She noted that the Montessori system sometimes comes across as very unstructured; however, she explained that it takes a lot of work to look relaxed and casual while teaching youngsters. Ms. Sholler-Barber noted that we need to shine a spotlight on Northglade so more people realize that KPS offers this incredible experience for our students.

Ms. Sholler-Barber thanked Dr. Harvey for her initial work to obtain the first Montessori accreditation for Northglade.

Dr. Rice thanked Director Judy D’Arcangelis, Principal Dale Mogaji, Assistant Superintendent Dr. Deborah Piotrowski, and Northglade Montessori’s founding principal and current Director of Curriculum and Instruction Dr. Terina Harvey for the presentation and their dedication to Northglade. He noted that the Montessori system is an extraordinary form of education and that it juxtaposes challengingly in a 21st century public school setting, particularly given the high stakes testing environment that we have in this country. Dr. Rice stated that there was tremendous value to Montessori education. He noted that enrollment at all of our schools waxes and wanes over a period of years, sometimes with discernible rationale and sometimes less so. Dr. Rice reminded everyone that there were opportunities for young people to go to Northglade Montessori Magnet School as we move forward into the 2016-2017 school year, and that it was a great place to educate children.

**Audience comments:** None.

**X. Other Business**
None.

**XI. Comments by Trustees**
*Jennie Hill* thanked Ms. Miller and Ms. Curry for giving updates on what is going on in the district and the positive teamwork between KPS and KEA. She expressed her excitement about the
summer literacy independent reading program in which incoming fourth, fifth, and sixth grade students each receive seven books throughout the summer and have the opportunity to keep in touch with their teachers as they write to them about the books they have read. Ms. Hill noted that the program not only helps students increase their reading skills, but also helps them look forward to returning to school in the fall.

Carol McGlinn stated that she had had the opportunity to see the Loy Norrix High School production of *Bye Bye Birdie* and that it was an excellent performance. She explained that it was always a pleasure to go to KPS plays, musicals, and concerts, and noted how much time, work, and effort goes into these productions. Ms. McGlinn congratulated the students and staff for a great performance.

Ms. McGlinn reminded everyone that the Gilmore Festival was taking place, which would present many amazing opportunities to attend some wonderful free concerts during the next couple of weeks. She encouraged adults to take young people to these concerts.

Ms. McGlinn commended the Loy Norrix girls’ soccer team on its great start to the season, with some impressive wins. She expressed her hope that the team continue to do well and finish the season strong.

Ken Greschak noted that students were preparing for the Advanced Placement (AP) tests in the next couple weeks and wished the students well on their tests. He explained that the AP courses offered wonderful classes, which required a lot of work, and congratulated those students for stepping up to the plate to challenge themselves to the rigor of what are essentially college-level courses.

Patti Sholler-Barber agreed with Trustee Greschak’s comments, and noted that KPS had taken on the challenge to increase the number of AP courses offered. She wished the students well on the rigorous AP tests.

Ms. Sholler-Barber stated that she had also had the opportunity to attend a Loy Norrix girls’ soccer game, and that the team was amazing and fun to watch.

Ms. Sholler-Barber noted that the library visits for first grade students were on the third and final round. She stated that she had attended a session with Ms. McKenzie’s students from Dr. Martin Luther King, Jr. in Westwood Elementary School that day, and that the students were madly in love with the public library. Ms. Sholler-Barber observed the students as they discussed which books to choose and stated that it was a delight to see them so adult and focused.

Ms. Sholler-Barber advised that the First Day Shoe Fund recently held an event at The Park Club, which raised $17,000. She noted that that would provide a lot of shoes to a lot of happy kids, which would be a great start to the school year for our young people.

Ms. Sholler-Barber praised the KPS Fine Arts Department for its student artwork displays throughout the city, and observed that KPS had many multi-talented students.

Ms. Sholler-Barber sang the praises of the Loy Norrix production of *Bye Bye Birdie* and the incredible talent of the performers. She thanked the staff for their ability to nurture our students’ talents and bring out the best in their performances.
Comments by the Superintendent
Dr. Rice noted that the Loy Norrix girls’ soccer team would be competing on May 2 against Gull Lake High School, state champion three years in a row, and encouraged everyone to attend what should be a pretty exciting match.

Dr. Rice highlighted students, staff, and community members as follows:
- Congratulated the Kalamazoo Central High School boys’ and girls’ basketball teams for their district championships;
- Congratulated the winners of the Excellence in Special Education awards distributed that evening: Susan Lockett, Sara Stephan, Kathy Slocum, and Kimberly Moss;
- Expressed his appreciation to Assistant Superintendent Cindy Green for her leadership of special education services;
- Congratulated the student art scholarship winners at the Kalamazoo Institute of Arts (KIA);
- Thanked the KIA and its executive director, Belinda Tate, for their art leadership;
- Congratulated Loy Norrix High School teacher Sveri Stromsta May, winner of the 2016 Michigan Education Association (MEA) Herman Coleman Human Rights award;
- Congratulated KAMSC teacher Shannon Houtrow, winner of the 2016 MEA Gender Equity Excellence award;
- Congratulated KAMSC teacher Mike Sinclair, winner of the 2016 MEA Educational Excellence award;
- Congratulated the young student artists featured at Bronson Hospital;
- Thanked the Arts Council of Greater Kalamazoo and Bronson Health Foundation for their support of our students;
- Thanked art lead teacher Sarah Cheek-Toomey and all of the KPS art teachers for the incredible display of student artwork throughout the city; and
- Congratulated Carrie Cook, who would take on the music lead teacher position next school year.

Dr. Rice announced that there was a victory today on PA 269, formerly SB 571, and the so-called “gag order law” that the legislature had passed on the last day of its 2015 session. He explained that PA 269 included language that stated that any governmental unit, which included public schools, townships, public libraries, cities, counties, road commissions, and others that put out a ballot initiative could not speak about or provide factual information to the voters within 60 days of an election about that ballot initiative. Dr. Rice stated that the temporary injunction for this portion of PA 269 had now become a permanent injunction.

Dr. Rice noted that the state of Michigan had been sued over this “gag law” language, which the judge ruled “unconstitutionally vague and thus void.” He extended his appreciation and congratulations to the following organizations for their active pursuit to rescind the “gag order” language in PA 269: Michigan Association of School Administrators, Michigan Association of School Boards, Michigan Municipal League, Michigan Association of Counties, Michigan Townships Association, Michigan Infrastructure and Transportation Association, and Michigan Association of Intermediate School Administrators. Dr. Rice extended a special thank you to Mr. Chris Wigent, the executive director of the Michigan Association of School Administrators, who took on this issue during his first months on the job.

Dr. Rice advised that on April 22, it was announced by Western Michigan University (WMU) President Dr. John Dunn, WMU Dean of Education Dr. Ming Li, Kalamazoo Promise Executive Director Von Washington, Jr., and Advia Credit Union Vice President of Marketing Nancy Loftis that an anonymous donor would contribute $250,000 for 10 students focused on earning teaching
degrees at WMU, and that the Advia Credit Union Foundation would contribute $25,000 to provide the same experience for an additional student. He explained that each student would receive $5,000 per year for five years to cover college costs not covered by the Kalamazoo Promise tuition scholarship, mentoring at WMU’s College of Education and Human Development, and opportunities to volunteer, to work as pre-intern and intern teachers, and to apply for jobs with KPS.

Dr. Rice explained that this was part of an effort to improve the diversity of our teaching force. He noted that people understand that school districts are tied to their pipelines, which are schools of education, and that KPS’ major pipeline is WMU, with more of our teachers coming from WMU than from any other university. Dr. Rice continued that 18% of WMU teacher graduates are people of color, and that the KPS teaching force is 18% people of color. He noted that WMU graduates 2% African American male teachers, and that in KPS the teacher work force is 3% African American males. Dr. Rice explained that we are products of our pipelines, which we seek to expand.

Dr. Rice noted that KPS recruits from many universities and institutions within the region. He explained that this new scholarship would provide an effort to improve upon the diversity in our work force and the diversity that our diverse student body sees in our schools. Dr. Rice added that this is important.

Assistant Superintendent of Human Resources Sheila Dorsey-Smith stated that KPS recruits all over the state of Michigan, including WMU, Eastern Michigan University, University of Michigan, Wayne State University, Michigan State University, and St. Mary’s College in Indiana. She noted that there are very few minorities in the ranks of teacher graduates from all of these colleges combined. Ms. Dorsey-Smith concluded that there was an urgent need to recruit more minority teacher candidates.

Dr. Rice explained that the purpose of casting a wide net was to give KPS the best opportunities to recruit for our young people. He noted that diversity in our teaching staff, as well as in all other staff positions, creates a richer environment within which students and staff can learn, work, and live.

Dr. Rice thanked the anonymous donor for the $250,000 donation for this five-year scholarship, and the Advia Credit Union Foundation for its $25,000 donation.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:10 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, May 12, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill, Secretary,
Board of Education
Northglade Montessori Magnet School: A Specialized Elementary School in KPS

Presentation for the Kalamazoo Public Schools Board of Education
April 28, 2016
Judy D’Arcangelis, Director of Elementary Education
Dale D. Mogaji, Principal

What is Montessori?
Montessori is an approach to education with the fundamental belief that a child learns best within a social environment that supports and respects each individual’s unique development.
The Montessori Model

- A highly skilled educator
- A respect for the child through an individualized education
- Sequenced learning through specially designed, hands-on materials
- A child-oriented, prepared environment

Northglade's Instructional Team

- One Michigan certified and AMS credentialed administrator
- Six Montessori classroom lead teachers (Michigan certified teachers and credentialed by the American Montessori Society)
- Two Montessori classroom lead teachers (Michigan certified teachers, completing a two-year practicum to become fully credentialed Montessori teachers)
- Sustainability of Northglade Montessori Magnet School through funding the principal's Montessori administrator credentialing program and the Montessori teacher credentialing program for up to two teachers per year
- A Michigan and AMS credentialed early childhood education teacher
- At least one “Highly Qualified” assistant in every classroom
Additional Team Members

- Michigan certified teachers to support co-curricular instruction in art, vocal music, instrumental music, and physical education
- Kalamazoo Public Schools Itinerant Staff Members: Speech and language therapist, school psychologist, school social worker, library assistant
- Communities In Schools of Kalamazoo (coordinator and community partners)
- Communities In Schools of Kalamazoo After-School Program
- Parents and their involvement encouraged throughout the history of Northglade ~ parents continuously supportive of the instructional programs through participation in school trips, PTO, School Improvement Team, and volunteerism.

Montessori Learner Outcomes

- Independence
- Confidence and Competence
- Autonomy
- Intrinsic Motivation
- Social Responsibility
- Academic Preparation
- Spiritual Awareness
- Citizens of the World
Examples of the Montessori Learner Outcomes can be seen in the “Northglade Profile” produced by Public Media Network for broadcast in February 2015.

The “Northglade Profile” was produced by Karen Woodworth and the Public Media Network. It can be found at: http://www.publicmedianet.org/blog/k12360northgladeprofile

History of Montessori

Dr. Maria Montessori (1870 – 1952) was Italy’s first female physician.

She began her work with children when she took a position at the psychiatric clinic of the University of Rome where she worked with and observed special needs children.

Maria Montessori then began to develop a pedagogy to educate these children and later refined it for broader application.

Montessori education focuses on the development of the whole child.

Children learn to be problem solvers and critical thinkers.
History of Montessori at Northglade

- Original AMS accreditation was earned February 18, 2008 under the leadership of Dr. Terina Harvey.
- Northglade Montessori Magnet School is the 2nd public school to receive AMS accreditation in the United States.
- There are currently 180 AMS accredited schools (private and public)
- There are currently two accredited Montessori schools in Michigan
- Northglade Montessori Magnet School earned its re-accreditation in 2015 and is the only AMS accredited public school in Michigan.

Montessori’s Dynamic Theories

Innovative Premises

- Children are to be respected as different from adults and as individuals who are different from one another.
- Children create themselves through purposeful activity.
- Children possess unusual sensitivity and mental cognitive abilities for absorbing and learning from their environment, which includes people as well as materials.
What Makes Montessori Schools Different?

- Teachers begin with the deepest respect for the children as unique individuals. Individual work plans are in place daily for students.
- Children have choices about how and when to complete work in class [often on their mat or at a chalking table (low, small table) as individuals or in pairs].
- Teachers teach content lessons, usually in small groups at the platform. Both the teacher and the classroom assistant support children as they are engaged in their work plan assignments.
- Presentations consciously teach children to be kind and peaceful.

What Makes Montessori Schools Different?

- Classes bring children together in multiage groups. Teachers stay with the children for multiple years.
  - Children’s House (3 and 4 year-olds, kindergarten)
  - E-1 (grades 1, 2, 3)
  - E-2 (grades 4, 5, 6) — Northglade has a nontraditional grouping of grades 4 and 5.
- The curriculum relies upon hands-on concrete materials, investigation and research.
- Expectations for student achievement are the same for all KPS students. The Montessori instruction is different and aligned with Common Core standards and the district’s curriculum.
What Makes Montessori Schools Different?

- The prepared environment is highly organized and structured to support students' learning.
- Classrooms are not run by teachers alone. Students are guided to manage their own community and develop uncanny leadership skills and independence.
- Technology is adapted to the Montessori style of teaching and learning.

Continuous Growth through Professional Development

- Coaching provided by a Montessori consultant and teacher
- Teacher and administrator attendance at the American Montessori Society's Annual Conference (on rotating basis)
- Classroom assistant training on-site and in Michigan
- Northglade teachers and principal have been presenters at the Michigan School Improvement Conference.
- Principal Mogaji has presented with two administrator colleagues from other states at the Association of Illinois Montessori Schools (AIMS) and at the AMS National Conference in March, 2016. [Topic: Montessori in Public Schools]
Continuous Growth through the American Montessori Society Accreditation Process

- During the application process for accreditation and reaccreditation, every aspect of the school is examined and documented:
  - Governance
  - Curriculum
  - Fiscal and Personnel Policies
  - Facilities
  - Health and Safety Practices
  - Teacher Preparation
  - Learner Outcomes

Continuous Growth through the American Montessori Society Accreditation Process

- At the end of the self-study period, a thorough onsite peer review is conducted.

- In addition to determining whether the school meets AMS standards, the review team evaluates the school to see how well it is achieving its own mission and goals (i.e., whether the school is what it says it is and does what it says it does).

In a two-year process, Northglade Montessori Magnet School was re-accredited in 2015!
“Children are human beings to whom respect is due, superior to us by reason of their innocence and the greater possibilities of their future.”

Maria Montessori
I. Call to Order
President Patti Sholler-Barber called the May 12, 2016 regular Board of Education meeting to order at 7:04 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Craig Herschleb. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:

Kalamazoo Central High School Turn-Around Students: juniors D’anna Diggs (unable to attend) and Aviance Essix; and seniors Javion McPherson, Joshua Newman, Romello Phillips (unable to attend), and Orlandre’ Wafford.

Loy Norrix High School MHSAA Swimming and Diving State Participants: sophomore Ryan Mullen; juniors Anthony Dougherty, Morgan Kenbeek, Ryan Ross, Vaughn Taylor, and Duncan Wallis; and seniors Mitchell Farrell (unable to attend), Steven Finley, Jr., Thaddeus Pollard, and Lukas Sprinkle.

Loy Norrix High School Michigan School Vocal Music Association State Honors Choir: freshman Abigail Hauke; and juniors Ruth Castaneda and Hannah Lee (unable to attend).

Also in attendance and introduced by Mr. Lee were Kalamazoo Central High School Dean of Students Angelita Aguilar; and Loy Norrix High School Principal Rodney Prewitt, Athletic Director Andrew Laboe, and Swimming Coach Paul Mahar. The students’ parents, family, and friends in the audience were also recognized.

Mr. Lee announced that this was National Nurses Week and he thanked KPS nurses Barbara Wiedmayer, Pamela Sanders-Carter, Laura Ross, Joann Verburg, Donna Needham, Jane Secor, and Linda Turner for their work on behalf of KPS students.

V. School Reports/Committee Reports
Committee Reports
Evaluation/Accountability Committee – Jennie Hill, chair, stated that the committee had met on May 10 and had reviewed instructional materials for early childhood curriculum, which would be presented at this board meeting. She stated that the committee had also reviewed variable student growth recommendations and interventions to generate higher-than-average growth in students below grade level.

President Sholler-Barber announced the upcoming committee meetings:

- Curriculum would meet on May 18;
Wellness Committee would meet on May 19; Communities in Schools of Kalamazoo (CISK) would meet on May 20; and Policy Committee would meet on May 26.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of April 29, 2016 through May 12, 2016. (File #20)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. April 28, 2016 Regular Meeting Minutes; VII.B. Purchase Recommendations 2016-33, 2016-34, 2016-35, 2016-36, and 2016-37; VII.C. Personnel Changes; and VII.D. Approval of the Michigan Council for the Arts and Cultural Affairs (MCACA) Grant Application Submission for an Artist in Education Residency (AIER) Program Grant from Woods Lake Elementary: A Magnet Center for the Arts.

Deputy Superintendent of Business, Operations, and Communications Gary Start reviewed the purchase recommendations:

- 2016-33 in the amount of $60,188.00 from the 2010 bond for mechanical and electrical upgrades at the Kalamazoo Area Math and Science Center;
- 2016-34 in the amount of $294,209.48 from the 2010 and 2013 bonds for furniture for Milwood Elementary School;
- 2016-35 in the amount of $102,682.80 from the 2014 bond for Hewlett Packard Chromebooks and Black Box storage and charging lockers, and headphones with USB adapters to replace all Read 180 and System 44 desktop computers;
- 2016-36 in the amount of $111,330.60 from the 2014 bond for Hewlett Packard Chromebooks and Lenovo ThinkPad Yoga 11e Chromebooks for Milwood Elementary School; and
- 2016-37 in the amount of $72,225.00 from the Teaching and Learning Services Department for Houghton Mifflin Harcourt Biology textbooks ©2017.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion: President Sholler-Barber thanked the community for its support of the bond requests.

Dr. Rice explained that for over a decade Ms. Debra Norton had been providing a dance program for our students at Woods Lake Elementary, which has been partially funded by this grant. He noted that her dance students had performed at the August KPS staff back-to-school meeting at Miller Auditorium and that the performance had been delightful.

Audience comments: None.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
Amanda Miller, 34969 CR 652, Mattawan, introduced herself as the president of the Kalamazoo Education Association (KEA). She also introduced Prairie Ridge Elementary School teacher LeeAnne Brookfield, who was in attendance. Ms. Miller stated that she wanted to share a few
highlights of the positive things happening as KEA and KPS work together on behalf of our students. Ms. Miller advised that Prairie Ridge students had recently participated in Books for Bikes, in which they earned a raffle ticket for a chance to win a bike for each book that they read. She stated that three bikes had been donated by local churches, and that all students who had participated in Books for Bikes received a free book.

Ms. Miller congratulated Prairie Ridge Principal Karen Spencer for her recognition at the Michigan Reading Recovery Conference for fully implementing the Reading Recovery program at Prairie Ridge this school year, which allowed every first grade student to reach grade level in reading and writing through the program’s intervention and support.

Ms. Miller noted that math Measures of Academic Progress (MAP) test scores indicated that third grade students at or above grade level at Prairie Ridge had increased by 34%.

Ms. Miller concluded her remarks by complimenting Prairie Ridge music teacher Yvonne Hoffman for moving student music concerts to the evening instead of during the school day, which enabled more parents to attend.

IX. Reports and Recommendations

A. Early Childhood Instructional Materials Recommendation

Dr. Rice explained that this recommendation was a continuation of the efforts that KPS has made over the last several years to improve early childhood education and K-5 education, and the district’s efforts to improve the early language development, reading, and writing of our young people. He introduced Assistant Superintendent of Teaching and Learning Services Dr. Deborah Piotrowski, Director of Curriculum and Instruction Dr. Terina Harvey, and Early Childhood Coordinator Kellye Wood, who presented the following report, which included a PowerPoint presentation. The PowerPoint presentation is attached as part of these minutes.

In an effort to drive higher student achievement in literacy, we have implemented a host of early literacy initiatives over the past five years in the district:

- English Language Arts (ELA) K-5 curriculum adoption, with curriculum guides and pacing charts;
- Lift Up Through Literacy Programs:
  - Parent education for parents of newborns and preschoolers, and
  - Family literacy for school-age children;
- First Grade Library Visits;
- Summer Literacy Programs:
  - Summer School, and
  - Rising third, fourth, and fifth grade Summer Reading Program;
- Expansion of full-day kindergarten;
- Full-Day Prekindergarten Early Education Program (PEEP) in addition to part-day PEEP; and
- Concentrated effort on writing throughout the district.

With respect to literacy, it is within this context that we bring forth to you the early childhood instructional materials recommendation. We are seeking to provide our prekindergarten teachers and children with new literacy materials and other resources in the core content areas. The customized resources represent what we perceive as being the best options available to meet the needs of our children.
We are recommending that you approve for prekindergarten teachers and children The HighScope Preschool Curriculum and the Child Observation Record Assessment System in a joint-usage plan with three units from Teaching Strategies, The Creative Curriculum for Preschool. Supporting the recommended resources include (1) nonfiction and fiction titles to expand classroom library collections and (2) content-area hands-on materials. These resources align to the state of Michigan early childhood standards of quality for prekindergarten.

PEEP and Early Childhood Special Education-Prekindergarten (ECSE-PK) require updated curriculum resources to fully align with Michigan's early childhood standards of quality for prekindergarten and emphasize the following practices:

- Opportunities to learn from informational text that incorporate math, science, and social studies content;
- Intentional math instruction;
- Exposure to and use of academic and cross-content area vocabulary; and
- Experiences applying reading, writing, speaking, and listening skills.

With respect to the adoption process, a 35-member committee convened in fall 2015. The adoption committee was made up of prekindergarten, kindergarten, and special education teachers; principals; math, science, English language arts, social studies, and early childhood coordinators; and other Teaching and Learning Services Department and Student Services Department administrators. Between December 2015 and February 2016, committee members reviewed the research about high-quality prekindergarten instruction and resources on the list of the Michigan Department of Education (MDE) approved curricula. In March 2016, all PEEP teachers in the district and selected ECSE-PK teachers provided feedback about classroom experiences teaching sample lessons. The committee met in March and April 2016 to discuss all feedback, which resulted in recommending The HighScope and The Creative Curriculum resources to meet the needs of the district’s prekindergarten children.

These two high-quality options from the MDE-approved list were chosen: The HighScope Preschool Curriculum provides detailed descriptions of not only what children should know and be able to do in all the content areas, but also how to help them advance step by step – up the stairs – to reach developmental milestones. Determining how to individualize for each child is critical because young children's developing abilities, by definition, are so numerous, fundamental, and in-process that their needs can be very unique. Teachers are able to understand not only what the developmental milestones are along the way, but also how to best help each child in reaching those milestones. To help with this individualized learning, teachers would use The HighScope online Child Observation Record Assessment System. This is where teachers collect specific examples of what children are doing, their strengths, and needs. This is then used in planning the next steps for the children’s learning. The assessment system also provides detailed information to share with parents about their child’s growth and development across the school year.

Building on this foundation from The HighScope, three units from The Creative Curriculum for Preschool were selected. These units were chosen based on children’s interest in the topics, which include the themes of pets and how to care for them, and exercise and how to care for ourselves. These units were also chosen to provide additional content not only in literacy but math, science, and social studies. Moreover, supporting resources are recommended to help our children fully engage with lessons through high-quality literature and hands-on literacy and mathematics materials. The classroom book collection would offer additional non-fiction titles. The titles would not only support the selected units but align with state standards. A combination of vendors to provide supporting resources has been
recommended to be consistent with district expectations and to fully meet our children’s social, emotional, physical, academic, and intellectual needs.

In totality, the new resources will be used to provide intellectually stimulating experiences for children and to optimally develop students’ skills and higher-order thinking necessary for 21st century learners.

MOTION: It was moved by Trustee Dr. Warfield, supported by Trustee Hill, to approve the purchase of early childhood instructional materials as set forth in the recommendation.

Board discussion:
Carol McGlinn thanked the committee for its work. She noted that the prekindergarten curriculum adoption was an additional step by KPS to build early literacy skills so that our students were better prepared when they entered first grade. She stated that she appreciated the individualized approach of building on children’s strengths and providing extra assistance in areas in which they need to improve. Ms. McGlinn stated that she was pleased that KPS continually reviewed best practices to move forward in its literacy efforts on behalf of our students.

Jennie Hill stated that she was delighted that each child would be treated individually so teachers could learn what inspires each student and how to help individual students learn and grow based on the strengths and needs of each student. She also expressed her appreciation for the computer program that made it easier for teachers to report to parents on each child’s progress. Ms. Hill expressed her admiration for all those involved in putting the curriculum and materials together.

Patti Sholler-Barber thanked the committee for educating the board and the public on this prekindergarten curriculum and noted that it was helpful for everyone to understand the philosophy behind the selection process. She explained that it was important for parents to know and understand the continual process involved to find and provide the best curriculum available for our students. Ms. Sholler-Barber made note of the inclusion of *Handwriting Without Tears*, and stressed that KPS continues to provide handwriting instruction to its students.

She thanked the committee and teachers involved in the review and selection process for the excellent homework and research, and commended the expertise of all those involved that had brought an excellent recommendation for the board to consider.

Dr. Rice thanked the presenters Dr. Piotrowski, Dr. Harvey, and Ms. Wood, and noted that they had ably represented the committee and the many teachers who had collaborated on this research.

Dr. Rice noted that KPS had worked on increasing the number of prekindergarten slots by 89%, and had quintupled the number of full-day kindergarten children in the last several years. On the quality side, he explained that KPS had worked on improving writing; adopted a new English language arts series, which was richer in non-fiction; and had added other programs that would make children stronger readers, writers, and critical thinkers.

Dr. Rice explained that kindergarten used to be perceived as more of a social experience and that academics had largely begun in first grade. He noted that there now needs to be a mix of social, physical, and educational development for prekindergarten and kindergarten students. He concluded that the recommendation that had been presented to the board was cognizant of
the fact that early childhood education must provide more than a social experience for today’s young people.

**Audience comments:** None.

**Disposition:** Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

**B. Administrative Appointment – Administrator of Student Services**

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Mr. Barry Smith to the position of Administrator of Student Services.

**MOTION:** Moved by Trustee McGlinn, supported by Trustee Greschak, to appoint Mr. Barry Smith as administrator of student services.

**Board discussion:** None.

**Audience comments:** None.

**Disposition:** Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions

**C. Administrative Appointment – Coordinator of Bilingual Education, English as a Second Language, and World Languages**

Assistant Superintendent Dorsey-Smith read the recommendation to appoint Ms. Ramona Fletcher to the position of coordinator of bilingual education, English as a second language, and world languages.

**MOTION:** Moved by Trustee Dr. Warfield, supported by Trustee Hill, to appoint Ms. Ramona Fletcher to the position of coordinator of bilingual education, English as a second language, and world languages.

**Board discussion:** None.

**Audience comments:** None.

**Disposition:** Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions

**D. Administrative Appointment – Assistant Principal at Kalamazoo Central High School**

Assistant Superintendent Dorsey-Smith read the recommendation to appoint Mr. Gregory Straka, Jr. to the position of assistant principal at Kalamazoo Central High School.

**MOTION:** Moved by Trustee Greschak, supported by Trustee McGlinn, to appoint Mr. Gregory Straka, Jr. to the position of assistant principal at Kalamazoo Central High School.

**Board discussion:** None.

**Audience comments:** None.

**Disposition:** Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions
X. Other Business
None.

XI. Comments by Trustees
Carol McGlinn announced two upcoming events:
- Monday, May 16, 7:00 p.m. at Chenery Auditorium - KPS Adult Education Commencement; and
- Tuesday, May 17, 5:00 p.m. at Cityscape - Champs celebration to thank volunteers and highlight Communities in Schools of Kalamazoo programs.

Jennie Hill stated that she had had the opportunity that morning to be a speed interviewer through the Work Force Readiness Group for a job fair that was hosted at Faith Temple Church by Michigan Works! She stated that many students from KRESA were interviewed and that it was inspiring to listen to them discuss their experiences and articulate express what types of jobs they were interested in obtaining. Ms. Hill stated that it was wonderful to see these students poised and ready to launch into the real world after high school graduation.

Ken Greschak complimented the student artwork in the administration building and throughout the community. He stated that he had enjoyed the reception at the Administration Building on May 9, which featured Linden Grove Middle School’s orchestra and an outstanding cello soloist. Mr. Greschak thanked the KPS art staff for bringing out the best in our youthful artists and invited everyone to stop by the KPS administration building to admire the beautiful artwork on display.

Patti Sholler-Barber stated that the Gilmore Keyboard Festival and KPS musical activities had been marvelous throughout the last two weeks.

Ms. Sholler-Barber expressed her appreciation for several recent events that she had had the opportunity to attend:
- May 1 at The Union, there were performances by Kalamazoo Central High School and Loy Norrix High School jazz bands, with Orchestra Director Sandra Shaw playing a great saxophone;
- May 5 - The Education for Employment Breakfast Banquet was a wonderful program; and
- May 6 - The Art Hop KPS reception at the administration building was well attended by parents and families in support of our art students.

Ms. Sholler-Barber noted that The First Day Shoe Fund event at the Radisson about which she had spoken at the last board meeting included performances by Loy Norrix High School and Kalamazoo Central High School quartets. She rectified her error in not thanking those students by name at the previous board meeting, and read them into the record as follows:

<table>
<thead>
<tr>
<th>Loy Norrix High School Quartets</th>
<th>Kalamazoo Central High School Quartet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rhiannon Pitcock</td>
<td>Madyson Hoffman</td>
</tr>
<tr>
<td>Lois Rustenholtz</td>
<td>Abigail Seiler</td>
</tr>
<tr>
<td>Hannah Terrian</td>
<td>Adam Bau</td>
</tr>
<tr>
<td>Kenzie Fox</td>
<td>Brigitte Landreville</td>
</tr>
<tr>
<td>Isabella Cowles</td>
<td></td>
</tr>
<tr>
<td>Alexis Terrian</td>
<td></td>
</tr>
<tr>
<td>Sava Velkoff</td>
<td></td>
</tr>
<tr>
<td>Elizabeth Perez-Vazquez</td>
<td></td>
</tr>
</tbody>
</table>
Ms. Sholler-Barber noted that the funding for the professional string coaches was provided by grants from Education for the Arts and Michigan Council for the Arts and Cultural Affairs in partnership with Crescendo Music Academy.

Ms. Sholler-Barber stated that she had had the opportunity to enjoy a first grade visit to the library with the Indian Prairie students of Kristin Barnes, Jessica Taylor, and Kynara Calicutt and that it had been an absolute delight.

Comments by the Superintendent
Dr. Rice extended congratulations to Kalamazoo Community Mental Health and Substance Abuse Service Chief Executive Officer Jeff Patton and his staff for the successful community breakfast held at the Radisson on May 12. He stated that it was a great event, with a lot of heartfelt stories.

Dr. Rice highlighted several upcoming events:
- May 13 - KPS Retirement Banquet, 5:00 p.m. to 9:00 p.m. at Cityscape;
- May 14 - KPS food drive and fundraiser for Kalamazoo Loaves and Fishes, 10:00 a.m. to 2:00 p.m. in conjunction with the U.S. Postal Workers Stamp Out Hunger food drive. KPS will have school bus collection sites at Harding’s Market on West Main Street, Park Street Market on Park Street, and Town & Country Supermarket on Portage Street;
- May 16 - KPS Adult Education Commencement at 7:00 p.m. at Chenery Auditorium;
- May 17 - Champs celebration to thank volunteers and highlight Communities in Schools of Kalamazoo programs at 5:00 p.m. at Cityscape;
- May 31 – KAMSC Senior Recognition Ceremony at 7:30 p.m. at Chenery Auditorium;
- June 7 – Phoenix High School Commencement at 7:00 p.m. at Chenery Auditorium;
- June 8 – Kalamazoo Central High School Commencement at 7:00 p.m. at Wings Event Center; and
- June 9 – Loy Norrix High School Commencement at 7:00 p.m. at Wings Event Center.

Dr. Rice concluded his remarks by reminding students that it is critical that they finish the year strong. He reminded seniors that they must not slow down so that they do not find themselves graduating in August or after the first trimester next year. He asked all students to continue to do what they needed to do to finish strong and promised that KPS would also continue to do what it needs to do for our young people.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:58 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Wednesday, May 25, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill, Secretary,
Board of Education
Early Childhood Instructional Materials Recommendation

Presentation to the Kalamazoo Public Schools Board of Education
May 12, 2016

Early Literacy Initiatives

- English Language Arts (ELA) K-5 Curriculum Adoption with Curriculum Guides and Pacing Charts

- Lift Up Through Literacy Program
  - Parent education for parents of newborns and preschoolers
  - Family literacy for school-age children

- 1st Grade Library Visits
Early Literacy Initiatives Continued

- Summer Literacy Programs
  - Summer School
  - Rising 3rd, 4th, & 5th Grade Summer Reading Program
- Expansion of Full-Day Kindergarten
- Full-Day PEEP in Addition to Part-Day PEEP
- Concentrated Effort on Writing Throughout the District

Recommendation

- It is recommended that the Board of Trustees approve for prekindergarten teachers and children The HighScope Preschool Curriculum with the Child Observation Record Assessment System in a joint-usage plan with three units from Teaching Strategies, The Creative Curriculum for Preschool.

- Supporting recommended resources include 1) nonfiction and fiction titles to expand classroom library collections and 2) content-area hands-on materials. These resources align to the State of Michigan Early Childhood Standards of Quality for Prekindergarten.
Rationale

PEEP and ECSE-PK require updated curriculum resources to fully align with *Michigan’s Early Childhood Standards of Quality for Prekindergarten* and provide the following practices:

- Opportunities to learn from informational text that incorporate math, science, and social studies content
- Intentional math instruction
- Exposure to and use of academic and cross-content area vocabulary
- Experiences applying reading, writing, speaking, and listening skills

Selection Process

- The adoption process began in fall 2015.
- The adoption committee consisted of prekindergarten, kindergarten, and special education teachers; principals; math, science, ELA, social studies, and early childhood coordinators; and other *Teaching and Learning Services* and *Student Services* administrators.
- Between December 2015 and February 2016, committee members reviewed the research about high-quality prekindergarten instruction and resources on the list of Michigan Department of Education (MDE) approved curricula.
Selection Process Continued

• In March 2016, all Prekindergarten Early Education Program (PEEP) teachers in the district and selected Early Childhood Special Education-Prekindergarten (ECSE-PK) teachers provided feedback about classroom experiences teaching sample lessons.

• The committee met in March and April 2016 to discuss all feedback that resulted in recommending The HighScope and The Creative Curriculum resources to meet the needs of the district's prekindergarten children.

Resource Description

The best components from two highly recommended prekindergarten curricula on the MDE approved list were selected.

• The HighScope Preschool Curriculum provides detailed steps to achieve developmental milestones for social, emotional, physical, cognitive, and intellectual growth.

• The Creative Curriculum for Preschool provides structured whole- and small-group lessons and independent learning opportunities paired with literature and hands-on activities to support children in meeting developmental milestones. The Online Child Observation Record Assessment System is recommended to monitor children's progress.
Resource Description Continued

- In addition to *The HighScope* and *The Creative Curriculum* resources, the adoption committee recommended materials from other specialized vendors to complete the prekindergarten curriculum.
- The classroom library collection includes 60% nonfiction titles to provide children with more opportunities to learn across the content areas and make connections to real-world experiences.
- Math and literacy manipulatives will enhance student engagement for minds-on learning.

Student Achievement

In totality, the new resources will be used to provide intellectually stimulating experiences for children and optimally develop their skills and higher-order thinking, as emphasized for 21st century learners.
Call to Order
President Patti Sholler-Barber called the May 25, 2016 regular Board of Education meeting to order at 7:04 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

Pledge of Allegiance
The Pledge of Allegiance was recited.

Attendance
Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Craig Herschleb and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following Kalamazoo Central High School students:

- State Mock Trial Championship, third place: freshmen Andrew Cichy and Zachary Cook; sophomore Jeremiah Johnson; and juniors Olivia Burrel and Nathan Scholten.
- State Mock Trial Championship, third place; and National Mock Trial Championship, 11th place: sophomore Rochelle Sims and senior Josephine Anderson.
- State Mock Trial Championship, first place; and National Mock Trial Championship, 11th place: sophomore Julia Kemple-Johnson; juniors Rosemary Sidwell, Nicholas Sosulski, and Sydney Woodcock; and seniors Zjalyyn Carter, Alec To, and Donovan Williams.

Also in attendance and introduced were Kalamazoo Central High School Principal Valerie Boggan, Mock Trial Team Coach Francis Bilancio, Assistant Coach Amanda Sidwell, and Attorney Coaches Cody Crane, Josh Hilgart, Keith Grafos, and Reh Starks. Additional attorney coaches recognized, although unable to attend, were Kurt McCamman, Nicholas Spigiel, Becket Jones, and Scott Ryder. State Tournament Director James Liggins, Jr., was also recognized. The students’ parents, family, and friends in the audience were also recognized.

Dr. Rice congratulated the mock trial team, and commended the students, Coach Bilancio, the attorney coaches, and Principal Boggan for making the Kalamazoo Central High School (KCHS) mock trial team program successful. He noted that the KCHS mock trial team had won more state championships than any other mock trial team in the nation because of the level of commitment to the program.

Superintendent Dr. Rice introduced Mr. Barry Smith, who would begin as administrator of student services on July 1, 2016.

School Reports/Committee Reports
Committee Reports
Curriculum Committee – Carol McGlinn, chair, stated that the committee had met on May 18 and had discussed the extended data to chart students’ academic growth patterns.

Communities in Schools of Kalamazoo (CISK) – Carol McGlinn, representative, stated that the Champs awards celebration on May 17 had been a well attended and excellent event.
President Sholler-Barber noted that the Champs awards celebration was a wonderful example of the community embracing KPS, and KPS embracing the community.

Operations Committee – Ken Greschak, representative, stated that the committee had attended the Kalamazoo Historic Preservation Commission presentation ceremony on May 24 to receive the 2016 historic preservation award of merit for the outstanding exterior rehabilitation and windows replacement completed at Lincoln International Studies School. He noted that the commission commended KPS for the wonderful work on the school that was in the spirit of the building and of the community.

President Sholler-Barber announced that the Policy Committee would meet on May 26.

School Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of May 13, 2016 through May 25, 2016. (File #21)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. May 12, 2016 Regular Meeting Minutes; VII.B. Purchase Recommendations 2016-38 and 2016-39; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Operations, and Communications Gary Start reviewed the purchase recommendations:
- 2016-38 in the amount of $276,149 from the Transportation Department cost center for replacement of all school bus video systems; and
- 2016-39 in the amount of $51,786 from the Transportation Department cost center for 18 bus preheaters.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion: None.

Audience comments: None.

Disposition: Voice vote: motion carried, 5-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
A. Resolution Regarding the 2016-2017 Kalamazoo Regional Educational Service Agency (KRESA) Budget
Deputy Superintendent Start read the recommendation. He noted that this was a required resolution due each year by June 1. He stated that he had reviewed the KRESA proposed budget and had no recommendations for changes to the budget.

MOTION: Moved by Trustee McGlinn, supported by Trustee Hill, to approve the 2016-2017 KRESA budget as presented.
**Board discussion:**
Ms. McGlinn stated that she was in favor of the KRESA budget; however, there were two areas of concern for the board, which were the special education formula and wage levels.

Ms. Sholler-Barber noted that Dr. Rice would keep a close eye on those two areas of the KRESA budget.

**Audience comments:** None.

**Disposition:** Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions.

**B. Recommendation for Michigan High School Athletic Association (MHSAA) Membership for 2016-2017**
Superintendent Dr. Rice explained that this was an annual resolution to continue the district’s membership in the MHSAA.

**MOTION:** Moved by Trustee Greschak, supported by Trustee Hill, to approve the resolution for Michigan High School Athletic Association membership for 2016-2017.

**Board Discussion:**
Ms. Sholler-Barber stated that school athletics were an extension of our academic programs, and helped to keep students involved in his or her academic classes.

**Audience Comments:** None.

**Disposition:** Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions.

**C. Recommendation for Approval of Easement**
Superintendent Dr. Rice explained that the proposed recommendation would grant the Township of Kalamazoo an easement to construct a sidewalk in front of Indian Prairie Elementary School.

**MOTION:** Moved by Trustee McGlinn, supported by Trustee Greschak, to approve the easement for Indian Prairie Elementary School.

**Board Discussion:**
Ms. McGlinn stated that approval of this easement seemed like a no-brainer. She asked if KPS would be responsible for snow removal from the sidewalk.

Deputy Superintendent Start responded that KPS would be responsible for snow removal.

Mr. Greschak announced that he wanted to be on record that he was in favor of sidewalks.

Ms. Sholler-Barber concurred with Mr. Greschak’s comment and noted that the sidewalk would bring the neighborhood together by providing easier access to the school and its facilities.

**Audience Comments:** None.

**Disposition:** Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions
D. Administrative Appointment – Principal of Lincoln International Studies School
Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Ms. Linda Howard to the position of principal of Lincoln International Studies School.

MOTION: Moved by Trustee McGlinn, supported by Trustee Hill, to appoint Ms. Linda Howard as principal of Lincoln International Studies School.

Board discussion: None.

Audience comments: None.

Disposition: Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions

X. Other Business
None.

XI. Comments by Trustees
Jennie Hill expressed her support of the approved purchase requests for bus video camera systems and preheaters. She noted that for many KPS students, school bus drivers are the first and last KPS staff members they see each school day. Ms. Hill commended Executive Supervisor of Operations and Transportation Terri Aman and her team for another smooth year of transportation services to our students.

Ms. Hill advised that she had attended the Infant Mortality Awareness Benefit Concert on May 22 at the Galilee Baptist Church. She stated that it was an excellent forum for Black Babies Lives Matter, and included remarks and performances from First United Baptist Church Pastor Lenzy Bell; Manager of Diversity and Inclusion at Bronson Hospital Mona Lisa Watson; other Northside Ministerial Alliance pastors; Kalamazoo Children’s Choir; Faith Temple Youth Choir; Galilee Baptist Church Youth Mimes; First United Baptist Church Youth Choir; the Mt. Zion Baptist Church Hip Hop Dancers; and Dr. Charles C. Warfield, president of the Metropolitan Kalamazoo Branch of the NAACP.

Carol McGlinn stated that graduation season and the end of the school year were coming up quickly, and reminded students to stay focused and to finish the year strong. She noted that the board trustees enjoyed attending high school commencements and congratulating the graduates.

Patti Sholler-Barber noted that she had enjoyed attending many spring activities such as the Champs awards program, library visits with Parkwood Upjohn Elementary School first grade classes, Peace Pizzazz, school ball games, track meets, and spring programs. She noted that there were more events scheduled that she hoped to attend, and that she especially looked forward to the high school commencements.

Comments by the Superintendent
Dr. Rice stated that it had been bittersweet to say goodbye and best wishes to KPS retirees at the May 13 retirement banquet, and complimented Trustee Greschak for his welcoming remarks at the event.

Dr. Rice noted that on May 14, KPS had held food drives at three locations. He thanked Deputy Superintendent Start, Assistant Superintendent of Student Services Cindy Green, and Transportation Supervisor Terri Aman, for spearheading the drive; KPS food service leaders Christina Haller and Ray Gipson; Chartwells School Dining Services, which provided a $500 cash
donation; and the three supermarkets at which the events were held: Park Street Market, Town & Country Supermarket, and Harding’s Friendly Market on West Main. Dr. Rice explained that the event was held to benefit Kalamazoo Loaves and Fishes and collected a total of 2,280 pounds of food and more than $700 in cash donations. He noted that this would provide food for our children throughout the summer months, which can be a challenging time for many KPS families.

Dr. Rice noted that the May 17 Champs award celebration had been a wonderful event.

Dr. Rice advised that the Peace Pizzazz on May 21 was a lot of fun. He complimented the efforts of Northglade Elementary School students for their excellent video about Flint water. Dr. Rice stated that KPS hoped to share that video more widely over the next few weeks.

Dr. Rice indicated that he had also had the opportunity to see the many excellent speakers and musical performances at the Black Infant Mortality Reduction Initiative at Galilee Baptist Church. He stated that the event was very well done. Dr. Rice explained that the more we shine a light on the high mortality rate of black babies, the better off our children will be.

Dr. Rice congratulated all KPS teachers, administrators, and support staff for a school year that has gone pretty well, despite the challenges of an uncertain world in a year in which we had lost some young lives. He noted that KPS staff and students have stayed strong and focused.

Dr. Rice advised that testing would conclude this week. He mentioned many celebratory events taking place at this time: the recent Adult Education Commencement on May 16; senior awards programs at Kalamazoo Central High School and Loy Norrix High School; and high school graduations for Phoenix, Kalamazoo Central, and Loy Norrix. Dr. Rice noted that, while this was a good time of year, we need to continue to be cognizant that it is also an emotional time for many and to wrap our arms around our young people because not every child has someone available for them in his or her life to help them work through their emotions.

Dr. Rice congratulated Family Career and Community Leaders of America (FCCLA) teacher and advisor, Lisa Boulding, for her Excellence in Education state award. He noted that the award was well deserved and that the FCCLA program serves many young people. Dr. Rice advised that Ms. Boulding does a great job of recruiting and shepherding young people through great experiences.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:40 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Monday, June 13, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill, Secretary,
Board of Education
I. **Call to Order**
President Patti Sholler-Barber called the June 13, 2016 regular Board of Education meeting to order at 7:03 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. **Pledge of Allegiance**
The Pledge of Allegiance was recited.

III. **Attendance**
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. **Announcements and Recognitions**
Executive Director of Communications Alex Lee recognized the following students:
- Northeastern Elementary School Turn-Around Students: Nathan Cole and Dariyon Mills-Wright, fifth grade;
- Indian Prairie Elementary School Turn-Around Students: Jayveon Nix, Xaria Scarelli, Olivia Smathers-Morey, and Alaiya Taylor-Harris, third grade; and
- Kalamazoo United community education swim program state competition qualifiers and participants:
  - Dr. Martin Luther King, Jr. in Westwood Elementary School students Eli Rimes and junior Olympic champion Alexander Salinas, fifth grade;
  - Parkwood Upjohn Elementary School students top 16 state finalist and junior Olympic champion Grace Mahar, fourth grade; and two-time state champion Lillian Mahar, second grade; and
  - Indian Prairie Elementary School student James Whitman, third grade.

Also in attendance and introduced were Northeastern Elementary School Principal Mitch Hawkins, Indian Prairie Elementary School Principal Kelly Corrigan, Dr. Martin Luther King, Jr. in Westwood Elementary School Principal Sandie Lundquist, and Kalamazoo United Swim Coach Paul Mahar. The students’ parents, family, and friends in the audience were also recognized.

V. **School Reports/Committee Reports**

  **Committee Reports**
  - **Policy Committee** – *Craig Herschleb, chair*, stated that the committee had met on May 26, and had discussed state and federal recommendations on transgender issues.

  **School Reports**
  None.

VI. **Correspondence**
Secretary Jennie Hill reviewed the correspondence received for the period of May 26, 2016 through June 13, 2016. (File #22)
VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. May 25, 2016 Regular Meeting Minutes; VII.B. Purchase Recommendations 2016-40 and 2016-41; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Operations and Communications Gary Start reviewed the purchase recommendations:
- 2016-40 in the amount of $29,232.18 from the Teaching and Learning Services Department budget for elementary science consumable materials; and
- 2016-41 in the amount of $50,036.40 from the Teaching and Learning Services Department budget for elementary writing consumable materials.

**MOTION:** Implied to approve the Consent Calendar as presented.

**Board discussion:** None.

**Audience comments:** None.

**Disposition:** Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

President Sholler-Barber read the guidelines for public participation at board meetings into the minutes:
- According to board policy 1.2, speakers should begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.
- Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
- Speakers have three minutes each and must stop speaking promptly when signaled.
- Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
- Speakers are encouraged to provide the board with a written copy of their comments.
- Speakers are reminded that the board will not respond to public comments but that the administration may or may not follow up with the speakers at some point regarding speaker comments.

IX. Reports and Recommendations
A. Resolution Authorizing the 2016 School Building and Site Bonds, Series B (Unlimited Tax General Obligation)
Deputy Superintendent Start explained that this was the final installment of the voter-approved 2013 bond, and that the resolution would allow KPS to sell bonds to investors so that the funds generated could be used to continue making improvements to buildings and equipment throughout the district.

**MOTION:** It was moved by Trustee McGlinn, supported by Trustee Herschleb, that the board adopt the resolution authorizing 2016 school building and site bonds, series B.
Board Comments:
Trustee McGlinn thanked the voters for their support of the KPS bonds.

President Sholler-Barber thanked the bond committee, parents, and staff for their hard work, which resulted in the passage of bond requests. She asked Deputy Superintendent Start how the KPS budget would have been affected without the funds generated by the bonds.

Mr. Start responded that the bonds are used to replace roofs, boilers, and parking lots, and to maintain and improve safety and security measures throughout the district. He explained that if general funds had to be used for these improvements, there would be less money for programs and services for students. Mr. Start noted that, just as in maintaining a home, basic maintenance and upkeep of KPS buildings is a priority.

Trustee Hill thanked Mr. Start and his team for being such good stewards of public money. She noted that many times projects came in under budget because of the attention to detail when reviewing bids and contracts.

Mr. Start noted that the KPS Facilities Management employees do an excellent job and work exceptionally hard throughout the summers to make sure buildings are ready for the start of school each year.

Audience comments: None.

Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-absentions.

B. 2016-2017 Preliminary Budget Report
Dr. Rice reminded the board that the budget is presented to the board at two meetings in June each year, with the first presentation the preliminary budget for the next fiscal year, and the second the approval of the entirety of the budget with changes incorporated therein. He explained that the budget recommendations each year are a manifestation of conversations, often informal, with the board, staff, and the community over a period minimally of the last fiscal year. Dr. Rice advised that, as it has in the past, the preliminary 2016-2017 budget reflects board goals to improve reading, writing, math, Advanced Placement participation, and graduation rates. He stated that KPS administration looked forward to answering questions and then using the budget to enable KPS to do what it does for our young people and their families moving forward.

Deputy Superintendent Start stated that the first part of the budget exercise was to determine how much money we have to invest or how much we have to cut based on new enrollment numbers, cost of health insurance, and a variety of other factors. His report included a presentation of calculations included below.

Computation of Operating Surplus Carried Forward to 2016-2017:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Estimated increase in June 30, 2016 fund balance</td>
<td>$ 645,000</td>
</tr>
<tr>
<td>Elimination of one-time items:</td>
<td></td>
</tr>
<tr>
<td>Computers for on-line testing</td>
<td>$ 350,000</td>
</tr>
<tr>
<td>Bus camera system</td>
<td>$ 280,000</td>
</tr>
<tr>
<td>Bus preheaters</td>
<td>$ 50,000</td>
</tr>
<tr>
<td>Operating surplus carried forward to 2016-17</td>
<td>$ 1,325,000</td>
</tr>
</tbody>
</table>
Computation of Funds Available for Budget Improvements:
- Operating surplus carried forward to 2016-17: $1,325,000
- Foundation allowance increase ($109 student): $1,380,000
- Enrollment increase (91 blended count: fall/winter): $700,000
- Additional special education revenue: $200,000
- Additional enhancement revenue: $50,000
- Section 147c retirement reimbursement: $160,000
- Additional teaching positions (2): $170,000
- One additional bus route: $60,000

Compensation assumptions, subject to negotiations:
- Increase in employee insurance cost (19.3%): $(2,300,000)
- Retirement rate reduction: $530,000
- Steps and base pay increase (2.4% per group): $(2,020,000)
- Attrition savings (0.75%): $630,000
- Available for budget improvements: $425,000

Recommended Budget Improvements:
- Ombudsman Program – to help meet the needs of students who have earned few credits and who require a different approach to increase their likelihood of earning a high school diploma: $290,000
- Montessori training – to train teachers to teach at Northglade Montessori Magnet School: $55,000
- Activity helper training – for staff who supervise playgrounds during recess: $20,000
- Provision for recruiting and retaining hard-to-fill hourly positions (e.g., bus drivers, food service workers, activity helpers, and substitute teachers): $60,000

Other Improvements:
- Literacy coaches paid through Title II funds (2): $170,000
- Math coach paid through Title II funds: $85,000
- Chinese classes funded by the Western Michigan University Confucius Institute: $0
- Pilot Advanced Placement French language course at Loy Norrix High School funded through existing staff: $0

Summary: Continued Progress:
- Doubling of literacy coaches and math coaches;
- Another opportunity for graduation; and
- Projection of increased enrollment.

Board Discussion:
Trustee McGlinn asked for clarification of the differences between what KPS currently offers as alternative education at Phoenix High School and what the Ombudsman Program would provide additionally to help increase our students’ graduation rate.
Dr. Rice explained that KPS had increased its graduation rates since the president had come in 2010: 85.0% at Kalamazoo Central High School, an increase of 7.6 percentage points; and 78.3% at Loy Norrix High School, an increase of 13.3 percentage points. The district had increased its graduation rate by 7.9 percentage points during the same five-year period to 71.0%. In each case, these rates were the highest in the district’s history under the new federal graduation rate formula implemented in 2008. That said, however, the district and community have to continue to improve in this area. KPS recognizes the need to address this and to provide an additional alternative program to this group of young people so that they may be successful.

Dr. Rice advised that the Ombudsman Program would be a hybrid model: a blend of online and traditional. It would include a socioemotional component and a career/future development component, as well as two sessions and frequent progress monitoring.

President Sholler-Barber asked if the students who graduate through the Ombudsman Program would be eligible for the Kalamazoo Promise.

Dr. Rice answered yes as long as they had met all the requirements for the Promise, which included having attended Kalamazoo Public Schools at least 9th through 12th grades, living within the KPS school district, and graduating from the new school.

Trustee McGlinn noted that KPS was one of the only public school Montessori schools in Michigan.

Dr. Rice advised that Northglade Montessori Magnet School was the second public school Montessori school in the United States accredited by the American Montessori Society, which was very exciting.

Trustee McGlinn stated that she understood that special programs may have extra costs. She noted that the preliminary 2016-2017 budget reflected the board’s work on improving reading, writing, math, Advanced Placement, alternative programs, and graduation rates. Ms. McGlinn advised that she appreciated the direction on behalf of our students that was reflected in the preliminary budget.

Trustee Hill noted that professional development has been provided in the past to teachers, paraprofessionals, and others who come in direct contact with students; however, little professional development had been provided for activity helpers. She expressed her appreciation for the budget to provide this training.

Trustee Dr. Warfield stated that the budget looked at continuing to improve strengths and weaknesses of KPS. She noted that graduation rates do not tell the whole story of what it takes to meet the needs of all students. Dr. Warfield noted that over time we would see the benefits of the increased enrollment in early childhood education. She commented that the preliminary budget strengthens the culture of the entire district.

President Sholler-Barber expressed her pleasure over the preliminary budget and its wide-ranging inclusion of opportunities for our students. She asked how the enrollment projections were calculated.

Mr. Start explained that KPS utilizes the Middle Cities Education Association cohort survival to project school enrollments, and Business Manager Laura Kayser also reviews by grade and
by school to make more specific enrollment projections. He noted that it was not a random number and that accurate enrollment projections were essential in the budget process.

Ms. Sholler-Barber asked if KPS had any control over the increased cost for employee insurance.

Mr. Start replied that the increase was controlled solely by the provider. He noted that KPS has had many increases below the state average; however, this increase for 2016-2017 was above the state average, which was unusual. Mr. Start stated that KPS would ask for bids on alternative health insurance options for the 2017-2018 school year.

Dr. Rice clarified that the reading and math coaches would work almost exclusively at the elementary level, and would work frequently at the highest poverty schools. He noted that students at higher poverty schools tend to struggle more with academic achievement across the nation and that KPS wants to focus additional efforts to help students in those schools succeed.

Dr. Rice referred to an earlier comment that “life happens.” He stated that at no time is that more clear than at graduation when you see young people come through who have been homeless, lost a parent, been abused, or struggled with addictions or incarceration of a family member. Dr. Rice explained that we know that and are all the more touched by graduations of children who have overcome. He stated that the graduation at Phoenix High School was particularly touching.

Dr. Rice extended kudos to the high school principals and staffs for the wonderful graduation programs: Mark Hill and staff at Phoenix High School, Valerie Boggan and staff at Kalamazoo Central High School, and Rodney Prewitt and staff at Loy Norrix High School.

Dr. Rice explained that the Ombudsman Program was not a competitor to Phoenix High School; rather, it was an additional alternative education program to provide another option for our students. He stated that the Ombudsman Program would be a hybrid online pilot program that offered several components including socioemotional, career development, and future development. Dr. Rice noted that the Ombudsman Program would give our young people a fresh start if they had fallen behind, either because life happened or they focused on the wrong things, giving them another opportunity to graduate from high school and to successfully move on with their lives.

Dr. Rice stated that KPS had reviewed several programs over a period of time and had engaged with different businesses that offered these programs, spoken with representatives, and had had the opportunity to see some of the programs in action. He advised that KPS considered the Ombudsman Program strong enough, flexible enough, and different enough to appeal to our students. Dr. Rice noted that the Ombudsman Program was quite a bit different to that at Phoenix High School, which worked for many but not all students, not unlike the programs of our two comprehensive high schools.

**Audience Comments:** None.

**X. Other Business**

None.

**XI. Comments by Trustees**

Carol McGlinn noted that the last week had been quite a week, with graduations from kindergarten, fifth grade, eighth grade, and high schools. She stated that the tenth anniversary
Kalamazoo Promise celebration was a lot of fun and gave a shout-out to the Promise team and all of the volunteers that had put on an incredibly fun and wonderful event.

Ms. McGlinn stated that the recent bike ride tragedy in Kalamazoo and the Orlando mass shooting were heart wrenching. She extended thoughts and prayers to the family and friends of everyone involved.

Ms. McGlinn stated that she believes in Kalamazoo and that it is a great community that comes together during hard times. She expressed her appreciation for the outpouring of community support during the recent tragedies and reminded everyone to stay strong.

Dr. Martha Warfield thanked KPS for providing video webcasting of Kalamazoo Central High School and Loy Norrix High School graduations. She noted that the webcasts had reached a lot of people who could not be in the audience, including many out of state. Dr. Martha stated that the live webcasts were a great thing for the district and a major step in making ourselves known.

Jennie Hill advised that she was on the League of Women Voters and had had the opportunity to register new voters at Loy Norrix and Phoenix high schools. She explained that, due to scheduling conflicts, the League was unable to visit Kalamazoo Central High School; however, they hoped to visit all three high schools next year. Ms. Hill stated that the students were thoroughly engaged and fired up at the opportunity to vote for the first time this year. She noted that both high schools had rolled out the red carpet and made them feel welcome.

Patti Sholler-Barber noted that it had been a crazy two weeks since the last board meeting with many school activities from first grade library visits to high school graduations. She gave a shout-out to the Loy Norrix Girls’ Soccer Team for its excellent season.

Ms. Sholler-Barber stated that she had attended the Party in the Park sponsored by the Kalamazoo Public Library at which volunteers read stories to young children. She complimented the students who had attended from El Sol Elementary School, and noted that each wore a shirt with El Sol and its phone number on it and held hands so that no one would be left behind. Ms. Sholler-Barber stated that it was a joy to see the children engaged and watching out for each other.

Ms. Sholler-Barber noted that this was a very difficult time for parents and teachers to explain to young people the recent tragic events from the local bicyclists’ tragedy to the shooting in Orlando. She encouraged everyone to be kind to each other and to talk with their children to explain these horrific and frightening events so that the children can regain confidence and go on.

Comments by the Superintendent
Dr. Rice thanked Alex Lee for the live streaming of commencements, which had added a nice touch for those who were not able to attend in person. He noted that Phoenix High School and Loy Norrix High School graduations had been the largest he had ever attended at those schools, and that the graduation at Kalamazoo Central High School was significantly large as well.

Dr. Rice stated that Kalamazoo had lost a wonderful community leader, Dr. Charles Warfield. He noted that there were really no good words to express the enormous loss and extended condolences from the board to Dr. Martha Warfield and her family and friends.

Dr. Rice noted that, when you have a student come through a graduation line who has lost a family member, you admire how a child like that stays the course and the support that is needed in and out of school to keep him or her moving forward. He expressed his appreciation to the board, staff,
and community for putting their arms around the over 600 KPS young people that had graduated in the last few days.

XII. Closed Session
President Sholler-Barber asked for a motion to move into closed session to discuss a legal opinion.

**MOTION:** It was moved by Trustee Greschak, supported by Trustee Hill, to move into closed session.

**Disposition:** Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions.

President Sholler-Barber adjourned the meeting to go into closed session and indicated that the board would return to open session. Regular meeting adjourned at 8:04 p.m.

President Sholler-Barber reconvened the meeting at 8:42 p.m.

Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: Craig Herschleb. Dr. Rice, Deputy Superintendent Start, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, and Legal Counsel Marshall Grate were also present.

*Marshall Grate* stated that KPS administration was recommending the nonrenewal of a five-year probationary teacher, Ms. Connolly Jenkins. He noted that because this was a personnel matter, Ms. Jenkins had the option of having the matter heard in closed session or having it heard in open session. He asked Ms. Jenkins which she wanted.

*Ms. Jenkins* replied that she wanted her right to an open session.

*Mr. Grate* asked Ms. Jenkins if she had a representative in attendance to assist her in making her statement.

*Ms. Jenkins* indicated the individuals who would be speaking on her behalf: Michigan Education Association (MEA) Uniserv Director Tim Russ, 4341 South Westnedge Avenue, Suite 1210, Kalamazoo; Ms. Connolly Jenkins, fifth-year teacher at Milwood Magnet School: A Center for Math, Science and Technology, 148 Millview Avenue, Kalamazoo; and Kalamazoo Education Association (KEA) President Amanda Miller, 34969 CR 652, Mattawan.

*President Patti Sholler-Barber* explained that KPS administration would begin with 15 minutes to state its position. Subsequently, Ms. Jenkins would have 15 minutes to present to the board. Ms. Sholler-Barber stated that each side would then be given three minutes for rebuttal in the same order.

*Mr. Grate* stated that the key questions to be considered were whether the KPS administration had followed the statutory requirements for a probationary teacher and the board evaluation framework, and whether the evaluation elements support nonrenewal. He noted that he had exhibits available and distributed the exhibits to Ms. Jenkins and her representatives. Mr. Grate explained that Assistant Superintendent Dorsey-Smith would present on behalf of KPS administration and might refer to those exhibits during her presentation.

*Assistant Superintendent Dorsey-Smith:* Ms. Dorsey-Smith noted that KPS had satisfied the statutory requirements for evaluation of a probationary teacher. An Individualized Development Plan (IDP) for the 2015-2016
school year had been developed for Ms. Jenkins to improve her effectiveness beginning May 2015, and had been finalized in December 2015. KPS provided support and recommended trainings to accomplish the goals set forth in the IDP.

Five observations of Ms. Jenkins and several walk-throughs were conducted this school year by several administrators. A mid-year conference with Ms. Jenkins was conducted. Student growth was incorporated into the evaluation. Ms. Jenkins was provided a written statement that rated her work this school year as minimally effective, which means that under the Teacher Tenure Act, Ms. Jenkins cannot receive tenure in KPS.

KPS had followed the Danielson’s evaluation framework, approved by the KPS Board of Education in 2011.

Within the evaluation, the IDP consisted of three goals: (1) become more student-centered in her teaching; (2) improve relationships with her colleagues; and (3) comply with school and district regulations using integrity and ethical conduct. Ms. Jenkins failed to achieve these goals.

Ms. Dorsey-Smith concluded her presentation by recommending that the board approve a nonrenewal of Ms. Jenkins’s contract. She noted that the evaluation elements support nonrenewal.

MEA Uniserv Director Tim Russ distributed a document to the board members before speaking:
He asserted that Ms. Jenkins had been subjected to sexual harassment and retaliation, and her complaints had been ignored. If there is a suspected violation of the law, under the requirements of the Whistleblower Protection Act, action cannot be taken against an employee. KPS had rated Ms. Jenkins an effective teacher for four years; however, after the sexual harassment complaint was filed, she was rated an ineffective teacher. The board must reject the proposed action by KPS administration.

Ms. Connolly Jenkins:
She has a bachelor’s degree from Michigan State University, a master’s degree in education from Grand Valley State University, and was completing her second master’s degree in literature. She stated that she was a victim of sexual harassment, and after she filed a sexual harassment complaint, her minimally effective evaluation rating was retaliation. She asked the board to grant her tenure and reassign her to another KPS school.

Kalamazoo Education Association President Amanda Miller:
She cited several reasons why Ms. Jenkins’ evaluation process was not fair, rigorous, or transparent. She urged the board to review Ms. Jenkins’s evaluations and to vote against the nonrenewal.

KPS rebuttal - Ms. Dorsey-Smith:
The sexual harassment complaint filed by Ms. Jenkins was taken very seriously, thoroughly investigated, and found to be without merit.

Mr. Grate:
KPS thoroughly investigated at least twice the sexual harassment allegations and the issues of retaliation and concluded that they did not have merit. There were other persons involved in the evaluation process of Ms. Jenkins that agreed with the principal’s assessment. Ms. Dorsey-Smith was vigilant and worked with the principal as he went
through the evaluation process and put together the evaluation, effectively, a second set of eyes looking at these items.

Rebuttal against resolution:
Mr. Russ stated that litigation is a possibility if the Board approves the recommendation for nonrenewal.

Ms. Jenkins stated that not all of the evaluation documents had been placed in her personnel file, and she stated that her previous evaluations had been good until she had filed her complaint.

Ms. Miller stated that the complaint and evaluation process should be looked into further, and encouraged the board not to vote for the nonrenewal.

Questions from the board:
None.

MOTION: It was moved by Trustee McGlinn, supported by Trustee Hill, to approve the Resolution for Nonrenewal.

Disposition: Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions.

XIII. President Sholler-Barber adjourned the meeting at 9:19 p.m., and announced the next regular Board of Education meeting date: Monday, June 27, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill, Secretary,
Board of Education
President Patti Sholler-Barber called the special meeting to order at 6:49 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

Board members present: Ken Greschak, Craig Herschleb, TiAnna Harrison, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

Deputy Superintendent of Business, Communications and Operations Gary Start explained that Michigan law requires that a hearing be held before the board takes action on the 2016-2017 preliminary budget. The purpose of the hearing is to give the board the opportunity to hear public comment on the budget for the next school year.

Ms. Sholler-Barber asked for comments regarding the proposed 2016-2017 operating budget for Kalamazoo Public Schools.

**Audience comments:** None.

After a call for comments, President Patti Sholler-Barber declared the meeting adjourned at 6:50 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
June 27, 2016 – Regular Meeting

I. Call to Order
President Patti Sholler-Barber called the June 27, 2016 regular Board of Education meeting to order at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following turn-around students:
- Washington Writers’ Academy: Landon Smith, third grade; and Zavion Arnold (unable to attend) and Takarra Harris, fifth grade;
- Parkwood Upjohn Elementary School: Jarie Harris, third grade; Sha’Mya Lassiter and Brooklyn Webster, fourth grade; and Domanic Davis, fifth grade; and
- Lincoln International Studies School: Hector Tule, Jr. and Davion Worthy, fourth grade.

Also in attendance and introduced were Parkwood Upjohn Elementary School Principal Robin Greymountain and Lincoln International Studies School Principal Fernanda Carreño. The students’ parents, family, and friends in the audience were also recognized.

Dr. Rice introduced the incoming principal of Lincoln International Studies School, Ms. Linda Howard.

Dr. Rice announced that Executive Director of Transportation Terri Aman had been named the State Transportation Supervisor of the Year by the Michigan Association of Pupil Transportation. He noted that Ms. Aman was excellent at her work and that KPS appreciated her professionalism in the care of our students.

Deputy Superintendent of Business, Communications and Operations Gary Start noted that Ms. Aman had been promoted to executive director on short notice on an interim basis, and had now been in that position for over ten years because of her strong work in the department. He stated that Ms. Aman was an outstanding supervisor and wonderful at making sure our students get safely to and from school.

Patti Sholler-Barber stated that one of the first KPS Board of Education meetings that she had watched on television had included an announcement of an award that Ms. Aman had won at that time. She extended congratulations to Ms. Aman and noted that she was also an incredible volunteer.
V. School Reports/Committee Reports

Committee Reports

Communities in Schools-Kalamazoo (CISK) – Carol McGlinn, representative, stated that six-week CISK Think Summer summer school programs for 340 KPS students had begun this week at Hillside Middle School for middle school and high school students, and at Prairie Ridge Elementary School for elementary students. She noted that Kids in Tune was also being offered at Prairie Ridge. Ms. McGlinn explained that the programs would focus on building and sustaining academic progress and provide the students with opportunities for applied experiential learning. She advised that funding for the summer programs had been provided by Michigan Department of Education grants, the Kalamazoo Symphony, AT&T, and State Farm Insurance Company. Ms. McGlinn thanked KPS for the use of its facilities.

Ms. McGlinn advised that CISK would also provide support to KPS students and their families by providing basic healthcare and dental needs throughout the summer, food backpacks, literacy support through Bagels and Books, and apparel through CISK Kids Closet and First Day Shoe Fund.

Ms. McGlinn stated that at the last CISK board meeting, KPS graduates had participated in a panel discussion. She noted that it was great to hear the students speak of their experiences with CISK and KPS and that the panel discussion had also provided a good learning opportunity for the CISK board and the community.

School Reports
None.

VI. Correspondence

Secretary Jennie Hill reviewed the correspondence received for the period of June 14, 2016 through June 27, 2016. (File #23)

VII. Consent Calendar


Deputy Superintendent Start reviewed purchase recommendation 2016-42 in the amount of $220,885.64 from food service funds for food service management services.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion: None.

Audience comments: None.

Disposition: Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board

Jennifer Boyer, 325 Seneca, Benton Harbor, introduced herself as the music teacher at Parkwood Upjohn Elementary School and explained that she was in attendance to highlight some of the great things that had happened at Parkwood Upjohn during the 2015-2016 school year. Ms. Boyer announced that the Parkwood Upjohn fourth and fifth grade drum choir had been invited to the Cooper’s Glen International Music Festival – the only students ever to have been invited to
participate in this event. She continued that Parkwood Upjohn Orchestra Director Ben Gudbrandson, in collaboration with the Kalamazoo Symphony Orchestra and Education for the Arts Foundation, had received a grant that had enabled him to have a quintet work with his students throughout the school year. Ms. Boyer concluded that the number of fifth grade orchestra students moving into sixth grade orchestra had increased from approximately 30 to 40 percent to 80 percent.

Denise Jordan 7668 East O Avenue, Kalamazoo, introduced herself as a first grade teacher at Parkwood Elementary School and explained that she was also in attendance to highlight some of the great things at Parkwood Upjohn. She stated that Parkwood Upjohn first grade teachers had set reading goals for the 107 first grade students, and that her class had read 10,670 books between November 7, 2015 and May 23, 2016. Ms. Jordan noted that 24 of her 29 students had met his or her reading goal. She concluded that over 27,000 books had been read by the Parkwood Upjohn first grade students.

IX. Reports and Recommendations

A. Adoption of the 2016-2017 Preliminary Budget and 2015-2016 Close Estimate Budget

Deputy Superintendent Start read the recommendation for the adoption of the 2016-2017 preliminary budget and the 2015-2016 close estimate budget. He explained that the proposed budget incorporated the recommendations that he had outlined for the board at its June 13 meeting. Mr. Start noted that it was a balanced budget and commended Business Manager Laura Kayser for her excellent work.

Mr. Start highlighted the summary of continued progress that the budget provided, which included doubling the number of literacy and math coaches, offering students another opportunity for graduation by contracting with the Ombudsman Program, and projecting an increase in enrollment. He also noted that KPS would be able to offer Chinese language courses at Kalamazoo Central High School and Loy Norrix High School funded by the Western Michigan University Confucius Institute, and to pilot Advanced Placement (AP) French at Loy Norrix High School with existing staff.

MOTION: It was moved by Trustee Dr. Warfield, supported by Trustee Hill, to adopt the 2016-2017 preliminary budget and the 2015-2016 close estimate budget.

Board discussion:
Carol McGlinn expressed her appreciation that the focus of increased spending was on board goals on which the board had been working for a number of years. She stated that she appreciated all the hard work and commitment that had gone into the budget, and noted that it was thorough and well put together.

Craig Herschleb noted that the addition of Chinese and AP French were subjects that many school districts were unable to provide, and to be able to provide these subjects without additional cost to KPS was wonderful. He advised that many students were excited for the opportunity to take these classes.

Patti Sholler-Barber stated that the bottom line in KPS was for students to be successful and that that could not happen without a strong and stable foundation, which this budget would provide. She thanked Mr. Start and Ms. Kayser for their hard work and attention to detail on behalf of our students.

Dr. Rice noted that this budget included the doubling of elementary literacy coaches from two to four to help with reading and writing skills primarily at our high poverty elementary schools,
and a doubling of math coaches from one to two, another value for our elementary schools. He continued that the funding of the Ombudsman Program, an alternative program for young people that had not experienced success at our traditional high schools, Loy Norrix and Kalamazoo Central, would be a great benefit for our students, in addition to our expanded and improved Phoenix High School.

Dr. Rice advised that the recommended improvements in the budget were all related to the goal areas set by the board: the Ombudsman Program would help to increase graduation rates; the addition of literacy and math coaches were related to the reading, writing, and math goals; and offering Chinese language and AP French were related to curriculum rigor.

Dr. Rice concluded his remarks by thanking the board for its support as KPS moved forward with this budget.

**Audience comments:** None.

**Disposition:** Roll call vote; motion carried, 7-yes, 0-no, 0-abstentions.

### B. Resolution Authorizing Issuance of Notes in Anticipation of State School Aid

Deputy Superintendent Start read the recommendation for the board to adopt a resolution that would authorize the district to borrow up to $16 million in anticipation of state aid. He explained that KPS borrowed each year to meet cash flow obligations, as did most other districts across the state, because the state had changed its payment schedule to local school districts many years ago, to the state’s benefit and local school districts’ detriment.

Patti Sholler-Barber stated that this was a large concern because the state was burdening many school districts with the expense of having to borrow money while awaiting state school aid.

**MOTION:** It was moved by Trustee Greschak, supported by Trustee McGlinn, to adopt the resolution authorizing the district to borrow up to $16 million in anticipation of state school aid.

**Board Discussion:**

Ken Greschak asked what the cost to KPS was to borrow this money.

Mr. Start replied that it was approximately $145,000, which could have been used to add two entry-level teachers.

Mr. Greschak continued that the budget had doubled our literacy and math coaches; however, KPS could have tripled that number with the $145,000 being spent to borrow money while awaiting school funds from the state.

Dr. Rice noted that the state of Michigan had siphoned dollars from its school districts. He explained that the state could have incurred these borrowing costs on behalf of school districts or the state could have initially incurred the borrowing costs and proportionately distributed them at a lower cost, either of which would shield school districts from the adverse impact of the state’s action.

**Audience comments:** None.

**Disposition:** Roll call vote; motion carried, 7-yes, 0-no, 0-abstentions.
C. Resolution to Pay up to 80% of the Cost of Medical Benefit Plans

Superintendent Rice explained that Public Act 152 requires the district to establish specified dollar “caps” for district payments to health insurance plans, unless the district elects to pay up to 80% of the total annual costs for all of the medical benefit plans it offers or to which it contributes for its employees. He advised that the 80% option must be approved annually by a vote of the majority of the Board of Trustees. Dr. Rice noted that the board had approved this resolution for the last five years.

**MOTION:** It was moved by Trustee McGlinn, and supported by Trustee Herschleb, that the board approve the resolution to pay up to 80% of the total annual costs for all of the medical benefit plans.

**Board discussion:** None.

**Audience comments:** None.

**Disposition:** Roll call vote; motion carried, 7-yes, 0-no, 0-abstentions.

D. Approval of Employee Association Agreements

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation for the Board to approve one-year (2016-2017) contractual agreements with the following employee associations:

- Teamsters Local 214-Maintenance
- Service Employees International Union Local 586 (custodians)
- UAW Local 2150 – Administrators (Units I and II)
- Food Service Managers
- Kalamazoo County Education Association/Kalamazoo Behavioral Specialists
- Home Support Specialists/Home School Interventionists
- Kalamazoo Public Schools Transportation Association

Ms. Dorsey-Smith noted that the members of all of these employee groups provide very important services to our students, families, and school personnel and that the agreements have been ratified by the various memberships and are within the parameters of the Board of Trustees.

**MOTION:** It was moved by Trustee McGlinn, supported by Trustee Greschak, to approve the employee association agreements as presented.

**Board Discussion:**

Carol McGlinn noted that there was a time crunch in which to ratify contracts and expressed her appreciation of the hard work of everyone involved. She noted that it says a lot that KPS and its employee groups can agree on contracts in such a timely manner.

Patti Sholler-Barber noted that the KPS staff are important not only to our students, but also to students’ families. She expressed her appreciation to KPS administration and the employee groups and their leaders for participating in good faith throughout the bargaining process.

**Audience Comments:** None.

**Disposition:** Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions
X. **Other Business**

None.

XI. **Comments by Trustees**

*Patti Sholler-Barber* stated that the tour of Milwood Elementary School showed bond dollars at work, and thanked the voters for supporting the bond. She explained that KPS had worked at keeping what was good and building on what needed to be improved, which had resulted in a beautiful and functional Milwood Elementary School.

Ms. Sholler-Barber noted that she had been able to attend many wonderful end-of-the-school-year programs throughout the district. She highlighted the celebration held at Prairie Ridge Elementary School, which had included an amazing music performance and the inclusion of all students in celebration of the sixth grade students. Ms. Sholler-Barber noted that it was standing room only and that she had enjoyed the opportunity to meet many proud families and teachers.

**Comments by the Superintendent**

Dr. Rice announced that summer school had begun today, and expressed his appreciation to Director of Elementary Instruction Judy D’Arcangelis and Director of Secondary Education Johnny Edwards, both of whom were in attendance, for their hard work in getting summer school off to a smooth start. He noted that he had visited a number of the summer school sites and that it was good to see mostly happy students entering summer school. Dr. Rice explained that KPS worked very hard to provide a positive environment so that students can enjoy learning throughout the summer school program.

Dr. Rice congratulated the unions, union leadership and bargaining teams, KPS attorneys Barb Ruga and Marshall Grate, Assistant Superintendent Dorsey-Smith, and Deputy Superintendent Start for the work on contract agreements.

Dr. Rice also thanked those who had helped with the crafting of the budget, with special thanks to Deputy Superintendent Start and Business Manager Kayser. He also thanked those who had helped in researching and discussing alternative education models, which had resulted in the adoption of the Ombudsman Program: Director Johnny Edwards, Phoenix High School Principal Mark Hill, and a number of alternative education educators.

XII. **Closed Session**

President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:46 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, July 21, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the June 30, 2016 special Board of Education meeting to order at 8:00 a.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

IV. Reports and Recommendations
A. Approval of Employee Association Contractual Agreement
Dr. Rice presented the recommendation for the board to approve one-year (2016-2017) contractual agreements with the following employee associations:

- Kalamazoo Support Professionals
- Food Service Employees Collective Bargaining Unit

MOTION: It was moved by Trustee McGlinn, supported by Trustee Dr. Warfield, to approve the employee association agreements as presented.

Board Discussion: None.

Audience Comments: None.

Disposition: Roll call vote; motion carried, 7-yes, 0-no, 0-abstentions

V. Closed Session
President Sholler-Barber did not call for a closed session and adjourned the meeting at 8:02 a.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, July 21, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
President Patti Sholler-Barber called the special meeting to order at 8:30 a.m. in the Media Center of the West Main School Professional Development Center, 1627 West Main Street. The purpose of the meeting was to hold a communications workshop.

Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael Rice was also present.

The following items were discussed:

1. Fall election for school board.
   The board discussed the upcoming election and the value of a board that represented the diversity of the community.

2. Boundaries for high school and middle schools.
   Deputy Superintendent of Business, Communications, and Operations Gary Start and Assistant Superintendent of Student Services Cindy Green joined the board to discuss boundaries for high schools and middle schools. As with the last time that this issue was addressed, in 2008-2009, the goals are to balance enrollment and free and reduced lunch percentages across middle and high schools. The board discussed creating a citizens’ committee to consider recommendations for changing boundaries. The administration will recommend a citizens’ committee to the board.

3. Reinstatement request.
   KPS Attorney Marshall Grate joined the board and, with Assistant Superintendent Cindy Green, discussed the reinstatement request of one of the students in the March 2015 gun incident at Loy Norrix High School. The student’s parents had asked the board for the student’s reinstatement to Loy Norrix in March 2016, which the board had declined at that time. The board discussed the reinstatement request and agreed that the student should not return to Loy Norrix.

   The board discussed with Attorney Grate and KPS administration the May federal guidance on transgender students and agreed to continue to move toward implementation, in spite of legal challenges to this guidance from a number of states across the country. Discussion was held on how and when to provide additional information to parents, staff, and students. The board and administration will continue their work in this area.

   MHSAA is responsible for ruling on sports participation with respect to gender identity.

President Patti Sholler-Barber adjourned the meeting at 12:00 p.m.

Respectfully submitted by:

Jennie Hill, Secretary
KPS Board of Education