I. **Call to Order**
President Patti Sholler-Barber called the July 21, 2016 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 spring sports athletes.
- Girls’ soccer district champions and academic all-state team (3.82 overall team grade point average): sophomores Olivia Boblet (unable to attend), Madison Hanfland, Macy Hoppe, Ava Keller, Julia Labadie, Maeve Novotny (unable to attend), and Abigail Roberts (unable to attend); junior Catherine Stamper; seniors Maria Egloff (unable to attend), Ava Wood, and Lena Wood; and 2016 graduates Amanda Jackson (unable to attend), Lorena Jaimes-Salinas (unable to attend), Grace Labadie (all-state girls’ soccer first team, individual academic all-state, and 2016 Kalamazoo Gazette girls soccer player of the year) (unable to attend), Jane Labadie (all-state girls’ soccer second team and individual academic all-state), Kathryn Puca (individual academic all-state), Kaila Starks (unable to attend), Marjorie Wolfe (individual academic all-state), Julie Zabik (all-state girls’ soccer team honorable mention and individual academic all-state), and Megan Zabik (individual academic all-state).
- Michigan High School Athletic Association girls’ state track and field participants-1600 meter relay: sophomore Mikaela Jerue; juniors Alexa Davis (unable to attend) and Nuru Lewis; and senior Sheridan Britney.
- Boys’ track: senior Evan Wheat – Southwestern Michigan Athletic Conference pole vault champion, Michigan High School Athletic Association (MHSAA) regional pole vault champion, MHSAA fourth place in pole vault at state finals, and member of the division 1 track all-state team (unable to attend).

Also in attendance and introduced were Loy Norrix High School Dean of Students Chris Aguinaga, Athletic Director Andrew Laboe, Girls’ Soccer Coach John McKenzie, Assistant Soccer Coach Kevin Labadie, Junior Varsity Soccer Coach Corey O’Bryan, Track Coach Greg Savicke, and Assistant Track Coach Brad Schmidt. The students’ parents, family, and friends in the audience were also recognized.

Dr. Rice introduced the following administrators: Coordinator of Bilingual Education, English as a Second Language, and World Languages Ramona Fletcher, who had been appointed by the board at its May 12, 2016 regular meeting; Assistant Superintendent of Teaching and Learning Services Cindy Green; Interim Director of Special Education Rikki Saunders; Interim Director of Student
Services Nkenge Bergan; and Interim Student Services Administrator Janine VanStee, all of whom had been approved by the board at its June 13, 2016 regular meeting.

School Reports/Committee Reports

Committee Reports

Operations Committee – Dr. Martha Warfield, chair, stated that the committee had met on July 18 and reviewed the architectural drawings for remodeling at Loy Norrix High School and had made its selection.

Deputy Superintendent of Business, Communications and Operations Gary Start stated that he was certain that the community would be excited at how outstanding the building will look once the work was completed. He advised that the committee had also discussed boundaries at the secondary level.

Ken Greschak agreed that the timeless design chosen for Loy Norrix High School would be very impressive and that the community would be pleased.

Patti Sholler-Barber concurred with Trustee Greschak’s comment and thanked the community for its support of the bond that made the improvements at Loy Norrix High School possible.

School Reports

None.

VI. Correspondence

Secretary Jennie Hill reviewed the correspondence received for the period of June 28, 2016 through July 21, 2016. (File #1)

VII. Consent Calendar


Deputy Superintendent Start reviewed the purchase recommendations:

- 2017-01 in the amount of $40,621.20 from the 2013 bond for Hewlett-Packard Probook laptops for Kalamazoo Central High School and Loy Norrix High School science instruction; and
- 2017-02 in the amount of $100,000 from the 2013 bond for the purchase of land adjacent to, and north of, the Westnedge School.

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.
IX. Reports and Recommendations
   Administrative Appointment – Coordinator of Early Childhood
   Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Ms. Elizabeth Spaner coordinator of early childhood.

   MOTION: It was moved by Trustee Dr. Warfield, supported by Trustee Hill, to appoint Ms. Elizabeth Spaner coordinator of early childhood.

   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
   None.

   Comments by the Superintendent
   None.

XII. Closed Session
   President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:27 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 11, 2016 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 11, 2016 regular Board of Education meeting to order at 7:03 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, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Dr. Martha Warfield. Superintendent Dr. Michael F. Rice was also present.

Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students.
Loy Norrix High School Forensics Team, placed 10th overall at the Michigan Interscholastic Forensics Association (MIFA) state tournament.
- State Finalist: junior Anna Kushner, third in state in Oratory 9/10;
- State Semi-finalist: 2016 graduate Sidney (Sid) Ellis;
- State Participants: sophomores Anjana Antares and Karis Clark; and
- State Qualifier: senior Sophia Boismier.
Also recognized, although unable to attend:
- State Finalist: 2016 graduate Maya Lannen, seventh in state in oratory;
- State Semi-finalists: sophomore Ciera McClenton-Langston; juniors Lydia Achenbach, Bonnie Bremer, Grace Erway, Amarra Lyons, and Henry Muscara; and 2016 graduates Josephine (Josie) Fiore, Cameron Goodale, and Carsten Strand;
- State Participants: senior Olivia Mears and 2016 graduate Jacob Heasley; and
- State Qualifier: 2016 graduate Maxwell Offerman.

Kalamazoo Central High School Family, Community, and Career Leaders of America (FCCLA) National Leadership Conference participants.
- Gold medal winner: 2016 graduate Mylesha Crim, Senior Category-Sports Nutrition;
- Silver medal winners: 2016 graduate Jamiese Edmonson, Senior Category-Job Interview; and Amanda Watson, Senior Category-Environmental Ambassador; and
- Bronze medal winners: juniors Thomas Ankley, Senior Category-Entrepreneurship (represented by his mother); Ashley Smith, Senior Category-Recycle & Redesign; and 2016 graduate Victor Taylor, Senior Category-Illustrated Talk.
Also recognized, although unable to attend:
- Gold medal winner: 2016 graduate Lynn Tomlinson, Senior Category-Sports Nutrition; and
- Silver medal winner: 2016 graduate Nicole Gallup, Senior Category-Environmental Ambassador.

Also in attendance and introduced were Loy Norrix High School Principal Rodney Prewitt and Forensics Coach Paige O’Shea; and Kalamazoo Central High School Assistant Principal Greg Straka, Jr., Athletic Director Dylan Patterson, and FCCLA Instructor/Advisor Lisa Boulding. Mr.
Lee advised that Ms. Boulding had been awarded the FCCLA Spirit of Advising award. The students’ parents, family, and friends in the audience were also recognized.

Dr. Rice introduced the following administrators: Kalamazoo Central High School (KCHS) Athletic Director Dylan Patterson and KCHS Assistant Principal Greg Straka, Jr., both of whom had been appointed by the board on May 12, 2016; and Early Childhood Coordinator Elizabeth Spaner, appointed by the board on July 21, 2016.

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 22, 2016 through August 11, 2016. (File #2)

VII. Consent Calendar
   President Sholler-Barber presented the Consent Calendar items: VII.A. July 21, 2016 Regular Meeting Minutes; VII.C. Personnel Changes; and VII.D. Revised 2016-2017 Board of Education meeting dates.

   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
   Jesse Herron, 5987 Scenic Way Drive, Kalamazoo, stated that he had been a member of the Kalamazoo community for 32 years, and that all of his children had graduated from Kalamazoo Public Schools and resided in the community. He announced his candidacy for the KPS Board of Education in the November election.

   William Wright, 2308 Sunsprite Drive, Kalamazoo, introduced himself as an FCCLA state officer and thanked the board for its support of the FCCLA program.

   Shelly Wright, 2308 Sunsprite Drive, Kalamazoo, introduced herself as the mother of William Wright. She stated that the FCCLA organization had been very beneficial for her son. Ms. Wright praised FCCLA advisor, Lisa Boulding, for going above and beyond to help students be the best that they could be. She thanked the board for its support of the program.

   Tiffany Ankley, 2825 Parchmount Avenue, Kalamazoo, stated that she was a parent of four KPS students, one of whom was a 2016 graduate. She stated that her son, Thomas Ankley, was the FCCLA Kalamazoo chapter president and the FCCLA state president. Ms. Ankley explained that her son had grown both personally and professionally through his involvement in the FCCLA, and had had many volunteer opportunities as part of that involvement. She thanked the board for its support of the FCCLA program.
John Curran, 1616 Jefferson Avenue, Kalamazoo, introduced himself as the executive director of the First Day Shoe Fund. He explained that the First Day Shoe Fund was a local nonprofit organization that provides new athletic shoes to students who qualify for free or reduced-price school lunch. Mr. Curran explained that the First Day Shoe Fund had just held its annual shoe distribution events and that more than 1,000 new pairs of athletic shoes had been distributed to KPS students. He thanked KPS and the board for its support of the First Day Shoe Fund.

Juanita Newsome, 1717 Seminole Street, Kalamazoo, introduced herself as the mother of Victor Carrington Taylor, who had been an active participant in the Kalamazoo FCCLA for the last four years. She echoed the comments of previous parents about FCCLA. Ms. Newsome explained how FCCLA had helped her son to grow and mature, and expressed her appreciation to FCCLA advisor, Lisa Boulding, for the awesome work she does on behalf of her students. She thanked KPS and the board for its continued support of the FCCLA program.

IX. Reports and Recommendations

Resolution to Set 2016 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 2016-2017 KPS budget, and that it was the same rate as in 2015-2016.

MOTION: It was moved by Trustee McGlinn, supported by Trustee Herschleb, 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

Carol McGlinn noted that it was wonderful to hear from students and parents at a board meeting, and thanked those who had spoken that evening.

Ms. McGlinn stated that she had had the opportunity to attend a First Day Shoe Fund distribution event and that it had been great fun to chat with the children and watch their delight and excitement over their new shoes. She explained that the First Day Shoe Fund was a wonderful program and expressed her appreciation to the organization.

Jennie Hill stated that she had also attended the First Day Shoe Fund distribution event on August 9, and that it had been a delight to hear the children so excited about having new shoes and new socks.

Ms. Hill stated that she had attended the Mothers of Hope Ultimate Family Reunion on August 6, and that it had been an enjoyable event for all those in attendance.

Ms. Hill announced that she was running for reelection to the KPS Board of Education in the November election.
Patti Sholler-Barber stated that she had been involved in the First Day Shoe Fund distribution events, and thanked Mr. Curran for speaking to the board. She explained that this organization was an excellent example of the adage, “It takes a village to raise a child.” Ms. Sholler Barber thanked First Day Shoe Fund and all of the volunteers for their efforts. She noted that not only were the children excited and delighted upon receiving new shoes, the volunteers at each distribution event were equally thrilled to be a part of such a wonderful program.

Ms. Sholler-Barber thanked the 200 KPS community partners as everyone geared up on behalf of KPS students for the start of school. She noted that KPS cannot do it alone.

Comments by the Superintendent
Dr. Rice stated that KPS had been working very hard throughout the summer preparing for the 2016-2017 school year. He explained that this work included many construction projects, the beautiful new Milwood Elementary School, the new alternative learning program, the hiring of additional literacy and math coaches, the development of pre-kindergarten curriculum materials and other curriculum work, the hiring of new administrators and teachers, planning and launch of culturally relevant education, and expansion of the male mentoring program. Dr. Rice concluded that it would be an exciting school year.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:34 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 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**
President Patti Sholler-Barber called the August 25, 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, 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.

Kalamazoo Area Math and Science Center (KAMSC) students:
- Sydnie Bodzianowski, Kalamazoo Central High School (KCHS) 2016 graduate, National Center for Women and Information Technology (NCWIT) 2016 Distinction Award and American Computer Science League (ACSL) All-Star International Invitational individual performance award (unable to attend);
- Vaughn Taylor, Loy Norrix High School (LNHS) senior, ACSL All-Star International Invitational individual performance award (unable to attend);
- Ava Wood, LNHS senior, NCWIT Aspirations in Computing (AiC) Award State Runner-up and ACSL All-Star International Invitational participant;
- Ashley Bynum, LNHS senior, NCWIT AiC Award State Finalist;
- Abigail Guimond, LNHS junior, NCWIT 2016 Distinction Award;
- Julia Kemple-Johnson, KCHS junior, NCWIT AiC Awards State Runner-up (unable to attend); and
- Julia Naranjo, KCHS junior, NCWIT 2016 Distinction Award (unable to attend).

Mr. Lee announced that KAMSC Computer Science Instructor, Shannon Houtrouw, had been awarded the 2016 Michigan Education Association Gender Excellence Award and was named a top ten finalist for the Presidential Award for Excellence in Mathematics and Science Teaching.

Education for Employment Drafting and Design Technology and Electro-Mechanical Programs Square One Education Network Competition teams. Full Scale Innovative Vehicle Design team: first place in figure 8 competition, presentation, and winner of the Square One Award; second place for engineering and craftsmanship.
- LNHS 2016 graduate Jeremy Frey (unable to attend);
- KCHS 2016 graduate Mohamed Bzizi;
- KCHS seniors Brandon Howard, Frederick Miller (unable to attend), and Jackson Russcher; and
- KCHS juniors Ben Holmes (unable to attend) and Ari Mohmand (unable to attend).
Autonomous Innovative Vehicle Design Team: first place in presentation, vehicle performance, and Brose mechatronics; second place in design/innovation.
- KCHS seniors Karley Reed (unable to attend) and Joe van den Hombergh; and
- KCHS 2016 graduates Sydnie Bodzianowski (unable to attend), Chris Nguyen, and Mitchell Stevens (unable to attend).

Also in attendance and introduced were KAMSC Director Dr. Michael Tanoff and Computer Science Instructor Shannon Houtrouw; Kalamazoo Central High School Principal Valerie Boggan; Loy Norrix High School Principal Rodney Prewitt; and Education for Employment Drafting and Design Technology Instructor Marvin Gage. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports
None.

VI. Correspondence
Secretary Jennie Hill reviewed the correspondence received for the period of August 12, 2016 through August 25, 2016. (File #3)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. August 11, 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, 7-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
Approval of Employee Association Contractual Agreement
Deputy Superintendent of Business, Communications and Operations Gary Start read the recommendation for the board to approve a one-year (2016-2017) contractual agreement with the Kalamazoo Education Association (KEA).

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

Board Discussion:
Carol McGlinn thanked everyone involved in the bargaining process.

Patti Sholler-Barber concurred with Trustee McGlinn’s comment and noted that morale benefits when all employee group contracts are approved before school starts.

Audience comments: None.

Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions.
X. Other Business
None.

XI. Comments by Trustees

Jennie Hill stated that she had attended the Boys & Girls Clubs of Greater Kalamazoo Teaming Up For Kids banquet on August 20, which had also celebrated Executive Director Bob Ezelle, who will be retiring at the end of the year. She explained that Mr. Ezelle had worked with the Boys & Girls Clubs for 40 years. Ms. Hill thanked Mr. Ezelle for his leadership in Boys & Girls Clubs, and the partnership developed with KPS.

Carol McGlinn noted that school would begin in less than two weeks and reminded everyone to contact the Student Services Department at 337-0161 to enroll a student. She reminded everyone that school would begin the day after Labor Day.

Patti Sholler-Barber extended congratulations to Bob Ezelle on his upcoming retirement, and noted that he had been a pillar of the community for many years and an excellent partner with KPS.

Ms. Sholler-Barber stated that Milwood Elementary School is a beautiful gem of a building and an improvement of the corner on which it is located.

Ms. Sholler-Barber noted that she had stopped in at some school registration sessions and that it had been enjoyable to see the excitement for the start of school.

Ms. Sholler-Barber thanked the many community organizations, non-profits, and churches that had been extremely generous in providing school supplies to KPS students. She expressed her appreciation to all individuals and organizations that were helping KPS get children ready and eager for the start of school, and noted that KPS could not do it alone.

Dr. Rice advised that parents could enroll their children at individual schools or via the Student Services Department at 337-0161. He explained that some grades at some schools might be full. Dr. Rice stated that there were still spaces available; however, they were filling quickly. He reminded everyone that the sooner a student was enrolled, the less anxiety that student would feel.

Dr. Rice also reminded parents that the PEEP early childhood program was also enrolling students and could be contacted at 337-0095.

Comments by the Superintendent

Dr. Rice added his voice to the chorus of compliments for Mr. Bob Ezelle. He noted that he and Assistant Superintendent of Teaching and Learning Services Cindy Green, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, and Board Trustees Jennie Hill and TiAnna Harrison had been at the Boys & Girls Clubs of Greater Kalamazoo Teaming Up For Kids Banquet and that it had been an outstanding event. He explained that both Bob Ezelle and the Boys & Girls Clubs of Greater Kalamazoo were pillars of the community.

Dr. Rice stated that the Boys & Girls Clubs of Greater Kalamazoo was one of the first combined clubs in the country, and one of the first clubs to have such a profound connection to a local school district. He noted that the Boys & Girls Clubs and KPS share facilities and resources on behalf of our children. Dr. Rice advised that the relationship between KPS and the Boys & Girls Clubs is interlaced as evidenced by its locations at the Edison Environmental Science Academy on the
south side and Northeastern Elementary School on the east side. He stated that in addition to those two locations, the Boys & Girls Clubs, under the leadership of Bob Ezelle, had reached out to the Douglass Community Association and had established a presence on the north side of Kalamazoo.

Dr. Rice continued that the community had long been searching for a way to build a youth center on the east side of Kalamazoo to replace a previous teen center. He explained that former Representative Bob Jones; Linda Dunn, wife of Western Michigan University President Dr. John Dunn; Eva Ozier; Carolyn Alford; Mayor Bobby Hopewell; Kalamazoo Valley Community College President Marilyn Schlack; and many others along with KPS worked on this issue. He explained that the conclusion was that, absent an established track record, no funds would be available to build a stand-alone facility. Dr. Rice stated that KPS offered space at Northeastern Elementary School and Mr. Ezelle offered the resources of the Boys & Girls Clubs of Greater Kalamazoo, from which the Kalamazoo Center for Youth and Community (KCYC) was created. He noted that KCYC, The Boys and Girls Clubs, Trustee McGlinn’s SLD Read, Prevention Works, and other community organizations work together to support east side youth.

Dr. Rice stated that by no means have we figured out how to fully serve children in Kalamazoo; however, we are better serving them now than we were a number of years ago, and we are particularly serving them as a result of the leadership of the Boys & Girls Clubs of Greater Kalamazoo, and Bob Ezelle’s leadership more specifically. He concluded by expressing his gratitude for Mr. Ezelle’s leadership and work on behalf of community youth.

Dr. Rice reminded everyone of some important dates:
- August 26 – Kalamazoo Central High School football game against St. Joseph High School would be held at the University of Michigan Big House – Go Maroon!
- August 29 - KPS all-staff meeting at Miller Auditorium.
- September 6 - School begins for KPS students, with celebrity greeters at each school.
- September 9 – Loy Norrix High School versus Kalamazoo Central High School football at Loy Norrix.
- September 12, 5:30-7:00 p.m. - Milwood Elementary School Open House. Dr. Rice invited everyone to admire the new building that replaced the 1923 northern section, and the renovations completed to the 1950 section of the building.

Dr. Rice extended kudos to the many KPS Facilities Management employees and custodians that had worked throughout the summer on construction projects, remodeling projects, and cleaning and preparation of the buildings. He also expressed his appreciation to the many teachers, administrators, and paraprofessionals that had participated in professional development and preparation of curriculum guides. Dr. Rice thanked the Transportation Department, Student Services, Teaching and Learning Services, and Human Resources Department for their work throughout the summer.

Dr. Rice concluded that he is always amused when asked if he had enjoyed his summer off. He noted that he certainly enjoys his summers and that there are times he is off beat; however, there are no such things as summers off in public education.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:37 p.m.
XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, September 15, 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 September 15, 2016 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
Executive Director of Communications Alex Lee recognized the following students:

- Kalamazoo Area Math and Science Center (KAMSC) and Kalamazoo Central High School 2016 graduate Natasha Goenawan for her National Center for Women and Information Technology (NCWIT) National Aspirations Award and American Computer Science League (ACSL) All-Star International Invitational Individual Performance Award.
- Dr. Martin Luther King, Jr. in Westwood Elementary School 2015-2016 Turn-Around Students: Moses Brown, fourth grade; Dashanta Whitley, fifth grade; and Margaret Querfurth and Gavin Stacer, sixth grade.
- Lincoln International Studies School Gold Trophy Champions in the First Math-A-Lon sponsored by the KPS Math Department and Communities in Schools of Kalamazoo: David Marlowe, Ciara Smith, and Victoria Williams, fifth grade; and Ardasha Dodd, sixth grade. Also recognized, although unable to attend, were Anaesia Foster, Aniya Foster, and Alexia Vega, fourth grade; and Naliyah Hayes and Natasha Vega, fifth grade.

Also in attendance and introduced were KAMSC Director Dr. Michael Tanoff and Computer Science Instructor Shannon Houtrow; Dr. Martin Luther King, Jr. in Westwood Elementary School Principal Sandra Lundquist and staff members Laura McCoy, Susanann Harrison, Diane Ghastin, and Sharon Sankarsingh; and Lincoln International Studies School Principal Linda Howard, teacher Kendra Kasinger, and Communities in Schools of Kalamazoo representative Patricia Atkins. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports

Committee Reports
President Patti Sholler-Barber announced that the 2016-2017 board committees were in place and had a busy schedule for the year. The committees are:

<table>
<thead>
<tr>
<th>Operations Committee</th>
<th>Curriculum Committee</th>
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<tbody>
<tr>
<td>Dr. Martha Warfield, chairperson</td>
<td>Carol McGlinn, chairperson</td>
</tr>
<tr>
<td>Ken Greschak</td>
<td>TiAnna Harrison</td>
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<tr>
<td>Patti Sholler-Barber</td>
<td>Patti Sholler-Barber</td>
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<tr>
<td>First Meeting: September 27</td>
<td>First Meeting: September 14</td>
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</table>
Evaluation/Accountability Committee  
Jennie Hill, chairperson  
TiAnna Harrison  
Carol McGlinn  
First Meeting: September 13

Policy Committee  
Craig Herschleb, chairperson  
Jennie Hill  
Dr. Martha Warfield  
First Meeting: September 27

Communities in Schools of Kalamazoo  
Carol McGlinn  
Dr. Martha Warfield  
First Meeting: September 16

Teaching and Learning Council  
Patti Sholler-Barber  
First Meeting: October 13

Legislative Liaison  
Ken Greschak

Wellness Committee  
Ken Greschak  
First Meeting: September 15

Evaluation/Accountability Committee – Carol McGlinn, representative, stated that the committee had met on September 13 and had discussed topics to be reviewed this year. She concluded that the committee would meet again on October 5.

Curriculum Committee – Carol McGlinn, chair, stated that the committee had met on September 14 and had discussed areas to be reviewed this school year, brainstormed ideas, and discussed information and reports that it would like to receive. She concluded that the committee would meet again on October 19.

School Reports
None.

VI. Correspondence
Vice President McGlinn reviewed the correspondence received for the period of August 26, 2016 through September 15, 2016 (File #4).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. August 25, 2016 Regular Meeting Minutes; VII.B. Purchase Requests 2017-03 and 2017-04; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed the purchase recommendations:
- 2017-03 in the amount of $26,040 from the School Improvement Grant for The Woodward School for Technology and Research (WSTAR) for Chromebook laptops for student-use classroom computers at WSTAR; and
- 2017-04 in the amount of $23,950 from the School Improvement Grant for WSTAR for iPads for use by students and teachers at WSTAR.

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
None.

X. Other Business
None.

XI. Comments by Trustees

Craig Herschleb noted that the Milwood Elementary School open house on September 12 was a wonderful event, with many community members, families, and former Milwood Elementary students in attendance. He stated that he had also had the opportunity to stop at the open house at Milwood Magnet School: A Center for Math, Science and Technology on September 12 and noted that it had also been a fun event. Mr. Herschleb encouraged families to attend their school open houses because they provide a good time to meet teachers and staff and tour schools in a relaxed atmosphere.

Patti Sholler-Barber thanked the voters for their support of KPS bonds, which had made possible many construction projects throughout the district. She noted that the new Milwood Elementary School on the corner of Cork and Portage Streets was beautiful. Ms. Sholler-Barber expressed her delight at having met four special ladies at the Milwood Elementary School Open House. She explained that they had been best friends since they had started kindergarten at Milwood Elementary in 1938 and continued at Milwood Elementary until approximately 1948. Ms. Sholler-Barber noted that there had been many back-to-school events such as ice cream socials and carnivals, and that there was a lot of enthusiasm for the start of the new school year.

Ms. Sholler-Barber stated that the Loy Norrix High School versus Kalamazoo Central High School football game had been a fun event and extended congratulations to the Giants on their victory.

Ms. Sholler-Barber gave each board trustee a blue bracelet and explained that they had been given out to each student during class meetings at Loy Norrix High School. She explained that on the bracelet are the words: Commit, Succeed, Graduate, which was a rallying cry for the students. She noted that she was very impressed and thought it wonderful to embed that spirit in all of our students.

Ms. Sholler-Barber encouraged parents to be involved and to support all students. She noted that there were lots of fall athletic contests and that school parent teacher organizations were looking for members.

Ms. Sholler-Barber stated that the First Day Shoe Fund was busy delivering shoes to schools for those qualified students who had not been able to participate in one of the summer distribution events.

Ms. Sholler-Barber concluded her remarks by reminding voters of the importance of the upcoming November election. She encouraged everyone to consider each candidate’s position on public education. Ms. Sholler-Barber explained that we need elected officials that fund, care for, and support public education for all children.
Comments by the Superintendent
Dr. Rice noted that it had been a good opening of the school year; the Milwood Elementary School open house had been outstanding; and that enrollment at KPS was higher than at any time in the last 30 years. He stated that the increased enrollment was a tribute to the work of KPS professional educators, the community, and KPS families.

Dr. Rice stated that the Kalamazoo Innovative Learning Program (KILP), a new alternative route to graduation, had begun with 40 young people enrolled. He explained that this program would continue to grow.

Dr. Rice noted that KPS still had some slots available at some schools in some grades. He reminded everyone of the phone numbers to call to enroll:
- For the early childhood education program, call the PEEP office at 337-0095; and
- For kindergarten through grade 12, call the Student Services Department at 337-0161.

Dr. Rice stated that he would forever remember this first week of school, not for any of the reasons he had previously stated, but rather for the extraordinary tragedy of losing three young people in a very brief period of time.

Dr. Rice explained that he had had the sadness of attending the funeral of Marsavious Frazier at Galilee Baptist Church on Tuesday, September 13.

Dr. Rice continued that on Wednesday, September 14 he and three board members, Carol McGlinn, TiAnna Harrison, and Patti Sholler-Barber, had attended a candlelight vigil for Jaela Jordan, a member of the Student Advisory Council at Phoenix High School. He stated that he had also briefly attended Jaela’s memorial service at Second Baptist Church before this meeting.

Dr. Rice noted that on Friday, September 16, the funeral for a third KPS student, Daquarion Hunter, would take place on what would have been his 18th birthday.

Dr. Rice stated that it was a tragedy that none of these three children had made it to their 18th birthdays. None of them should be dead. He explained that the deaths of three vibrant, capable students, with their entire lives ahead of them, really obscured and cast a profound shadow over his thoughts about the beginning of this school year.

Dr. Rice thanked KPS principals, guidance counselors, administrators, teachers, and support staff for wrapping their arms around our children. He explained that institutionally KPS knows how to provide grief counseling in schools and how to watch our children and to be on heightened alert, and that while it is good that we know how to do this on behalf of our students, we have had to provide this assistance to our students much too often, particularly this calendar year in which we have already lost six children under tragic circumstances.

Dr. Rice gave special thanks to KPS high school principals, Mark Hill at Phoenix, Rod Prewitt at Loy Norrix, and Valerie Boggan at Kalamazoo Central, all of whom had done an outstanding job with and for students during this tragic time.

Dr. Rice referred to Kalamazoo as a “marbled” community that was full of wonderful things such as the Kalamazoo Promise, but which also has extraordinary poverty and the challenges that come with it.
Dr. Rice apologized for having put a damper on the school board meeting. He explained that the three recent student deaths were on his heart and on his mind.

President Patti Sholler-Barber responded that Dr. Rice’s remarks were very appropriate and appreciated.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:32 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, October 6, 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 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:

1. The board reviewed the five current board goals (improvement of reading, writing, math, Advanced Placement participation and success, and graduation rates) from the six-year action plan, and the metrics with which to measure those goals. The MEAP tests had been used as metrics for the first three goals; however, these tests were replaced by the M-STEP tests, which have not proven to be stable assessments within the state. The M-STEP tests do not measure writing specifically. The board discussed NWEA tests as ways to measure student performance and progress toward board goals in reading and math.

   The board reaffirmed its five goals and asked Dr. Rice and the administration to present recommendations for subgoals and metrics.

   The board also discussed student success in terms of life/career goals, soft skills, social/emotional growth, and more career exploration so students can see the relevance of the school experience. The board noted the difficulty of measuring these elements, however.

   The board discussed its desire to graduate students and make them self-sufficient citizens, who were well-rounded and capable of fulfilling their dreams.

2. The board discussed the need to add a sixth goal associated with marketing.

3. The board discussed the possibility of adding a seventh goal on career awareness and exploration in the middle grades.

4. The board noted the need to review and possibly update the district mission statement.

5. The board heard from Dr. Rice about the following 2016-2017 initiatives to increase student achievement and/or to support student growth:
   
a. Addition of literacy/math coaches
b. Expansion of student mentoring
c. Culturally Responsive Education professional development
d. Implementation of new PEEP (Early Childhood) materials
e. Exploration and selection of new K-5 math series
f. Exploration and selection of K-5 writing curriculum
g. Continued professional development regarding transgender students
h. Advanced Placement: course-by-course review and targeting of efforts for improvement, with expected activity in summer 2017
i. Implementation and professional development on Illuminate, the district’s new data warehouse
j. Variable student growth/catch-up growth work
k. Strengthening of the district’s checks for understanding effort
l. Efforts to improve student attendance

President Patti Sholler-Barber adjourned the meeting at 8:25 p.m.

Respectfully submitted by:

Jennie Hill, Secretary
KPS Board of Education
I. Call to Order
President Patti Sholler-Barber called the October 6, 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, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: TiAnna Harrison. Superintendent Dr. Michael F. Rice was also present.

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

- 2015-2016 Hillside Middle School Turn-Around Students: Xavier Gardenhire and Reshaunti Jackson-Whitfield (unable to attend), seventh grade; Davion Austin, eighth grade; and Amari Dixon, now a freshman at Kalamazoo Central High School.
- Parkwood Upjohn Elementary School 2016 Global Reading Challenge Champions: Mariah Calvert (unable to attend), now sixth grade at Milwood Magnet School: A Center for Math, Science and Technology; and Kelcey Briggs, Zachary Eldred, Clara Moss, Mara Vander Beek, and Olyvia Ward, all now sixth grade students at Maple Street Magnet School for the Arts.

Also in attendance were 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
Operations Committee – Patti Sholler-Barber, representative, stated that the committee had met on September 27 and had reviewed the 2015-16 financial audit report that would be presented at this meeting. She concluded that the committee would meet again on October 25.

Policy Committee – Craig Herschleb, chair, stated that the committee had met on September 27 and had reviewed the policy handbook to decide which policies should be reviewed and updated or reaffirmed this school year. He noted that there may also be new policies to be created to comply with current laws. Mr. Herschleb concluded that the committee would meet again on October 25.

Evaluation/Accountability Committee – Jennie Hill, chairperson, stated that the committee had met on October 5 and had received a report from the Teaching and Learning Services Department on school performance and growth goals based on NWEA testing. She noted that the committee would meet again on November 2.
President Patti Sholler-Barber announced future meeting dates:
- Teaching and Learning Council would meet on October 13; and
- Wellness Committee would meet on October 20; and
- Curriculum Committee would meet on October 24.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of September 16, 2016 through October 6, 2016 (File #5).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. September 15, 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, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
Gwendolyn Hooker, 609 West North Street, Kalamazoo, introduced herself as the grandmother of a KPS student. She stated that her granddaughter had been assaulted and bullied at Northeastern Elementary School. Ms. Hooker stated that she had met with Dr. Rice, Principal Hawkins, and other KPS administrators and had found the meeting to be very disappointing. She explained that she felt disrespected and that KPS had not followed policy, protocol, and procedure. Ms. Hooker concluded by passing around pictures of her granddaughter to the board.

IX. Reports and Recommendations
A. Summer of 2016 Capital Improvement Projects Report
Deputy Superintendent of Business, Communications and Operations Gary Start presented the 2016 Capital Improvement Projects Report, which included the following highlights:
- The construction of Milwood Elementary has been completed and the building opened for the start of the 2016-2017 school year;
- The masonry renovations at the Community Education Center have been completed;
- In total, there were 42 projects at eight sites completed throughout the summer, which included interior and exterior doors, flooring, interior and exterior lighting, restrooms, public address systems, casework, fire alarms, roofs, electrical system replacements, technology infrastructure installations, and various site improvements;
- The budgeted total for these projects was $13,643,268 and all of the projects were completed on schedule and within budget;
- The construction and remodeling of Milwood Elementary School included the use of energy efficient design and products, which is anticipated to result in approximately $35,000 in Consumers Energy rebates and an annual cost avoidance of approximately $33,700; and
The planning and design continue for next summer’s projects, with construction to take place at five sites, including Woods Lake Elementary: A Magnet Center for the Arts, Hillside Middle School, Milwood Magnet School: A Center for Math, Science and Technology, Phoenix High School, and Loy Norrix High School.

Mr. Start noted that success is only possible through the teamwork and dedicated efforts of everyone involved. He expressed his appreciation to all those involved in the 2016 capital improvements projects:

- Tower Pinkster for architectural and engineering;
- CSM Group and the Skillman Corporation for construction management;
- The talented trades people who worked so hard to ensure KPS was ready for staff and students;
- KPS school-based administrators, teachers, and staff for cooperation and understanding throughout the projects; and
- KPS maintenance, custodial, technology, food service, summer paint crew, transportation employees, and business office staff.

Mr. Start extended special thanks to Director of Facilities Management Al Tyler, Executive Assistant for Facilities Management Karen Jackson, Superintendent Dr. Rice, and members of the Board of Education. He concluded by expressing his deep gratitude to the taxpayers of this community for their continual support for the students of KPS, which had made these improvements possible.

A slide show of the summer projects was presented by Ms. Karen Jackson.

**Board Discussion:**
Carol McGlinn commented that she had enjoyed watching the progress as Milwood Elementary School had been a massive project. She noted that the start of school was a firm deadline, and the planning and teamwork to get the big and the small projects done throughout the summer were amazing. Ms. McGlinn expressed her gratitude to Mr. Tyler, Ms. Jackson, and everyone involved in the summer projects. She concluded by thanking the community for its support, which made it possible to maintain, replace, and build new buildings for our children.

Jennie Hill noted that these projects had been funded by voter-approved bonds and thanked the voters for their support, which enabled KPS to continue to maintain and improve school buildings for our children.

Dr. Warfield asked that pictures from the presentation be made available to the public on the KPS website.

Patti Sholler-Barber noted that KPS had done a wonderful job maintaining the architectural integrity of the Community Education Center. She noted that the improvements made at the various buildings, such as the new parking lot at Kalamazoo Central High School and new lockers at Spring Valley Center for Exploration, all send the message to students that we care and that it is important that buildings are well maintained. Ms. Sholler-Barber explained that the capital improvement projects were all about the students because academic achievement is helped by having good facilities in which to learn. She noted that it was important for the community to see the results from the bonds that they had approved.
Dr. Rice thanked Deputy Superintendent Start, Ms. Jackson, and Mr. Tyler for their work on these projects. He also thanked the taxpayers for their support of the bonds that had made these improvements possible. He noted that a facilities study had initially been done before the 2010 bond and again before the 2013 bond.

Ms. Jackson stated that her department was currently in the process of updating the facilities study.

B. June 30, 2016 Financial Audit Report
Deputy Superintendent Start read the recommendation for the board to receive the June 30, 2016 Comprehensive Annual Financial Audit Report, federal awards supplemental information, and report to the board.

Mr. Start thanked Business Manager Laura Kayser and noted that she was an outstanding business manager. He noted that the audit had found no exceptions and no findings, and that this outcome happened year after year because Ms. Kayser does an excellent job of preparing the information. Mr. Start thanked Dr. Rice and the Board for their continued support and leadership.

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. He complimented the district’s auditor, Plante & Moran, and stated that in his opinion it was the premier auditing firm for public schools. He introduced Mr. Jeff Egberts, a representative of Plante & Moran.

Mr. Egberts stated that the auditors had already met with the board’s Operations Committee and had presented a more detailed presentation 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 had gone very well and the opinion rendered was “unmodified,” the highest opinion possible.

Mr. Egberts concluded by complimenting Deputy Superintendent Start, Business Manager 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.

Board Comments:
Patti Sholler-Barber thanked Mr. Egberts for his compliments to the KPS team and for the excellent work completed by Plante & Moran. She 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 Kayser.

Dr. Rice echoed the board’s appreciation to the auditors, Jeff Egberts, and Plante & Moran. He praised the outstanding work of Deputy Superintendent Start, Business Manager Kayser, KPS
administration, and the Board of Education for the completion and outcome of the financial audit. He noted that Deputy Superintendent Start had been an outstanding school business official in the state of Michigan for 32 years and that his expertise and talent were appreciated. He stated that he was pleased that KPS continued to be a financially stable district, which made it possible for KPS to provide stable education and services for our children.

X. **Other Business**

None.

XI. **Comments by Trustees**

*Jennie Hill* stated that she had had the opportunity to attend open houses at Winchell Elementary School, Parkwood Upjohn Elementary School, Washington Writers’ Academy, and Phoenix High School. She explained that she had also attended the open house at Phoenix High School and had worked with the League of Women Voters to register voters.

Ms. Hill announced that voter education projects would be taking place at the high schools next week and that the volunteers and the students always learned a lot about the voting process and had a lot of fun together.

*Ken Greschak* announced that Friendship Village would be hosting a forum for all six KPS Board of Education candidates on October 19 from 7:00 to 8:00 p.m. He explained that the forum was open to the public at no charge. Mr. Greschak encouraged everyone to attend to meet the candidates and hear their positions.

*Carol McGlinn* reminded everyone to please remember to go to the very end of the ballot and vote for the KPS school board. She encouraged everyone to take the time to get to know the candidates so they can make an informed vote on Election Day.

*Patti Sholler-Barber* encouraged everyone to consider what is best for children and public education as they considered the candidates for each position on the ballot. She explained that education was the only way to success and strong supporters of public education were needed.

Ms. Sholler-Barber stated that she had attended the Northside Ministerial Alliance prayer and conversation concerning race relations entitled “It’s Time to Talk” on September 27. She noted that three board members had attended and that there was some very strong and needed conversations about both local and national issues. Ms. Sholler-Barber explained that it was an excellent event and that she was happy to have been a part of that open dialogue and expressed her hope that it would continue.

**Comments by the Superintendent**

Dr. Rice thanked the following pastors and their church members for partnering with KPS on its male mentoring project:

- Pastor Jesse Herron and men from New Life Fellowship Church of God in Christ will mentor at Spring Valley Center for Exploration;
- Pastor C.G. Charles and men from Tabernacle Church of God in Christ will also mentor at Spring Valley Center for Exploration;
- Pastor James Harris and men from Trenches Community Church will mentor at Northeastern Elementary School; and
- Pastor Joel Brooks and Pastor Ervin Armstrong and men from Stones Church (formerly Christian Life Center) will mentor at The Woodward School for Technology and Research.

Dr. Rice mentioned that Phoenix High School Principal Mark Hill and he had had the opportunity to lead a small group of young people on a museum visit to the Museum of Contemporary Art in Chicago to see the works of Kerry James Marshall, an African American artist. He noted that it was an eye-opening experience for the students, and that it was a welcome respite to have that field trip two weeks after we had lost three of our young people.

Dr. Rice shared the following information on KPS enrollment:

With over 13,000 pre-kindergarten through 12th grade students, KPS is educating its largest number of students since 1980.

For the ninth time in 11 years, KPS has increased its kindergarten through 12th grade enrollment, this time by an expected 75 students, from 12,697 students last year to 12,772 students this year. KPS has grown by 2,455 students, or more than 24 percent in grades K-12, in the last 11 years. Including its 414 pre-kindergarten students, we have more students than at any other time in the last 36 years in the district.

The tremendous growth of the last 11 years began with the Kalamazoo Promise. Introduced in November 2005, the Kalamazoo Promise generated the first increase in enrollment in the district since the early 1970s, an increase of 1,008 students in 2006. Enrollment grew by 150 students in 2007. In the last nine years, enrollment has grown by 1,297 students.

In the last several years, KPS has almost doubled its pre-kindergarten slots; quintupled the number of students receiving full-day kindergarten; increased student achievement in reading, writing, and math; more than doubled the number of students taking Advanced Placement (AP) courses; almost tripled the number of AP courses students take; increased high school graduation rates; and raised college-going and college graduation rates as well.

Continued growth in KPS enrollment is consistent with our continued improvement as a district. Every year, our staff and community improve our support for and education of children in the district. Every year we continue to implement reforms and look forward to partnering with our community to progress additionally for kids.

In the last 11 years KPS, a leader now in enrollment growth, has moved from the 24th largest to the 12th largest district in the state. Increases in KPS enrollment come at a time of declining birthrates, decreasing enrollment, and increased school choice and charters across the state, factors which make the increases all the more remarkable. Kalamazoo is one of the few urban districts in the state to have experienced net growth in the last decade.

Dr. Rice stated that at a time when an urban district celebrates one year of growth in the face of many years of decline, KPS has grown 9 of 11 years, one of the steepest growth curves in the state of Michigan since 2005. He explained that that was a tribute to the work that we as a staff, community, and board are doing on behalf of our children. He concluded that we have a long way to go before we sleep and we have many things to continue to improve; however, he believes that we continue that improvement every day.

Patti Sholler-Barber added that KPS is the district of the Promise, which is a wonderful gift for which we are grateful. She cautioned, however, that it is not a given that children are just going to have a successful life. Ms. Sholler-Barber explained that the statistics and growth reflect an
incredible partnership with staff, parents, families, and over 200 community partners, all doing what they can do so our children can achieve their promise/Promise.

XII. **Closed Session**
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:53 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, October 20, 2016 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
Alternative Learning Program
President Patti Sholler-Barber called the special meeting to order at 5:40 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 and President of TSI Consulting Partners, Inc. Tim Fallon were also present.

The following items were discussed:

1. The board reviewed and reaffirmed the five current six-year board goals (improvement of reading, writing, math, Advanced Placement participation and success, and graduation rates), and the need for recommendations for new board subgoals and metrics.

2. The board reviewed the current mission statement of Kalamazoo Public Schools, which was developed in 2003:

   “The mission of Kalamazoo Public Schools, a model international community of learners, is to ensure all students are responsible, contributing members of a global, technological society through an educational system characterized by the highest academic achievement for all students; the development of the unique talents and abilities of each person; unlimited opportunities for all; exemplary, caring teachers and staff; inspired, personalized teaching and learning; and the dedicated involvement of the full community.”

   The board discussed the core elements of a mission statement rather than using the current mission statement as a starting point. Discussion of possible language included: development of 21st century dreams; education of diverse young people to lead successful responsible lives; promotion of confidence in learning; and nurturing of dreams and empowerment of global learners.

3. The board discussed a sixth goal associated with district and school marketing.

4. Given time constraints, the board deferred discussion on a possible seventh goal to expand middle grades career awareness and exploration activities.

President Patti Sholler-Barber adjourned the meeting at 8:20 p.m.

Respectfully submitted by:

Jennie Hill, Secretary
KPS Board of Education
I. Call to Order
President Patti Sholler-Barber called the October 20, 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: 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.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:
- Milwood Magnet School: A Center for Math, Science and Technology 2015-2016 Turn-Around Students: Jaylijah Jones, now a freshman at Kalamazoo Central High School; and Jameshia Burton, now a freshman at Loy Norrix High School (unable to attend); and
- Milwood Elementary School 2016 State National History Day third place winners for their work on Trail of Tears, Andrew Jackson’s Controversial Legacy: Lucianna DeMorrow, Ariya Grimes, Gabriel Naylor, Steven Rogers, and Mataya Williams, all now sixth grade students at Milwood Magnet School: A Center for Math, Science and Technology.

Also in attendance and introduced by Mr. Lee were Milwood Magnet School: A Center for Math, Science and Technology Principal Craig LeSuer and Milwood Elementary School Principal Sara Glendening. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Teaching and Learning Council – Assistant Superintendent of Teaching and Learning Services Cindy Green stated that the Teaching and Learning Council had met with representatives from school staff, parents, and community members on October 13, and had received an update on the math adoption for elementary, the possible adoption of a kindergarten through fifth grade writing program, and a presentation from Early Childhood Coordinator Elizabeth Spaner on the PEEP materials and curriculum that are being implemented this school year.

Patti Sholler-Barber stated that teachers would have an opportunity to apply for an Innovative Learning Grant and would present their new, innovative ideas at the next Teaching and Learning Council meeting on November 17.

President Patti Sholler-Barber announced future meeting dates:
- Communities in Schools of Kalamazoo would meet on October 21;
- Curriculum Committee would meet on October 24;
Operations Committee would meet on October 25; Policy Committee would meet on October 25; and Wellness Committee would meet on November 17.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of October 7, 2016 through October 20, 2016 (File #6).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. October 3, 2016 Board-Superintendent Advance Meeting Minutes; VII.A.2. October 6, 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, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board
Alice Gordon, 1439 Lakeside Drive, Kalamazoo, introduced herself as the president of the Kalamazoo Lawyers Alliance. She explained that national law requires that all fifth grade students learn about the United States Constitution. Ms. Gordon advised that a grant from the Kalamazoo Community Foundation provided the funds so that each fifth grade student could receive a pocket Constitution, which includes questions and answers about the Constitution. She stated that the pocket Constitution provided valuable information for students and that the M-STEP test included questions about the United States Constitution.

Gwendolyn Hooker, 609 North Street, Kalamazoo, delivered copies of letters to the board trustees regarding the bullying of Justyce Calvert. She stated that she would continue to attend board meetings until she received a reasonable answer to the concerns she had expressed at the previous board meeting. Ms. Hooker asked if the bullying policy adopted in May 2015 had been revised and if Interim Director of Student Services Nkenge Bergan was speaking for the district because she had not received a response from the board.

IX. Reports and Recommendations
Culturally Responsive Education Practices and Male Mentoring in the Kalamazoo Public Schools
Dr. Rice introduced Western Michigan University Professors Dr. Joseph R. Morris and Dr. Mary Z. Anderson to present their report on culturally responsive education (CRE) practices and male mentoring in KPS.

Dr. Morris stated that he had been approached by Assistant Superintendent Cindy Green in spring 2015 to provide districtwide professional development on culturally responsive education. He explained that he had worked closely with his colleague, Dr. Anderson, Assistant Superintendent Green, Interim Director of Student Services Nkenge Bergan, and Interim Director of Special
Education Rikki Saunders to develop the focus and implementation of the professional development. He explained that this evening’s report would cover three projects for CRE and two projects for male mentoring:

Culturally Responsive Education (CRE) practices
- 2015-2016 secondary level professional development year 1
- 2016-2017 secondary level professional development year 2
- 2016-2017 elementary level professional development year 1

2015-2016 Evaluation of KPS Male Mentoring
- Mentors evaluation of the project
- Mentees evaluation of the project

Dr. Morris stated that, in the summer of 2015, 28 KPS personnel were trained to serve as facilitators during two half-day CRE professional development sessions, followed by a large-group and small-group sessions. He explained that the sessions provided information on the skills needed to facilitate group discussions, which include active listening, clarifying concepts during discussion, validating members of the group and their ideas, and making sure that everyone in the group participates. Ms. Bergan and Ms. Saunders provided a powerful educational tool, the cultural continuum, which taught the participants to think about themselves and their culture and how those affect their work as educators.

Dr. Morris explained that the need for CRE was demonstrated through school data, which showed the disparities in graduation and completion rates, suspensions, and referrals between students from different cultural backgrounds. At the beginning of the 2015-2016 school year, more than 400 secondary educators participated in large group professional development provided by Ms. Green, Ms. Bergan, and Ms. Saunders. Dr. Morris and Dr. Anderson trained facilitators in small groups of 8-25 participants.

Dr. Morris explained that the initial planning for the 2016-2017 school year included a follow-up and review of the first year of CRE training. Debriefing sessions were held with the facilitators to gain feedback for improvement. Facilitators were trained in the summer for the back-to-school professional development, which included an overall large group session with general information, and small group sessions for discussion on planned topics. Teachers developed a plan to address CRE in their classrooms. Overall, Dr. Morris reported that the Kalamazoo Public Schools has a good foundation in culturally responsive education practices, with room to grow.

Dr. Anderson explained that immediately after the professional development held at the beginning of the 2015-2016 school year, participants were asked to complete a survey and advise if (a) they had gained a perspective of their own cultural background and how it influences their work in education; (b) how they might have gained or might gain a better understanding of the cultural contexts of the students that they teach; and (c) whether or not they had a better understanding of how they could apply that knowledge of themselves and their students to become a more effective educator. She presented the evaluation findings:

Item 1: I have a better understanding of how my cultural perspective influences my teaching.
- Theme 1: I got a better understanding of myself and how I impact students.
- Theme 2: I need additional information about connecting my content and my teaching strategies to a cultural perspective.
• Theme 3: I have already been working on these issues. It was affirming to have professional development focused on culturally responsive education, and to discuss this topic with colleagues.

**Item 2: I have a better understanding of the cultural context for the students I teach.**
- Theme 1: I developed better appreciation for students’ backgrounds and life circumstances.
- Theme 2: I need additional knowledge and skills for more effective communication with students.

**Item 3: I have a better understanding of how I can apply knowledge of myself and my students to be a more effective teacher.**
- Theme 1: Be authentic, be real, build relationships.
- Theme 2: Be visible in the community.
- Theme 3: Add more multiethnic materials.

Dr. Anderson noted that many of the participants indicated that having the time to work with colleagues, discuss CRE, and participate in small-group activities was very beneficial and expressed a desire for additional training and excitement at implementing CRE in their classrooms and interactions with students. She explained that an end-of-the-year survey was taken with the participants and shared those results.

**Item 1: Examples for better understanding of how my cultural perspective influences my teaching**
- Recognizing the importance of showing students that you care about them
- Adjusting to learn students’ cultural context
- Remembering that the ultimate goal is development of successful adults
- Recognizing that understanding one’s own cultural perspective helps one to be open to talking about culture with students

**Item 2: Examples for better understanding of the cultural context for the students I teach**
- Being aware of different communication techniques and respecting how students talk
- Developing empathy and authentic relationships
- Recognizing that classrooms are made up of a wide variety of backgrounds, values, and experiences
- Remaining open to learn more about cultural contexts
- Recognizing that students require social interaction to learn

**Item 3: Examples for how I can apply knowledge of myself and my students to be a more effective teacher**
- Sharing stories, parables, or personal examples
- Building on student interests
- Incorporating more opportunities to discuss culture in class
- Attending community events

Dr. Anderson stated that, based on the feedback from the professional development participants in 2015-2016, planning began for the 2016-2017 CRE professional development for secondary educators:

- Collaborative planning meetings through Assistant Superintendent Green
• Training of 25 facilitators with increased emphasis on practicing facilitation skills
• Beginning-of-year professional development for all secondary personnel
  • Half-day training with large and small groups
  • Change of groups to mix participants from different buildings and subjects
  • Increased emphasis on effective goal setting
  • More discussion of large-group information
• Deepened discussion of cultural self-awareness - Ms. Bergan and Ms. Saunders

Dr. Anderson advised that 2016-2017 would be the first year of CRE at the elementary level and explained the plans:
• Collaborative planning meetings through Assistant Superintendent Green
• Training of 30 facilitators with increased emphasis on practicing facilitation skills
• Beginning-of-year professional development for all elementary personnel
  • Two half-day trainings with large and small groups grades Pre-K-3 and grades 4-6
  • Change of groups to mix participants from different buildings and subjects
  • Introduced discussion of cultural self-awareness through cultural continuum-
  Ms. Bergan and Ms. Saunders
  • Increased emphasis on effective goal setting
  • Work on a culturally responsive classroom activity – new for 2016-2017

Dr. Anderson noted that the evaluation component for 2016-2017 had been updated to more actively capture what people were learning and what additional training and resources would be helpful so that educators could develop multicultural teaching skills:
• Revised open-ended post-professional development day survey
  • List two to three things that you learned or relearned concerning culturally responsive education.
  • List two to three strengths of the training you participated in concerning culturally responsive education.
  • List two to three things you would like to learn more about concerning culturally responsive education.

In addition, teachers completed assessments following the back-to-school professional development session as well as throughout the school year. The assessments included ratings on cultural attitudes and open-ended questions. Dr. Morris and Dr. Anderson facilitated three sessions at principal meetings and information on CRE and activities were provided to principals so that they could conduct the activities with their teachers. There were follow up-assessments and an end-of-year report was provided to Dr. Rice and Assistant Superintendent Green.

Dr. Morris stated that professional development usually includes a major speaker who presents the subject matter to the participants and leaves them with information. He noted that the CRE professional development was much different because KPS wanted to own the responsibility for implementing CRE on a long-term rather than on a short-term basis. Dr. Morris stated that involving people at the grassroots level and continuing the CRE professional development for an extended period of time was excellent.

Dr. Morris then presented the following information on KPS male mentoring. He explained that Dr. Rice had asked him to evaluate the project. He praised Director of Secondary Education Johnny Edwards and Director of Elementary Education Judy D’Arcangelis for their assistance and diligence in collecting and compiling the data and presented the following overview.
Dr. Morris explained the evaluation process for mentors:

- Facilitators collected focus group (elementary and middle schools) and survey data (high schools) at an appreciation meeting/dinner.
- 141 mentors - 39 high school, 50 middle school, 52 elementary school
- 41 mentors provided evaluation data.
- Mentoring discussion topics included:
  - Career goals
  - Success in school and life
  - Personal challenges
- The evaluation did the following:
  - Identified a strength of the program as supporting young men to reach goals/explore careers.
  - Recommended continuing the program.
  - Identified the superintendent’s support as very important for the program.
  - Suggested expanding the program to include screened community members and female mentees.
  - Suggested getting more regular feedback about the program via Survey Monkey.
  - Emphasized relationship building as key to the success of the program.

Dr. Morris then reviewed the evaluation process for mentees:

- Mentors collected focus group (elementary and middle schools) and survey data (high school) from mentees.
- 629 mentees – 129 high school, 224 middle school, 276 elementary school
- 393 mentees provided evaluation data.
- Mentees valued meetings with mentors – 96%, elementary school; 92%, middle school; and 88%, high school.
- Mentees wanted more meetings with mentors – 90%, elementary school; and 92%, middle school.
- High school level mentees also recommended changes to make the program even stronger including:
  - More frequent meetings
  - Opportunity to pick one’s mentor
  - The sending of a student to his mentor instead of exclusion from school or class in the case of consequences for an infraction
  - Use of mentors as role models for other school staff in how to support and encourage students

Dr. Morris presented the recommendations to continue and grow KPS mentoring:

- The need for mentors in Kalamazoo Public Schools is great.
- We support the recently announced expansion of mentoring to community mentors for young men, and to female staff mentors for young women.
- As KPS mentoring grows, consider hiring a program coordinator who would:
  - Systematically identify and screen suitable mentors in schools and the community.
  - Train mentors in best practices and develop a curriculum for mentors.
  - Develop screening instruments as needed, and ensure background checks are completed.
  - Regularly collect data/evaluate the program to help direct mentoring efforts.
• Meet with community members and school personnel to make sure the program is as efficient as possible without intruding on the educational process.
• Monitor the KPS mentoring effort as compared to other entities involved in mentoring.
• Establish a mentoring day, consistent with KPS policies, to engage mentors and mentees that could include vendors, booths, tutoring programs, games, speakers, how to be successful workshops, and career activities.

Board Discussion:
Carol McGlinn re-emphasized that ongoing professional development was very important to building culturally responsive education practices into the culture of our schools. She expressed her appreciation to everyone that had been involved in the program and stated her enthusiasm that it would continue and grow.

Ms. McGlinn praised the male mentoring project and noted that it was important to note that KPS was willing to tackle difficult issues that are national issues and not just community issues. She explained that it takes all of us as educators and a community to connect and build relationships for the success of our students. She thanked Dr. Morris and Dr. Anderson for the presentation.

Dr. Martha Warfield thanked her fellow Western Michigan University (WMU) colleagues for working with KPS on these two very important programs. She explained that it was wonderful that KPS had a university in town that was willing to work with them for the benefit of our students. Dr. Warfield stated that this was an opportunity for a cultural change in the district. She noted that this past week the University of Michigan had dedicated $85 million to make a cultural and inclusive agenda for the coming school year.

Dr. Warfield expressed her hope that the dean of the WMU College of Education would consider including culturally responsive education in the college’s teacher curriculum in the future. She noted that the International Mentoring Association that is now housed at the University of New Mexico had begun at WMU, and suggested that Dr. Morris and Dr. Anderson had a wealth of information to share because mentoring was a nationwide issue.

Patti Sholler-Barber stated her appreciation for the partnership with WMU and noted that culturally responsive education was a national issue. She thanked Dr. Morris and Dr. Anderson for their work with KPS and expressed her enthusiasm for the program to continue on a long-term basis.

Ms. Sholler-Barber stated that she was equally appreciative of the work done on the male mentoring project and of feedback from mentors and mentees on suggestions for the continued growth of the program. She noted that the expansion of the mentoring program was important work and would make a huge improvement throughout the district. Ms. Sholler-Barber thanked Dr. Morris, Dr. Anderson, Nkenge Bergan, Rikki Saunders, Cindy Green, and Dr. Rice for their work in making the mentoring program a reality in KPS.

Dr. Rice thanked Dr. Morris, Dr. Anderson, Cindy Green, Nkenge Bergan, Rikki Saunders, Kalamazoo Education President Amanda Miller, and the 28-person leadership team of teachers, support staff, and administrators, who had participated in the culturally responsive education initiative.

Dr. Rice expressed his appreciation of the evaluation of KPS male mentoring, and noted that many of the recommendations had already been implemented. He thanked Johnny Edwards and Judy
Dr. Rice noted that at some time KPS would have to think about how to coordinate the program in a different way as the program continued to grow and expand.

Dr. Rice explained that each of these efforts was implemented to address challenges in KPS that are also state and national challenges. He noted that KPS felt very strongly that we have a responsibility to continue to improve what we do and how we do it in our schools.

In regards to the Mentoring Program, Dr. Rice noted the following:

Last year there were:
- 141 male staff mentors
- 629 student mentees
- 2,822 weekly mentoring sessions

This year the program was expanding to include female staff members as mentors and male community mentors. To date, 141 male staff members and 269 female staff members, 410 staff members in total, would be mentoring. In addition, four pastors and their churches had indicated their participation this year, with more perhaps on the way:
- Pastor Jesse Herron and men from New Life Fellowship Church of God in Christ
- Pastor C.G. Charles and men from Tabernacle Church of God in Christ
- Pastor James Harris and men from Trenches Community Church
- Pastor Joel Brooks and Pastor Ervin Armstrong and men from Stones Church

In total, some 2,000 children could be mentored in 5:1 ratios this year in the schools in a district-community partnership.

Dr. Rice explained the process to become involved in mentoring as a community member, which includes involvement with a community organization that has committed to mentoring and a criminal history background check. He noted that there were some offenses that would preclude someone from being a mentor based on state law. Dr. Rice expressed his enthusiasm and appreciation for all those involved in continuing and expanding mentoring. He noted that mentoring was for all youngsters, but most particularly those with the most need for the support.

Dr. Rice again thanked everyone for their leadership in culturally responsive education and the mentoring: Dr. Joseph Morris, Dr. Mary Z. Anderson, Assistant Superintendent of Teaching and Learning Services Cindy Green, Interim Director of Student Services Nkenge Bergan, Interim Director of Special Education Rikki Saunders, Director of Secondary Education Johnny Edwards, Director of Elementary Education Judy D’Arcangelis, Kalamazoo Education Association President Amanda Miller, the leadership team, and the Board of Education.

He noted that KPS does not have $85 million to spend on these initiatives as the University of Michigan does; however, he explained that KPS was doing all it could for our students with far fewer resources than available in higher education.

X. Other Business
None.

XI. Comments by Trustees
Patti Sholler-Barber stated that fall sports were winding down; however, there were still activities that family and community members could attend to cheer on our students. She expressed her
delight at having attended first grade library visits and watching the students skip around the library.

Ms. Sholler-Barber thanked the board trustees and Mr. Tim Fallon, president of TSI Consulting Partners, Inc., for the productive board-superintendent advance that was held on October 17. She noted that this was a hardworking board that gave a lot of its time on behalf of our students.

Ms. Sholler-Barber encouraged everyone to attend parent-teacher conferences to get to know the teachers and keep current on what is happening at their children’s schools.

Ms. Sholler-Barber expressed her appreciation for the recent GradNation presentation held at WMU on October 14. She thanked Family and Children Services Chief Executive Officer and former Douglass Community Association Executive Director Sherry Thomas Cloud and Douglass Community Association Interim Executive Director Mona Lisa Watson for their work on this program, the community members who had participated, and WMU for hosting the program. She explained that the program provided an opportunity to come together and discuss the issue of male African American graduation rates.

Ms. Sholler-Barber reminded everyone to be careful and to have a fun, safe, and happy Halloween.

Comments by the Superintendent
Dr. Rice congratulated Kalamazoo Junior Girls Founder and Director Pamela Roland for her 30th year with Kalamazoo Junior Girls and applauded her extraordinary commitment to our young women. He stated that Ms. Roland and Ms. Rhonda Little work with our young people in seven-week increments in each of our four comprehensive middle schools each year, and expressed his appreciation for their tireless work with our young ladies.

Dr. Rice thanked his key communicator network, which had met for the first time this school year on October 18. He also thanked the group of KPS staff who have expressed an interest in a career in administration for participating in the first meeting of the Aspiring Administrators Academy on October 13. He explained that these meetings were to give the participants a taste of what an administrative career is and to raise them up to be the best professionals that they can be.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:07 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, November 3, 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 5:02 p.m. in the Curriculum Lab at the Administration Building, 1220 Howard Street. The purpose of the meeting was to hold a communications workshop and professional development on Michigan Association of School Boards (MASB) instrument-specific superintendent evaluation training.

Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Superintendent Dr. Michael Rice and MASB Director of Leadership Development and Executive Search Services Donna Oser were also present.

Professional development was provided by Ms. Oser on the evaluation of the superintendent as required under The Revised School Code Act 451 of 1976, Section 380.1249.

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 November 3, 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, 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 Loy Norrix High School turn-around students: sophomore Asharia Banks; and seniors Jahmia Bell, Emmnah Fields, Myca Frazier, Bryce Holmes, and Makayla Larkin.

Also in attendance and introduced by Mr. Lee was 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

Communities in Schools of Kalamazoo (CISK) – Carol McGlinn, representative, stated that the CISK board had met on October 21, and had discussed the CISK audit.

Ms. McGlinn invited everyone to an Ugly Sweater Party on December 6 from 5:30 to 8:00 p.m. in the back room of Bell’s Brewery to benefit CISK Kids’ Closet. She advised that a $15 donation would be accepted at the door. Ms. McGlinn explained that the Kids’ Closet provides clothing for students and that CISK was currently looking for winter coats, boots, snow pants, and other warm weather clothing. She encouraged everyone to donate items at the party or any time throughout the school year at one of the KPS schools. Ms. McGlinn stated that the CISK board would meet again on November 18.

Curriculum Committee – Carol McGlinn, chair, stated that the committee had met on October 24, and had received an update on the early childhood PEEP program and new pre-school curriculum. She stated that the committee had also discussed updates to the KPS Bulletin of Courses and whether some high school classes that were currently two trimesters should be expanded to three trimesters. Ms. McGlinn noted that the committee had also received an update on three instructional metrics. She concluded that the committee would meet again on November 9.

Operations Committee – Ken Greschak, representative, stated that the committee had met on October 25, with representatives from the architectural firm of TowerPinskter, Director of Facilities Management Al Tyler, and Executive Assistant for Facilities Management Karen Jackson about the Loy Norrix High School bond project to replace all of the windows at Loy Norrix. He explained that based on feedback from a community survey, the exterior color of Loy
Norrix, windows, window tinting, and building materials to be used were finalized. Mr. Greschak stated that the final decisions would be shared with parents, students, and staff and that Communications Director Alex Lee would be involved in that process. He concluded that the committee would meet again on November 22.

President Sholler-Barber noted that this type of project was a result of the community’s support of KPS by approving bond requests. She thanked the voters for their support.

Deputy Superintendent of Business, Communications and Operations Gary Start stated that bonds are critical for keeping buildings in good condition. He explained that the generosity and support of the community made it possible for improvements and maintenance to be completed. He noted that repair or replacement of items such as roofs, boilers, parking lots, and safety items are “first dollar items,” and that without the bonds, the funds would have to come from the general fund, which would reduce funds available for instruction and other services for our young people.

**Policy Committee - Craig Herschleb, chair,** advised that the committee had met on October 25, and had discussed cell phone usage in classrooms. He stated that the committee had also reviewed the KPS Bulletin of Courses and had discussed changing some high school courses from two trimesters to three trimesters. Mr. Herschleb concluded that the committee would meet again on November 22.

**Evaluation Committee – Jennie Hill, chair,** explained that on November 2 the full board had received professional development from a representative of the Michigan Association of School Boards on a possible tool to use for the evaluation of the superintendent. She concluded that the committee would meet on December 13.

President Patti Sholler-Barber announced that the Teaching and Learning Council would meet on November 17.

**School Reports**

None.

**VI. Correspondence**

As is done periodically, Secretary Hill read into the minutes the procedure for board correspondence:

- If mail is addressed to an individual board member, it is put in their mailbox and not added to the correspondence log.
- If mail is addressed to “Board of Education,” copies are put in each trustees’ mailbox and the item is noted on the correspondence log.

*Responding to mail:*

- If addressed to: Dr. Rice and the Board of Education in that order, Dr. Rice responds.
- If addressed to the: Board of Education and Dr. Rice in that order, the BOE secretary responds.
- If addressed to an individual BOE member, that individual responds.
- Neither KPS administration nor the Board of Education responds to anonymous correspondence.

Ms. Hill then reviewed the correspondence received for the period of October 21, 2016 through November 3, 2016 (File #7).
VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. October 17, 2016 Board-Superintendent Advance Minutes; VII.A.2. October 20, 2016 Regular Meeting Minutes; VII.B. Purchase Request 2017-05; and VII.C. Personnel Changes.

Deputy Superintendent Start reviewed purchase recommendation 2017-05 in the amount of $143,706.20 as follows:
- $119,044.60 from the systemwide equipment replacement account to replace four vehicles ranging in age from 15 to 24 years old; and
- $24,661.60 from insurance proceeds for the replacement of one vehicle that had been totaled in an accident.

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
As she does periodically, President Sholler-Barber read into the minutes the procedure for public comments during a board meeting:
- 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.

There were no public comments.

IX. Reports and Recommendations
Annual State of the Schools Report
Superintendent Dr. Michael Rice presented the Annual State of the Schools Report.

I. Progress Made – KPS achievement since the Kalamazoo Promise:
- K-12 enrollment growth of 2,455 students (24%) over the last 11 years.
- The largest enrollment growth in the state during this period.
- KPS has moved from the 24th largest district in the state to the 12th largest, with 12,772 K-12 students.
- With 414 pre-K students, KPS has more than 13,000 pre-K-12 students, its largest enrollment since 1980, at a time when most Michigan urban districts have declined dramatically in enrollment.
Since the Promise, KPS has grown from 22 to 26 schools, reopened two shuttered schools, and added onto two middle schools.

- KPS is the largest and most diverse district in the region.
- KPS students speak 54 native languages.
- KPS has 967 English language learners.
- KPS has 70 refugee students, many new to the district this year.
- In the last seven years, KPS has averaged 69% of its students eligible for free/reduced price lunch, compared to the state’s 47% - almost 50% more socioeconomically challenged than the state as a whole.
- KPS has 1,477 special needs students.

KPS students are:
- 42% African American;
- 37% White;
- 12% Latino;
- 6% Multi-ethnic;
- 2% Asian American; and
- 1% Native American.

The above numbers are very similar to what they were 11 years ago when the Promise was announced, with the exception that the African American enrollment was 48% and the multi-ethnic category did not exist in the U.S. Census at the time.

Board goal areas are for improvements in:
- Reading, writing, and math;
- Advanced Placement participation and success; and
- High school graduation rates.

Selected KPS highlights of the last eight years.

- **2008:**
  - Strategic plan expectations for students and supporting adults; 250 citizens and staff members worked on these for children and the adults that support children;
  - Phi Delta Kappa curriculum management audit, which became a guidepost for subsequent curriculum work;
  - Creation of El Sol Elementary School, the only dual-language school in the county;
  - Creation of the Middle School Alternative Learning Program, the only alternative middle school in the county;
  - Quintupling of full-day kindergarten students from 176 to almost 900, and created new full-day kindergarten curriculum;
  - Construction and opening of Prairie Ridge Elementary School, the first newly constructed school in KPS in 36 years;
  - Expansion of Advanced Placement courses, course selections, and recruitment; and
  - Enhancement millage renewal by voters, which was initially passed in 2005.

- **2009:**
  - New K-5 math materials, first new math materials in 17 years;
  - New early childhood (PEEP) materials;
  - Expansion of Advanced Placement courses, course selections, and recruitment;
  - Middle and high school boundary changes based on socioeconomic status;
  - Pre-K-5 parent checklists, of what children should know at every age in their development in elementary school, developed and distributed for the first time;
  - New advanced middle school English language arts and math courses; and
o Construction and opening of Linden Grove Middle School, the second new school in 37 years.

- **2010:**
  o New 6-8 math materials;
  o New six-period middle school schedule adopted, the first new middle school schedule in 25 years;
  o New middle school strategic reading and strategic math courses;
  o First year of Bronco Buds, a partnership with Western Michigan University (WMU) to have 1,000 sixth grade students experience “life on a college campus;” (Dr. Rice thanked Dr. Martha Warfield, board trustee and vice president of WMU, and WMU President Dr. John Dunn, whom he described as an amazing leader of the university. He explained that it is rare to see 1,000 sixth graders in an urban school district invited onto a college campus and noted that Bronco Buds has become a rite of passage for students in KPS).
  o New five-period, three-trimester high school schedule adopted, the first new high school schedule in 11 years, to create more opportunities for young people to take Advanced Placement courses and address remedial issues and elective issues;
  o Expansion of Advanced Placement courses, course selections, and recruitment;
  o First year of all sixth grade students receiving eight books every 1-1/2 weeks throughout the summer to help address summer slide;
  o $62 million bond approval by voters, with many thanks for helping us keep our buildings in good shape for students and staff and for reducing financial pressure on the general fund at the same time; and
  o President Obama’s speech at Kalamazoo Central High School’s graduation as the prize for the first Race to the Top Commencement Challenge.

- **2011:**
  o $6 million budget cut;
  o Extensive new teacher evaluation process adopted in collaboration with the Kalamazoo Education Association (KEA) prior to a law that prohibited the teacher evaluation process as a subject of bargaining in Michigan;
  o Lift Up Through Literacy parent education and family literacy program pilot at four sites in the community, funded by a grant from the W.K. Kellogg Foundation; and
  o Enhancement millage renewal.

- **2012:**
  o $1.4 million budget cut due to inadequate state aid;
  o Completion of elementary universal breakfast - in total KPS serves 270,000 more breakfasts than in 2007, a commitment to addressing some of the social, social service, and physical needs of our students;
  o Lift Up Through Literacy parent education and family literacy program expansion throughout the community at 12 sites, again through a W.K. Kellogg Foundation grant - these programs have served 2,000 families since the original pilot; and
  o Expansion of the summer book program to include grades five and six.

- **2013:**
  o $1.1 million budget cut, again a function of inadequate state aid;
  o Restructuring of Phoenix High School;
  o New K-5 English language arts series adopted - Pearson Education Reading Street;
  o Expansion of the summer book program to include grades 4, 5, and 6;
  o $62 million bond approved by voters; and
  o Revamping of K-9 assessments.
KPS Board of Education Meeting
November 3, 2016

- **2014:**
  - Restructuring of the Teaching and Learning Services Department; and
  - Beginning of the restructured Phoenix High School.
- **2015:**
  - Development of culturally responsive education materials and professional development for secondary school teachers;
  - Passage of the countywide special education millage, the only such millage in the state to pass on the same ballot as the state’s transportation millage that was soundly defeated; and
  - Opening of the new Washington Writers’ Academy made possible through a voter-approved bond.
- **2016:**
  - Restructuring of the Student Services Department;
  - Expansion of culturally responsive education and professional development to elementary school teachers and staff, and deepened culturally responsive education and professional development to secondary school teachers and staff;
  - Addition of coaches in literacy and math;
  - Creation of the Kalamazoo Innovative Learning Program, another alternative high school program;
  - High school Chinese at Kalamazoo Central High School and Loy Norrix High School, and an Advanced Placement French pilot at Loy Norrix; and
  - Milwood Elementary School, partially renovated, partially newly constructed, reopened for business.

**II. Goals and a Look at Our Present**

- Our broadest goal is to help KPS students, about 50% more socioeconomically challenged than the state’s students overall, to realize their promise/Promise.
- Five board goal areas developed in January 2009: reading, math, writing, Advanced Placement participation and success, and high school graduation rates.

**II.A. Reading Progress** (as measured by NWEA-MAP):

- NWEA-MAP is a norm-referenced test, on which half the students nationally are considered at or above grade level and half below grade level.
- NWEA-MAP is used in districts across the country. Millions of children have taken the assessments over the years.
- KPS moved to NWEA-MAP as an internal tracker of our growth and progress, given the test’s reliability and validity. In an era where the Michigan state test is enormously in flux and of dubious value to young people and educators across the state, a stable indicator is needed.
- KPS tracks its progress with NWEA-MAP, a more stable test than the state’s M-STEP, in place for two years.
- The state’s tests, first MEAP and then M-STEP, are both criterion-referenced tests.
- Given its short life and challenges and changes in its administration, M-STEP is not viewed as a reliable assessment by educators.
- In the last six years, the state has undergone three changes in its state assessments.
- A school year has just over nine months, or approximately three-quarters of a year.
- There are approximately seven months between the first and last NWEA-MAP administrations each year, which helps to contextualize these data.
II.B. Math Progress (also as measured by NWEA-MAP):

<table>
<thead>
<tr>
<th>Math NWEA-MAP</th>
<th>2014-2015 % making 1+ years of growth</th>
<th>2015-2016 % making 1+ years of growth</th>
<th>Student Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kindergarten</td>
<td>38%</td>
<td>62%</td>
<td>+24 percentage points</td>
</tr>
<tr>
<td>First Grade</td>
<td>39%</td>
<td>66%</td>
<td>+27 percentage points</td>
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<tr>
<td>Second Grade</td>
<td>43%</td>
<td>57%</td>
<td>+14 percentage points</td>
</tr>
<tr>
<td>Third Grade</td>
<td>40%</td>
<td>56%</td>
<td>+16 percentage points</td>
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<tr>
<td>Fourth Grade</td>
<td>47%</td>
<td>53%</td>
<td>+6 percentage points</td>
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<tr>
<td>Fifth Grade</td>
<td>50%</td>
<td>60%</td>
<td>+10 percentage points</td>
</tr>
<tr>
<td>Sixth Grade</td>
<td>39%</td>
<td>63%</td>
<td>+24 percentage points</td>
</tr>
<tr>
<td>Seventh Grade</td>
<td>54%</td>
<td>60%</td>
<td>+6 percentage points</td>
</tr>
<tr>
<td>Eighth Grade</td>
<td>59%</td>
<td>71%</td>
<td>+12 percentage points</td>
</tr>
</tbody>
</table>

II.C. Writing Progress:
- Writing achievement increased the last five years of MEAP (2008-2013).
- Currently, there is no state writing assessment.
- KPS uses John Collins and Focus Correction Areas for writing at the secondary level.
- KPS is looking at alternatives and supplements to the Lucy Calkins Writer’s Workshop for writing at the elementary level.

II.D. Advanced Placement Progress:
- From 2007-2008 through 2015-2016, the number of KPS students taking Advanced Placement (AP) courses increased by 136 percent, a tribute to the hard work of our students, educators, and the community.
- From 2007-2008 through 2015-2016, the number of AP courses taken by our students increased by 197 percent, an increase that is greater in traditionally under-represented
student groups (economically disadvantaged, African American, and Hispanic students) than white middle-class students.

- During the same period, the number of economically disadvantaged students taking AP courses increased by 281 percent.
- During the same period, the number of African American students taking AP courses increased by 225 percent.
- During the same period, the number of Hispanic students taking AP courses increased by 613 percent.
- These increases are a tribute to the classroom work of students and staff and also to our counselors’ work with our students. It is one thing to know that our students are capable, and another thing to convince students that they are capable.
- These increases are also a tribute to the students who encourage their peers to take AP courses.
- During the same period, the number of AP tests earning college credit has increased eight consecutive years and by 236 percent in total, from 143 to 481 tests.
- In each of the last four years, the percentage of tests earning college credit increased, with last year’s percentage at 46%.

II.E. Graduation Progress:

- 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 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 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 five-year graduation rate: 5.7 percentage points higher than in 2010.
- Highest Loy Norrix High School four-year graduation rate since the new federal formula: 78.3%.
- Loy Norrix four-year graduation rate: 13.3 percentage points higher than in 2010, when it was 65.0%.
- Second highest Loy Norrix five-year graduation rate since the new federal formula: 81.3%.
- A restructured Phoenix High School had its largest graduating class in its history in June 2016, with 102 students.
- Four-year graduation rates in comparable Michigan districts and state:
  - Flint 59.4%
  - Grand Rapids 56.2%
  - KPS 71.0%
  - Lansing 61.7%
  - Saginaw 74.1%
  - State 79.8%
- 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%.
• College-going rates according to the W.E. Upjohn Institute for Employment Research:
  o Comparing 2004 to 2015, the rate of college going within six months of high school graduation of Kalamazoo Central/Loy Norrix graduates increased from 64% to 71%.
  o For low-income schools, the national 2015 college-going rate was 54%; for all public schools, 64%; and for high-income schools, 69%.
• College graduation rates according to the W.E. Upjohn Institute for Employment Research:
  o Comparing 2004 (pre-Promise) to 2006-2009, the six-year college graduation rate for Kalamazoo Central/Loy Norrix students entering college increased from 33.4% to 37.7%.
  o For low-income schools, the national 2015 college graduation rate was 24%; and for high-income schools, 45%.

III. Selected Challenges for 2016-2017
A. Student achievement at our highest poverty schools, those with 90% free/reduced lunch eligible for at least one year out of the last three: Lincoln International Studies School, Edison Environmental Science Academy, Washington Writers’ Academy, The Woodward School for Technology and Research, Woods Lake Elementary: A Magnet Center for the Arts, Spring Valley Center for Exploration, and Northeastern Elementary School:
  • Addition of literacy and math coaches; and
  • Participation in the expansion of the Reading Now Network with Regions III (Kent County and Ottawa County) and VII (Kalamazoo County).
B. Mentoring:
  • Staff mentoring last year (2015-2016):
    ▪ 141 male staff members
    ▪ 629 male students
    ▪ Mostly 5 to 1 mentoring
    ▪ 2,822 weekly sessions
  • Dr. Rice commended our male staff members who took on this mentoring pilot and wrapped their arms around our young men.
  • The mentoring was found to be of tremendous value not only to the students that were being mentored, but also to the staff members who were doing the mentoring.
  • Western Michigan University Professors Dr. Joseph Morris and Dr. Mary Z. Anderson gave the mentoring a very positive evaluation.
  • Expansion of male mentoring to male community members.
  • Expansion of female mentoring to female staff members.
  • Four community mentoring partners . . . and more on the way:
    ▪ New Life Fellowship Church of God in Christ – Pastor Jesse Herron;
    ▪ Tabernacle Church of God in Christ – Pastor C.G. Charles and their parishioners;
    ▪ With thanks to the pastors and parishioners and Lisa Dewey, principal of Spring Valley Center for Exploration, for working with the above two organizations as they mentor students at her school this year.
    ▪ Trenches Community Church – Pastor James Harris and his parishioners;
    ▪ With thanks to the pastor and parishioners and Mitch Hawkins, principal of Northeastern Elementary School, where members of Trenches Community Church will be mentoring this year.
    ▪ Stones Church – Pastors Joel Brooks and Ervin Armstrong and their parishioners;
With thanks to the pastors and parishioners and Frank Rocco, principal at The Woodward School for Technology and Research, where members of Stones Church will be mentoring this year.

- Dr. Rice also thanked the principals reaching out to community organizations to become involved in mentoring; Director of Secondary Education Johnny Edwards and Administrative Assistant Chris Frommann; Director of Elementary Education Judy D’Arcangelis and Administrative Assistant Vicky Leatherman; and school secretaries for tracking the mentoring in their schools each week.

- The focus of mentoring is on the dreams, careers, goals, and aspirations of our young men, and specifically our young men of color.

- Staff mentoring this year (2016-2017):
  - 141 male staff members
  - 269 female staff members
  - Mostly 5 to 1 mentoring
  - Approximately 2,000 students to be mentored by 410 staff members.
  - Both mentors and mentees value and benefit from this program.

C. Culturally Relevant Education

- 2015-2016: Secondary school staff professional development.
- 2016-2017: Deepening with secondary staff and broadening to elementary staff.

D. Transgender students

- Staff professional development in working with children and families.

E. New PEEP (early childhood) curriculum

- New materials purchased.
- Units and lessons developed by staff.

F. Advanced Placement improvement

- Continued course-by-course review of results and specific efforts to improve results.

G. Elementary school writing materials

- Committee work this year to recommend changes.

H. Elementary school math materials

- Committee work this year to recommend changes.

I. Variable student growth/catch-up growth

- Committee work last year on this important area.
- Data analysis.
  - In general, if students are behind in reading or math, we have to work with them on a plan to catch them up, a growth trajectory in a sense.
  - A year of growth for a student at or above grade level is fine.
  - A year of growth for a student significantly below grade level continues the student’s likelihood of dropping out of high school.

J. Checks for understanding;

- Teacher monitoring of student understanding.

K. Attendance – students and staff – national issue.

L. High school graduation / alternative alternative

- Start of the Kalamazoo Innovative Learning Program (KILP), another alternative to achieve high school graduation primarily, although not exclusively, online courses.

<table>
<thead>
<tr>
<th>Graduation Rates (State)</th>
<th>Graduation Rates (KPS)</th>
<th>Graduation Rates (KPS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female: 83.8%</td>
<td>Female: 79.3%</td>
<td>African American Female: 77.1%</td>
</tr>
<tr>
<td>Male: 76.0%</td>
<td>Male: 62.1%</td>
<td>African American Male: 51.8%</td>
</tr>
</tbody>
</table>

- Work with community partners on the African American male graduation rate.
Thanks to our many KPS Partners . . . more than 200 and growing!

- The Kalamazoo Promise and its visionary donors
- Communities In Schools of Kalamazoo
- Advocacy Services for Kids
- Allen Chapel AME Church
- Alliance for a Healthier Generation
- Alpha Kappa Alpha Sorority, Inc.
- AmeriCorps
- Arts Council of Greater Kalamazoo
- Backpack Buddies
- Bang Town Records
- Bible Baptist Church
- Big Brothers Big Sisters
- Bikers 4 Books
- Black Arts and Cultural Center
- Black Education Ensemble Theatre
- Blessing in a Backpack
- Blue Lake Fine Arts Camp
- Borgess Hospital
- Boy Scouts of America
- Boys & Girls Clubs
- Breakfast of Champions
- Bronson Hospital
- Capoeira
- Chapel Hill United Methodist Church
- CIS After School Program
- CIS Kids’ Closet
- CIS Volunteers — Other
- Colleagues International
- Community Advocates for Parents and Students (CAPS)
- Community and Parent Volunteers
- Community-Based Vocational Education
- Community Dental
- Community Healing Centers
- Community Mental Health
- Consumers Credit Union
- Crescendo Academy of Music
- CSM Group
- Department of Human Services — State of Michigan
- Destination Imagination
- Douglass Community Association
- Eaton Corporation
- Edison School-Based Health Clinic
- Education for Employment (EFE)
- Education for the Arts (EFA)
- Educational Community Credit Union
- Fair Food Matters
- Family & Children’s Services
- Family Health Center
- First Congregational Church
- First Day Shoe Fund
- First Presbyterian Church
- First United Baptist Church
- Food Research Corporation
- Foster Grandparent Program
- Fresh Fire AME Church
- Galilee Baptist Church
- Gazelle Sports
- Gilmore Piano Lab
- Girl Scouts of America
- Girls on the Run
- Girls on Track
- Global Reading Challenge
- Goodwill Industries
- Gospel Mission
- Graphic Packaging
- Greater Kalamazoo United Way
- Greater Open Door C.O.G.I.C.
- Greg Jennings Foundation
- Gryphon Place
- Hands Up Foundation
- Health Equity Center
- Hiemstra Optical
- Hispanic American Council
- Hospice Care of Southwest Michigan
- Interfaith Homes
- Kalamazoo Community Mental Health and Substance Abuse Services
- Kalamazoo Counseling Center
- Kalamazoo Counseling Connection
- Kalamazoo County Health & Community Services
- Kalamazoo Deacons Conference
- Kalamazoo Department of Public Safety
- Kalamazoo Gospel Mission
- Kalamazoo Institute of Arts
- Kalamazoo Junior Girls Organization
- Kalamazoo Loaves & Fishes
- Kalamazoo Nature Center
- Kalamazoo Parks & Recreation
- Kalamazoo Public Library
- Kalamazoo Regional Educational Service Agency
- Kalamazoo Symphony Orchestra
- Kalamazoo Township Police
- KAMSC Parent Organization
- Kappa Alpha Psi Fraternity, Inc.
• Kellogg Biological Station
• Kids Are Special
• Kids’ Closet
• Kids Hope USA
• Kiwanis Club
• Kalamazoo Valley Community College
• KydNet
• Lang Fund
• Learning Network of Greater Kalamazoo
• Lend-A-Hand
• Local Interagency Coordinating Council (LICC)
• Lighthouse Church
• Longe Optical
• Marvelous Music
• MDOT
• Michigan Alliance for Families
• Michigan High School Athletic Association
• Miller Davis
• Milwood Community Church
• Milwood Christian Reformed Church
• Ministry with Community
• Mobile Dentist
• Money Smart Kids
• Mt. Zion Baptist Church
• National Junior Honor Society
• New Genesis
• New Latino Visions
• New Life Fellowship C.O.G.I.C.
• NAACP
• Northside Association of Community Development (NACD)
• Northside Ministerial Alliance (NMA)
• Oakwood After-School Program
• Optimist Club
• PACE
• Parent 2 Parent
• Parent Teacher Organizations
• Parents as Partners
• Park Street Market
• Pearle Vision Gift of Sight
• Pretty Lake Camp
• Prevention Works
• Pride Care
• Proud 2 Be Me
• Radiant Church
• Rotary Club
• Rubin Chiropractic
• RX Optical

• Science Olympiad
• Second Baptist Church
• Siemer Family Grant
• Sizzlin’ Summer Math and Science Program (SSMSP / KAMSC)
• Skyridge Church
• SLD Center
• Southwest Michigan Children’s Mental Health Coalition
• State Farm
• Stockbridge United Methodist Church
• Stones Church
• Tabernacle C.O.G.I.C.
• The Ark for Youth
• The Civic Theatre
• The Gilmore-Keys to Education
• The Links
• Third Christian Reformed Church
• Threads Church
• Timber Ridge Ski Area
• Tower Pinkster
• Trenches Community Church
• Trinity Reformed Church
• Turn 2 Foundation
• Ujima Enterprises
• Valley Family Church
• Vision Assistance
• Volunteer Kalamazoo
• Walgreens
• Warm Kids Project
• Wellspring Dance
• Western Michigan University
• Westwood United Methodist Church
• W.E. Upjohn Institute for Employment Research
• WMU America Reads
• WMU ATYP
• WMU Bronco Buds
• WMU Bronson School of Nursing
• WMU Counseling
• WMU Department of Social Work
• WMU Frostic Fine Arts Department
• WMU Gear Up
• WMU Latino Student Alliance
• WMU Music Department
• WMU Saving Our Sisters
• WMU School of Social Work
• WMU Sociology Department
• WMU Student Volunteers
• WMU Therapists
• WMU Upward Bound
• WMU Young Black Males
• WMU’s America Counts Program
• WMU’s America Reads Program
• Wright for Kids Foundation
• YMCA — Champions for Healthier Kids
• YMCA — Sherman Lake Camp
• YMCA (Primetime)
• Young Chefs Academy
• Young Women of Purpose & Worth
• Youth Opportunities Unlimited (Y.O.U.)
• YWCA
• Zoetis Lab Sciences

In conclusion: Every major indicator has improved . . . and yet to paraphrase Robert Frost, we have miles to go before we sleep.

Dr. Rice thanked Deputy Superintendent Start, Assistant Superintendent of Teaching and Learning Services Cindy Green, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, Interim Director of Student Services Nkenge Bergan, Interim Director of Special Education Rikki Saunders, Executive Director of Communications Alex Lee, the support staff throughout the district, and his administrative assistants Bea Cunningham and Lee Miller.

Board Discussion:
Jennie Hill asked what the process was for adopting new curriculum, such as the reading and math materials adopted in 2009.

Dr. Rice explained that the process of curriculum adoption included six to eight months working with teams of teachers, coordinators, and directors sifting through different materials, field testing a pilot program or programs, and then making a determination of which materials we want to recommend to the board. He stated that if the board approves, KPS purchases those materials, inventories and distributes them to classrooms, and provides professional development for the teachers.

Ms. Hill asked if the teachers were receiving enough professional development.

Dr. Rice replied that KPS provides a great deal of professional development; however, it is constrained in terms of time regarding how much professional development it can provide. He noted that teachers also ask for and receive opportunities to get additional professional development provided outside of the district and regular work hours.

Carol McGlinn expressed her appreciation for the extensive information provided by Dr. Rice in his report because it provided the board not just a glimpse of a school year, but an extended period of time. She noted that there was not just one “fix” to improve education and that the presentation showed the many areas that need to be constantly reviewed and evaluated. Ms. McGlinn expressed her belief that KPS was heading in the right direction and needed to continue to be innovative in its approach to providing the best education for our students so that they would become successful adults.

Dr. Martha Warfield concurred with Trustee McGlinn that there were many different ways of instruction being offered to our students. She explained that KPS is an urban district with a different demographic than many in the community realize. Dr. Warfield stated that recognizing cultural differences is very important and expressed her appreciation for the culturally responsive education and mentoring of our students most in need. She thanked Dr. Rice for the presentation and noted that what is happening in KPS is also a community movement.
Dr. Rice responded that this community is very supportive and that everyone wants Kalamazoo to be a great place to be a kid irrespective of socioeconomics, ethnicity, where you live, whether or not mom, dad, or grandma live with you, and so on. He stated that he was encouraged that there was an understanding more broadly than in the school district about this theme, and noted that at the city level, conversations were consistent with the conversations in our district that it is critical that we work to end the entrenched nature of poverty before our poor children grow up and become poor adults. Dr. Rice noted that he was encouraged by the work of KPS and the city of Kalamazoo and that even though the work was in a fledgling stage, the fact that there are many people who are willing to take on this mission makes Kalamazoo a special community.

Ken Greschak stated that he was taken at the onset of the presentation with the information that our students speak 54 native languages, and that KPS has 967 English language learners, and 70 refugee students. He explained that the diversity in our community is one of KPS’s greatest strengths and makes possible a wonderful exchange of information and cultural knowledge for our students as they move on after graduation prepared for what the world is and how to interact professionally and socially. Mr. Greschak noted that the test scores trending upwards was great; however, we do not want to lose sight of the fact that the richness of what we are is the core strength of our district.

TiAnna Harrison stated that she appreciated the good news and impressive data; however, she had found the most relevant information was the focus on the real challenges in our district. She noted that she appreciates the extra attention to areas that will create positive results for the community. Ms. Harrison advised that culturally relevant education, student catch-up growth, and improved attendance will directly affect graduation rates. She noted that the open invitation for the community to come and partner with KPS in more visible ways was encouraging because the most important thing in any community should be the children.

Patti Sholler-Barber asked when the student mentoring was done during the day.

Dr. Rice replied that typically, although not exclusively, during student lunch for 25-35 minutes.

Ms. Sholler-Barber asked for an explanation of catch-up growth and why it was crucial.

Dr. Rice explained that when children fall behind academically, they cannot be permitted to stay behind. He stated that the students must catch up in a purposeful fashion, with a plan that is constructed around the child and his or her family in a partnership with KPS to drive kids forward. Dr. Rice noted that if you don’t raise to consciousness that a student is behind, the student will most likely not be able to catch up.

Ms. Sholler-Barber asked about the capacity at the Kalamazoo Innovative Learning Program (KILP).

Dr. Rice stated that KPS initially thought of KILP serving 60 young people this school year. He advised that currently there were 58 students enrolled at KILP, 30 in one session and 28 in another session. Dr. Rice explained that the advantage of KILP for students was the program’s flexibility because students have the choice of morning or afternoon attendance. He noted that KPS learned through the restructuring of Phoenix High School that many students prefer an early start time. Dr. Rice stated that Phoenix was deliberately created with a 9:30 start time; however, the students made it clear that they preferred a 7:30 start time, so the new schedule at Phoenix is 7:30 to 1:00, with mentoring and tutoring available in the afternoon. He continued that at KILP students may choose
Ms. Sholler-Barber noted that KPS had taken some big budget cuts and asked if current state funding for public education had kept up with inflation.

Deputy Superintendent Start replied that the current foundation allowance from the state of Michigan was below the funding provided in 2011.

Ms. Sholler-Barber stated that according to Dr. Rice’s report, despite budget cuts, KPS had increased student achievement. She noted that one of the most obvious points in the presentation was that the KPS team had risen to the occasion and KPS was doing more for its students with less state funding.

Ms. Sholler-Barber noted that at the board professional development on November 2, the presenter from Michigan Association of School Boards was impressed that the KPS Board of Education had set specific goals and that the goals the board has adopted were ones that the presenter would have suggested. Ms. Sholler-Barber praised the incredible leadership and awareness of KPS for providing what our 13,000 children need so that they will be ready to receive the Promise and be successful.

Dr. Rice responded that, as we all know, there continue to be enormous efforts needed to improve what we need to do for our young people; however, more students were achieving their promise/Promise.

Ms. Sholler-Barber noted that KPS has 69% of its children eligible for free or reduced-price lunch and that it is well documented that more funds are needed to educate children of poverty. She explained that there is no one thing the district can do that will fix the system. Ms. Sholler-Barber noted that public schools have had the additional burden from legislators demanding more from them, and at the same time cutting school funding. She commended Dr. Rice and the entire KPS team for the excellent work on behalf of our students, and stated that she believes the children and district are in good hands under Dr. Rice’s leadership.

Dr. Rice responded that leadership begins at the board level and, having worked in many districts with chaotic and unfocused boards, this board’s focus had been very instrumental in driving student achievement. He explained that that concept is poorly understood by many who don’t know what a public board is supposed to be about and thanked his board members for working professionally, collaboratively, and collegially, with a focus on student achievement. Dr. Rice paraphrased an African proverb, “When elephants fight, the ground gets trampled; when adults fight, children get caught underfoot.” He expressed his appreciation to the board for its leadership.

X. Other Business
None.

XI. Comments by Trustees
Jennie Hill stated that during her campaigning for reelection to the KPS Board of Education she had met a lot of people that had great things to say about KPS. She stated that she had spoken to a parent of a student at KILP, who explained that her child had strayed away from traditional instruction, had not done well at Phoenix, and then realized that they needed a high school diploma and had enrolled at KILP. Ms. Hill stated that the parent advised that her child was doing well and talking about post-high school education.
Ms. Hill stated that the recent League of Women Voters voter registration and voter education project had gone very well, and that students had shared the information with their parents.

Ms. Hill stated that student achievement could not be accomplished without teamwork to boost education. She saluted the community of Kalamazoo for working with KPS so that all of our children would graduate and go on to higher education.

TiAnna Harrison invited everyone to attend the upcoming production of *The Wiz* at Kalamazoo Central High School Auditorium at 7:30 p.m. on November 11, 12, 18, and 19; and at 3:00 p.m. on November 13 and 20.

Carol McGlinn encouraged everyone to vote on November 8. She reminded them that it was a long ballot and to remember to go all the way to the end of the ballot and vote for board of education.

Patti Sholler-Barber concurred with Ms. McGlinn about getting out to vote on November 8, and reminded everyone to consider each candidate’s stance on public education and to vote for those who would focus on what is best for our children.

**Comments by the Superintendent**

Dr. Rice expressed his appreciation to KRESA Superintendent Dave Campbell, Program Administrator Jason Luke, and the members of the business community for providing students the opportunity to explore career options at MiCareerQuest. He explained that eighth and ninth grade students had had the opportunity to attend this week. Dr. Rice stated that he had had the opportunity to attend for a short time and students and presenters all had a great time. He extended kudos to all who were involved in that outstanding effort.

**XII. Closed Session**

President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 9:02 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Monday, November 21, 2016 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
November 21, 2016 – Regular Meeting

I. Call to Order
President Patti Sholler-Barber called the November 21, 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, Craig Herschleb, Jennie Hill, Carol McGlinn, Patti Sholler-Barber, and Dr. Martha Warfield. Absent: TiAnna Harrison. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following El Sol Elementary School turn-around students: Jaelyn Bell, second grade; Luis Lucas-Mejia, fourth grade; and Johan Carrillo Betancourt and Ramil Diaz-Chalas, fifth grade.

Also in attendance and introduced by Mr. Lee were El Sol Elementary School Principal Heather Grisales and staff members Daniela Saldaña, Evie Linebaugh, Stephanie Measzros, and Amy Followell. 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 November 9, and reviewed new long-term board academic goals. She advised that the committee would meet again on December 14.

Communities in Schools Kalamazoo (CISK) – Carol McGlinn, representative, stated that the CISK board had met on November 18, and an election for new board members was conducted. She explained that Dr. Martha Warfield would continue on the CISK board, and that Patti Sholler-Barber would join the CISK board as the KPS Board of Education representative.

Ms. McGlinn stated that CISK continues to work with the Kalamazoo County Health Department mobile health unit, which had served 460 students from 20 KPS schools during the first trimester.

Ms. McGlinn advised that the mobile dental unit would now be operated by the Family Health Center instead of by the Kalamazoo County Health Department. She stated that CISK would work with Family Health Center to make this a smooth transition.

Ms. McGlinn stated that Pfizer employees, in partnership with CISK, had given a presentation on a career exploration program to KPS students. She noted that both student and adult participants learned a lot while working together on career exploration.

Ms. McGlinn concluded that the CISK board would not meet in December and that the next meeting would be January 20.
Teaching and Learning Council – Patti Sholler-Barber, representative, stated that the council had met on November 17, and had had an exciting evening with 31 grant application presentations. She noted that the presentations showed KPS teachers at their finest, and complimented Assistant Superintendent of Teaching and Learning Services Cindy Green for a well-organized event.

President Sholler-Barber announced upcoming committee meeting dates:
- Operations Committee would meet on November 22;
- Policy Committee would meet on November 22;
- Evaluation Committee would meet on December 13; and
- Wellness Committee would meet on December 15.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of November 4, 2016 through November 21, 2016 (File #8).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. November 2, 2016 Board-Superintendent Professional Development Minutes; VII.A.2. November 3, 2016 Regular Meeting Minutes; VII.B. Purchase Request 2017-06; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2017-06 in the amount of $77,120 from the 2013 bond for 40 Apple MacBook Pro laptops for use in the new digital photography classroom at Kalamazoo Central High School.

MOTION: Implied to approve the Consent Calendar as presented.

Board Discussion: President Sholler-Barber thanked the community for its support of KPS bonds.

Audience comments: None.

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

VIII. Persons Requesting to Address the Board
Ron Dillard, 3609 Canterbury Avenue, Kalamazoo, introduced himself as the director of the Kalamazoo Promise scholars program at Western Michigan University (WMU), which is located in the Office of Diversity and Inclusion at the university. He thanked the board and KPS for their continued support and stated that WMU was doing everything in its power to support the Promise students at WMU.

Lauren Carney, 428 Woodward Avenue, Kalamazoo, introduced herself as a graduate of Loy Norrix High School, currently working with the WMU Kalamazoo Promise scholars program at WMU. She stated that she had been a sophomore at WMU when the Kalamazoo Promise was first introduced, and that she was delighted for the great opportunity that the Promise offered KPS students. Ms. Carney explained that she could see the need for support within WMU for Promise students because some of them had never anticipated being able to attend college.
Amyre Dennis, 2516 Logan Drive, Kalamazoo, introduced herself as a peer mentor for the WMU Kalamazoo Promise scholars program. She explained that she was passionate and excited about helping students because she was a Loy Norrix graduate and WMU Kalamazoo Promise student. Ms. Dennis stated that the WMU Kalamazoo Promise scholars program had helped her to grow and that she wanted to continue to help people. She thanked the board and KPS.

Macey Withrow, 3626 Lark Drive, Kalamazoo, stated that she was also a Loy Norrix graduate and WMU Kalamazoo Promise student. She explained that the Promise provided the funds for tuition; however, students also need assistance with the academics and social aspects of college. Ms. Withrow advised that the WMU Kalamazoo Promise scholars program provided assistance to students in need of extra help or guidance. She concluded that she had also achieved personal growth by meeting so many wonderful people through the scholars program.

Caroline Rodriguez, New Horizon Village, Kalamazoo, thanked Dr. Martha Warfield for allowing Ms. Rodriguez to do her social work internship with the WMU Kalamazoo Promise scholars program. She stated that she was passionate about helping others and thankful for people like the board trustees for their commitment.

IX. Reports and Recommendations
A. Resolution Authorizing 2017 Refunding Bonds
   Deputy Superintendent Start stated that bonds provide money for KPS to buy important things for its students. He explained that higher interest bonds can be refunded occasionally so that lower interest bonds could be sold, which would save KPS money and reduce property taxes. Mr. Start advised that this process was similar to refinancing a mortgage on a house. He stated that refunding of the 2007 bonds at this time would save KPS taxpayers approximately $1 million.

   MOTION: Moved by Trustee McGlinn, seconded by Trustee Hill, to approve the Resolution Authorizing 2017 Refunding Bonds.

   Board Discussion:
   Carol McGlinn asked how often refunding of bonds takes place.

   Mr. Start replied that bonds can be issued as callable at a certain time, and when that time arrives, we investigate and determine if the market is favorable for refunding and reissuing bonds at a lower interest rate.

   Ms. McGlinn asked if this was another way that KPS strives to be responsible and effective with voter-approved bond money.

   Mr. Start stated that that was correct, and noted that KPS has an excellent financial advisor. He stated that the sale was set for February 2017, at which time KPS would make the final decision on whether or not refunding was fiscally responsible based on the market at that time.

   Audience comments: None.

   Disposition: Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions.
B. Kalamazoo Innovative Learning Program

Director of Secondary Education Johnny Edwards and Director of the Kalamazoo Innovative Learning Program (KILP) David Gamble presented the following history and update of KPS alternative high school options.

During the 2013-2014 school year, Dr. Rice formed a planning committee to explore ways in which we could improve our programming at Phoenix High School. The committee included Phoenix Principal Mark Hill, Phoenix staff members, members of central administration, and members of the community. The planning committee put forth several recommendations to the superintendent to restructure the school. The board approved the recommendations, and beginning with the 2014-2015 school year Phoenix High School was restructured.

One way in which Phoenix was restructured was to alter the start and end times. Previously, the school day began at 9:34 a.m. and concluded at 4:20 p.m. We surveyed students regarding preferred start times, and starting with the 2014-2015 school year, the school day begins at 7:30 a.m. and ends at 1:00 p.m. After the 1:00 p.m. dismissal, students are mentored, can receive tutoring, get assistance with homework, and earn credit through the online credit recovery platform, GradPoint.

The committee also looked at the total number of credits required to graduate from Phoenix. In 2013-2014, the total number of credits needed to graduate from Phoenix was 21. Beginning with the 2014-2015 school year, the total number of credits to graduate was modified to 19. Students are now enrolled in four courses instead of the five courses under the previous model. The modification in the number of credits to graduate is closer to many other alternative high school programs throughout Kalamazoo County and throughout the state.

Students and families have responded positively to the altered start and end times along with the modification of credits to graduate. In 2013-2014, the school year prior to the restructuring, student enrollment was 130 students. In 2014-2015, the enrollment increased to 206. Last school year, the enrollment hovered around 199, and this year’s enrollment is 186. This year’s enrollment represents an increase of 43% over 2013-2014.

With the increased enrollment, Phoenix High School’s class of 2016 graduated 102 students. This is a significant accomplishment for the staff, students, families, Phoenix, KPS, and the community. This is by far the largest number of graduates in the school’s history.

Despite the many successes with Phoenix High School and the school district’s rising graduation rate, there are still high school students who are not experiencing success at Kalamazoo Central High School, Loy Norrix High School, or Phoenix High School. Therefore, we decided to explore another way in which high school students could earn a KPS diploma and take advantage of the Kalamazoo Promise. As a result, this year KPS opened the Kalamazoo Innovative Learning Program (KILP) in partnership with Chancelight Ombudsman.

KILP provides the type of learning environment that is commonly used for credit-recovery and dropout programs. This learning environment integrates technology into classwork to put students at the center of the instructional process. The KILP instructional process is driven by the flex-choice model, which uses online learning platforms to deliver most of a student’s curriculum. Teachers interact with students to facilitate learning and provide support throughout the learning process. This model also incorporates small group and some teacher-led instruction.
Thirty students are enrolled in the morning session and 30 additional students are enrolled in
the afternoon session. We set out with a goal of enrolling 60 students in the program this school
year, and we have achieved that goal. Of those 60 students, 40 transferred from Kalamazoo
Central, Loy Norrix, or Phoenix High Schools; 18 are former KPS dropouts; and two are new to
KPS.

Our staffing model consists of a director, two teachers, one tutor, and a part-time campus safety
officer for each group of 30 students. We also receive support from Teaching and Learning
Services, Student Services, Human Resources, and the Business Department.

KILP has two sessions. The morning session begins at 7:30 a.m. and ends at 12:23 p.m. The
afternoon session begins at 11:30 a.m. and ends at 4:23 p.m.

We develop an individualized academic plan for each student. To meet the growth-oriented
needs of each student, KILP administers an academic assessment upon enrollment. We conduct
the STAR reading and math assessment for each student. The STAR assessment provides
interim data on a student’s reading and math skills so that goals can be set, and staff can
respond quickly to each student’s needs, monitor progress, and maximize growth. This
assessment is administered every 12 weeks.

Our programming is provided through online educational platforms of A+, Gradpoint,
Odysseyware, and Reading Plus. These platforms allow us to provide the necessary classes that
meet each student’s academic requirements.

In addition to our online educational platforms, we provide future and career planning. This
occurs during the last 50 minutes of each session. We provide future and career planning via
career interest surveys, exposure of our students at college fair/expo/recruiters, maintenance of
a College and Career Corner, and attendance at events such as the MiCareerQuest Southwest.

Along with our future and career planning, we provide social skills development. The social
skills development is designed to help students organize themselves and make better choices
related to their education and personal life. Students take a self-discovery inventory to assist
them with finding their strengths and weaknesses. The skill-streaming pro-social skills aid
students in developing their communication skills and building positive relationships.

**Board Discussion:**
Dr. Warfield asked what the demographics were of the 60 students enrolled at KILP.

Mr. Gamble replied that the demographics were approximately 60% female and 40% male,
with approximately 50% of the student population African American.

Ms. McGlinn asked if many of the KILP students had major reading and/or math challenges.

Mr. Gamble replied that some of the KILP students have reading and/or math skill challenges;
however, many were also dealing with social challenges on a personal level, which may be a
contributing factor to academic challenges.

Ms. McGlinn asked if there was a commonality among the dropout students about why KILP
had interested them in returning to school.
Mr. Gamble advised that the motivating factor was wanting to receive a high school diploma, and having a new opportunity to graduate through KILP.

Ms. Hill noted that much of the KILP curriculum was computer-based, and asked if students were required to attend every day.

Mr. Gamble explained that daily attendance is mandatory. He stated that the flex-choice model allows students to take the lead on what curriculum they would concentrate each day. Mr. Gamble advised that each student has an individualized academic plan that outlines the courses that he or she must complete during the first trimester. He explained that the plan is developed with each student and the teachers, with a pacing guide so the student knows what he or she must do to be successful.

Mr. Edwards explained that the web-based programs provide teachers with real-time data so that they are able to monitor student progress on a daily basis.

Ms. Sholler-Barber asked for clarification that there was individualized work for students with teacher monitoring along with the web-based programs.

Mr. Gamble reiterated that each student is provided with an individualized academic plan designed specifically for them, and that communication about academics between teachers and students revolves around each student’s academic plan.

Mr. Edwards added that in addition to their individualized academic plan, students must also meet the Michigan Merit Curriculum. He explained that prior to admittance to KILP, each student’s transcript is audited by a high school counselor and Mr. Gamble and his team to develop the course of study for each student for each trimester.

Ms. Sholler-Barber asked if KILP was making students feeling empowered and successful.

Mr. Gamble replied in the affirmative.

Mr. Edwards added that KILP students are those most off-track to receive their diploma with the class with which they had entered high school; however, even though they were behind academically, they were still capable of earning their diploma and, in some cases, of catching up.

Ms. Sholler-Barber noted that KILP was bringing hope and empowerment for students who felt that obtaining a diploma was beyond them due to other circumstances in their lives. She noted that this speaks to the reality of today’s educational system and the responsibility of public schools to make sure that we are gathering all of these students and providing each student an opportunity and a career path.

Dr. Rice asked for an explanation of the logic of having two sessions versus one and how that difference relates specifically to our young people at KILP.

Mr. Edwards replied that having two sessions offers students a choice in how they navigate curriculum and personal needs such as jobs or caring for family. He explained that the choice of coming in early or coming in late can be based on each student’s individual circumstances because we do not want KILP to impede their ability to obtain an education because of other responsibilities in their lives.
Dr. Rice advised that he appreciated an earlier conversation with Mr. Gamble concerning the large number of life situations of our 60 young people at KILP. He asked everyone to try to imagine the number of life events that intrude into the lives of our 3500 children at Kalamazoo Central, Loy Norrix, and Phoenix high schools, let alone the 60 at KILP. Dr. Rice noted that the average student at KILP might be a little older and have had some challenges in his or her education, and that KILP offers a flexible opportunity for them to earn a high school diploma.

Mr. Edwards explained that a student on track to graduate would not be eligible for KILP. He said that the highest priority for KILP is given to students who are older and have the fewest credits toward graduation. Mr. Edwards stated that the process for admittance to KILP involved high school counselors, deans of students, and principals who audit transcripts and then send the recommendations to him for approval before they are sent to Mr. Gamble.

**Audience comments:** None.

### X. Other Business

None.

### XI. Comments by Trustees

*Craig Herschleb* stated that he had had the opportunity to attend several events recently, including:

- First Saturday at KPL, which included a dance troupe from Comstock that performed African tribal dances;
- Kindergarten Kalamazoo Promise signing at Edison Environmental Science Academy, where students and parents signed a banner pledging that they would work hard to achieve and use the Promise; and
- Opening night production of *The Wiz* at Kalamazoo Central High School, which was an excellent performance by some very talented students.

*Jennie Hill* thanked the voters for placing their faith in her and reelecting her to the school board. She also thanked the other five candidates and commended them for their work on behalf of children. Ms. Hill welcomed incoming board member, Dr. Lauren Freedman, who was in the audience.

*Carol McGlinn* stated that she had attended the recent Northside Ministerial Alliance (NMA) meeting and had enjoyed Pastor Ervin Armstrong’s wonderful presentation about mentoring in KPS schools. She stated that Pastor Armstrong and his parishioners at Stones Church were excited to be involved in mentoring and encouraged the other ministers in the audience to also get involved.

*Dr. Martha Warfield* thanked the Promise donors for considering the plan for implementing the Kalamazoo Promise scholars program at WMU. She noted that the WMU Kalamazoo Promise scholars program would continue to grow. Dr. Warfield stated that there was a dedicated space on the WMU campus for use by Kalamazoo Promise students.

Dr. Warfield stated that she had attended the last performance of *The Wiz* at Kalamazoo Central High School and that it was an excellent production.

*Patti Sholler-Barber* stated that the world had changed a little bit since the last board meeting due to the results of the November presidential election. She extended congratulations to Trustee Hill on her reelection and to Dr. Freedman for her election to the board. She commented that she did
not want to think about having to say farewell to Dr. Warfield, who had not run for reelection to the board.

Ms. Sholler-Barber noted that she had attended some first grade library visits and had needed to see children skipping and enjoying the books. She explained that every Kalamazoo Public Library branch had library staff reading to our children, which emphasized for the students the power of reading.

Ms. Sholler-Barber stated that she had attended a meeting of Cradle Kalamazoo. She explained that more than 30 agencies, led by the YWCA of Kalamazoo, were organizing to continue a countywide fight to reduce the disparity in infant deaths. Ms. Sholler-Barber stated that YWCA CEO Grace Lubwama did an incredible job bringing the community together. She also thanked Dr. Arthur James for his presentation, “The Equity, a Dream Deferred.” Ms. Sholler-Barber described the disparity between white infant and black infant survival as horrific.

Ms. Sholler-Barber stated that the November 8 election had been a unique situation and read into the record a recent public statement by Kalamazoo Mayor Bobby Hopewell.

> This election will change our President, but it will not change our values. Kalamazoo is a diverse and welcoming place, one of the many aspects of this community of which I am extremely proud. We celebrate, value, and respect our differences and no one individual will change that.

> I have been saddened to hear reports of increases in hate crimes and intimidation following the election. Bigotry and hate will not be tolerated in our community. I urge everyone to remain diligent and report any instances of intimidation or potential harm to Kalamazoo Public Safety. For those feeling afraid, there are resources available in our community and the region. Know there are caring people available to help in both your neighbors and support services in the area.

> We must continue to stand by one another, stand up for what is right, and remain engaged. Presidential elections are held every four years, but there are always opportunities to get involved and move our community and nation in a positive direction. The City Commission and I will continue this work and I hope you will join us.

Ms. Sholler-Barber reassured the audience that KPS wholeheartedly agreed with what Mayor Hopewell had stated and advised that if anyone had fears or anxieties, KPS had support services available in its schools.

**Comments by the Superintendent**

Dr. Rice stated that he had had the opportunity to see the last performance of *The Wiz* at Kalamazoo Central High School and that it was the best attended final day matinee performance of any high school play that he had ever seen anywhere. He stated that the students had done an amazing job, with excellent training and coaching by teachers, Theresa Williams-Johnson, and Dr. Von Washington, Sr. He congratulated everyone that had been involved in the production.

Dr. Rice noted that he had also attended the Kalamazoo Promise kindergarten signing and explained that this would become a rite of passage for future kindergarten students. Dr. Rice advised that it was important for parents to be involved because we aspire to get more parents involved in the education of their children because young people benefit from having their first teachers involved in their school work.
Dr. Rice congratulated Trustee Hill on her reelection to the board and Dr. Lauren Freedman on her election to the board.

Dr. Rice expressed his appreciation to ISAAC Executive Director Dr. Charlae Davis, President Elder Douglas King, Elder Daniel Cunningham, and the good people at ISAAC for providing him the opportunity to address a body of churches about mentoring. He also thanked Dr. Michael T. Scott and the fine parishioners at Galilee Baptist Church for allowing him to speak with them about mentoring. Dr. Rice noted that Pastor Scott acknowledged that he wanted to be part of the mentoring and compared it to being one of the builders of the ark in preparation for the rain, rather than one of the people predicting rain and doing nothing to prepare.

Dr. Rice noted that 410 KPS staff members have volunteered to mentor approximately 2,000 KPS children this year in five-to-one weekly sessions. He explained that KPS was now reaching out to community members and thanked the following pastors and parishioners who had already volunteered to participate in mentoring:

- Pastor Jesse Herron and men from New Life Fellowship Church of God in Christ
- Pastor C.G. Charles and men from Tabernacle Church of God in Christ
- Pastor James Harris and men from Trenches Community Church
- Pastor Joel Brooks and Pastor Ervin Armstrong and men from Stones Church
- Pastor Michael Scott and men from Galilee Baptist Church

Dr. Rice referred to President Sholler-Barber’s comments and reading of Mayor Hopewell’s remarks after the November 8 election and stated:

By morality and by law KPS will continue to welcome all children in the community irrespective of their citizenship or immigration status. KPS does not and will not ask for immigration status because that is not our focus; rather, our focus is on the education of children. KPS will not participate in what was a noxious campaign cycle and what has become an unpleasant post-election cycle. The reality is that our children deserve better from the adults that serve them. They deserve positive leadership and leadership that is about raising all children up, not some, but all. That is the spirit in which KPS will continue to operate. We want the community to be very clear that KPS is not going to descend to some of the poor language and poor actions that we have seen over the last several months across this state, and in a much broader sense across the country.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into 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, December 8, 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 December 8, 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, 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 from the 2016 Stryke Force FIRST (For Inspiration and Recognition of Science and Technology) robotics team that placed in the top 3% of teams worldwide in May 2016: Loy Norrix High School seniors Ashley Bynum (unable to attend), James Herschleb, Maxwell Neeley (unable to attend), and Nicholas Stamper; Kalamazoo Central High School seniors Brandon Howard and Karley Reed; and Kalamazoo Central junior Erich Naidoo.

National Merit Scholarship commended students: Loy Norrix High School seniors Nora Hilgart-Griff (unable to attend) and Lena Wood.


Also in attendance and introduced by Mr. Lee were Loy Norrix High School Principal Rodney Prewitt and Kalamazoo Central High School Principal Valerie Boggan. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports

Committee Reports
Policy Committee – Craig Herschleb, chair, advised that the committee had met on November 22 and had reviewed Policy 3.2 – Non-Discrimination. He explained that the committee was waiting for a legal opinion regarding proposed changes. Mr. Herschleb stated that the committee had also discussed board goals and the KPS mission statement. He concluded that the committee would meet again on December 20.

Operations Committee – Ken Greschak, representative, stated that the committee had met on November 22, and had received an update on a possible property acquisition, reviewed the enhancement millage renewal proposal, and held a discussion on boundaries and student transportation. He advised that the committee would meet again on December 20.
President Sholler-Barber announced upcoming committee meeting dates:
- Evaluation Committee would meet on December 13;
- Curriculum Committee would meet on December 14; and
- Wellness Committee would meet on December 15.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of November 22, 2016 through December 8, 2016 (File #9).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. November 21, 2016 Regular Meeting Minutes; VII.B. Purchase Request 2017-07; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2017-07 in the amount of $26,000 from the Chenery Auditorium remodeling fund for removal and replacement of portions of existing sidewalk and installation of additional sidewalks and retaining walls as part of enhancements to the entrance of the auditorium.

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.

IX. Reports and Recommendations
A. Resolution for Regional Millage Renewal
Deputy Superintendent Start stated that Kalamazoo County voters had passed a regional enhancement millage in 2005, which voters had renewed in 2008, 2011, and 2014. He explained that this millage generates approximately $4.2 million annually for Kalamazoo Public Schools, and was essential for the district to maintain relative financial stability to avoid significant cuts to programs and services for students. He explained that this would be a continuation of this millage and would not be a tax increase.

MOTION: Moved by Trustee Dr. Warfield, seconded by Trustee Herschleb, to approve the Resolution for Regional Millage Renewal.

Board Discussion:
Carol McGlinn emphasized that this was a countywide millage, which provided a significant amount of funding to KPS, and thanked the voters who had supported this in the past. She noted that this millage was important not just to KPS, but to all public school districts in Kalamazoo County.
Ken Greschak noted that unlike bond issues, which are focused on brick and mortar maintenance and improvement, this regional millage was about classroom programs and services that directly affect our students. Deputy Superintendent Start agreed and advised that if KPS had to cut an additional $4.2 million from its budget, the resulting cuts would significantly hurt students, staff, and schools.

Patti Sholler-Barber thanked the constituents for their support and noted that passage of the regional millage renewal would help to keep KPS programs strong.

**Audience comments:** None.

**Disposition:** Roll call vote: motion carried, 7-yes; 0-no; 0-absentees.

**B. Middle and High School Course and Program Recommendations for 2017-2018 – 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 carefully consider, ask questions about, and vote on the recommendations.

Assistant Superintendent of Teaching and Learning Services Cindy Green presented the following report on recommendations for changes to the KPS middle and high school course bulletins. The recommendations include two major initiatives as well as minor edits to descriptions.

The first major recommendation involves offering some courses for a full year instead of two trimesters. The first course recommended change to a full year is Algebra I for freshmen in high school. Currently, approximately one-third of our students take Algebra I for a full year at the eighth grade level. The remaining two-thirds of students take Algebra I in high school as ninth graders over two trimesters. This is a course in which students need more time so there is a solid foundation before moving on to Geometry and Algebra II.

KPS continues to work on interventions to improve the success rate of all students in school. A full year of Algebra I for students who take the course in ninth grade will give teachers the opportunity to go more in-depth with concepts so students have more time to learn and practice.

In addition, French III, Spanish III, and Latin III are recommended to be full-year courses instead of two trimesters. This will give more time for in-depth study and learning so students are better prepared to take Advanced Placement (AP) courses.

The second major recommendation is the expansion in course offerings for Early Middle College (EMC). EMC is designed to allow a student to earn a high school diploma and substantial college credit at the same time. Students may earn a professional certificate or an associate’s degree depending upon the credits needed for the program. All classes are held on the campus of Kalamazoo Valley Community College (KVCC).

For the first year of implementation (2015-2016), our board of education approved four programs: 1) Associate’s Degree of Applied Science-machine tool technology; 2) machinist certificate; 3) personal computer (PC) support technician certificate of achievement; and 4) welding technologies certificate of achievement.
For the 2016-2017 school year, our board of education approved four additional programs for EMC at KVCC: 1) certificate of graphic design; 2) Associate of Applied Science in graphic design; 3) Associate of Arts in liberal arts; and 4) auto brakes certificate.

We are recommending that the board of education approve an increase in offerings of the EMC program. This includes the change that KVCC made with the liberal arts program. This broad program has been replaced by a number of degree programs in specific areas. Associate of Arts (AA) degrees are art, business administration, computer information systems, computer science, criminal justice, elementary education, secondary education, and social work. Associate of Science (AS) degrees are biology, engineering, and fisheries/natural resources. Both the AA and AS degrees require a minimum of 62 credit hours, which may transfer to a four-year college or university. We recommend that the board approve the availability of these new programs for KPS students in 2017-2018.

<table>
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<tr>
<th>Degree or Certificate</th>
<th>2015-2016</th>
<th>2016-2017</th>
<th>2017-2018</th>
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</thead>
<tbody>
<tr>
<td>Associate of Arts (AA) (62 credit hours)</td>
<td>Not offered</td>
<td>Liberal Arts</td>
<td>Art</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Business Administration</td>
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<td>Computer Information Systems</td>
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<td>Criminal Justice</td>
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<td>Elementary Education</td>
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<td>Secondary Education</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td>Social Work</td>
</tr>
<tr>
<td>Associate of Science (AS) (62 credit hours)</td>
<td>Not offered</td>
<td>Not offered</td>
<td>Biology</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Fisheries/Natural Resources</td>
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</tbody>
</table>

In the Associate of Applied Science (AAS) degree, we recommend four new programs to the board. These programs are occupational in orientation and are designed to prepare graduates for immediate employment. They require successful completion of a minimum of 62 credit hours. These programs are accounting, administrative assistant, culinary arts and sustainable food systems, and information technology (IT) support technician.

In the certificate (CERT) category, we recommend two additional EMC programs to the board. A one-year certificate program requiring the completion of 30 credit hours or more prepares the graduate for a specialized occupation. We recommend two new programs to the board in this category: administrative support and office management.

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<tr>
<th>Degree or Certificate</th>
<th>2015-2016</th>
<th>2016-2017</th>
<th>2017-2018</th>
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</thead>
<tbody>
<tr>
<td>Associate of Applied Science (AAS)</td>
<td>Machine Tool</td>
<td>Graphic Design</td>
<td>Accounting</td>
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<tr>
<td></td>
<td>Tech</td>
<td>Machine Tool Tech</td>
<td>Administrative Assistant</td>
</tr>
<tr>
<td>Certificate (CERT) (30 credit hours)</td>
<td>Machinist</td>
<td>Graphic Design</td>
<td>Culinary Arts and</td>
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<tr>
<td></td>
<td></td>
<td>Machinist</td>
<td>Sustainable Food Systems</td>
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<td></td>
<td></td>
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<td>Graphic Design</td>
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<td></td>
<td></td>
<td></td>
<td>IT Support Technician</td>
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<td></td>
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<td></td>
<td>Machine Tool Tech</td>
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</tbody>
</table>
In the certificate of achievement (COA) category, we recommend 11 additional programs to the board. The COA requires fewer courses than a regular certificate program. Training is provided in a specific set of skills for employment in a specific occupation. COA programs require more than three, but fewer than 30 credit hours. The additional recommended COA programs include auto suspension/steering, auto computer-assisted design (CAD), computer numeric control (CNC) operator, dietary manager, help desk, inventor, machine tool operator, network manager, office support specialist, software specialist, and word processing specialist.

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<th>Degree or Certificate</th>
<th>2015-2016</th>
<th>2016-2017</th>
<th>2017-2018</th>
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If approved by the board, the recommended expansion of EMC programs would provide a larger number of options for students to explore careers, prepare for careers, receive both high school and college credits, and prepare students for four-year institutions as needed for career paths. Given the opportunities for real-world learning and earning, the expanded programs may also help to keep some of our students in school. If these programs are approved for our students effective in 2017-2018, we will expand discussion of EMC programs to increase the limited number of students who have expressed interest in these programs to date.

Approval by the board and subsequent marketing of these opportunities would be consistent with the board’s work on its draft seventh goal, the expansion of career awareness, exploration, and development activities for students in the district.

The other minor recommended changes to the course bulletin involve updated descriptions of the courses or deletions. This includes courses at the middle and high school levels and Education for Employment (EFE) and Education for the Arts (EFA) courses offered through KRESA.

In conclusion, I wish to thank Director of Secondary Education Johnny Edwards, Executive Assistant Chris Frommann, KPS teachers, deans, and administrators who worked on these changes.
Board Discussion:
Carol McGlinn expressed her appreciation for moving Algebra I to a year-long course. She also noted that providing world language courses for three years was important and that she hoped world languages courses would eventually expand to four years, with possible college credit. Ms. McGlinn applaudled the additional EMC courses. She advised that she thought that the additional courses would encourage more students to take advantage of EMC. Ms. McGlinn concluded that providing more opportunities for students to see their education as relevant to a good-paying career was very positive.

Patti Sholler-Barber stated that she was very excited about the 2017-2018 course offerings because of the comprehensiveness at both middle schools and high schools. She explained that KPS had taken a thorough look at how to upgrade and improve so that we could better serve our students. Ms. Sholler-Barber noted that EMC had started small, but that the more course offerings and opportunities that were made available, the more students would enroll in EMC. She stated that KPS was making school more relevant for our students by engaging them at an early level so that they recognize that there is a relationship between school and their future careers.

Audience Comments: None.

C. Climate, Culture and Behavior
Interim Director of Student Services Nkenge Bergan and Interim Director of Special Education Rikki Saunders presented the following report entitled, “Success for All: A School Climate Overview.”

I. District Demographics
Kalamazoo Public Schools is a dynamic school district that seeks to meet the needs of all of its students. Today we will review our district’s demographic landscape, discuss behavior data, and share the various strategies that our staff uses to support students in efforts to improve student behavior.

We are fortunate in KPS to have an enriching, diverse population of students. We know that that diversity provides our students with the opportunity to learn and grow from one another. KPS students are:
- 42% Black
- 37% White
- 12% Latino
- 6% Multi-ethnic
- 2% Asian American
- 1% Native American

In addition, KPS has been fortunate this year to welcome a new community of learners, our refugee students and in many cases their families. KPS students:
- speak 54 native languages;
- include 967 English language learners; and
- include 74 refugee students, many new to the district this year.
In the last seven years, KPS has averaged 69% of its students eligible for free/reduced price lunch, compared to the state’s average of 47%. With the socioeconomic circumstances of many of our students, we understand that planning for and providing the appropriate support is key to creating a climate of success for all.

In addition to poverty, many times those socioeconomic challenges accompany issues of learning and stable housing. KPS has 1,648 special needs students in district public schools or non-public schools within the district for which we are responsible, and 702 students are currently recognized as homeless.

II. Behavior Data

Of the 11,367 students enrolled in the 2006-2007 school year, 28% were suspended from school for at least one day. In the 2015-2016 school year, 18% of the total enrollment of 12,834 students were suspended for at least one day. This is a 36% decline in suspension rate in nine years.

Given the increase in enrollment of 1,467 students (13%) over the nine years, the relative use of suspension as a form of discipline has decreased. Schools have begun to find other forms of discipline.

Though it is encouraging to see our overall suspensions decline, we understand that we have not yet arrived. Every day we seek to meet the social and emotional needs of our students.

According to the Office of Civil Rights, Civil Rights Data Collection, African American students are suspended nationally at a rate three times greater than white students. In addition, African American students have higher suspension rates than any of their peers. KPS data follow similar trends.

In January 2014, the U. S. Department of Justice, Civil Rights Division and the U.S. Department of Education, Office of Civil Rights issued a national “guidance” to assist public elementary and secondary schools in meeting their obligations under federal law to administer student discipline without discriminating on the basis of race, color, or national origin.

The state of Michigan does not require that suspension data be reported; however, a recent report shares that the most frequent causes of suspension in the state are insubordination and defiance and disruption, typically subjective behaviors.

In KPS, the most frequent causes of suspension are repeated disruptive behavior, potentially harmful behavior to oneself or others, and fighting.

As across the nation, there exists significant disproportionality between African American and other students suspended. In 2006-2007, there were a total of 3,130 KPS students suspended. 72% (2,254) of those were African American and multi-ethnic students and 20% (626) were white. By 2015-2016, KPS had reduced its suspensions to 2,347, of which 1,784 were African American/multi-ethnic students and 376 were white students. While both African American/multi-ethnic student suspensions and white student suspensions declined significantly, African American/multi-ethnic students made up 76% of all suspensions compared to white students at 16%. This continued and widening disproportionality has driven our district to focus our efforts on school climate and culture in a variety of ways.
The state of Michigan has mandated that a student must be recommended for a 180-day expulsion for the following behavior: assault of staff, weapons possession, arson, and criminal sexual conduct. There are other reasons a student may be removed for a 180-day expulsion; however, these are the mandatory reasons.

The use of expulsions has greatly decreased in KPS. From 2006-2007 there has been a decrease from 64 expulsions to 10 expulsions in 2015-2016, and those 10 were mandatory. While each year is unique, we are trending downward.

The use of expulsions has declined as the district has worked to eliminate non-mandatory expulsions and to reduce the length of out-of-school suspensions.

Kalamazoo Public Schools utilizes exclusions (removal from school from 11 to 179 days) as an alternative to expulsions. You can see in exclusions below by year. As expulsions have declined, exclusions have increased, with the district favoring shorter-term suspensions to longer ones, when possible.
In 2006-2007, the total expulsions and exclusions combined were 79 students; in 2011, our lowest year, total expulsions and exclusions combined were 32 students; and in 2015-2016 the total expulsions and exclusions combined was 44 students. Schools are a reflection of the community they serve and happenings in the community are often reflected in our schools at a given time or in a given year. While each year is unique, the combined number of expulsions and exclusions decreased 44 percent from 2006-2007 to 2015-2016.

Students excluded from KPS are provided homebound instruction to maintain academics during the time away from school. Although not all districts participate, homebound instruction is documented as an option in the Michigan Revised School Code.

We are very appreciative of the local therapists, counselors and others who support our students with counseling. While we understand behavior to be a form of communication, we know that there may be a root cause for behaviors and we seek to deal with these issues before simply applying a “rinse/repeat” action. Encouraging social and emotional growth will provide students with more of a fighting chance for success. Working collaboratively with local counselors, therapists, and faith-based leaders, students have been able to return to school sooner than in years past.

III. Efforts to Improve School Climate and Culture and to Address Behaviors
KPS strives to use data to make the best decisions for our students. KPS supports a systems approach to improving school culture and providing behavioral supports needed for all children to achieve both social and academic success. The core approaches are integrated within organizational systems in which building teams work with administrators and behavior specialists to provide the training, support, and organizational supports needed throughout each building.

At times, an egregious behavior requires a response. That response does not always need to result in a separation from school. Most minor violations should be managed at the classroom level without an office referral; however, when this is not possible, the district finds creative and appropriate ways to respond.

This list is a small sample of ideas that KPS administrators and support staff utilize to keep our students connected and engaged if a discipline issue needs to be addressed.

- Phone call to parents and/or a parent conference;
- After-school or lunch detention;
- Co-curricular activity suspension (sports or clubs);
- Restitution (financial or social, such as a written apology);
- Community service around the school; and/or
- School-based or home-school contingency contract.

While all of these efforts are not used in all of our classrooms across the district, they are examples of specific initiatives happening in our schools. Each school’s leadership teams have invested in the programs and philosophies that work for their school culture. Each program listed here has reaped benefits for the schools that have invested in them. We continue to seek what will work for our schools and students. Examples of school-based approaches include:
  - Positive behavior and intervention supports (PBIS) and multi-tier system of support (MTSS) are implemented in all KPS schools
  - Capturing Kids’ Hearts
  - School Improvement Process
  - Responsible Thinking Process
  - WEB/LINK Crew (secondary only)
  - Mentoring - male and female
  - Voluntary trainings: verbal de-escalation, classroom management, and school climate and culture

You heard in a recent board report about our efforts with culturally responsive education (CRE). Earlier slides illustrated the disproportionality our African American and multi-ethnic students face, and the national statistics regarding this issue. KPS has work to do in this area. While we understand that this is a courageous conversation, we know that it is important to ensure that all of our children and families feel valued and encouraged. We are in our second year of this work, and the Student Services Department appreciates the board and Dr. Rice’s commitment to this topic. CRE includes:
  - Support of Western Michigan University professors, Dr. Joseph Morris and Dr. Mary Z. Anderson;
  - District-wide focus for all teachers;
  - Ongoing professional development; and
  - Pre- and post-assessment with individual goals.

The intended outcomes of our investment in culturally responsive education focus on:
- Improved relationships between students and staff;
- Improved student engagement;
- Support staff growth and development; and
- Increased graduation rate.

The list below is just a snapshot of all of the support from the community that KPS receives for its students.
- Gryphon Place–restorative justice, peer mediation/conflict resolution, and Gatekeeper programs
- Community Mental Health–three school-based liaisons, wraparound services, and other supports available to children and families
- Communities in Schools of Kalamazoo in 20 KPS Schools
- Department of Human Services Pathways to Potential in three elementary buildings
- Family Health Center
- YMCA
KPS staff members are committed to helping all of our students succeed, including those who exhibit behavioral issues. In response to a significant increase in mental health crises among students nationally, KPS staff members have created opportunities for struggling students to remain in the school environment.

While the district has made productive gains in the area of student discipline, including expulsions, we recognize that we have more work to do with school climate and culture. As we intentionally focus on climate and culture, we are confident that we will continue to see a decrease in students being removed from the classroom.

If students are able to stay in the classroom and focus on learning and growing, our community at large will become stronger. Together with our students, staff, and families, we will wrap our arms around our young people and seek ways to meet their social, emotional, and behavioral needs for a stronger tomorrow.

Masai warriors greet one another by asking, “And how are the children?” Regardless of the fight or daily struggle, they understand their focus to be on protecting the young and powerless and that peace and safety must prevail. They respond, “All the children are well.”

In our district, we are standing with our school community and all stakeholders to ensure that we can also respond as the Masai, “All the children are well.”

Board Discussion:
Trustee Jennie Hill thanked Ms. Saunders and Ms. Bergan for the very comprehensive report. She noted that excluded students may be provided homebound instruction and asked if expelled students had access to academic assistance.

Ms. Bergan explained that oftentimes KPS provided homebound instruction for expelled middle school students. She stated that there was also the opportunity for expelled high school students to attend Youth Advancement Academy (YAA), and KPS works to enroll expelled students at YAA.

Trustee Hill asked what the process was for students to return to KPS after completion of their expulsion.

Ms. Bergan responded that the student must apply for reinstatement at the end of the 180 days via an application process. She advised that students are usually required to have had three to five verified counseling sessions completed during the expulsion. Ms. Bergan explained that the student then meets with a small committee of board members, parents, teacher, and Ms. Bergan to review the student’s readiness to return. She stated that sometimes students are not ready to return and are asked to complete additional counseling. Ms. Bergan noted that support is also provided to students when they return to KPS. She advised that the KPS Student Services Department sends a letter home 60 days before the child is due for reinstatement to remind them to apply for reinstatement and provides them with the necessary paperwork and assistance.

Trustee Hill asked if the behaviors that require mandatory expulsion were in laws enacted by the state of Michigan.

Ms. Bergan replied yes. She noted that the district tried hard not to expel a student unless it was for a state-mandated behavior.
Trustee Hill commented that events in the community affect behavior in schools; however, with the supports for our students in place, KPS students have the chance to turn it around and better the community by remaining focused on academic success.

Trustee Ken Greschak noted the disparity between expulsions, exclusions, and suspensions between African American students and white students, and commended the culturally responsive education (CRE) as an effort to help a predominantly white staff teach a large ethnically diverse student body. He asked if CRE would help teachers to understand how students view their world and what might be happening that is causing a student’s behavior.

Ms. Saunders explained that CRE was not just about behavior, but more about training staff on how school culture and climate may be viewed from a student’s perspective and how staff can address a situation to validate that perspective.

Trustee Greschak asked if CRE provided staff with better tools and understanding on how to de-escalate student behavior.

Ms. Bergan explained that CRE training had not been about giving out tools to address student behavior; rather, it had been about being reflective on any biases the staff member might have and how children might be receiving words, body language, and efforts that staff take or don’t take to get to know students better as individuals. She advised that CRE is about relationships, recognizing what they don’t know, and staff being open to learning something new to utilize when working with children. Ms. Bergan stressed that CRE was about relationships, about providing staff an opportunity to look at themselves in the mirror and reflect without shame on what they do and do not know.

Trustee Greschak stated that he found CRE commendable and asked if KPS was on the front edge of this endeavor for urban schools.

Ms. Bergan replied that KPS was not aware of districts who have taken on CRE in this manner because KPS has revisited the theme and had been intentional to make sure everyone that works with our children has this knowledge base.

Trustee Dr. Martha Warfield thanked Ms. Saunders and Ms. Bergan for bringing this report to the board and community. She explained that it was important to know the struggles that our children were having in and out of school so that we could provide the help and support for students to be successful. Dr. Warfield noted that this was not a unique situation to KPS. She said that this was a problem throughout our nation that Americans do not understand and appreciate different cultures. She expressed her excitement that KPS had taken a proactive approach with CRE.

Trustee Dr. Warfield continued that in the United States we have been able to take the notion of being first generation, low income, and/or minority and make it the student’s problem instead of a cultural problem. She noted that nothing was more reflective of a community than its school system and that if KPS can figure it out in our schools, maybe we can transfer that back to the community. Dr. Warfield applauded the work being done because it is never easy to change what is inside people’s hearts and minds, and stated that she was happy to see KPS taking a long-term approach.

Trustee Carol McGlinn noted that she and her fellow board members take reinstatement hearings very seriously. She explained that at the hearings it is very clear that the children do
not want to be out of school. Ms. McGlinn stated that she appreciated how seriously KPS takes reinstatement and may suggest additional counseling or community service to make sure that the student is ready to return to school and that, when the student does return, KPS provides additional support in the school for each returning student. She stated that there was still a lot of work to do in this area; however, KPS was moving the needle in the right direction by dealing with the hard issues and not ignoring them.

Trustee Patti Sholler-Barber stated that her favorite phrase in the report was that we are thankful for our diversity. She advised that during graduations, students state that one of the richest things about their education in KPS was the awareness of, working with, and connecting to the diversity in our schools.

Trustee Sholler-Barber praised the thoroughness of this report and expressed her appreciation for the clarification between expulsion and exclusion. She noted that it would be impossible to understand different cultures without training, and thanked KPS for its leadership in this direction.

Trustee Sholler-Barber asked for an example of how an incident between two students might be handled.

Ms. Saunders responded that the teacher would assess the nature of the issue with students, and if additional support were needed, an administrator or behavior support specialist would be available. She stressed that KPS tries to be proactive, with plans already in place for chronic misbehavior. Ms. Saunders noted that an important point to keep in mind was allowing children to maintain their dignity by giving them time to calm down before returning to the classroom. She explained that parents are partners with KPS every step of the way throughout their children’s education.

Trustee Sholler-Barber noted that bullying is a sensitive issue and asked what interventions are implemented.

Ms. Bergan stated that it starts with relationships and having teachers know their students, so that if a teacher sees a change in student behavior, the teacher can talk to the student. She stated that it is important for staff to greet children and see what individual groups are doing because a lot can be headed off if we know our children.

Ms. Bergan stated that other interventions include:
- Providing restorative justice and peer mediation through Gryphon Place;
- Teaching social stories or lessons that show students how to be friends with each other;
- Talking about school family;
- Discussing the culture and climate in the school building;
- Teaching what expectations are;
- Asking students where they go when they need help;
- Teaching students to self-advocate;
- Taking every claim of bullying seriously;
- Having children write out incident reports;
- Sharing with a trusted adult so it can be investigated;
- Following up, documenting, and maintaining on file; and
- Using the student code of conduct to address behavior.
Dr. Rice clarified that the combined number of expulsions and exclusions is down from 79 in 2006-2007 to 44 in 2015-2016, an almost 50% decline in nine years. He thanked Assistant Superintendent Cindy Green, Ms. Bergan, Ms. Saunders, Dr. Morris and Dr. Anderson from Western Michigan University, and all KPS principals, teachers, and staff who have exhibited tremendous creativity in dealing with a wide range of behaviors in our young people.

**Audience comments:** None.

**X. Other Business**

**Adoption of New Board Goals/Subgoals/Targets** – added on the floor

Dr. Rice explained that the board had been working over the last six months on rethinking its goals/subgoals/targets and a new KPS mission statement. He presented the following information:

In January 2009, the board had first passed long-term goals, which were six-year goals; however, due to changes in state testing, in August 2013 the board approved new goals/subgoals/targets. The proposed revised goals/subgoals/targets this evening include the same five goals as first adopted in January 2009, which were for improvement in reading, math, writing, Advanced Placement (AP) participation and success, and graduation rates. However, subgoals and targets for these first five goals are recommended to be modified, due to changes in state assessments and past success of the district in meeting its goals. In addition, sixth and seventh goals have been added, and a new KPS mission statement has been formulated.

**1. Reading** – as measured by the growth between the October and May NWEA/MAP Tests

- Fourth grade improvement in percentage of children at or above proficiency:
  - increase from 44% in 2015-2016 to 60% in 2020-2021, an average of 3.2% per year;
- Fourth grade students growing by 1+ years’ worth of growth:
  - increase from 57% in 2015-2016 to 75% in 2020-2021;
- Eighth grade improvement in percentage of children at or above proficiency:
  - increase from 53% in 2015-2016 to 65% by 2020-2021, an average of 2.4% per year; and
- Eighth grade students growing by 1+ years’ worth of growth:
  - increase from 61% in 2015-2016 to 75% by 2020-2021.

**2. Math** – as measured by the growth between the October and May NWEA/MAP Tests

- Fourth grade improvement in percentage of children at or above proficiency:
  - increase from 36% in 2015-2016 to 50% in 2020-2021, an average of 2.8% per year;
- Fourth grade students growing by 1+ years’ worth of growth:
  - increase from 53% in 2015-2016 to 75% in 2020-2021;
- Eighth grade improvement in percentage of children at or above proficiency:
  - increase from 43% in 2015-2016 to 60% by 2020-2021, an average of 3.4% per year;
- Eighth grade students growing by 1+ years’ worth of growth:
  - increase from 71% in 2015-2016 to 75% by 2020-2021; and
- Increase percentage of children taking eighth grade algebra from 31% in 2015-2016 to 40% in 2020-2021, an average of 1.8% per year.
3. Writing
Writing remains an important part of KPS curriculum and needs to be an enduring goal. At the same time, there is no longer a writing assessment administered by the state of Michigan, and we do not yet have an internal mechanism for measuring writing achievement. We are working on a recommendation to the board for new writing materials in kindergarten through fifth grade, and ways that we can define and track our progress in writing. For the time being, the writing goal will not have a defined output targets or metrics but will instead rely on the improvement of inputs to student achievement.

4. Advanced Placement (AP) Participation and Success
We recommend roughly the same number of young people taking AP courses over the next few years and roughly the same number of AP courses being taken, recognizing that we have had a dramatic increase of 136% over the last eight years in the number of young people taking AP courses, and a 197% increase in the number of AP courses being taken. There is no longer an issue of pushing the participation; rather, our focus has shifted to driving higher percentages of young people receiving college credit on end-of-year AP exams. We recommend that the goal of 50% of our students receiving college credit on the AP exams move to 55% by 2020-2021. We have had four years in a row of raising this percentage, with an increase of 12 percentage points in the last four years to 46%. The number of tests receiving college credit has increased every year in the last eight years, a tremendous accomplishment.

5. Graduation rates
When the board moved from its first set of goals set in 2009 to the goals that were set in 2013, the board asked us to track not only a four-year graduation rate but also a five-year graduation rate. Our recommendation is that we continue to track four-year and five-year graduation rates.

Four-year graduation rates have increased by 7.9 percentage points from 63.1% to 71% since President Obama came to Kalamazoo six years ago. This is a credit to our board, staff, students, families, and community members. We are recommending an increase to 79% for four-year graduation rates over the next five years. We are recommending an increase in our five-year graduation rate from 73.3% to 81% over the next five years. We must continue to push our children to greater heights.

Over the last six months, the board has been working on two more goals, goals six and seven tonight. They are:

6. Continue the improvement of district marketing and of service to our children and families.
It is important to continue to improve district marketing and our customer service to our children and families.

7. Improve career awareness, exploration, and development in our students’ middle years.
We define middle years as upper elementary through early high school. There is quite a bit of career exploration and development in late high school with EFE and EFA courses and dual enrollment. We believe we need to push that down further and make it something that becomes a part of middle school and by extension into upper elementary so students can be exposed to more, explore more, develop their skills more, and begin to try on different careers and think about what career they want to pursue.
The board has also been working on a new mission statement. It reads as follows:

**KPS Mission Statement:**
Nurture the dreams of all students and empower all students to contribute to a better world.

**MOTION:** Moved by Trustee Greschak, seconded by Trustee Dr. Warfield, to approve the board Goals/Subgoals/Targets and adopt the new KPS Mission Statement.

**Board comments:**
Carol McGlinn stated that she was thankful that we have long-term goals because many boards do not. She noted that the long-term goals have been very effective and we have been able to see improvements, meet goals, and move on to next steps. She said that there have been challenges along the way; however, the five most critical academic areas and the addition of two new goals are great steps. Ms. McGlinn expressed her appreciation to her fellow board members and Dr. Rice for the amount of time spent in discussions on these topics.

Ken Greshak noted that it is important for the public to understand that as a board we have our eyes on the larger picture, serving our families and holding ourselves accountable to improving how we are touching our families. He explained that interpersonal relationships ultimately affect how someone views KPS and that we are only as strong as the last person-to-person interaction. Mr. Greshak stated that we hold ourselves and our staff to a very high measure. He added that he was delighted about the new goal of improved career awareness for our students to broaden our young people’s exposure to what their future could be. Mr. Greshak advised that these are not easily measured outputs and the board would have to continue to explore how we would define our success.

Dr. Martha Warfield commented that, without goals, how could anyone feel any sense of accomplishment.

Patti Sholler-Barber noted that the Michigan Association of School Boards (MASB) had commended the board for having stated goals. She expressed her appreciation for the updated and newly added goals. She thanked our largest community partners of parents and families for their support, and expressed her pride in her fellow board members for the sometimes difficult discussions we have as we work to do what is best for all of our students.

**Audience comments:** None.

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

Dr. Rice thanked all the staff who had driven improvements in every major academic indicator over the last seven years, and thanked the board for its tremendous support.

**XI. Comments by Trustees**

*Carol McGlinn* advised that the Ugly Sweater fundraiser for Communities in Schools of Kalamazoo (CISK) that was held on November 29 had been a great success, with lots of clothing donations. She stated that CISK is still looking for boots, snow pants, and other winter clothing.

Ms. McGlinn encouraged everyone to also support First Day Shoe Fund, enjoy the many winter programs being held at the schools, and to remember that books make great presents.
Patti Sholler-Barber advised that First Day Shoe Fund was in need of athletic shoes from children’s size 7 to adult size 7, which could be dropped off at the schools or administration building. She also encouraged everyone to get out and attend the many holiday programs and sporting events taking place in our schools.

Ms. Sholler-Barber gave a “hats off” to the comprehensive presentations at this meeting and noted that KPS could not do what it does for our children without the support of the community. She noted that we have miles to go before we sleep; however, we have accomplished many miles already.

Comments by the Superintendent
None.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:46 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, December 22, 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 December 22, 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, 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 Mario Roldain and Jeremy Wilson, second grade; Mikaylah Birl, third grade; and Jasia Maxwell, fifth grade (unable to attend);
- MHSAA State Tennis Tournament runner-up and Kalamazoo Gazette Boys Tennis Player of the Year, Loy Norrix High School freshman Reed Crocker; and
- MHSAA State Cross Country participant, second consecutive year, Loy Norrix High School senior Gabe Runyon.

Also in attendance and introduced by Mr. Lee were Spring Valley Center for Exploration Principal Lisa Dewey and teacher Beth Doyle; and Loy Norrix High School Principal Rodney Prewitt, Athletic Director Andrew Laboe, Cross County Coach Greg Savicke, and Assistant Coach Brad Schmidt. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Operations Committee – Ken Greschak, representative, stated that the committee had met on December 20 and had reviewed middle school enrollment trends and population data, and district transportation matters. He advised that the committee would meet again on January 24.

Curriculum Committee – Carol McGlinn, chair, stated that the committee had met on December 14 and received an update on the School Reform Office (SRO) and on School Improvement Grants (SIG). She said that the committee had also received an introduction to Reading Now Network, which is a collective effort of superintendents, boards of education, and local and intermediate school districts in west Michigan to improve early literacy and student achievement across all grade levels. Ms. McGlinn concluded that the committee would meet again on January 24.

Evaluation/Accountability Committee – Jennie Hill, chair, reported that the committee had met on December 13 and had received a report on the SRO, SIG, and checks for understanding. Ms. Hill
stated that the committee had also participated in Illuminate, the district’s new data warehouse. She stated that the committee would meet again on January 18.

President Sholler-Barber announced upcoming committee meeting dates:
- Wellness Committee would meet on January 19;
- Communities in Schools of Kalamazoo (CISK) would meet on January 20; and
- Policy Committee would meet on January 24.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of December 9, 2016 through December 22, 2016 (File #10).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. December 8, 2016 Regular Meeting Minutes; VII.B. Purchase Requests 2017-08, 2017-09, 2017-10, and 2017-11; and VII.C. Personnel Changes.

Dr. Rice reviewed the purchase recommendations:
- 2017-08 in the amount of $435,484.00 from the 2013 bond for Chromebooks, storage and charging carts, and headphones for all secondary school math classrooms;
- 2017-09 in the amount of $93,235.20 from the Northeastern Elementary School School Improvement Grant (SIG) for Chromebooks for classrooms in Northeastern Elementary;
- 2017-10 in the amount of $32,981.00 from the 2013 bond for digital clocks to be installed in the corridors at Hillside Middle School and Milwood Magnet School: A Center for Math, Science and Technology; and
- 2017-11 in the amount of $83,946.40 from the 2013 bond for a variety of graphing calculators and other materials for secondary math classrooms.

MOTION: Implied to approve the Consent Calendar as presented.

Board Discussion:
President Sholler-Barber thanked the voters for their support of KPS bonds, without which many of these items would have had to be purchased from general funds.

Audience comments: None.

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

VIII. Persons Requesting to Address the Board
President Sholler-Barber read into the record the procedures for public comments at board meetings:
- 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.

Iris Salters, 1630 Linden Trail, Kalamazoo, stated that she had been connected to KPS for over 50 years and expressed her pride and support to board trustee Dr. Martha Warfield, whose board term would expire at the end of 2016. Ms. Salters described Dr. Warfield as passionate and committed to all children, and praised her for her unending work for and on behalf of children. She thanked Dr. Warfield for giving her time, love, and commitment to the community. Ms. Salters noted that she had no doubt that Dr. Warfield would remain active in the community.

Tim Terrentine, 6349 Saybrook Drive, Kalamazoo, introduced himself as the vice president for development and alumni relations at Western Michigan University (WMU), KPS parent, and friend of Dr. Martha Warfield. He commended Dr. Warfield on her amazing work; on actions consistent with her beliefs; and on her leadership ability to bring people together from different races, ages, socioeconomic groups, and religious groups to work together for the betterment of all. Mr. Terrentine thanked Dr. Warfield on behalf of the WMU board, staff, and trustees and congratulated her for an outstanding job of serving the children of this community.

Ervin Armstrong, 288 Mandalay, Kalamazoo, introduced himself as a parent and grandparent of KPS students. He stated that he had had the privilege of knowing Dr. Martha Warfield for over 40 years as a champion of children of all races and backgrounds, and a champion for education. Mr. Armstrong advised that Dr. Warfield was referred to as a “WOW,” a woman of wisdom. He noted that beneath her sweet and quiet spirit was a “silent assassin,” who would take care of business on behalf of all children. Mr. Armstrong thanked Dr. Warfield on behalf of KPS, the community, the KPS board of education, WMU, and all the children who had directly and indirectly benefitted from her wisdom and service.

IX. Reports and Recommendations
   A. Middle and High School Course and Program Recommendations for 2017-2018 – Second Reading
   Dr. Rice explained that the middle and high school course and program recommendations for 2017-2018 were brought before the board for a first reading at the December 8, 2016 meeting and that no changes had been made since that first reading.

   MOTION: It was moved by Trustee McGlinn, supported by Trustee Dr. Warfield, that the board approve the middle and high school course and program recommendations for 2017-2018.

   Board Discussion:
   Carol McGlinn noted that the highlights for her in the course recommendations were increasing high school algebra from two semesters to a full-year course, doing the same for the third year of high school world languages, and focusing on career education through additional early middle college (EMC) courses.
Ken Greschak stated that he was pleased that EMC courses were expanding, and that KPS would start the drumbeat of career awareness in late elementary/early middle school so that students and families could better prepare to take advantage of EMC in high school.

Dr. Rice thanked all those who had helped to put the course recommendations together: teachers, deans, school-based administrators, Teaching and Learning Services (TLS) staff, Director of Secondary Education Johnny Edwards, and Assistant Superintendent of TLS Cindy Green.

Dr. Rice noted that the board had talked about the importance of career awareness and development, and stated that the board had adopted two new goals at the December 8 board meeting, one of which was to improve career awareness, exploration, and development from upper elementary through lower high school, and that the expansion of early middle college was a reflection of that goal.

Dr. Rice explained that the expansion of EMC would offer our students the ability not only to earn high school credit and individual college credits, but also college credit towards specific degrees and particular career certificates. He stated that the EMC programs would help interested students begin their careers with work credentials.

Dr. Rice reviewed the expansion of early middle college programs, from four last year to eight this year to the proposed 35 next year.

- Associate of Arts degree in art, business administration, computer information systems, computer science, criminal justice, elementary education, secondary education, and social work;
- Associate of Science degree in biology, engineering, and fisheries/natural resources;
- Associate of Applied Science degree in accounting, administrative assistant, culinary arts and sustainable food systems, graphic design, information technology technician, and machine tool technician;
- Certificate in administrative support, graphic design, machinist, and office management; and
- Certificate of Achievement in auto brakes, auto suspension/steering, auto computer-assisted design, computer numeric control operator, dietary manager, help desk, inventor, machine tool operator, network manager, office support specialist, personal computer support technician, software specialist, welding, and word processing specialist.

Dr. Rice thanked the board for its support and leadership in this area.

President Sholler-Barber noted that some of our students were not ready to leave home to attend a four-year college after high school graduation, and that EMC programs would provide support, supervision, and less of a financial strain on many of our students to allow them to obtain a college degree or certificate in high school, and then work on an advanced degree with the Promise scholarship.

**Audience comments:** None.

**Disposition:** Roll call vote: motion carried, 7-yes; 0-no; 0-absentions.
X. **Other Business**
None.

XI. **Comments by Trustees**

*Ken Greschak* stated that if ever there were a person who could fill a room with a whisper, it was Dr. Martha Warfield. He noted that she could be attentively and quietly listening to a discussion, and then at just the right moment she would make a comment or ask a question that would move the group to consensus or in a much needed new direction. Mr. Greschak advised that he would do his best to emulate Dr. Warfield. He noted that she was an inspiration and that he would greatly miss sitting beside her at future board meetings.

*TiAnna Harrison* stated that she felt that during public comments Mr. Armstrong had described Dr. Martha Warfield most accurately as a “silent assassin.” She explained that many times individuals watch people suffer in silence; however, it was empowering and encouraging to see someone like Dr. Warfield stand strong and solve problems. Ms. Harrison called Dr. Warfield one of her biggest silent supporters and stated that she would miss her.

*Carol McGlinn* expressed her appreciation for Dr. Warfield’s insight, ability to listen, thoughtfulness, and voice. She called Dr. Warfield a champion for our kids, and noted that her contributions on behalf of children would continue long past this board’s tenure. Ms. McGlinn stated that KPS and its board had benefitted from Dr. Warfield’s knowledge of urban education and the challenges that our students face. She noted that Dr. Warfield was able to tell it like it is without offending or blaming, and then work together for the best solutions. Ms. McGlinn stated that she had learned a lot from Dr. Warfield and expressed her gratitude for all of her contributions to KPS and to the community.

*Jennie Hill* stated that that Dr. Warfield would always say it like it is and that she was a guiding light. She noted that Dr. Warfield had been a mentor to her and that she had learned a great deal from her. Ms. Hill thanked Dr. Warfield for her care and concern for all the children in KPS and the community in general.

*Craig Herschleb* stated that Dr. Warfield would be missed. He explained that she had taught him to say what needed to be said, when it was needed. Mr. Herschleb noted that even though Dr. Warfield was leaving the board, he knew that she would continue to support KPS and to work on behalf of our children.

*Patti Sholler-Barber* stated that she had recently enjoyed several school Christmas programs. She reminded everyone that there were also sports events going on and encouraged everyone to attend tournaments during winter recess. Ms. Sholler-Barber asked families to do math games with children throughout the break, and to read with children, to children, and have children read to them. She stated that the magic silver bullet for our children is literacy.

Ms. Sholler-Barber noted that the holidays were a joyous occasion for many, but that not everyone feels that joy and it can be a very tough time. She asked everyone to lift a hand and help someone out at this time. Ms. Sholler-Barber thanked all KPS staff, teachers, paraprofs, bus drivers, coaches, administrators, and senior staff for all that they do on behalf of students, and noted that the board was pleased for their dedication to our students.

Ms. Sholler-Barber referred to the many terms used that evening to describe Dr. Martha Warfield: woman of wisdom (WOW); silent assassin; a leader who effects change, not demands change; mentor; leader; and role model. She stated that Dr. Warfield sets the bar.
Ms. Sholler-Barber thanked Dr. Warfield for coaching her, gathering her up when she was lost, and helping her through life challenges. She noted that all KPS children deserve the work that Dr. Warfield has done on their behalf. Ms. Sholler-Barber explained that Dr. Warfield would see what needed to be done and that she always rose to the occasion. She added the descriptor “Mrs. Always” to the terms that described Dr. Warfield for her dedication and love of humanity never wavers. Ms. Sholler-Barber thanked Dr. Warfield for her generous heart, spirit, and researched wisdom.

**Dr. Martha Warfield** expressed her appreciation of the board members, KPS employees, audience members, the community, and the 13,000 children in KPS. She explained that for her this was a mission borne in her during the 1960s, when KPS was going to desegregate. Her husband, Dr. Charles Warfield, would become the president of the KPS board. Dr. Warfield stated that those board meetings were the longest in town.

Dr. Warfield continued that one time she decided to speak at one of those board meetings because people were upset about the desegregation and the cross-town bussing that would be necessary. She explained that her statement at that time noted that the board could not begin to understand what it was like to be a child in a district that thought that poor kids and kids of color should go to the least prepared schools, and that other kids should have the better schools. She stated that even then Kalamazoo was a promise town, and that we recognized that if we could just get over those issues that we might find a way to educate all children.

Dr. Warfield stated that she had gone to school and done her dissertation on KPS and desegregation and how much was accomplished during the first five years of desegregation. She noted that having the opportunity to work on the board and put what she had learned about urban education into practice had been a marvelous opportunity. Dr. Warfield asked that the board ask what she would do if she were still here, and encouraged the board to continue to say it, do it, and make it happen.

**Comments by the Superintendent**
Dr. Rice noted that Dr. Warfield was always generous with her time and expressed his appreciation to Dr. Warfield for doing that with him.

Dr. Rice highlighted KPS moments that had occurred during Dr. Warfield’s tenure on the board, which had begun immediately following the June 2010 presidential visit: bonds passed in 2010 and 2013; a non-homestead millage renewed in 2012; renewals of an enhancement millage in 2011 and 2014; passage of a special education millage in 2016; improvement of all schools both academically and from a physical plant perspective; the reopening of a school; the purchase of a school; and the building of two new schools.

Dr. Rice noted that Dr. Warfield had attended graduations for more than 4,000 children in the last several years. He invited her to be on any dais at any KPS graduation in the coming years. He explained that it takes 18 years to grow a high school graduate, and that Dr. Warfield had participated in that growth and would continue to do so as she takes care of KPS students that attend WMU.

Dr. Rice thanked Dr. Warfield for Bronco Buds, a program for 1,000 sixth grade students to visit the WMU campus each year.
Dr. Rice shared mini-stories about Dr. Warfield:

- Anyone who keeps a poster of freedom fighter and abolitionist, Frederick Douglass, in her garage is a special person. The poster includes a famous Douglass quote: “Once you learn to read, you will be forever free.” He noted that this speaks to the spirit of her family. He noted that Dr. Martha Warfield and Dr. Charles Warfield had served on the board of education in terms separated by almost four decades and that both served the community in an exemplary fashion.

- For the announcement of the Reverend Dr. Martin Luther King, Jr. celebration for KPS students at Western Michigan University one year, which her office coordinated, Dr. Warfield identified a picture of Dr. King on his way to jail, with books under his arm. Dr. King might have been parked temporarily, but he wasn’t going to be idle. Dr. Warfield presented a framed copy of the announcement to Dr. Rice for his office.

Dr. Rice concluded his remarks by expressing his appreciation for Dr. Warfield’s wisdom and leadership, and on behalf of the board and KPS presented her with a plaque that read:

Dr. Martha Warfield
Friend of KPS children
Mother of Bronco Buds
KPS Board Member 2010 to 2016
Thank you for your wisdom and leadership

XII. Closed Session

President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:01 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, January 12, 2017 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
Superintendent Dr. Michael F. Rice called the January 12, 2017 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students.
- Northeastern Elementary School turn-around students: Jalen Gilmer and Cassidee Riggs, second grade; Ayanna Murrell, third grade; and Camauri Cross, fifth grade; and
- Kalamazoo Central High School fall athletes: Danielle Mitchell, senior, honorable mention Michigan Interscholastic Volleyball Coaches Association All-State Team; Kegan Miller, senior, Michigan High School Football Coaches Association Individual Academic All-State first team and 2016 Kalamazoo Gazette first dream team; Darius Pruitt, junior, honorable mention Associated Press All-State Football Team and 2016 Kalamazoo Gazette first dream team; Bass Ollie, senior, 2016 Kalamazoo Gazette second dream team, football; and Rog Stein (unable to attend), senior, 2016 Kalamazoo Gazette second dream team, football.

Also in attendance and introduced by Mr. Lee were Northeastern Elementary School Principal Mitch Hawkins; Kalamazoo Central High School (KCHS) Principal Valerie Boggan, KCHS Athletic Director Dylan Patterson, and KCHS Head Football Coach Dana Chambers. The students’ parents, family, and friends in the audience were also recognized.

The ceremonial swearing-in of recently elected board member Dr. Lauren Freedman was conducted by her daughter, Meghan Luckett. The ceremonial swearing in of recently re-elected board member Jennie Hill was conducted by her daughter, Lindsey Hill.

V. Election of Officers
Dr. Rice asked for nominations for board president.

Motion: It was moved by Trustee McGlinn, supported by Trustee Herschleb, to elect Patti Sholler-Barber as board president.

Board discussion: Nominations were closed without objection.

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

Ms. Sholler-Barber thanked the board for her re-election as president and noted that it was an honor to work with such a wonderful team.
President Patti Sholler-Barber asked for nominations for board vice president.

**Motion:** It was moved by Trustee Greschak, supported by Trustee Harrison, to elect Carol McGlinn as board vice president.

**Board discussion:** Nominations were closed without objection.

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

President Patti Sholler-Barber asked for nominations for board secretary.

**Motion:** It was moved by Trustee Herschleb, supported by Trustee McGlinn, to elect Jennie Hill as board secretary.

**Board discussion:** Nominations were closed without objection.

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

President Patti Sholler-Barber asked for nominations for board treasurer.

**Motion:** It was moved by Trustee Harrison, supported by Trustee Hill, to elect Ken Greschak as board treasurer.

**Board discussion:** Nominations were closed without objection.

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

**2017 Board of Education officers**
President – Patti Sholler-Barber
Vice President – Carol McGlinn
Secretary – Jennie Hill
Treasurer – Ken Greschak

**VI. Committee Reports/School Reports**
President Sholler-Barber explained that committees had not met during winter recess and announced the schedule for upcoming committee meetings:

- The Evaluation/Accountability Committee would meet on January 18;
- The Wellness Committee would meet on January 19;
- Communities in Schools of Kalamazoo would meet on January 20;
- The Curriculum Committee would meet on January 23;
- The Operations Committee would meet on January 24;
- The Policy Committee would meet on January 24; and
- Teaching and Learning Council would meet on February 23.

**School Reports**
None.
VII. Correspondence
Secretary Hill reviewed the Board correspondence that was received for the period of December 22, 2016 through January 12, 2017 (File #11).

VIII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VIII.A. December 22, 2016 Regular Meeting Minutes and VIII.C. Personnel Changes.

Motion: Implied to approve the Consent Calendar as presented.

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

IX. Persons Requesting to Address the Board
Earlinia Moore, 1322 Hotop Avenue, Apt. A, Kalamazoo, expressed her concern that the KPS SWIS report, which she said is now known as a disciplinary file, is used against students. She stated that students should not have to attend an alternative learning program based on his or her discipline report.

Bernardo Campos, 1429 Hillcrest Avenue, Kalamazoo, encouraged the board to stop any association, either academic or extracurricular, with any school district that has a racist mascot. He stated that KPS does not tolerate racism and that KPS should not tolerate racism in other districts.

X. Reports and Recommendations
A. Policy 3.15 – Weapons – First Reading
Dr. Rice explained that the board hears policies in two readings. He stated that the first reading was for the purpose of informing the community about what is being considered, sharing the draft policy, discussing it, answering any questions, and perhaps fine tuning some of the language. Dr. Rice advised that the second reading at the next regular board meeting would be for the purpose of voting the new policy up or down, which is why there would be no vote at this meeting.

Dr. Rice read proposed Policy 3.15 – Weapons into the record.

Policy
To the extent permitted under law, the Board of Education prohibits persons, including students, staff, and visitors, from possessing, storing, making, or using a weapon in any setting that is under the control and supervision of the board, including but not limited to in property leased, owned, or contracted for by the board, at a school-sponsored event, or in a board-owned vehicle.

Specifics
1. The term “weapon” means any object which, in the manner in which it is used, is intended to be used, or is represented as capable of inflicting serious bodily harm or property damage, as well as endangering the health and safety of persons.
2. Weapons include but are not limited to firearms; guns of any type, including air and gas-powered guns (whether loaded or unloaded); knives; razors; clubs; electric weapons; metallic knuckles; martial arts weapons; ammunition; explosives; and any other weapon described in Sections 1311(11) and 1313 of the Michigan Revised School Code, MCL 380.1311(11) and 380.1313.
3. This prohibition applies regardless of whether the person is otherwise authorized by law to possess the weapon, including if the person holds a concealed weapons permit.
4. This policy shall not apply in the following circumstances:
   a. weapons under the control of law enforcement personnel;
   b. weapons under the control of the district security chief, as approved by the superintendent or designee;
   c. items approved by a principal as part of a class or individual project or presentation under adult supervision, if used for the purpose and in the manner approved, except that working firearms and ammunition shall never be approved;
   d. theatrical props used in appropriate settings; and
   e. starter pistols used in appropriate sporting events.

5. The superintendent or designee may refer a person who violates this policy to law enforcement officials and may take other actions necessary to enforce this policy.

Board discussion:
Jennie Hill asked for clarification on school-sponsored events and KPS busses.

Dr. Rice explained that school-sponsored events include events held before, during, and after school hours that were held on any school property, and that KPS busses would be included in the definition of school property.

Carol McGlinn asked if the proposed policy included only students or would be applied to anyone entering onto KPS property.

Dr. Rice replied that the KPS Student Code of Conduct would continue with its policy against weapons being brought on campus by students; however, Policy 3.15-Weapons was an effort to cast a broader net to address community members that come into our schools or onto our campuses. Dr. Rice noted that this proposed policy was first and foremost about community members coming into schools.

Ken Greschak asked if KPS would be posting appropriate signage on KPS properties advising community members of this policy.

Dr. Rice stated that KPS has proposed signage for the board to approve, if Policy 3.15 is approved. He explained that signs would be posted at all KPS buildings so gun owners would be informed prior to entering any KPS property.

Patti Sholler-Barber stated that she was pleased that KPS was considering this policy. She explained that, with all due respect to gun owners, KPS is responsible for protecting and ensuring the safety of its students, staff, athletes, spectators, and visitors.

Dr. Rice stated that some might wonder why KPS was considering Policy 3.15 at this time. He explained that in the last month, two appellate courts in Michigan had affirmed in Clio and Ann Arbor a school district’s right to determine whether or not guns would be permitted on campuses and in school buildings. Dr. Rice said that it was in light of those two appellate court decisions that our board was considering this policy on which it would vote in a few weeks.

Carol McGlinn asked if consideration of Policy 3.15 was related to the interpretation of state law that a person with a concealed weapons license to open carry in schools.

Dr. Rice replied that that had been the interpretation of state law over a period of years. He noted that what the two appellate court rulings decided, however, is that that interpretation was not correct. Dr. Rice explained that at some point the case may go to the Michigan Supreme Court;
however, for the moment, the two appellate court cases make clear that local school districts have the right to regulate the possession of guns within the walls and on the property of school districts.

B. District Teacher Recruitment/Hiring

Assistant Superintendent of Human Resources Sheila Dorsey-Smith explained that the overarching goal of all teacher recruiting is to locate and hire the best teachers for our students. She presented the following report.

I. Teacher Recruiting Practices
   A. Student teachers (Interns)
      One of the best ways to recruit teachers is to host student teachers or interns in the district. Student teachers serve as interns minimally for one semester with one teacher in one school. This time in one location provides an opportunity for multiple observations by district staff and also provides the intern with experience working in an urban school district.

   B. Colleges and universities
      Throughout the school year, we have the opportunity to speak to cohorts of student teachers at some universities. These presentations provide the chance to speak to a large number of student teachers and provide information about KPS that we do not have time to share at traditional recruiting fairs. These opportunities also provide an opportunity to look at the teacher pool for the upcoming hiring season.

   C. Recruiting fairs
      Recruiting fairs at colleges and universities allow us to screen large numbers of potential candidates in a relatively short period of time. In the spring, we usually attend five university recruiting fairs across the state. The recruiting fairs are open to anyone interested in teaching careers, so we get to meet mostly new teachers; however, experienced teachers attend as well.

   D. Kalamazoo Public Schools job fair
      Two years ago we hosted a job fair specifically for positions in Kalamazoo Public Schools. That job fair went so well that it is now an annual event and this spring will be our third exclusive KPS job fair. That job fair is important because all of our schools are able to participate, interviews can take place on the spot, and people who are truly considering working for KPS attend.

   E. Job boards
      Job boards are a newer way of posting positions. Job boards are online sites where positions are posted for the public to view. These boards attract a diverse group of people. We currently use several job boards for teacher recruiting. In addition to job boards, we use social media as a way to expand our reach.

   F. University placement teams and professors
      Often when we have vacancies, we call staff in the clinical placement offices at universities to reach out to teachers with whom they are familiar, or to forward postings to teachers who may be interested in a position. Professors sometimes announce vacancies to students in their classrooms. Often it is through this process that we fill unexpected vacancies or vacancies that occur after the start of the year.
G. Summer school teachers
In addition to KPS teachers, summer school teachers are teachers that are returning to Kalamazoo from teaching elsewhere, teachers who are finalists in other contests, brand new teachers who are looking for their first opportunity, and teachers from different districts. Since administrators are in summer school classrooms daily, we invite strong teachers to apply on our website so, when vacancies arise, there is an existing pool of candidates who have been exposed to our district.

H. Substitute teachers
Substitute teachers are another way that we recruit. We ask principals to identify substitute teachers who may be a good fit for our district. When long-term vacancies arise, we ask these certificated substitutes to accept long-term positions and to apply in the district. When vacancies arise, those substitute teachers are familiar with the district and become part of a vetted pool.

II. Backgrounds of our teachers
Another focus of this presentation is to describe where our teachers were educated. Our teachers have matriculated from almost every college and university in the state of Michigan. The teachers from the last three years have come from 20 of the universities in the state.

A. State universities include
1. Albion College
2. Andrews University
3. Aquinas College
4. Baker College
5. Calvin College
6. Central Michigan University
7. Cornerstone University
8. Eastern Michigan University
9. Grand Valley State University
10. Hope College
11. Kalamazoo College
12. Kendall School of Art and Design
13. Michigan State University
14. Northern Michigan University
15. Olivet College
16. Saginaw Valley State University
17. University of Detroit Mercy
18. University of Michigan
19. Wayne State University
20. Western Michigan University

Just over half of our teachers are from Western Michigan University (WMU). In addition, our teachers represent 35 states and four countries. The reach of our teachers covers from Maine to Oregon, and from Florida to California. We have a physical therapist from India, four teachers from China, a teacher from Jamaica, and a teacher educated in the United Kingdom.

In these same years, in an effort to recruit and hire the best teachers, we have hired teachers with various years of experience. Since 2014, 45.31% were first-year teachers; 8.69% had between one and three years of experience; 15.35% had between four and eight years of experience; 21.53% had between nine and 15 years of experience; and 9.12% had more than 16 years of experience.

III. Recruiting Challenges
A. Sometimes even the best recruiting is difficult in areas where there is a shortage of teachers. Recruiting is routine when there are no shortages. Shortages are created when there is a mismatch between the number of teachers being trained and the number of teachers we need to hire. There are several areas with which we have struggled and with which we continue to struggle.
These areas include:
1. Math
2. Science
3. Reading
4. World Languages
5. Special Education
6. Vocational and technical education
7. English as a Second Language (ESL)
8. Bilingual education
9. Substitute teachers

B. Overcoming the shortage challenge
1. Partnerships with universities
   a. Woodrow Wilson Fellowship
      While we recognize that colleges and universities are working hard to meet
      the demands of school districts, their efforts aren’t enough to provide the
      needed teachers to address shortage areas. To assist our partners in this area,
      we have worked alongside them to implement programs that provide teachers
      in specific shortage areas. The Woodrow Wilson Fellowship prepares
      teachers in math and science as one-year interns.
   b. Math and Science Teacher Education Master’s Program
      We continue to work with Western Michigan University with the math and
      science master’s program, which is modeled after the Woodrow Wilson
      Fellowship.
   c. Future Educators Program/Pickard Scholars
      To address the shortage of urban teachers, we are working to create teachers
      for KPS. The Future Educators Program is a new program that began in the
      fall of 2016. The students are known as Pickard Scholars and the goal of the
      program is to help students become educators and enhance the diversity of
      the KPS teaching staff. This program provides a scholarship for selected KPS
      graduates for five years and will give the scholars regular involvement in
      KPS schools as school volunteers and interns.
   d. Chinese Teachers/Western Michigan University Confucius Institute
      To address the shortage of highly qualified world language teachers, we
      partnered with Western Michigan University (WMU) and The Confucius
      Institute. Due to this partnership, we are able to offer two Chinese classes at
      both Loy Norrix High School and Kalamazoo Central High School this year
      and will offer four classes at each school next year.
   e. English as a Second Language (ESL)
      Another shortage area we are seeking to mitigate is English as a Second
      Language teachers. We are currently seeking to expand the number of ESL
      teachers through a partnership with WMU that will provide an ESL
      endorsement to currently certificated teachers who work in KPS. These
      teachers will then be able to work with one of our most challenged
      populations – students who speak little or no English.

In conclusion, the goal of KPS is to always find the best teachers for our students and we will
continue to work hard to accomplish that goal. Even though this report was presented by the
Human Resources Department, we cannot accomplish this feat alone. Administrators
throughout the district work with Human Resources in recruiting for the district, and their
assistance is most appreciated.
Board discussion:
Trustee McGlinn asked about the recruiting fairs and the difficulty of finding teachers of color.

Ms. Dorsey-Smith replied that recruiting fairs are held at Eastern Michigan University, Western Michigan University, Michigan State University, University of Michigan, and Wayne State University. She noted that there are very few people of color in the teaching profession, and that out of 150-200 teachers attending a recruiting fair, on average there were only six to eight minority teachers.

Trustee McGlinn asked when the KPS job fair would be held and what was being done to advertise the job fair.

Ms. Dorsey-Smith stated that the KPS job fair would be held in April 2017. She explained that information on the KPS job fair is distributed during college recruiting fairs and that personal invitations are extended to strong teacher candidates.

Trustee McGlinn asked if job boards were online sites and if the job boards were becoming an increased area of focus for teacher recruitment.

Ms. Dorsey-Smith stated that job boards online were receiving more traction with millennials.

Trustee Hill asked if KPS had job fairs for positions other than teachers.

Ms. Dorsey-Smith explained that the KPS job fair was for all positions, and noted that KPS reaches out to various locations to recruit such as the Work Force Development Office, homeless shelters, and churches. She stated that KPS also follows up on referrals, and advertises in the Excelsior, on MLive, and in the KPS website.

Trustee Greschak asked how many teachers KPS employed, how many positions were available on an annual basis, and if certain grade levels were more problematic to keep filled.

Ms. Dorsey-Smith stated that we have 816 teachers and that on average 62-63 positions were available each year. She explained that what grade levels were needed varied each year based on when people were hired and when they retired. Ms. Dorsey-Smith noted that math and special education teaching positions were the most difficult to fill.

Trustee Greschak asked if filling math and special education teaching positions was difficult for other districts or if it was a unique problem for KPS.

Ms. Dorsey-Smith replied that this was not a problem unique to KPS, but a national dilemma.

Trustee Sholler-Barber noted that KPS was making good efforts in its teacher recruitment. She asked what KPS was doing to encourage students to go into the teaching profession, particularly in light of how teachers have been scrutinized and maligned in recent years.

Ms. Dorsey-Smith stated that Education for Employment offers a teacher cadet program.

Trustee Sholler-Barber asked what methodology universities used to prepare teachers for the subject areas needed.
Ms. Dorsey-Smith explained that each university had a specialty and that KPS tries to tap into that specialty when hiring teachers. She noted that every university does a good job.

Trustee Sholler-Barber asked when the Pickard Scholars would be introduced into KPS.

Ms. Dorsey-Smith replied that the Pickard Scholars would work during KPS summer school and be provided internships as soon as they were ready, which would probably be in the spring. She explained that it was the first year of the program and that KPS would work closely with them. Ms. Dorsey-Smith stated that there were six Pickard Scholars this year and that as part of the program they were each guaranteed an interview with KPS.

Trustee Sholler-Barber asked what the community could do to assist in recruiting teachers.

Ms. Dorsey-Smith stated that if a community member knows someone who wants to be a teacher at KPS, to encourage the individual to contact the KPS Human Resources Department. She encouraged the community to help KPS get teachers who want to be with our children.

Trustee Dr. Lauren Freedman asked if KPS was looking at the issues that were preventing people from becoming teachers and what was being done to encourage people to go into teaching as a valued profession.

Sheila Dorsey-Smith stated that the Pickard Scholars program touches on that issue. She stated that staff members encourage and inform students to consider teaching as a profession. Ms. Dorsey-Smith noted that many times students do not realize the various career paths that are available in the teaching profession. She stated that more positive press for the teaching profession statewide and nationwide would be helpful.

Trustee Greschak asked if KPS had had success recruiting outside the area by using the Kalamazoo Promise as an incentive.

Ms. Dorsey-Smith stated that the Promise was always prominently featured at college recruiting fairs and KPS job fairs.

Trustee Hill asked how many KPS graduates were currently teaching at KPS.

Ms. Dorsey-Smith replied that KPS has had 20 KPS graduates return as KPS teachers in the last three years, eight of whom were Promise students. She explained that sometimes our graduates leave the area and then want to return home, and KPS is always happy to welcome them back.

Dr. Rice expressed his appreciation to Assistant Superintendent Dorsey-Smith and her staff for their work in hiring and recruiting teachers. He also thanked the more than 100 staff members involved in recruiting, interviewing, and reading applications, all of which are important for recruitment and hiring. Dr. Rice noted that there were a number of teacher shortage areas across the area, which are identical to those shortages across the state, and which include math, special education, English as a second language, bilingual, and Spanish. He stated that just as all shortage areas are not created equally, neither are all candidates created equally. Dr. Rice noted that long-term substitutes have the opportunity to show their strengths and weaknesses, which gives KPS time to get to know them to a greater extent before hiring.
Dr. Rice noted that the Pickard Scholars program was six months old and was an excellent program; however, the impact would not be known for another several years. He explained that there were six Pickard scholars this year, and that there would be five Pickard scholars next year.

Dr. Rice noted that working with universities on teacher recruitment is important because the university can do a better job of sharing with young people that there are areas where they are more likely or less likely to get a job. He stated that if universities worked on this issue, particularly with large employers like KPS, they would do a better job of creating a supply of prospective teachers that would meet the need rather than a supply that meets students’ initial interests rather than their subsequent employment. Dr. Rice advised that he looked forward to the continued partnership with our substantial partners: Western Michigan University, Eastern Michigan University, Michigan State University, and University of Michigan.

Dr. Rice stated that the Kalamazoo Promise was an interesting recruitment tool; however, it was more for administrators and established teachers than for young teachers. He explained that having a family made the Promise more appealing as a recruitment opportunity.

Dr. Rice explained that KPS was trying to hire not simply better but earlier, because the early pools of candidates are usually stronger in March, April, and May. He stated that KPS tries to hire all of its teachers in the spring and then concentrates on hiring administrators by the end of June, with the recognition that there could be some ripples off one hiring process or another.

Dr. Rice encouraged teachers who want to work at KPS not to get discouraged if they are not hired the first time that they apply, but to continue applying. He explained that KPS wants to consider all applications, while hiring the very best teachers for our students to drive student achievement.

XI. Other Business
None.

XII. Comments by Trustees
Jennie Hill welcomed Dr. Lauren Freedman to the board. She thanked Patti Sholler-Barber for continuing as president for another year, and expressed her appreciation to all of the board members for their commitment to our children.

Dr. Lauren Freedman stated that she was honored to be here and that she looked forward to the next six years.

Carol McGlinn expressed her appreciation to Patti Sholler-Barber as a great leader and thanked her for continuing to lead the board as its president for another year. She welcomed Trustee Dr. Freedman to the board.

Ms. McGlinn commented that she had seen the mobile dental lab parked outside Parkwood Upjohn Elementary School that morning, which was brought about by a collaboration with Communities in Schools of Kalamazoo, The Kalamazoo County Health Center, and KPS. She noted that the mobile dental unit was an example of good people doing good work.

Patti Sholler-Barber stated that she was honored and humbled to be reelected president of the board. She stated that it was a great experience to work with her fellow trustees and that each brought a powerful voice on behalf of our students.
Ms. Sholler-Barber stated that she had been enjoying various KPS events, including a recent bowling tournament, with 24 teams; a swim meet; and First Saturday at Kalamazoo Public Library, with an orchestra petting zoo.

Ms. Sholler-Barber thanked the Promise donors and noted that the Promise represents a working example of what can be done to fight poverty because any child that graduates with appropriate attendance in KPS gets all or a portion of the Kalamazoo Promise scholarship regardless of their address or language that they speak.

Ms. Sholler-Barber congratulated Kalamazoo Central High School senior, Isaiah Livers, for his nomination for the 2017 McDonald’s All-American game. She wished him luck and noted that the final roster would be announced on January 15.

**Comments by the Superintendent**

Dr. Rice thanked Western Michigan University (WMU) for the social justice book bowl that was held at Linden Grove Middle School on January 11. He also thanked the KPS social justice book bowl teams, Assistant Superintendent of Teaching and Learning Services Cindy Green, Assistant Superintendent Sheila Dorsey-Smith, and Director of Secondary Education Johnny Edwards for their work on this program.

Dr. Rice stated that there were many activities held by WMU for our young people throughout the entire week, and noted that on Saturday, January 14 at the WMU Bernhard Center there would be a special Dr. Martin Luther King, Jr. event for public school students.

Dr. Rice welcomed Dr. Lauren Freedman to the board, and congratulated the board officers on their elections.

Dr. Rice announced that Loy Norrix High School versus Kalamazoo Central High School basketball games would take place on January 20 at University Arena, with the girls’ game followed by the boys’ game.

**XIII. Executive Session**

President Sholler-Barber did not call for an executive session, and adjourned the meeting at 8:15 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, February 2, 2017 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 2, 2017 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students.
- Northglade Montessori Magnet School Turn-Around Students: Auree Island, Aaron McHeard, and Ashanti Perry (unable to attend), second grade; Kaniya Dixon, Anas Elkafrawy, Ryland Gilroy, Christian Jones, Ezaraious Jones, Trezjur Lovely, and Te’asia Ponder, third grade; and Arriyel Shavers, fourth grade.
- Winchell Elementary School Turn-Around Students: Thomas Underwood, Jr., third grade; and Jeffery Wilson III, fourth grade.
- The Woodward School for Technology and Research Turn-Around Students: Curtis Whitfield, third grade; and Ke’Niya Brown, fifth grade.

Also in attendance were Northglade Montessori Magnet School Principal Dale Mogaji, and staff members Donna Partin, Angela Smith, Raffeal Hitcheck, ReQwal Duckworth, and Rabab Hasanen; Winchell Elementary School Principal Mike Hughes, and staff members Trudy Johnson (retired), Melanie Bryer, Pam Ide, Amy Richmond, Da’on Darden, Kristin Youngs, Julie Wayman, and Nancy Gallighugh (KRESA); and The Woodward School for Technology and Research Teacher Dana Calloway, and fellow staff members Brian Zack, Laura Mapes, and Katherine Wills. The students’ parents, family, and friends in the audience were also recognized.

Mr. Lee congratulated Principal Mogaji on her election to the American Montessori Society’s Board of Directors.

V. Committee Reports/School Reports
Evaluation/Accountability Committee – Jennie Hill, chair, advised that the committee had met on January 18 with Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Secondary Education Johnny Edwards, Director of School Improvement, Title I, and Assessments Dodie Raycraft, Coordinator of Mathematics and Science Matt Johnson, and Coordinator of Instructional Technology Caycee Sledge. She stated that the committee received information on Illuminate, the district’s new data warehouse, and math and reading assessments.
Ms. Hill noted that approximately 10% of our students attend summer school and that KPS would like to see more students in summer school to help reduce the summer slide. She stated that the summer reading program sends books home to students in grades 4, 5, and 6 throughout the summer and would be expanded to include third grade students. Ms. Hill concluded that the committee would meet again on February 15.
Wellness Committee – Ken Greschak, representative, stated that the committee had met on January 19, and discussed the continuing theme of helping staff who are caregivers. He noted that the November event had been a presentation on effective communication strategies for caregivers of family members with dementia and Alzheimer’s; the January event had been a presentation on care for the caregiver; and the March event would focus on a caregiver support presentation by the American Cancer Society. Mr. Greschak advised that the committee would meet again on February 16.

Communities in Schools of Kalamazoo (CISK) – Carol McGlinn, representative, stated that the CISK board had met on January 20, and had enjoyed an excellent presentation by the president of Humphrey Products, David Maurer, on career exploration. She explained that the CISK and the KPS board were both interested in offering different ways for students to learn about many career pathways. Ms. McGlinn advised that the CISK board would meet again on February 17.

Operations Committee – Dr. Rice, representative, stated that the committee had met on January 24, and had discussed the special education funding formula through KRESA and how that formula might change in the future. He advised that the committee would meet again on February 21.

Curriculum Committee – Carol McGlinn, chair, noted that the committee had met on January 23, and had received presentations on two pilot programs: K-5 math series and K-5 writing materials. She stated that each of the pilot programs was using two different curricula, and that after the eight-week pilots were completed, the committees for each would present their recommendations. Ms. McGlinn advised that the committee would meet again on March 22.

Policy Committee – Craig Herschleb, chair, advised that the committee had met on January 24, and reviewed the proposed Policy 3.15-Weapons. He explained that the committee had made a slight change in wording from security chief to district security staff in paragraph 4b. Mr. Herschleb stated that the committee had also discussed using different technologies for communicating to parents. He stated that the committee would meet again on February 21.

President Sholler-Barber announced that the Teaching and Learning Council would meet on February 23.

School Reports
None.

VI. Correspondence
As is done periodically, Secretary Hill read into the record the procedure for board correspondence:

- If mail is addressed to an individual board member, it is put in their mailbox and not added to the correspondence log.
- If mail is addressed to “Board of Education,” copies are put in each trustees’ mailbox and the item is noted on the correspondence log.

Responding to mail:
- If addressed to: Dr. Rice and the Board of Education in that order, Dr. Rice responds.
- If addressed to: Board of Education and Dr. Rice in that order, the BOE secretary responds.
- If addressed to an individual BOE member, that individual responds.
Secretary Hill reviewed the Board correspondence that was received for the period of January 13, 2017 through February 2, 2017 (File #11).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. January 12, 2017 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
As is done periodically, President Sholler-Barber read Policy 1.2 into the record:

- 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.

Scott Markham, 3837 Patti Circle, Kalamazoo, stated that he had one child that attends Parchment schools, and another that would be attending there in the future. He expressed his hope that the courageous efforts of the KPS Board of Education would be piggybacked by the schools his sons attend. Mr. Markham called it an unreasonable burden for teachers of any school to ascertain the intentions or motivations of someone coming onto their grounds with a gun, because if they chose to decide that the person with the gun was safe and they chose incorrectly, he did not think that that was a decision with which any parent would be able to live. He concluded that we need to allow teachers to focus on being teachers and let police deal with armed criminals. Mr. Markham thanked the board for its courageous efforts in considering a weapons policy.

Bernardo Campos, 1429 Hillcrest Avenue, Kalamazoo, introduced himself as a Loy Norrix High School graduate, father of two students attending Loy Norrix, hunter, and gun owner. He stated that guns were tools for shooting things and that the only reason to carry a gun was because you intended to shoot something. Mr. Campos concluded that if someone carried a gun for personal protection, it meant that that person was frightened for their personal safety, and we do not want frightened gun owners in our schools.

Nathan Dannison, 604 South Rose Street, Kalamazoo, stated that he was the father of a future KPS student and that he was in attendance to speak out in support of creating weapon-free zones on all campuses throughout the city. Mr. Dannison advised that he was a gun owner, sportsman, and hunter; however, he could see no reason to bring firearms into the schools.
Phillip Todd 10295 42nd Avenue, Allendale, introduced himself as a 2014 Kalamazoo Central High School graduate, who was now in his junior year at Grand Valley State University. He stated that he was in attendance for his local government politics course. Mr. Todd asked that KPS make sure that everyone working with its students was empowering those students to be everything that they could be.

Don Cooney, 1221 Vassar Drive, Kalamazoo, stated that he was the vice mayor of the city of Kalamazoo, and was deeply concerned about our kids. He thanked the board for considering the weapons policy because it was important to keep our children safe, our staff safe, and our schools safe. Mr. Cooney also congratulated and thanked Dr. Rice and all of the people who had been fighting to keep Washington Writers’ Academy and The Woodward School for Technology and Research open. He explained that those schools were an oasis for the children and families in those neighborhoods and he supported KPS in its efforts to keep the schools open.

David Wilson, 720 Forest Street, Kalamazoo, stated that he had a daughter currently attending El Sol Elementary School and would have a second daughter there next year. He explained that one of his daughters had been in the KRESA music class the previous year. Mr. Wilson thanked the board for its consideration of a weapons policy.

Michelle Richards 2611 North Drake Road, Kalamazoo, advised that she was the parent of two Kalamazoo Central High School graduates and a younger child that would be attending KPS in a few years, a member of the coordinating committee of Progressive Kalamazoo, and a gun owner. She stated that she was in attendance to support KPS in its consideration of a weapons policy. Ms. Richards stated that only the police and military need guns to protect us.

Dan Duncan, 909 Warren Place, Kalamazoo, stated that he had a nephew that attended Arcadia Elementary School and a brother that was a teacher in KPS. He advised that as a pastor he worked with KPS children and that he would like weapons kept out of schools. Pastor Duncan thanked the board for its initiative and expressed his hope that the board would pass the weapons policy to make sure that all of its schools were places where kids and laughter were present, but no guns.

Beth Luppe, 6320 Torrington, Kalamazoo, introduced herself as a former mentor of a KPS graduate. She stated that many children living in poverty live in fear because of the instability in their home lives. Ms. Luppe asked the board to consider passing the weapons policy to protect our children from more trauma in their lives.

Natalie Fuentes 5440 Parkview Avenue, Kalamazoo, stated that her son attended Maple Street Magnet School for the Arts and that she was in attendance in support of gun-free school zones. She stated that the board needed to understand that for our black and brown children, allowing weapons in schools was not a good idea and expressed her hope that the board would pass the weapons policy under consideration.

Eleanor Neve-Jones, 618 Woodward Avenue, Kalamazoo, introduced herself as a student at Maple Street Magnet School for the Arts and stated that she does not want guns in her school.

Ben Jones, 618 Woodward Avenue, Kalamazoo, introduced himself as a 1996 graduate of Loy Norrix High School and parent of two students at Maple Street Magnet School for the Arts. He stated that he and his family were in favor of the proposed weapons policy. Mr. Jones explained that, while we have a constitutional right to bear arms, there was an appropriate time and place for everything and that we must accept reasonable limitations on our rights. He concluded that not allowing weapons in schools was such a reasonable limitation.
Tobi Hanna-Davies, 723 Edgemoor, Kalamazoo, stated that she had been a mentor for 7½ years at El Sol Elementary School and Dr. Martin Luther King, Jr. in Westwood Elementary, and was also in attendance as a representative for Interfaith Strategy for Advocacy and Action in the Community (ISAAC). She explained that her experience at the schools was that the buildings were locked and school staff would respond to a buzzer and confirm a person’s identity before allowing them in the building. Ms. Hanna-Davies expressed her dismay that the law allowed people with guns to be in schools. She urged the board to unanimously pass the weapons policy.

Traci Haywood, 1526 Banks Street, Kalamazoo, introduced herself as the mother of triplets attending Woods Lake Elementary: A Magnet Center for the Arts. She explained that she and her children resided in the Edison neighborhood, and that her children have been terrified by seeing someone walking down the street with a gun. Ms. Haywood stated that she could not imagine how frightened they would be to see someone at school with a gun, and urged the board to pass the weapons policy.

IX. Reports and Recommendations

A. Policy 3.15 – Weapons – Second Reading

Dr. Rice explained that the board hears policies in two readings. He stated that the first reading had been done at the January 12, 2017 regular board meeting and was for the purpose of informing the community about what was being considered, sharing the draft policy, discussing it, answering any questions, and for perhaps fine tuning some of the language. Dr. Rice advised that there had been a slight change made as a result of that first reading, which Trustee Herschleb had explained during the policy committee report. He stated that the second reading this evening was for the purpose of voting on the new policy.

Policy 3.15 – Weapons reads as follows.

Policy
To the extent permitted under law, the Board of Education prohibits persons, including students, staff, and visitors, from possessing, storing, making, or using a weapon in any setting that is under the control and supervision of the board, including but not limited to in property leased, owned, or contracted for by the board, at a school-sponsored event, or in a board-owned vehicle.

Specifics
1. The term “weapon” means any object which, in the manner in which it is used, is intended to be used, or is represented as capable of inflicting serious bodily harm or property damage, as well as endangering the health and safety of persons.
2. Weapons include but are not limited to firearms; guns of any type, including air and gas-powered guns (whether loaded or unloaded); knives; razors; clubs; electric weapons; metallic knuckles; martial arts weapons; ammunition; explosives; and any other weapon described in Sections 1311(11) and 1313 of the Michigan Revised School Code, MCL 380.1311(11) and 380.1313.
3. This prohibition applies regardless of whether the person is otherwise authorized by law to possess the weapon, including if the person holds a concealed weapons permit.
4. This policy shall not apply in the following circumstances:
   a. weapons under the control of law enforcement personnel;
   b. weapons under the control of district security staff, as approved by the superintendent or designee;
c. items approved by a principal as part of a class or individual project or presentation under adult supervision, if used for the purpose and in the manner approved, except that working firearms and ammunition shall never be approved;
d. theatrical props used in appropriate settings; and
e. starter pistols used in appropriate sporting events.

5. The superintendent or designee may refer a person who violates this policy to law enforcement officials and may take other actions necessary to enforce this policy.

**Motion:** It was moved by Trustee McGlinn, supported by Trustee Herschleb, to approve Policy 3.15 – Weapons.

**Board discussion:**
Carol McGlinn thanked everyone for coming to the meeting and those who had spoken to the board. She noted that she had heard only support for the weapons policy, and not one person who had contacted her had considered the policy to not be a good idea. She noted that it was common sense that weapons should not be in schools or on school campuses and said that she was happy to support the weapons policy.

Patti Sholler-Barber echoed Trustee McGlinn’s comments and stated that the weapons policy was another example of a strong board caring, loving, and taking care of their children to keep them safe. She stated that she had received many communications and none were opposed to passing the weapons policy. Ms. Sholler-Barber stated that she welcomed the support expressed for the policy and thanked those in the audience for attending.

**Audience comments:** None.

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

Ms. Sholler-Barber thanked everyone for the support of the weapons policy and noted that this was a community that cares for its children. She suggested that all use their enthusiasm to support our students at sporting events and parent-teacher conferences.

**X. Other Business**

**SRO Overview – Superintendent Dr. Michael Rice**

Dr. Rice presented the following report.

We believe these things to be true:
- While it’s important to track student progress and to check for understanding, schools are more than just their state test results.
- All schools need to improve, including all KPS schools.
- Washington Writers’ Academy and The Woodward School for Technology and Research have improved in the last few years.
- Both have considerable improvement still to make, and are working hard to make that improvement.

We believe the following to be false:
- Closing a school is good for students.
- You can measure a school solely by state test results.
- You can fully appreciate a school without ever stepping into it.
• You know better at the state level what’s right for a local community than the local community does.

Since 2008, every major academic indicator in the district has improved:
• Reading, writing, and math.
• Advanced Placement participation and success.
• High school graduation rates.
• College-going, continuation, and completion rates.

Selected efforts to improve at the elementary school level:
• Full-day kindergarten.
• Full-day pre-kindergarten at high poverty schools.
• Adopted new English language arts series.
• Established Lift Up Through Literacy parent education and family literacy programs.

Yet we still have considerable challenge at our highest poverty schools and it is within that context that I would like to speak with you today about the School Reform Office (SRO).

In 2010, the Michigan legislature passed MCL 380.1280c, which specified that the state would identify its lowest performing 5% of schools based solely on state test results and created the School Reform Office (SRO) to supervise these so-called priority schools.

In March 2015, the governor announced that he was transferring the SRO from the Michigan Department of Education, an independent state agency, to the Department of Technology, Management, and Budget, an agency under his control.

The School Reform Office (SRO) since its inception has:
• Reviewed, approved, and oversee reform plans of priority schools.
• Released schools from SRO oversight that have improved state test performance.
• Increased its oversight over schools that don’t improve state test performance.

KPS Schools released from SRO Oversight:
• Maple Street Magnet School for the Arts (named in 2010 and released in 2014).
• Hillside Middle School (named in 2011 and released in 2017).

KPS Schools under SRO oversight:
• Washington Writers’ Academy (named in 2013).
• The Woodward School for Technology and Research (named in 2013).
• Northeastern Elementary School (named in 2014).
• Northglade Montessori Magnet School (named in 2014).
• Phoenix High School (named in 2017).

There are four School Reform Office (SRO) Reform Models:
• Transformation Model – staff and leader development and comprehensive reform strategies.
• Turnaround Model – elements from the model above plus replacement of 50%+ of the staff.
• Restart Model – charter option – close and reopen as a charter school.
• Closure Model.

KPS has chosen to recommend and establish for each of its reform plans the transformation model. We believe that this is the best way to reform a school under the four models of the SRO available to local schools and local school districts. We don’t think closing a school is the best way to reform a school, nor do we believe to close a school and make it a charter school is the best way to reform a school. If the local community decides to close a school due to declining enrollment, that is much different than closing a school for academic reasons. KPS does not necessarily oppose a charter school; however, if we were to engage a charter school, KPS would want to be the chartering entity and have it operate under certain requirements. As a result, we believe that the transformation model is the best model.

Senate Bill 27 was introduced by Senate Education Committee Chair Phil Pavlov in the last month. If passed, Senate Bill 27 would eliminate the School Reform Office (SRO). It is significant that the head of the Senate Education Committee, the most important person in the state senate relative to education, believes that the SRO should be eliminated. He argues that it has been not simply ineffective, but profoundly and disruptively ineffective, and it is time to wipe the slate clean and start afresh with school reform and accountability.

Two more thoughts: one about poverty, another about funding. There is a pretty strong connection between the two.
• In each of the last 10 years, Washington Writers’ Academy has had a free or reduced-price lunch eligibility percentage of 91% or above, with an average of 95%.
• In each of the last eight years, The Woodward School for Technology and Research has had a free or reduced-price lunch eligibility percentage of 87% or above, with an average of 89%.

These are enormously socioeconomically challenged schools. All else being equal, there is a link between state test results and poverty rates. That link does not have to be inextricably bound; however, if children get less at home, they need profoundly more at school. It is the responsibility of the funding entity – in Michigan, the state itself – to properly fund public education. Therefore, the state of Michigan is responsible for addressing in some way, shape, or form, and more profoundly so than it currently does, the inequities of birth. Just because one is born poor does not mean that one should remain poor. What is clear is that if a child who is poor goes to a school with large concentrations of poor young people, those large concentrations of poverty are very challenging to move and they require additional resources to move them. If you look at the states with the highest achievement, they acknowledge that poverty is a factor that needs to be addressed in a funding formula. If children need more, they should get more. This is also true for English language learners and special needs students.

The state’s recent funding study indicated that base funding in the state should be $8,667 per student, an increase of more than $1,000 per student over the current amount, and that poor children should generate 30% more each for their education.

I would argue that, while the recent funding study had the direction correct, that in terms of appropriately funding the education of poor children, the cost increases with the concentration of poverty because the challenge of educating a single poor child in an otherwise wealthy school is
very different than the cost of funding a poor child in a school that is virtually wholly impoverished. You need substantial resources from the state in order to bend the fate of childhood poverty.

Recently, an Illinois Commission noted that poor children, especially those living in concentrated poverty, need more money to be as successful in school as their wealthier peers.

**Major Takeaways from this SRO issue:**

- We have improved.
- We will continue to improve.
- Closure is not a solution. It simply disperses children without any assurance of improved results.

KPS has educators that are dedicated to the education of our young people. Some view it as their professional mission in life to work with working class and poor children in cities. That commitment is not something you can access easily or that you decide upon quickly. It is deeply felt. Replacing the majority of a staff or dispersing students to other schools is not the solution. Closure is a renunciation of responsibility, with no assurance of improved results.

The board has appreciated the outpouring of community support; and while we have work to do, we also have a number of committed educators to do that work.

**Board discussion:** None.

**Audience comments:** None.

**XI. Comments by Trustees**

*Jennie Hill* noted that the letters that she and the board had received about the weapons policy had all been in support of the weapons policy. She referenced one of the letters that had explained that their children had been directly affected by gun violence when a family member had been a victim of the uber driver tragedy.

Ms. Hill thanked the community for the outpouring of love and support of Washington Writers’ Academy and The Woodward School for Technology and Research, which were under threat of closure by the State Reform Office (SRO).

*TiAnna Harrison* invited the community to support the Kalamazoo Central High School competitive cheerleading team on Saturday, February 4 at 9:00 a.m. at Kalamazoo Central.

*Dr. Lauren Freedman* thanked the community for its support of the weapons policy. She stated that as a new board trustee, it had been an extraordinary experience to see firsthand the community involvement in KPS. She stated that the meetings that had been held about Washington Writers’ Academy and The Woodward School for Technology and Research and the community members who had spoken in support of KPS made her pleased and proud to be a member of the board in a community that is so committed to the education of its children.

*Carol McGlinn* thanked everyone who had attended the recent forums about Washington Writers’ Academy and The Woodward School for Technology and Research. She noted that many of the people who had spoken at these forums were proud of their schools, did not consider their schools to be failing, and were indignant about the letter that they had received from the SRO.
Ms. McGlinn noted that when children begin kindergarten behind their classmates academically, it is very difficult for them to catch up. She encouraged the state of Michigan to look at school growth rather than grades on a standardized test. Ms. McGlinn stated that KPS was not making excuses because we know the struggles in the district and work on them every day. She stated that the worst case scenario for a vulnerable group of children would be to close the school where they feel safe and secure. Ms. McGlinn encouraged everyone to let their voices be heard by contacting Governor Rick Snyder, State Senator Margaret O’Brien, State Representatives Jon Hoadley and Brandt Iden, and State School Reform Officer Natasha Baker. She concluded by expressing her pride in KPS and the community.

Ken Greschak echoed the previous comments from his fellow trustees. He explained that at the public forum held at Chenery Auditorium about the possible closings of Washington Writers’ Academy and The Woodward School for Technology and Research, there had been hundreds of people talking passionately and fervently about how they love their schools. Mr. Greschak stated that the students and families attending these schools love the principals, teachers, history, and community of their neighborhood schools, and that it would tear apart the fabric of those communities to close those schools. He explained that the injustice of closing schools was unfathomable and that we have to stop the SRO in its tracks. Mr. Greschak concluded by also encouraging everyone to write to their state governor, senator, representatives, and the SRO letting them know that the KPS community is against closing any of its schools.

Craig Herschleb noted that you do not have to be in the KPS district to contact state legislators. He explained that anyone in the state of Michigan can write to their legislators about Senate Bill 27 and the SRO considering closing 38 schools in the state. Mr. Herschleb stated that all affected communities should write to their legislators and ask their friends to write to theirs.

Patti Sholler-Barber concurred with Mr. Herschleb and noted that each year there would be schools in the bottom 5%.

Ms. Sholler-Barber stated that many parents spoke at the recent forums about the great things happening at schools throughout KPS. She noted that staff from Western Michigan University also spoke about the trauma of poverty and of removing a stability factor for children, which is their local school. Ms. Sholler-Barber gave a shout-out to the staff who were out in full force at the forums. She noted that the principals honored their staff and stated that they would put them up against any staff at any school. Ms. Sholler-Barber stated that KPS would continue to fight this challenge from the SRO.

Ms. Sholler-Barber invited everyone to attend the First Saturday at Kalamazoo Public Library on Saturday, February 4 from 2:00 to 3:30 p.m. at the central library. She noted that the library has calendars that include daily activities for children, and encouraged parents to pick one up to have at home.

Ms. Sholler-Barber reminded everyone that there are many exciting school sports events to attend, including the basketball matchups between Kalamazoo Central High School and Loy Norrix High School on Friday, February 3 at Western Michigan University’s University Arena, with the girls playing at 6:30 p.m., followed by the boys’ game.

Ms. Sholler-Barber thanked Western Michigan University for inviting KPS students to attend the Dr. Martin Luther King, Jr. celebrations and tours of the campus.
**Comments by the Superintendent**

Dr. Rice expressed his appreciation to parents, staff, principals, and the community for speaking out against the SRO’s proposal of shuttering Washington Writers’ Academy and The Woodward School for Technology and Research. He also thanked Representative Jon Hoadley as a stalwart ally, Senator Margaret O’Brien for her efforts on behalf of KPS, KRESA Superintendent Dave Campbell, and the number of organizations that had expressed concern about a statewide entity that thinks it has authority to shut down local public schools.

Dr. Rice stated that the suggestion of school closings is disruptive to our children and families. He wondered why anyone would want to shut schools down if they were supportive of our families. Dr. Rice noted that it would also be nice if prior to a determination of closure, the entity determining the need for closure actually visited the schools before publishing a list. He stated that it was somewhat backwards to make a determination about school closure and then do a site visit, charitably a sequencing issue. Dr. Rice explained that if the SRO thinks that a school deserves closure, run for a local school board and vote to close it down. He concluded that state entities do not and should not have the authority to shut down schools.

**XII. Executive Session**

President Sholler-Barber did not call for an executive session, and adjourned the meeting at 8:26 p.m.

The next regular Board of Education meeting date: Wednesday, February 15, 2017 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 15, 2017 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: Dr. Lauren Freedman, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Ken Greschak. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students.
- Indian Prairie Turn-Around Students: Amaree Spencer, second grade; Malachi Adams (unable to attend), Andelon Cain-Moore, Cameron Kooy, and Jayce VanVleet, third grade.
- Woods Lake Elementary: A Magnet Center for the Arts Turn-Around Students: Samuel Cortez, Avonte Edmonson, Davon Norman, and Ethan Rodriguez, second grade.

Also in attendance were Indian Prairie Elementary School Principal Kelly Corrigan; Woods Lake Elementary: A Magnet Center for the Arts Principal Micole Dyson; and Woods Lake staff members Marlean Wilson-Bridges and David Berlin. The students’ parents, family, and friends in the audience were also recognized.

V. Committee Reports/School Reports
President Sholler-Barber explained that there had been no committee meetings since the previous board meeting and announced upcoming committee meetings:
- Communities in Schools of Kalamazoo would meet on February 17;
- Operations Committee would meet on February 21;
- Policy Committee would meet on February 21;
- Teaching and Learning Council would meet on February 23;
- Wellness Committee would meet on March 16;
- Curriculum Committee would meet on March 21; and
- Evaluation Committee would meet on March 27.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the Board correspondence that was received for the period of February 2, 2017 through February 15, 2017 (File #12).
VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. February 2, 2017 Regular Meeting Minutes; VII.B. Purchase Recommendations 2017-12, 2017-13, 2017-14, and 2017-15; VII.C. Personnel Changes; and VII.D. Trustee Expense Report.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed the purchase recommendations:
- 2017-12 in the amount of $106,101 from the 2013 bond to replace student lockers at Milwood Magnet School: A Center for Math, Science and Technology;
- 2017-13 in the amount of $142,969 from the 2013 bond for remodeling at Hillside Middle School;
- 2017-14 in the amount of $441,325 from the 2013 bond for remodeling at Woods Lake Elementary: A Magnet Center for the Arts; and
- 2017-15 in the amount of $565,895 from the 2013 bond for remodeling at Phoenix High School.

Motion: Implied to approve the Consent Calendar as presented.

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

Board Discussion:
President Sholler-Barber thanked the voters for approving the bonds.

Mr. Start explained that, without the bonds, much of the work would have had to be deferred or would have had to be paid from general operating funds.

Dr. Rice noted that in the absence of bonds, deferred meant that some work would have had to be delayed and other work would not have taken place at all.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
Added on the floor:
State Reform Office (SRO) Resolution
Dr. Rice read the proposed resolution into the record:

WHEREAS, on or about January 20, 2017, the State School Reform Office identified two elementary schools of the Kalamazoo Public Schools, Washington Writers’ Academy and Woodward School for Technology and Research, for potential closure effective with the 2017-2018 school year;
WHEREAS, without advance notice or consultation with the Kalamazoo Public Schools, the State School Reform Officer sent letters to parents of students attending these two schools to advise parents of the potential closure;
WHEREAS, the Board believes that the State School Reform Office’s threatened action to close and/or any actual closure of Washington Writers’ Academy and Woodward School for Technology and Research would harm the education opportunities of the affected children and disrupt the lives of their families.
NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Kalamazoo Public Schools hereby moves to authorize the superintendent to take all necessary measures to ensure
the filing and prosecution of a state legal complaint and to take any other legal action involving this complaint or any related litigation, either at the state or federal levels, to prevent the closure of Washington Writers’ Academy and Woodward School for Technology and Research, any harm and disruption to the district’s children and families, and any damage to the Kalamazoo Public Schools community.

MOTION: It was moved by Trustee McGlinn, supported by Trustee Herschleb, to approve the State Reform Office (SRO) resolution.

Board discussion:
Trustee Hill asked to whom the SRO reports.

Dr. Rice stated that the SRO office reports to the Department of Technology, Management and Budget (DTMB), and that the head of DTMB reports directly to Governor Snyder. He noted that the SRO from its incarnation in 2010 until 2015 was within the Michigan Department of Education (MDE) and under the authority of the state superintendent of schools; however, in early 2015 the governor stated that he was pulling the SRO from the authority of the MDE and putting it under the authority of the DTMB, a department that the governor oversees.

Trustee Hill asked for clarification that it was in 2015 that the SRO was no longer under the authority of the MDE, which oversees all public schools in the state of Michigan, and was moved instead to a department overseen by the governor’s office.

Dr. Rice explained that Governor Snyder announced in the spring of 2015 that he was moving the SRO from the authority of MDE to the authority of DTMB. He stated that effective in 2015, the SRO was officially under the governor’s authority and has been since 2015.

Trustee Hill noted that some KPS schools had been on a list of under-performing schools and asked if KPS had cooperated with the SRO while under the authority of MDE, and also currently while under the authority of the governor.

Dr. Rice advised that KPS had been cooperative with the SRO both while it was under the authority of MDE and under the authority of the governor. He explained that for the five years that the SRO was under the authority of MDE, public school districts in Michigan that were considered under-performing schools were required to file quarterly reports and reform plans with the SRO. Dr. Rice noted that the list of 38 schools to which Trustee Hill was referring were the ones that had scored in the lowest five percent on state tests in the last three-plus years. He stated that no other indicators, academic or otherwise, were considered to determine the lowest five percent of under-performing schools.

Trustee Dr. Freedman asked why the SRO would inform parents of possible school closures without notifying a school district that had complied with all of the requirements of the SRO. She noted that the process the SRO was trying to implement was not an effort to improve schools.

Dr. Rice stated that since the SRO was moved to the governor’s authority, the SRO was not collaborative, collegial, or partnering with public school districts. He noted that, while the SRO was under the authority of the MDE, the SRO had worked with schools and districts to help improve the education of what were almost exclusively high-poverty and low-achieving schools in the state.
Trustee Dr. Freedman commented that the SRO was no longer working with schools and districts to improve children’s education, which would make one wonder what the motivation of the SRO was since it had been moved from the Michigan Department of Education to the authority of the governor.

Dr. Rice explained that KPS had not been given a courtesy copy of the letter that was sent to parents by the SRO. He noted that the Washington and Woodward principals had received the SRO letter because they are parents of children in their schools. Dr. Rice paraphrased the letter as “Dear parent, your child is going to a school that has not achieved at a particular level on state tests. Here are other schools or districts that you might want to consider.” He noted that KPS was at the top of the list of other schools that parents might want to consider. Dr. Rice stated that the list also included school districts such as Lawrence Public Schools, which is closer to Benton Harbor than to Kalamazoo; and Wayland Public Schools, which is closer to Grand Rapids than to Kalamazoo. He also noted that there were schools listed as options that were 20 to 30 miles away from Kalamazoo. Dr. Rice stated that it was hard to understand how a socioeconomically challenged family would manage to get their children to and from a school that was a 50-mile round-trip each day.

Trustee Dr. Freedman asked if students who moved to another school district would be able to take advantage of the promise scholarship.

Dr. Rice replied that those students who were able to go to another KPS school would have the opportunity to access the promise scholarship; however, if they went to another district other than KPS they would not have the opportunity to access the promise scholarship. He noted that $87 million worth of promise scholarships had been used in the last 11 years, and that $9 million of those promise scholarships had been accessed by 939 students who had attended Washington and Woodward. Dr. Rice stated that the loss of access to the promise scholarship would bring substantial harm to our children and families.

Trustee McGlinn wondered if there had been parents involved in preparing the proposed list of alternative schools. She noted that as a parent who would have had the means to transport her child, she could not imagine choosing a school that was 20 to 30 miles away from her home. Ms. McGlinn also noted that moving the students from Washington and Woodward to other KPS schools would result in overcrowding, which would not help the learning environment. She expressed her appreciation to parents, staff, and community organizations that had reached out in support of KPS by protesting the proposed closing of schools. She asked if the SRO and its process were based on a state statute.

Attorney Marshall Grate responded that the process was based on Section 1280c of Michigan Revised School Code, which had been enacted by the state legislature in 2010 as part of the Race to the Top for federal funds. He explained KPS does not believe that the SRO has followed that statute, and that the SRO has claimed authority that does not exist in that statute. Mr. Grate stated that we find the actions taken by the SRO in identifying schools for closure very troubling.

Ms. McGlinn noted that the state legislature was also reviewing the statute, and that the head of the senate education committee had proposed a bill to eliminate the SRO.

President Sholler-Barber asked how much of a productive conversation Dr. Rice had had with the SRO before the letters concerning the possibility of closure of Washington and Woodward had been sent to parents.
Dr. Rice replied that the SRO had had no conversation with him regarding the parent letter prior to the SRO sending the letter to parents, and that he had found out about the letters from the media.

Ms. Sholler-Barber asked how much time the SRO had spent in Washington and Woodward before sending out the letters to parents.

Dr. Rice stated that staff from the SRO had conducted a four-hour visit at one school on February 7, and another four-hour visit at the other school on February 8, both after the parent letters had been sent out. He noted that those site visits begged the question of the value of site visits after the schools had already been put on a list for possible closure. Dr. Rice also questioned their value in determining hardship, or the lack thereof.

Ms. Sholler-Barber noted that each school had been very cooperative with the requests from the SRO and asked what KPS had done to improve each school.

Dr. Rice listed some of the improvements that KPS had implemented.

- Full-day pre-kindergarten at six of the highest poverty elementary schools in KPS, which includes both Washington and Woodward. Research indicates that pre-kindergarten is linked to higher student achievement.
- Full-day kindergarten at almost all elementary schools in KPS, which includes both Washington and Woodward. Research indicates that full-day kindergarten is linked to higher student achievement.
- New English Language Arts (ELA) series – Pearson Reading Street – has been adopted for all of our elementary schools. This series is rich in non-fiction text, and more infused with higher order thinking and common core elements.
- Lift Up Through Literacy parent education and family literacy programs are available to all KPS parents throughout the community, including in the Washington and Woodward neighborhoods.
- KPS applied for and was awarded competitive federal school improvement grants administered by the state of Michigan. These grants provided extensive professional development for staff at Washington and Woodward, some extended learning time for students, and additional technology.

Dr. Rice noted that both Washington and Woodward were magnet schools, and that many parents outside those neighborhoods choose these schools for their children to attend. He stated that for at least the last 11 years, the student population at each of these schools had been in excess of 350 each year.

Dr. Rice stated that Washington and Woodward have improved in a host of different ways, including student improvement on the NWEA/MAP test and Fountas and Pinnell assessment results, as well as school climate and culture.

Ms. Sholler-Barber asked for the free and reduced-price lunch eligibility rates at Washington and Woodward.

Dr. Rice provided the following information.

- In each of the last 10 years, Washington has had a free or reduced-price lunch eligibility percentage of 91% or above, with an average of 95%.
- Washington has one of the highest concentrations of poverty in the state of Michigan.
• In each of the last eight years, Woodward has had a free or reduced-price lunch eligibility percentage of 87% or above, with an average of 89%.

Ms. Sholler-Barber asked how important the schools were to their respective neighborhoods.

Dr. Rice stated that both schools were critical to their neighborhoods. He explained that citizens across the state and across the country look at local public schools as an anchor to their communities. Dr. Rice noted that Washington had been built in 1919, and that when the decision was made to raze the school, KPS could have relocated it to another site. He explained that the decision was made to rebuild at Washington’s current location because it anchors that neighborhood.

Dr. Rice stated that Woodward was also an older building, built in the 1920s; however, rather than raze or relocate the school, KPS chose to put $5.5 million into that building at that site. He explained that if we treat the building well, the community would benefit from that investment in the school.

Ms. Sholler-Barber asked what criteria the SRO had used to determine which schools would be on the possible closure list.

Dr. Rice replied that there was only one criterion: state test scores. He stated that there was no consideration of any other test results, poverty, climate, culture, parent satisfaction, student satisfaction, longevity of staff, or a host of other indicators that could have been considered. Dr. Rice reiterated that the one criterion was state test scores.

Trustee Hill asked how the many KPS community partners were feeling about possible school closures.

Dr. Rice stated that there had been strong support from our community partners, which included:
  • The Kalamazoo County Board of Commissioners voted 11-0 the previous week to oppose the school closings. This commission represents not only KPS, but also the public schools in Schoolcraft, Galesburg-Augusta, Portage, Vicksburg, Gull Lake, Comstock, Climax-Scotts, and Parchment.
  • Locally elected state officials are unanimously opposed to school closings across parties: Senator Margaret O’Brien, and Representatives Jon Hoadley, Brandt Iden, and David Maturen.
  • At the public forums held at Washington, Woodward, and Chenery Auditorium those in attendance were resoundingly in support of keeping these schools open.

Trustee Sholler-Barber asked if parents had been contacting the SRO to oppose the proposed closing of Washington and Woodward.

Dr. Rice replied that many individuals have written to the governor, School Reform officer, and locally elected officials. Our elected officials have in turn shared our concerns with the governor and the School Reform Office. He stated that a petition opposing the possible school closures already had 2,000 signatures.

Trustee Sholler-Barber read into the record the following statement from Trustee Ken Greschak, who had been unable to attend this meeting:
While not with you in body, I am certainly with you all in spirit to support our school district’s legal steps to block the SRO from any actions taken against Woodward or Washington schools. I’m wholly confident that the SRO will have no perceived legal authority to exercise such far-reaching and unchecked control over a local school district.

**Audience comments:** None.

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

Dr. Rice advised that there would be parents joining KPS as plaintiffs in the lawsuit. He stated that the names of the parents would be shared with the community very soon. Dr. Rice also noted that KPS would be partnering with the Saginaw Public Schools and its parents and community on the litigation.

Dr. Rice stated that KPS does not believe that the SRO has acted legally, collegially, properly, or in the best interest of children and families.

**A. Administrative Appointment – Director of Student Services**

Dr. Rice noted that Ms. Bergan had been acting as interim director of Student Services since July 1, 2016. He complimented Ms. Bergan on her work in an interim capacity to date.

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Ms. Nkenge Bergan director of student services.

**MOTION:** It was moved by Trustee Herschleb, supported by Trustee Dr. Freedman, to appoint Ms. Nkenge Bergan director of student services.

**Board discussion:** None.

**Audience comments:** None.

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

**B. Administrative Appointment – Director of Special Education**

Dr. Rice stated that Ms. Saunders had been acting as interim director of special education since July 1, 2016. He expressed his appreciation for her work in an interim capacity to date.

Assistant Superintendent Sheila Dorsey-Smith read the recommendation to appoint Ms. Reuquiyah (Rikki) Saunders director of special education.

**MOTION:** It was moved by Trustee McGlinn, supported by Trustee Hill, to appoint Ms. Reuquiyah (Rikki) Saunders director of special education.

**Board discussion:** None.

**Audience comments:** None.

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

Dr. Rice noted that Ms. Cindy Green had previously served as the Assistant Superintendent of Student Services and had been appointed by the board late last year to become Assistant
Superintendent of Teaching and Learning Services. He explained that it was her former responsibilities that Ms. Bergan and Ms. Saunders had undertaken. Dr. Rice expressed his appreciation to Ms. Green for her leadership and noted that Ms. Bergan and Ms. Saunders had a newfound respect for Ms. Green as they were each trying to do elements of what Ms. Green did in Student Services.

C. Report on Governor’s Budget – Deputy Superintendent Gary Start
Deputy Superintendent Start stated that Governor Snyder had unveiled his budget proposal on February 8, and that there was a lot to like in the proposal. He commented that he did not recall in his 34 years at KPS ever having said that about a governor’s proposed budget.

The governor’s proposed budget includes:

- $128 million to increase the foundation allowance $50 to $100 per student, which for KPS would mean an increase of just over one million dollars.
- $150 million increase to at-risk funds, expansion of the eligibility pool, and the amount per student, which represents a tremendous increase in at-risk funding. Mr. Start explained that an adequacy study funded by the state of Michigan had indicated that the state drastically underfunds students in poverty, and the governor’s proposed increase is a step in the right direction.
- $22 million to provide an additional $50 per student increase for high school students. Mr. Start stated that this increase made sense because there are more costs associated with teaching high school students than for teaching middle school and elementary students.
- $7 million for declining enrollment districts. Mr. Start explained that, while KPS was not a declining enrollment district, he supported the additional funding for those districts.
- Lowering of the assumed rate of investment return for Michigan Public School Employees’ Retirement System (MPSERS) from 8% to 7.5% over two years. Mr. Start stated that this was a fiscally responsible provision of the governor’s proposed budget.
- Capping of the education of nonpublic and homeschool students at public schools to $60 million (currently $115 million). Mr. Start explained that this represented shared services in which public schools provide non-essential, non-core curriculum classes to nonpublic school students. He referenced the adequacy study again and advised that that study had indicated that the state of Michigan was not adequately funding its public schools, so decreasing the funding for non-core curriculum classes to nonpublic school and homeschooled students made good sense.
- Reduction of cyber school foundation allowances by 20% to recognize that cyber schools do not have physical settings to maintain and fund. Mr. Start applauded this provision of the governor’s proposed budget as another step in the right direction.

Mr. Start concluded his report by cautioning the board that this was only the first step in a long budget process because it would now go to the House and Senate for consideration. He encouraged everyone to continue to voice their opinions to our elected officials.

Board discussion:
Trustee McGlinn asked what the current amount of at-risk funding was.

Mr. Start replied that the proposed $150 million increase in at-risk funding represented a 40% increase, which was significant. He also explained that the proposal would expand the criteria
for at-risk funding from only free lunch eligible students to include those students that qualify for reduced-price lunch. Mr. Start advised that this could be an increase of one million dollars for KPS.

Ms. McGlinn asked for clarification on the assumed rate of investment return for MPSERS.

Mr. Start explained that one of the things the state uses to determine how much it should put into the MPSERS retirement program is based on how much return the state expects to receive on its investments. He stated that assuming an 8% return on investments was too high and that it should be reduced. Mr. Start stated that the reduction to 7.5% return on investments was a fiscally sound decision.

Ms. McGlinn stated that she appreciated the governor’s proposed budget. She noted that the proposed budget contained several elements that KPS had spoken about for years, including increasing at-risk funding and reducing funding for cyber schools because they do not have physical plants to maintain. Ms. McGlinn encouraged everyone to contact their local elected officials and urge them to accept the provisions of the governor’s budget proposal because the proposal was definitely a step in the right direction.

Trustee Hill stated that the state’s adequacy report had indicated that the state’s foundation allowance was approximately $1,000 less per child than how much it actually costs to educate a child, and that an additional 30% to 40% increase was needed for at-risk children. She asked if the governor’s proposed budget reflected that information.

Mr. Start advised that the foundation allowance does not increase a lot; however, the $150 million in proposed at-risk funding speaks directly to the state’s adequacy study and reflects what we have been saying for a long time: the state of Michigan does not adequately fund the needs of students in poverty. He noted that the at-risk funding was formerly based on those students that received free lunch; however, the governor was now recommending that at-risk funding be based on students that receive free and reduced-price lunch.

Trustee Sholler-Barber asked what the board and community members could do to help make the governor’s proposed budget a reality.

Mr. Start replied that it was most important for everyone to contact their state legislators and urge them to support the governor’s proposed budget for funding public education.

Ms. Sholler-Barber asked if Mr. Start felt that the state’s adequacy report had influenced the governor’s proposed budget.

Mr. Start replied that it certainly looked like that was the case because the governor’s recommendations were in alignment with the adequacy study results.

**Audience comments:** None.

**X. Other Business**

None.
XI. Comments by Trustees

Trustee McGlinn expressed her appreciation to the community and to the Kalamazoo Promise donors for their continued support of KPS. She stated that it was great to see continued investment in KPS on behalf of our children.

Ms. McGlinn announced that KPS elementary schools would all have literacy night activities on March 1, and encouraged everyone to attend.

Trustee Hill noted that both Washington Writers’ Academy and The Woodward School for Technology and Research had made academic progress over the last several years. She thanked the Kalamazoo County commissioners, Senator Margaret O’Brien, and Representatives Jon Hoadley, Brandt Iden, and David Maturen for their opposition to school closures.

Ms. Hill complimented the student artwork displayed in the board room. She stated that she had enjoyed the Kalamazoo Central High School versus Loy Norrix High School basketball game that had been held at University Arena, and thanked Western Michigan University for hosting the game.

Trustee Sholler-Barber expressed her pride in the KPS Board of Education and stated that the SRO resolution passed that evening was the result of a great team effort between KPS and the community. She explained that we cannot allow politicians to use our children as political pawns. Ms. Sholler-Barber encouraged parents and students to contact their state legislators and let them know that our students’ futures should not be manipulated by political maneuvers. She thanked the community for its support in writing letters against school closures to the SRO, and the KRESA board for its recent resolution in support of keeping schools open.

Trustee Sholler-Barber thanked Assistant Superintendent Cindy Green for all of her excellent work, care, and devotion to KPS students during her previous leadership of Student Services and her current leadership of Teaching and Learning Services. She congratulated Ms. Rikki Saunders and Ms. Nkenge Bergan on their administrative appointments.

Comments by the Superintendent

Dr. Rice stated that he would like to lighten what had been a heavy evening with two items of good news.

Dr. Rice stated that Bridge Magazine, a well-respected non-partisan publication in Michigan, recently published its 2017 Academic State Champs (ASC), a list of 54 high schools that were best preparing students for success after graduation. He read the following from the publication:

*Bridge Magazine is proud to name 54 high schools as 2017 Academic State Champs (ASC). The schools listed below are best preparing students for success after graduation.*

*This year’s state champs mark a dramatic departure from past years, when the award was based on how well public elementary, middle, and high schools performed on state assessments, when adjusted for poverty. Because Michigan changed its assessment, Bridge Magazine is unable to compare multiple years of testing data.*

*So Bridge Magazine is instead looking into how public high schools, including charters, are preparing students for life after graduation. Are students “college-ready” in key subjects? Are they pursuing -- and getting -- a college degree or certificate?*
We separate the ASC winners below into four categories, so they are compared with schools of similar poverty rates. Studies show income can be a key predictor of student success. The four categories were: most affluent high schools; high schools with above-average incomes; high schools with below-average incomes; and lowest-income high schools – those in which more than 55% of students were eligible for a free or reduced-price lunch.

Dr. Rice stated that of the 141 schools in the state with 55% or more of students eligible for a free or reduced-price lunch, Loy Norrix High School had placed #1 in the state of Michigan and Kalamazoo Central High School had placed #4 in the state of Michigan.

Dr. Rice suggested that at some point the state of Michigan would do what Deputy Superintendent Start and others had been discussing and would provide resources based upon need rather than resources based on a dollar amount per student. He stated that when that happens, we would really see the movement in our children who are socioeconomically challenged.

The second bit of good news that Dr. Rice shared was from the Mackinac Center, a conservative think tank.

Dr. Rice explained that, in February 2016, the Mackinac Center for Public Policy chose to do rankings of elementary and middle schools across the state. He explained that the Mackinac Center did so because it felt that it could rank schools perhaps better, more logically, and more fairly if it factored in socioeconomic status. Dr. Rice stated that the Mackinac Center’s rankings found that not only weren’t Washington Writers’ Academy and The Woodward School for Technology and Research in the lowest 5% of Michigan schools, there were no KPS schools in the lowest 5% in the state of Michigan. He noted that there was only one KPS school in the lowest 10% in the state of Michigan, and that most KPS elementary and middle schools were in the top half of the state when you factor in poverty.

Dr. Rice stated that it was shameful that in this state and in this country there was such profound vilification of educators based on the young people that they educate. He advised that it was fatuous to state that someone is a better educator because they educate children who are better off socioeconomically and those children do better on state test results. Dr. Rice advised that we must first factor in where the children are coming from and then determine who was getting the job done.

Dr. Rice stated that KPS teachers, educators, and staff get it done day after day and get it done well. He noted that we understand we have more work to do and need to continue to improve; however, we have improved profoundly and that was the opinion of the Mackinac Center and Bridge Magazine. Dr. Rice stated that this was an acknowledgement of the power of socioeconomic status in the education of children in the United States and that we have to provide according to children’s needs. He noted that the state of Michigan’s own adequacy study found that 30% more funding was needed to educate students in poverty; 40% more funding was needed to educate English language learners; and the adequacy study did not even touch on what additional funding was needed to educate special needs students.

Dr. Rice stated that until we get it right, what the governor was proposing in his 2017-2018 budget was perhaps the best vehicle for addressing the needs of working class and poor children. He explained that the budget was not the most targeted way of addressing poverty, and it does not address concentrations of poverty. Dr. Rice advised that the cost of educating a poor child in a predominantly socioeconomically challenged environment requires markedly more resources than the cost of educating a poor child in a middle class environment.
Dr. Rice concluded that the at-risk budget increase that Governor Snyder was proposing was ironically consistent with what many on both the political left and the political right now believe: that it takes more to educate children in poverty. He expressed his hope that someday we would come together on behalf of school children.

XII. Executive Session
President Sholler-Barber did not call for an executive session, and adjourned the meeting at 8:23 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, March 9, 2017 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 9, 2017 regular Board of Education meeting to order at 7:01 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following turn-around students from Prairie Ridge Elementary School: Michael McDonald and Jethro Ssebugwawo, second grade; Ariella Corbins and Aryn Gonzales, third grade; and Demarquay Calvin, Benjamin Hubble, and Rip Raab, fifth grade.

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

V. Committee Reports/School Reports
Operations Committee – Ken Greschak, chair, reported that the committee had met on February 21, and:

- Reviewed the governor’s proposed budget, which looks favorable concerning school financing;
- Discussed the Loy Norrix High School capital projects, with plans for work to begin on June 19 on the back wings of the campus, followed by remodeling of the rest of the building and the stair tower during the summer of 2018;
- Noted that the enhancement millage renewal vote would be on the May 2, 2017 ballot. Mr. Greschak explained that this was not an increase, merely a renewal, and that the enhancement millage provided $4.3 million annually to the KPS operating budget; and
- Discussed the possibility of a bond vote in 2018.

Mr. Greschak stated that the last bond was in 2013, and had provided the necessary funds for important infrastructure improvements, which included the Loy Norrix project, the renovation and new building at Milwood Elementary School, the addition of an annex gymnasium at Kalamazoo Central High School, and many other projects. He advised that KPS was preparing a new facility condition index that would outline needed building improvements. Mr. Greschak thanked the voters for supporting previous KPS bonds, which had provided and improved some of the finest school buildings in the state.

Policy Committee – Craig Herschleb, chair, stated that the committee had met on February 21, and had met with members of the Student Services Department to discuss changes in the laws on
restraining and seclusion of students, and the professional development that KPS staff members were receiving. He concluded that the committee would meet again on March 28.

Teaching and Learning Council (TLC) – Patti Sholler-Barber, representative, reported that the TLC had met on February 23, with presentations on many subjects from several KPS administrators including:

- Board goals from Dr. Rice, superintendent;
- Enhancement millage renewal from Gary Start, deputy superintendent;
- K-5 math program pilot from Matt Johnson, coordinator of math and science;
- K-5 reading program and the reading law update committee that was being formed from Judy D’Arcangelis, director of elementary education;
- School improvement committee from Cindy Green, assistant superintendent of teaching and learning services;
- Every Student Succeeds Act (ESSA) update from Dodie Raycraft, director of school improvement, Title I and assessments;
- Career awareness, exploration, and development from Johnny Edwards, director of secondary education;
- Bilingual services for refugee students from Ramona Fletcher, coordinator of bilingual education, English as a second language, and world languages;
- First grade student visits to the Kalamazoo Public Library from Judy D’Arcangelis, director of elementary education; and
- Update on new laws regarding student seclusion and restraint from Cindy Green, assistant superintendent of teaching and learning services.

Ms. Sholler-Barber concluded that the TLC would meet again on March 16.

President Sholler-Barber announced upcoming committee meetings:

- Wellness Committee would meet on March 16;
- Communities in Schools of Kalamazoo (CISK) would meet on March 17;
- Curriculum Committee would meet on March 20; and
- Evaluation/Accountability Committee would meet on April 17.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the board correspondence that was received for the period of February 16, 2017 through March 9, 2017 (File #14).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. February 15, 2017 Regular Meeting Minutes; VII.B. Purchase Recommendations 2017-16, 2017-17, and 2017-18; and VII.C. Personnel Changes.

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

- 2017-16 in the amount of $205,693.51 from the 2013 bond for audio and video enhancement systems for Woods Lake Elementary: A Magnet Center for the Arts;
- 2017-17 in the amount of $5,911,955.00 from the 2010 and 2013 bonds for window replacement and building envelope improvements at Loy Norrix High School; and
2017-18 in the amount of $468,949.00 from the Facilities Management budget for districtwide lawn mowing and leaf removal services for a period of three years beginning in 2017.

**Motion:** Implied to approve the Consent Calendar as presented.

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

**Board Discussion:**
President Sholler-Barber asked for a description of the building envelope at Loy Norrix High School stated in purchase recommendation 2017-17.

Director of Facilities Management Al Tyler replied that the building envelope referred to all aspects of the exterior of Loy Norrix High School, which included panels, windows, exterior doors, and framing.

Ms. Sholler-Barber gave a shout-out to supporters of KPS and the voters who had approved these bonds. She explained that without the bonds, KPS would have to use general funds for maintenance and improvement of buildings.

Trustee Hill noted that Loy Norrix was full of windows and asked if the new windows and exterior would lower heating and electric bills at the school.

Mr. Tyler replied that there would be an energy savings and that Loy Norrix would be absolutely beautiful when the work was completed.

VIII. **Persons Requesting to Address the Board**

George White, 4022 Rockwood Drive, Kalamazoo, introduced himself as a KPS parent and foster parent for 34 years, and as a representative of Social, Economic & Educational (SEE) Change group, an organization that is affiliated with Michigan United. He stated that the objective of SEE Change was to address the issue of bullying in KPS, and to assist the KPS Board of Education and the community on creating a policy that would use social justice and build better relationships to reduce the need for medication, segregation, expulsion, suspension, detention, and physical restraint for all students. Mr. White stated that SEE Change members planned to attend every school board meeting until parents see the changes that they seek.

Earl Moore 1322 Hotop, Kalamazoo, introduced himself as a member of SEE Change and stated that he was in attendance to discuss how the KPS school system was leading its students down a school to prison pipeline because of SWIS discipline reports. He stated that students are pre-judged, restrained, and suspended by staff based on discipline reports, which prevented students from moving forward academically.

Gwendolyn Hooker, 609 East North Street, Kalamazoo, stated that she was the guardian of Justyce Calvert, an Edison Environmental Science Academy student. She reminded the board that she had spoken at previous board meetings and that the issue of the bullying of her granddaughter had never been resolved, and that she had received no feedback from the board, other than acknowledging emails that she had sent the board. Ms. Hooker informed the board that her student had been bullied at Northeastern Elementary School in June 2016, and again when school resumed in September. She encouraged the board to work with SEE Change to implement and enforce effective policies.
Angela O'Day, 830 Woodbury Avenue, Kalamazoo, stated that she had an eight-year-old daughter, Savannah, who had attended Edison Environmental Science Academy. She informed the board that her daughter had been accosted on the playground by one male and one female student, who held her down on the ground and ripped open her shirt. Ms. O'Day advised that her daughter had gotten away from them and run to her classroom; however, she had had to stay in the same classroom with her two assailants for the rest of the school day, and no one had called her parents to advise them of the bullying. Ms. O'Day stated that the incident took place before Thanksgiving; however, it was not until after winter recess that her daughter was allowed to transfer to The Woodward School for Technology and Research. She concluded that she wanted the board to know that this kind of behavior was going on and that her daughter would have to deal with the after-effects for the rest of her life.

Tammie Woods, 2913 Onondaga Avenue, Kalamazoo, introduced herself as her child’s advocate and a member of SEE Change. She stated that she wanted KPS to stop medicating and segregating children. Ms. Woods stated that her child had been treated like a second class citizen, and had been belittled, harassed, bullied, and physically restrained, and had suffered injuries from being restrained. She stated that her son suffers from anxiety and has low self-esteem. She advised that she has had her son psychologically evaluated, and has gone to Advocacy for Kids, that he has a counselor, receives SLD Read services, and is tutored in reading from Western Michigan University. Ms. Woods stated that KPS should provide the necessary tools for her child to be successful and obtain the Kalamazoo Promise.

Shiquita Moore, 919 Dewey Avenue, Kalamazoo, stated that she was the parent of a seven-year-old KPS student who has Attention Deficit Hyperactivity Disorder (ADHD), and a representative of SEE Change. She informed the board that she had seen segregation and restraints. Ms. Moore advised that her son has been on homebound services for several months and was not getting his full education and may miss out on the Promise. She stated that her son was not below grade level because she had been staying home from work and teaching him herself. Ms. Moore asked the board to put more things in place in KPS to help challenged children so that they may remain in school and get the extra help that they need.

Ron Peterson, 2221 Winchell, Kalamazoo, introduced himself as the parent of a Maple Street Magnet School for the Arts student. He stated that his son has had no behavior problems in the classroom; however, a situation had come up and he does not feel that the discipline issued was in his son’s or anyone’s best interest. Mr. Moore introduced his wife so that she could give more details.

Krystal Peterson, 2221 Winchell, Kalamazoo, stated that her son had been out of school since February 9, and that she and his father were concerned that he was missing out on all of his schooling. She explained that her son, Rubion, was a great kid, who had been adopted as a baby. Ms. Peterson said that he was a very respectful child and did not challenge grown-ups. She stated that he is goofy and playful in the hallways, and has admitted his wrongs. Ms. Peterson advised that he had gotten caught up with a group of ladies that had also done wrong; however, he was the only one being punished. Ms. Peterson advised that her son should not miss out on his education.

IX. Reports and Recommendations

Kalamazoo Promise Update
Dr. Rice expressed appreciation for the partnership with the Kalamazoo Promise and the donors’ generosity and vision over the last 11+ years.
Kalamazoo Promise Executive Director Bob Jorth presented data on the Kalamazoo Promise scholarship program.

1. **College Start**
   - It is sometimes difficult to get good comparative data because the Kalamazoo Promise is such a unique program.
   - The data shines a light on the good the Promise is accomplishing, and also the things on which we need to continue to work.
   - 4,652 students have accessed a portion of their Promise.
   - $87,000,000 in awards have been used through December 2016.
   - 90% of all KPS graduates since 2006 have been eligible to receive awards.
   - Nearly 90% of KPS graduates start college (95% of Promise eligible graduates).
   - The Promise has done an excellent job of getting students to attend college and pursue post-secondary education.
   - College start rate has been the most successful.
   - The benchmark for starting college is within six months of high school graduation.
   - In the last ten years, KPS has averaged 75% of its graduates starting college within six months after high school graduation.
   - Comparable urban school districts with high poverty/high minority populations averaged only 53% of graduates starting college within six months after high school graduation.
   - Additional mandatory supports for Promise students have been added at Kalamazoo Valley Community College (KVCC) and Western Michigan University (WMU).
   - These supports have had a positive impact on Promise students.

2.a. **Persistence – how many Promise students continue from first to second year of college**
   - These data are the hardest to measure.
   - High income/low minority population suburban high schools average 89%.
   - Low income/high minority population urban high schools average 76%.
   - Between 2006 and 2014, KPS had above 76% eight out of those nine years.

2.b. **Persistence – average grade point average (GPA) first fall post-high school**
   - Major four-year universities such as Western Michigan University, University of Michigan, and Michigan State University have admissions criteria.
   - There is not a lot of deviation in GPAs from class to class at four-year universities.
   - Many high-risk Promise students start at KVCC.
   - The average GPA for Promise students at KVCC in the fall of 2006 was approximately 1.5.
   - The average GPA for Promise students at KVCC rose to above 2.0 in 2014 and 2015.
   - The increase in GPA for high-risk Promise students is attributable to how KPS prepares students for college.

2.c. **Persistence – percent of Promise paid credits earned**
   - At four-year universities, Promise students have earned credits in 85-90% of the courses paid by the Promise.
   - In 2006, KVCC Promise students earned credits in 50% of the courses paid by the Promise.
   - KVCC Promise students earned credits has increased to an average of almost 75%.

3.a. **Completion – six-year credential completion all KPS graduates 2006 through 2010**
   - Benchmark for low income/high minority urban high schools for six-year college completion is 22%.
   - High income/low minority suburban high schools average for six-year college completion is 50%.
   - KPS Promise graduates have averaged 38% six-year college completion.
3.b. Completion – six-year completion rates classes 2006 through 2010 by gender and ethnicity

<table>
<thead>
<tr>
<th>Gender / Ethnicity</th>
<th>Loy Norrix</th>
<th>Central</th>
<th>Phoenix</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>41%</td>
<td>42%</td>
<td>4%</td>
</tr>
<tr>
<td>Female</td>
<td>46%</td>
<td>47%</td>
<td>6%</td>
</tr>
<tr>
<td>African American</td>
<td>29%</td>
<td>36%</td>
<td>4%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>31%</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>60%</td>
<td>58%</td>
<td>14%</td>
</tr>
<tr>
<td>Male</td>
<td>35%</td>
<td>37%</td>
<td>3%</td>
</tr>
<tr>
<td>African American</td>
<td>13%</td>
<td>21%</td>
<td>2%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>20%</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>49%</td>
<td>54%</td>
<td>6%</td>
</tr>
</tbody>
</table>

4. Promise Program Development
- Waiver of full-time requirement at KVCC.
- Additional Promise fee at KVCC to add Promise support personnel
  - Nearly two full-time staff added.
- Addition of Michigan Colleges Alliance (MCA) schools.
  - 70 students enrolled fall 2016.
- Additional Promise fee at WMU to add Promise support personnel.
  - 2 full-time positions added.
- Other enhancements to be announced in 2017.

5. Ongoing Challenges for the Kalamazoo Promise, KPS, and the entire community
- High school graduation rates still leave approximately one in four KPS students without diplomas and access to The Promise. This is not just a KPS issue; this is a national issue.
- Nationally, statewide, and in KPS, college completion rates are less than 50%, and the rate for students of color is approximately one-half of their white classmates.
- There is no formal coordinated effort to link graduates of the Promise to jobs and careers in the Kalamazoo community.
- Community engagement in support of Promise students, while widespread, lacks cohesion and coordination in spite of ten years of efforts.

6. The Kalamazoo Promise supports Washington Writers’ Academy and The Woodward School for Technology and Research

<table>
<thead>
<tr>
<th>HS Class</th>
<th>Washington Awards</th>
<th>Washington Students</th>
<th>Woodward Awards</th>
<th>Woodward Students</th>
<th>Total Awards</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>$424,729</td>
<td>27</td>
<td>$220,461</td>
<td>17</td>
<td>$645,191</td>
<td>44</td>
</tr>
<tr>
<td>2007</td>
<td>$162,733</td>
<td>26</td>
<td>$316,266</td>
<td>26</td>
<td>$479,000</td>
<td>52</td>
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<tr>
<td>2008</td>
<td>$290,888</td>
<td>33</td>
<td>$297,107</td>
<td>23</td>
<td>$587,995</td>
<td>56</td>
</tr>
<tr>
<td>2009</td>
<td>$481,773</td>
<td>32</td>
<td>$596,856</td>
<td>34</td>
<td>$1,078,628</td>
<td>66</td>
</tr>
<tr>
<td>2010</td>
<td>$392,627</td>
<td>29</td>
<td>$678,072</td>
<td>40</td>
<td>$1,070,698</td>
<td>69</td>
</tr>
<tr>
<td>2011</td>
<td>$473,830</td>
<td>34</td>
<td>$562,600</td>
<td>27</td>
<td>$1,036,430</td>
<td>61</td>
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<tr>
<td>2012</td>
<td>$413,669</td>
<td>30</td>
<td>$726,157</td>
<td>40</td>
<td>$1,139,825</td>
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<td>2013</td>
<td>$414,866</td>
<td>28</td>
<td>$1,083,637</td>
<td>39</td>
<td>$1,498,503</td>
<td>67</td>
</tr>
<tr>
<td>HS Class</td>
<td>Washington Awards</td>
<td>Washington Students</td>
<td>Woodward Awards</td>
<td>Woodward Students</td>
<td>Total Awards</td>
<td>Total Students</td>
</tr>
<tr>
<td>----------</td>
<td>-------------------</td>
<td>---------------------</td>
<td>----------------</td>
<td>------------------</td>
<td>-------------</td>
<td>---------------</td>
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<tr>
<td>2014</td>
<td>$280,605</td>
<td>27</td>
<td>$411,441</td>
<td>30</td>
<td>$692,047</td>
<td>57</td>
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<tr>
<td>2015</td>
<td>$275,465</td>
<td>32</td>
<td>$91,745</td>
<td>12</td>
<td>$367,211</td>
<td>44</td>
</tr>
<tr>
<td>2016</td>
<td>$85,946</td>
<td>20</td>
<td>$122,123</td>
<td>30</td>
<td>$208,069</td>
<td>50</td>
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<tr>
<td>Grand Total</td>
<td>$3,697,315</td>
<td>319</td>
<td>$5,114,282</td>
<td>320</td>
<td>$8,811,597</td>
<td>639</td>
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<tr>
<td>Total Promise</td>
<td></td>
<td></td>
<td>$86,878,059</td>
<td>4652</td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of Total</td>
<td></td>
<td></td>
<td>10%</td>
<td>14%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- 639 children from Washington Writers’ Academy and The Woodward School for Technology and Research have received $8.8 million of $86.8 million in total Promise scholarships.
- This represents 10% of Promise scholarships and 14% of children who have received Promise scholarships.

**Board discussion:**
TiAnna Harrison asked for additional information on the supports added for Promise students at KVCC and WMU.

Mr. Jorth explained that one of the problems had been getting Promise students to access supports, so now the Promise requires students to access those supports before they begin receiving Promise funds. New students and students who are in academic trouble are specifically targeted to access the supports. He noted that, at KVCC, more students have been removed from academic probation, and grade point averages have improved as a result.

Trustee Hill asked if Promise graduates are staying in Michigan.

Mr. Jorth explained that it was difficult to track Promise students after they had graduated or stopped attending college. He stated that a survey is completed by students at the end of their scholarship, and the Promise office would survey every class at the ten-year mark. Mr. Jorth stated that the W.E. Upjohn Institute would assist with the survey.

Trustee McGlinn thanked Mr. Jorth for his work on behalf of our students and noted that he does an outstanding job. She expressed her pride in the Promise students for their post-secondary work, and explained that KPS still has work to do to prepare all of its students to take advantage of the Promise. Ms. McGlinn praised the supports put into place at KVCC and WMU, and the flexibility of the Promise to provide that additional support for our students.

President Sholler-Barber thanked Mr. Jorth for his dedication and hard work. She congratulated the Promise donors on their foresight for providing a vehicle that would overcome poverty through education, and giving children the opportunity to choose what they want to be and do in life. Ms. Sholler-Barber described the Kalamazoo Promise as equitable and equal because the scholarship recognizes no color, gender, or income. Ms. Sholler-Barber highlighted items from throughout the presentation and noted that if Mr. Jorth considered this as a good start, she looked forward to the next chapters.
Dr. Rice thanked Mr. Jorth for the presentation. He noted that the report contained a number of points, one being that poverty matters in statistics and in what needs to be poured into children. Dr. Rice explained that you can bend the fate of poverty, but you cannot do that in the absence of resources, and that this is true in pre-kindergarten through 12th grade. He stated that poverty matters, money matters, mental health matters, and noted that many of the parents who had spoken at this meeting had urged the board to provide more mental health support in our schools.

Dr. Rice stated that he had recently shared with the Michigan Senate Education Committee that many of our children have challenges, and that those challenges are an unmet need in our state. He advised that he had asked the senate education committee to help public schools provide more mental health support in our schools for our children. Dr. Rice stated that he had also informed the state education committee that staff quantity and quality are also issues, and that the state’s teacher education programs produce too many elementary educators, and far too few teachers of math, science, special education, bilingual education, world languages, English as a Second Language (ESL), and vocational and technical education. He advised that there is also a tremendous lack of physical therapists, occupational therapists, and school psychologists.

Dr. Rice noted that one of the things he appreciated about Mr. Jorth’s presentation was that it provided lots of food for thought. He stated that there are 8,760 hours in a year and only 1,098 hours in a school year, which means that school districts in Michigan have children for one out of every eight hours in a year. Dr. Rice explained that what happens during the seven hours out of school is critical to what schools do during that eighth hour with students.

Dr. Rice expressed his appreciation to Mr. Jorth for his partnership, and to the donors for their vision and generosity.

Mr. Jorth explained that the W.E. Upjohn Institute would be taking over much of the data collection and evaluation.

Dr. Rice stated that the W.E. Upjohn Institute had recently published statistics that showed that 22% of the children who graduate from high poverty high schools go on to graduate from college. He noted that for the first five years post-Promise, 38% of Promise students graduated from college, which is 72% higher than the national average. Dr. Rice explained that relative to our socioeconomic peers, KPS is doing well; however, we need our local and state partners to help so that we may continue to improve.

**Audience comments:** None.

**X. Other Business**

None.

**XI. Comments by Trustees**

*Dr. Lauren Freedman* thanked the parents and SEE Change representatives who had spoken at the meeting. She expressed her appreciation for their concerns and noted that there had been a lot of discussion about partnering included in the Promise presentation and in Dr. Rice’s comments. Dr. Freedman noted that the board talks about what KPS has done well, but also notes that we still have work to do. She stated that she looked forward to partnering with KPS parents as we tackle the hard work to be done.
Jennie Hill stated that she had enjoyed the production of *High School Musical* at Loy Norrix High School, and that the First Saturday at the Kalamazoo Public Library (KPL) was a very well-attended event.

Patti Sholler-Barber praised the elementary literacy night events held on March 1. She stated that she had had the pleasure to attend the celebrations at Northeastern Elementary School, The Woodward School for Technology and Research, Edison Environmental Science Academy, Washington Writers’ Academy, and Milwood Elementary School. Ms. Sholler-Barber explained that each school had had a theme for their literacy nights, and parents, students, and staff were all actively involved at each school.

Ms. Sholler-Barber stated that she had attended the annual meeting of First Day Shoe Fund, which is an incredible partner. She advised that last year First Day Shoe Fund gave out 4,346 pairs of shoes to KPS students, 1,096 pairs of which were distributed during the summer at Northeastern Elementary School, The Woodward School for Technology and Research, and Maple Street Magnet School for the Arts. Ms. Sholler-Barber noted that Communities in Schools of Kalamazoo had also distributed 2,610 pairs of shoes. She gave a hats off to all those who donated shoes so that all of our children were able to start the first day of school on an equal footing.

Ms. Sholler-Barber advised that this was a great year for many KPS sports teams, with great athleticism, tournaments, and outcomes. She encouraged everyone to support our student athletes.

**Comments by the Superintendent**

Dr. Rice noted that many of the activities that KPS offers revolve around the theme of literacy, which includes the First Saturday at KPL, all first grade students visiting the library and receiving library cards, and encouraging families to read every day and visit the library once a week.

Dr. Rice stated that he had attended very active literacy night events at Lincoln International Studies School and Spring Valley Center for Exploration. He noted that the high school plays *High School Musical* at Loy Norrix High School, and *The Crucible* at Kalamazoo Central High School were excellent, but with very different themes.

Dr. Rice thanked the parents who had attended this meeting and expressed his appreciation for their remarks.

Dr. Rice congratulated Loy Norrix High School and Phoenix High School teams that had concluded their seasons, and wished continued success to the two Kalamazoo Central High School teams, which were still in the tournaments.

**XII. Executive Session**

President Sholler-Barber asked for a motion to move into closed session to consider a legal opinion.

**MOTION**: It was moved by Trustee Herschleb, supported by Trustee McGlinn, 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 may or may not return to open session. President Sholler-Barber announced the next regular
Board of Education meeting date: Thursday, March 23, 2017 at 7:00 p.m. Meeting adjourned at 8:27 p.m.

President Sholler-Barber reconvened the meeting at 8:55 p.m., and asked for a motion to approve the resolution authorizing legal action.

**MOTION:** It was moved by Trustee Greschak, supported by Trustee McGlinn, to approve the resolution.

**Board Discussion:**

Trustee Greschak read the motion into the record:

WHEREAS, the Michigan Legislature enacted Public Act 249 (2016), which under Section 152b, MCL 388.1752b (hereinafter “Section 152b”), appropriated $2,500,000 to nonpublic schools (including parochial schools) to reimburse them for expenses directly relating to education matters that are mandated by Michigan law;

WHEREAS, the governor signed Public Act 249 into law which took effect October 2, 2016, and the governor requested the Michigan Supreme Court to provide guidance on the constitutionality of this appropriation for nonpublic schools under Section 152b;

WHEREAS, the Michigan Supreme Court declined to issue an opinion or to provide any guidance on the legal validity of this appropriation;

WHEREAS, a number of individuals and organizations have expressed doubts over the legal validity of this appropriation to nonpublic schools;

WHEREAS, there are legitimate grounds, including under Michigan’s Constitution article VIII, section 2, and under the First Amendment to the United States Constitution, to challenge the legal validity of this appropriation to nonpublic schools to reimburse them for expenses related to education matters mandated by Michigan law.

NOW, THEREFORE, the Board of Education of Kalamazoo Public Schools hereby authorizes the superintendent to take appropriate legal measures to challenge the legal validity of this Section 152(b) appropriation that reimburses nonpublic schools for Michigan mandated education matters, including joining with other interested parties in legal actions filed in state and/or federal courts.

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

Meeting adjourned at 8:58 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
March 23, 2017 – Regular Meeting

I. Call to Order
President Patti Sholler-Barber called the March 23, 2017 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following turn-around students from Arcadia Elementary School: Robiyakhon Rustamova, second grade; Leobardo Hernandez, Chris McKinney, Jr., and Natalie Mims, third grade; and Kennedy Hudson and Roziya Rustamova, fifth grade.

Also in attendance and introduced by Mr. Lee were Arcadia Elementary School Principal Greg Socha; and staff members Kate Kemerling, Debora Gant, and Julie Davis. The students’ parents, family, and friends in the audience were also recognized.

V. Committee Reports/School Reports
Teaching and Learning Council (TLC) – Patti Sholler-Barber, representative, reported that the TLC had met on March 16 and:
- Discussed the upcoming millage renewal;
- Received updates on grade-level assessments; the welcoming all students, including our immigrant and/or refugee students, in the present national political climate; and district improvement and comprehensive needs assessment;
- Discussed summer learning and the importance of recruiting students to attend summer school and promoting summer reading for all students to help avoid summer reading slide; and
- Split into groups to list strengths and challenges in the district, then came back together to discuss each group’s list.

Ms. Sholler-Barber highlighted several art displays featuring KPS student artwork:
- On display at Bronson Hospital March 3 through April 21, with a reception that was held on March 14;
- Young Artists of Kalamazoo County at the Kalamazoo Institute of Arts March 25 through April 15, with a reception to be held on March 25;
- High school art show at the KPS administration building May 5 through May 31, with a reception to be held during Art Hop on May 6; and
- High School Area Show and 6th District Congressional Art Competition at the Kalamazoo Institute of Arts April 29 through June 4, with reception and award ceremony on April 27.

Ms. Sholler-Barber concluded that the TLC would meet again on May 18.
Wellness Committee – Ken Greschak, representative, stated that the committee had met on March 16 and had reviewed the American Cancer Society caregiver support presentation that had been held on March 14. He reminded everyone that the American Red Cross blood drive would be held at the KPS administration building on March 24. Mr. Greschak advised that the committee had also discussed a wellness initiative that had been started by Jennifer Savage at Kalamazoo Central High School. He stated that, collectively, the group of staff members involved in the initiative had lost over 200 pounds. Mr. Greschak explained that the daily challenges to improve lifestyle had also been a great morale booster.

Curriculum Committee – Carol McGlinn, chair, stated that the committee had met on March 20 and had discussed the math curriculum and writing curriculum pilots. She explained that the committee would receive recommendations on these programs next month. Ms. McGlinn advised that the administration had given a presentation on the Reading Now Network and how participation in the network would improve our reading data analysis, instructional practices, and ultimately our reading achievement. She concluded that the committee would meet again on April 12.

Communities in Schools of Kalamazoo (CISK) – Patti Sholler-Barber, representative, advised that the CISK board had met on March 17, and had enjoyed a presentation by Kalamazoo City Manager Jim Ritsema and Assistant City Manager and Foundation for Excellence Coordinator Laura Lam on Imagine Kalamazoo.

Ms. Sholler-Barber asked Dr. Rice to provide information on the proposed federal budget, which would cut the 21st Century After-School funding that allowed CISK to provide after-school activities for KPS students.

Dr. Rice explained that KPS and CISK partner on three 21st Century after-school grants that serve children in 15 KPS schools. He stated that these are five-year, multi-million dollar grants that fund important services for our children and community. Dr. Rice advised that the president’s proposed budget calls for an elimination of these after-school grants. He stated that KPS and CISK will fight for these grants to continue and will reach out to United States Senators Debbie Stabenow and Gary Peters and to Congressman Fred Upton.

Dr. Rice stated that Senator Lindsay Graham had stated that, traditionally, presidential budgets do not do well on Capitol Hill. Senator Graham noted that the president was having difficulty getting support from his own party for his proposed budget, and that for all intents and purposes the proposed budget would not be passed or introduced.

Dr. Rice noted that there should be no cuts to after-school programs, that there were not enough current funds available, and that schools across the country have to compete for what funds are available. He stated that all children in the United States who need after-school programs should have access to those programs, and that the federal government had a responsibility to help support our young people beyond skinny school days and years.

Patti Sholler-Barber concurred with Dr. Rice that we must champion all of our children. She noted that KPS and CISK were asking everyone to please contact Senators Stabenow and Peters and Congressman Upton to let them know that the funds for after-school programs for children are needed and should not be cut.

President Sholler-Barber announced upcoming committee meetings:

- Operations Committee would meet on March 28;
• Policy Committee would meet on March 28; and
• Evaluation/Accountability Committee would meet on April 17.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the board correspondence that was received for the period of March 10, 2017 through March 23, 2017 (File #15).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. March 9, 2017 Regular Meeting Minutes; VII.A.2. March 9, 2017 Closed Session Meeting Minutes; VII.B. Purchase Recommendation 2017-19; VII.C. Personnel Changes, and VII.D. Board Member Expense Summary.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2017-19 in the amount of $1,387,794 from the 2013 bond for ten 65-passenger school buses and four special needs lift buses.

Motion: Implied to approve the Consent Calendar as presented.

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

Board Discussion:
Patti Sholler-Barber asked Mr. Start how KPS determines when to replace busses.

Mr. Start explained that KPS has a schedule for replacement of busses. He stated that KPS mechanics do an excellent job of maintaining our fleet of 120 busses; however, there comes a time when busses need to be put out of service due to age, maintenance needs, and safety considerations. Mr. Start advised that KPS regularly purchases busses with bond money.

VIII. Persons Requesting to Address the Board
Tanya Bellamy, 2916 Brook Drive, Kalamazoo, stated that she was the parent of three KPS graduates and the grandparent of eight grandchildren currently attending KPS. She advised that her grandson was a fifth grade student at El Sol Elementary School. Ms. Bellamy noted that she had attended a meeting on March 22, at which Assistant Superintendent of Human Resources Sheila Dorsey-Smith and Director of Elementary Education Judy D’Arcangelis addressed issues expressed by fifth grade parents, and Ms. Bellamy thanked the administration for some changes that had been made at El Sol as a result of that meeting. She also stated that she had met with Assistant Superintendent Cindy Green and Ms. D’Arcangelis and had presented them with parental concerns and a petition written by the fifth grade class.

Ms. Bellamy stated that a teacher at El Sol had forced her grandson to clean someone else’s blood off of a toilet seat with no protective gear. She expressed her dismay at this egregious behavior and questioned why she was allowed to return to the classroom.

Perla Toliver, 1024 Westfall Avenue, Kalamazoo, introduced herself as the parent of Ms. Bellamy’s fifth grade grandchild. She stated that she was in attendance to represent and support her son and the concerns that he had tried to express in his petition. Ms. Toliver explained that she had the same question and wondered why the teacher was allowed back in the classroom. She
stated that neither she nor her son wanted her back in the classroom. Ms. Toliver noted that she had other children at El Sol and worried about what would happen to them next year.

Bill McNair, 1503 Roseland Avenue, Kalamazoo, asked the board to consider changing its video privacy policy when it involves fights in a classroom or hallway. He explained that his 15-year-old son had been assaulted at Loy Norrix High School. He stated that though his son was not a participant in a fight, he was nonetheless suspended for two days. Mr. McNair stated that he understood the Family Educational Rights and Privacy Act (FERPA) that prohibits schools from disclosing school records with personally identifiable information to non-school employees. He presented to the board a copy of a legal opinion that he had received from Brad Banasik, legal counsel from Michigan Association of School Boards, which discussed when video can be deemed private student information under FERPA. Mr. McNair concluded that the reason for security video was to provide an extra set of eyes throughout the school and was not about student grades or class records. He stated that he would like to see the video to see what had happened to his son and that he was willing to view the video in the presence of school staff.

IX. Reports and Recommendations

Kindergarten to Grade 12 Summer Extended Learning Enrichment Programs

Assistant Superintendent of Teaching and Learning Services Cindy Green presented the following report.

This year’s summer extended learning enrichment programs will have the theme FULL STEAM AHEAD. We will be serving students in rising kindergarten through 12th grades. Our marketing efforts will be to get more students to attend summer school and to attend on a regular basis so that students get the best possible benefits of the service.

FULL STEAM AHEAD will focus on academic preparation for careers. The summer programs will invite community members and resources to assist with the theme of career awareness, exploration, and development, one of the new goals of the Kalamazoo Public Schools Board of Education.

The summer programs will focus on students in grades one and eight who are performing one or more years below grade level in literacy and/or numeracy. New this year will be two rising kindergarten classrooms, one at each elementary school. This program will focus on students who have not had a preschool experience in one of our higher poverty schools.

We will continue our summer literacy independent reading program for rising fourth, fifth, and sixth grade students, in which the students select their books prior to leaving for summer break and receive a book approximately every week and a half in the summer. A postcard comes with each book so teachers and students can communicate over the summer about reading. Goodwill assists with the distribution of the books. Teachers are trained prior to leaving for summer recess to encourage student reading. This year, we will add rising third grade students to the program in preparation for the new third grade reading law.

This summer two additional English as a Second Language (ESL) teachers are being added to summer school to support the 103 new refugee students and other students receiving ESL services. There is a bridge program for students going into high school who need ESL services.

Family engagement will be a part of the summer school programs, with multiple activities. There will be an open house and a reading plan for students in the early grades.
High school students may continue to receive credit retrieval upon completion of summer course work. Courses are offered in Algebra I, Geometry, Algebra II, English 10, English 11, English 12, Biology, Chemistry, Spanish I, World History, and United States History.

Professional development is provided for all teachers and staff involved in the summer school programs. This training starts early in the spring and continues with intensive three-day inservices before the start of the summer school.

Meals are provided to students participating in the summer school programs. This year Dr. Martin Luther King, Jr. in Westwood Elementary School and Milwood Elementary School will be the elementary summer school sites. Kalamazoo Central High School will be the site for both the middle and high school programs.

Summer school will start on June 26 and run through August 3 on Mondays, Tuesdays, Wednesdays, and Thursdays for the elementary and middle school students, except for the week of July 3. There will be no school on Monday, July 3 and Tuesday, July 4. School will be in session Wednesday, Thursday, and Friday of that week (July 5, 6, and 7).

High school students will attend one or both sessions offered by the district. The first session is June 26 through July 13 on Mondays, Tuesdays, Wednesdays, and Thursdays, except on July 3 and 4, when students will attend Wednesday, Thursday, and Friday, July 5, 6, and 7. The second session is July 18 through August 3 on Mondays, Tuesdays, Wednesdays, and Thursdays.

We are working to include all students who need summer school assistance by marketing the efforts to be in summer school with enriching supports.

Board discussion:
Ms. Sholler-Barber complimented Ms. Green’s enthusiasm and stated that the Board would love to see packed classrooms during summer school. She recommended that parents talk with their child’s teachers about the benefits that summer school could provide.

Audience comments: None.

X. Other Business
None.

XI. Comments by Trustees
Dr. Lauren Freedman highlighted two upcoming events:

- Talent show at Hillside Middle School on March 24; and
- Students from KPS and Kalamazoo County Juvenile Detention Center KEYS program will be participating in Kalamazoo Public Library chapter discussions of the community read, Writings on the Wall by Kareem Abdul-Jabbar:
  - Chapter 6 Sports: Are You Not Entertained, on March 27 at 6:30 p.m. at the Douglass Community Association; and
  - Chapter 9 Dear Generation Z: Unsolicited Advice for America’s Youth, on March 28 at 7:00 p.m. at the Arcus Center for Social Justice Leadership.

Dr. Freedman gave a shout-out to Kalamazoo Central High School boys’ basketball team for an exciting quarterfinals game. She noted that their defense was fabulous and that each team member should hold his head high and be proud.
Craig Herschleb stated that the Stryke Force FIRST robotics team was now in week four of a seven-week frenzy to advance to the state competition. He explained that there are two teams with KPS students: Zoobotics and Stryke Force FIRST. Mr. Herschleb advised that the Zoobotics team had competed and received the Imagery award, and that Stryke Force FIRST had won its event and received the Entrepreneurship award. He announced that Stryke Force FIRST would play next weekend in Kentwood, and everyone could watch the competition online at www.thebluealliance.com.

Patti Sholler-Barber congratulated the Kalamazoo Central High School boys’ basketball team for an excellent season. She complimented both the team and the audiences at the competitions for displaying excellent sportsmanship.

Ms. Sholler-Barber thanked Western Michigan University (WMU) for inviting KPS sixth grade students to tour the campus as part of the Bronco Buds program. She complimented the sixth grade students for their behavior on campus.

Ms. Sholler-Barber stated that summer school is especially important for any student who needs extra instruction to avoid the summer slide. She encouraged everyone to read throughout the summer.

Ms. Sholler-Barber announced that PeaceJam had invited Rigoberta Menchú Tum, a 1992 Nobel Peace Prize winner, to present a public talk entitled “Protecting People and Planet: An Indigenous Perspective” on March 24 at 7:00 p.m. at WMU’s Shaw Theater. She explained that Ms. Tum was a Mayan who had spoken out against the oppressive military government of Guatemala.

Ms. Sholler-Barber expressed her hope that it is always perceived that any comments she makes are respectful, and that she actively listens to fully understand public comments and presentations at board meetings. She explained that there are 13,000 children that depend on KPS to get it right, and that a lot of work is done by the KPS board, administrators, teachers, and staff to keep getting it right. Ms. Sholler-Barber stated that the passion expressed for summer school and the 21st Century after-school grant were examples of KPS dedication and willingness to serve the children of our community.

Comments by the Superintendent
Dr. Rice thanked Assistant Superintendent Cindy Green, Director of Elementary Education Judy D’Arcangelis, and the work of all of the Teaching and Learning Services staff members on the summer school presentation.

Dr. Rice noted that the Kalamazoo Central High School girls’ basketball team had also reached the state quarterfinals and had had an outstanding season. He congratulated Mr. Basketball Isaiah Livers, and noted that he would continue a great career at the University of Michigan. He gave a hats off to all of the warriors on the Kalamazoo Central High School basketball teams, and congratulated both coaching staffs on great seasons.

Dr. Rice congratulated Trustee Carol McGlinn for an outstanding fundraiser for SLD Read held on March 22.

Dr. Rice stated that KPS had filed a second lawsuit against the state of Michigan in conjunction with the Michigan Association of School Administrators, Michigan Association of School Boards, American Civil Liberties Union, Middle Cities Education Association, Michigan Elementary and Middle School Principals Association, Michigan Association of Secondary School Principals, and
other organizations opposing 2.5 million public dollars going to private schools. He explained that even more important than the dollar amount was the principle that if we let this go now, in following years the amount going to private schools would increase.

Dr. Rice thanked the board for its collective courage in voting to be a part of this lawsuit. He noted that it is important that the board stand up on statewide issues because kids win when we stand together. Dr. Rice stated that the basis for the lawsuit was that public dollars going to private schools was a violation of the state constitution.

Dr. Rice advised that KPS had had a great meeting with the Michigan Department of Education on March 22 to work on a partnership agreement concerning Washington Writers’ Academy and The Woodward School for Technology and Research. He announced that there would be no school closures by the state of Michigan.

XII. Executive Session
President Sholler-Barber did not call for an executive session, and adjourned the meeting at 7:55 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, April 13, 2017 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 5:46 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

1. Ice breaker was led by President Sholler-Barber.

2. Board members broke into small groups and discussed:
   • What are board expectations to/from the community, board members, and the superintendent; and
   • How board members communicate with each other, the superintendent, and the general public.

3. Dr. Rice presented a legal update on the School Reform Office, Michigan Department of Education, the governor’s office, and KPS’s plan regarding Washington Writers’ Academy and The Woodward School for Technology and Research.

President Patti Sholler-Barber adjourned the meeting at 8:40 p.m.

Respectfully submitted by:

Jennie Hill, Secretary
KPS Board of Education
I. Call to Order
President Patti Sholler-Barber called the April 12, 2017 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:
- Milwood Elementary School Turn-Around Students: Monica Espinoza-Ramos and Davier Williams, first grade; and Kee’Arie Carouthers (unable to attend) and DeAndre Rose, second grade;
- Kalamazoo Central High School 2017 MHSAA Girls’ Skiing Class A State Participant: Emily Eckert, sophomore;
- Kalamazoo Central High School 2017 MHSAA Boys’ Skiing Class A State Participant: Reuben Glasser, junior; and
- Kalamazoo Central High School 2017 MHSAA Girls’ Basketball Class A State Quarterfinalists: Kiara Thurman and Markiela Woodson, juniors; and Scheniya Alexander-Pritchett, Anasia Harris, and Arjanae’ Morgan, seniors. Team members also recognized, but unable to attend: Talia Edmonds, Di’Amond Moore, Niyah Perin-Taylor, Staje Vanzant-Hadley, Lakaria Washington, and Makenna Wilson, juniors; and Latrice Blanks and Toshanae Owens, seniors.

Also in attendance and introduced by Mr. Lee were Milwood Elementary School Principal Sara Glendening and staff members Dee Shields, Andrea Belden, Mary Spiewak, and Kelly Moore; and Kalamazoo Central High School Athletic Director Dylan Patterson. The students’ parents, family, and friends in the audience were also recognized.

V. Committee Reports/School Reports
Operations Committee – Ken Greschak, chair, reported that the Operations Committee had met on March 28 and had discussed the governor’s proposed budget and the Michigan Department of Education partnership agreement that the district was considering. He concluded that the committee would meet again on April 25.

Legislative Committee – Ken Greschak, legislative liaison, reported that on April 11 the KPS Board of Education and Parent Advisory Council had met with state Representative Jon Hoadley and Ms. Stephanie Bogema, chief of staff for Senator Margaret O’Brien. He stated that Mr. Hoadley and Ms. Bogema had spoken in detail about the pluses and minuses of the state budgets that had been proposed by the governor, house, and senate. Mr. Greschak concluded that it had been a productive and informative meeting.
Policy Committee – Craig Herschleb, chair, stated that the committee had met on March 28 and had reviewed policy 7.9-Purchasing, and proposed new policies 7.11-Employee Travel Payment and Reimbursement and 7.12-Employee Conflict of Interest, all of which would have a first reading at this meeting. He stated that the committee would meet again on April 25.

President Sholler-Barber announced upcoming committee meetings:
- Evaluation/Accountability Committee would meet on April 17;
- Wellness Committee would meet on April 20;
- Communities in Schools of Kalamazoo would meet on April 21;
- Curriculum Committee would meet on May 17; and
- Teaching and Learning Council would meet on May 18.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the board correspondence that was received for the period of March 24, 2017 through April 12, 2017 (File #16).

VII. Consent Calendar

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed the purchase recommendations:
- 2017-20 in the amount of $332,985.00 from the 2013 bond for computers and monitors for elementary school computer labs and libraries;
- 2017-21 in the amount of $225,303.35 from the food service fund for renewal of food service management services;
- 2017-22 in the amount of $90,041.25 from the 2017-2018 Teaching and Learning Services (TLS) Department budget for purchase of TCI, History Alive! World Connections for high school world history;
- 2017-24 in the amount of $136,500.00 from the 2017-2018 At-Risk budget for purchase of Being a Writer K-5 program; and
- 2017-25 in the amount of $422,000.00 from the 2017-2018 At-Risk budget for purchase of Eureka Math K-5 program.

Motion: Implied to approve the Consent Calendar as presented.

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

Board Discussion:
Ms. Sholler-Barber noted that, without the passage of the 2013 bond, the cost for purchase recommendation 2017-20 for elementary school computers and monitors would have had to come out of the general budget. She thanked the voters for their support of KPS bond requests.
Dr. Rice explained that the purchase of the new districtwide K-5 math series would be implemented in grades kindergarten through third grade in 2017-2018, and in grades four and five in 2018-2019. He continued that, similarly, the board had approved a new districtwide elementary writing program, which would be implemented in grades four and five in 2017-2018, and in grades kindergarten through third in 2018-2019.

Dr. Rice stated that the adoption of elementary math and writing materials represented a major effort over the last year and a half and expressed his appreciation to Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Elementary Education Judy D’Arcangelis, Coordinator of Mathematics and Science Matthew Johnson, Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice, and the dozens of teachers across the district who had participated on the adoption committees and piloted these materials. He noted that the process for adopting new curriculum materials was an example of the commitment and collaboration of KPS staff to drive higher student achievement.

VIII. Persons Requesting to Address the Board
Dr. Jeanne Baraka, 609 Elm Street, Kalamazoo, introduced herself as a long-time educator and supporter of KPS. She stated that she was concerned about poverty rates and the number of people who are struggling because of poverty. Dr. Baraka also expressed her dismay over the shift in attitude of people in charge of this world and the wave of meanness that is coming through as a result. She stated that those of us who are concerned about our children must counteract that attitude and meanness. Dr. Baraka stated that it was time for the community to come together on behalf of our children and support KPS and our superintendent.

IX. Reports and Recommendations
A. Policy 7.9 Purchasing – First Reading
Dr. Rice advised that the board hears policies in two readings. He stated that the policies being presented were associated with new federal guidelines. Dr. Rice stated that the policy changes were pro forma and recommended by the district’s finance team to follow state and federal guidelines for purchasing, employee travel, and employee conflict of interest. He added that KPS had already been following federal and state guidelines, and that these proposals were to bring KPS policies into compliance with KPS practice.

Policy 7.9 reads as follows:

Policy
The district will use best practices to maximize value and minimize cost when procuring goods or services.

Specifics
1. The district will use competitive bidding on all major acquisitions of goods or services, when appropriate, or when required by state law.
2. The district will encourage the submission of bids from businesses located within the community, businesses that otherwise support the district, and minority-owned and women-owned businesses.
3. District acquisitions will take into consideration the relative safety of various product offerings where such information is readily available.
4. The superintendent or designee will tightly control the use of district-issued credit cards and use of open accounts at local vendors.
5. For procurement of goods and services under federal grants, federal guidance regarding the use of competitive processes will be used at all times. The superintendent or designee
will be responsible to ensure that the district complies with procurement rules, regulations, and guidelines required by the federal government and state granting agencies.

**Board discussion:** None.

**Audience comments:** None.

**B. Policy 7.11 Employee Travel Payment and Reimbursement – First Reading**

Policy 7.11 reads as follows:

**Policy**

Travel expenses incurred for official business travel on behalf of the board of education shall be limited to those expenses reasonably and necessarily incurred by the employee in the performance of a public purpose in accordance with administrative procedures.

**Specifics**

1. Payment and reimbursement rates for per diem meals, lodging, and mileage shall be approved by the superintendent or designee.
2. Unauthorized costs and additional expenses incurred for personal preference or convenience will not be reimbursed. Unauthorized expenses include, but are not limited to, alcohol, movies, fines for traffic violations, and the entertainment/meals/lodging of spouses or guests.
3. Travel payment and reimbursement provided from federal funds must be authorized in advance and must be reasonable and consistent with the district’s travel procedures. For travel paid with federal funds, the travel authorization must include documentation that demonstrates that (1) the participation in the event by the individual traveling is consistent with the purpose of the federal award, and (2) the costs are reasonable and consistent with the district’s travel policy.
4. All travel shall comply with the district’s travel procedures and approved rates.

**Board discussion:** None.

**Audience comments:** None.

**C. Policy 7.12 Employee Conflict of Interest – First Reading**

Policy 7.12 reads as follows:

**Policy**

District employees, officers, and agents shall be free from conflicts of interest when performing their official duties.

**Specifics**

1. No employee, officer, or agent may participate in the selection, award, and administration of a contract supported by a federal award if he or she has a real or apparent conflict of interest.
2. A conflict of interest arises when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization that employs or is about to employ any of the parties indicated herein has a financial interest in or a tangible benefit from a firm considered for a contract.
3. The officers, employees, and agents of the district must neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts, except those of nominal value.

4. Violation of the standards of conduct will be subject to disciplinary action.

Board discussion: None.

Audience comments: None.

D. Administrative Appointment – Assistant Principal/Dean of Students at Kalamazoo Central High School

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Ms. Pamela Salak assistant principal/dean of students at Kalamazoo Central High School.

MOTION: It was moved by Trustee Hill, supported by Trustee Herschleb, to appoint Ms. Pamela Salak assistant principal/dean of students at Kalamazoo Central High School.

Board discussion: None.

Audience comments: None.

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

E. KPS Graduation Rates

Dr. Rice presented the following information on KPS graduation rates.

The fifth of seven board goals is the improvement of four-year and five-year graduation rates. The board has had graduation rates as a goal since 2009. The goals were updated in 2013 due to district progress in this area, and updated again in 2016 due to continued improvement. This report reviewed five sets of data associated with the state’s recent release of 2016 graduation rates. The state’s delay in calculating graduation rates is first due to commencements in June and August, and then to the five to seven months needed by the state to determine where all of the children have gone in the state if they did not graduate from the first high school in which they were enrolled. Once the state has made this determination, it can then calculate graduation and dropout rates.

Using three-year rolling averages to track graduation rates provides a more stable measurement than simply using one-year graduation rate figures. It’s not that the district doesn’t use one-year rates as well; it certainly does. Nonetheless, it is instructive to use three-year rates since, given the larger number of children, the three-year rates tend to detect trends more accurately than do the one-year rates, which can move quite a bit, either up or down, for a given year without representing a trend.

\[
\begin{array}{|c|c|c|c|c|c|}
\hline
\text{Years} & \text{2009 to 2011} & \text{2010 to 2012} & \text{2011 to 2013} & \text{2012 to 2014} & \text{2013 to 2015} & \text{2014 to 2016} \\
\hline
\text{Graduation Rates} & 63.7\% & 65.4\% & 66.2\% & 67.7\% & 68.3\% & 69.6\% \\
\hline
\end{array}
\]

KPS Rolling Three-Year Graduation Rates for Four-Year Graduates (Four-Year Cohort)
Five years in a row, the rolling three-year graduation rates for four-year graduates have increased. This is a compliment to our staff, parents, grandparents, and community that wrap themselves around our children, and to the students themselves.

**KPS Rolling Three-Year Graduation Rates for Five-Year Graduates (Five-Year Cohort)**

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<thead>
<tr>
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<th></th>
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</thead>
<tbody>
<tr>
<td>Graduation Rate</td>
<td>69.4%</td>
<td>70.5%</td>
<td>71.9%</td>
<td>73.5%</td>
<td>73.6%</td>
<td>74.7%</td>
</tr>
</tbody>
</table>

For five years in a row, the rolling three-year graduation rates for five-year graduates have also increased. This, too, is a compliment to our staff, parents, grandparents, and community that wraps themselves around our children, and to the students themselves. Our students are rising to a higher level.

When you look at one-year graduation rates you sometimes get significant peaks; however, you sometimes get significant valleys also.

**KPS Graduation Rates for Four-Year Graduates (Four-Year Cohort)**

<table>
<thead>
<tr>
<th>Years</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate</td>
<td>65.2%</td>
<td>68.8%</td>
<td>71.0%</td>
<td>69.0%</td>
</tr>
</tbody>
</table>

*The highest rate in nine years under the new federal formula  
**The third highest rate in nine years under the new federal formula

**KPS Comparison to Demographic Peers in the State for Four-Year Cohort**

<table>
<thead>
<tr>
<th>Peer</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flint</td>
<td>64.1%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>65.5%</td>
</tr>
<tr>
<td>KPS</td>
<td>69.0%</td>
</tr>
<tr>
<td>Lansing</td>
<td>54.3%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>74.2%</td>
</tr>
</tbody>
</table>

KPS is higher than three of our four demographic peers, and lower than one of the four.
**KPS Comparison to State Graduation Rates for Four-Year Cohort**

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>65.2%</td>
<td>68.8%</td>
<td>71.0%*</td>
<td>69.0%**</td>
</tr>
<tr>
<td>State</td>
<td>77.0%</td>
<td>78.6%</td>
<td>79.8%</td>
<td>79.7%</td>
</tr>
</tbody>
</table>

2020 Board of Education goal: 79.0%
*The highest rate in nine years under the new federal formula
**The third highest rate in nine years under the new federal formula

KPS four-year graduation rates have increased but still run roughly 10 percentage points below the state. The KPS population is about 50% higher in poverty than the state as a whole, and unfortunately in a state that fails to give more to those who need more, the outcomes are unevenly distributed based on socioeconomic status. The state has a responsibility to give more to those who need more. If they have less at home in certain regards, they need more in school and in a state that receives about 85% of its public education funds from the state, those additional dollars must come from state resources.

**KPS Graduation Rates for Five-Year Graduates (Five-Year Cohort)**

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>72.4%</td>
<td>73.3%</td>
<td>78.3%*</td>
</tr>
</tbody>
</table>

*The highest rate in nine years under the new federal formula

A few years ago when I would read to children and talk to them about the importance of education, learning a lot, graduating from high school, and moving on to post-secondary education, I would talk about just under two-thirds of the children in KPS graduate from high school in four years. I am now using a different fraction when I talk about our graduation rate, which I think is helpful. I am not suggesting that I think we are where we need to be; I am suggesting we are going where we need to go. A five-year graduation rate of 78.3% is again a tribute to our educators, parents, grandparents, and a community that wraps itself around our children, and to the students themselves.

**KPS Comparison to Demographic Peers in the State for Five-Year Cohort**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flint</td>
<td>65.1%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>61.1%</td>
</tr>
<tr>
<td>KPS</td>
<td>78.3%</td>
</tr>
<tr>
<td>Lansing</td>
<td>66.1%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>80.5%</td>
</tr>
</tbody>
</table>
**KPS Comparison to State Graduation Rates for Five-Year Cohort**

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>72.4%</td>
<td>73.3%</td>
<td>78.3%*</td>
</tr>
<tr>
<td>State</td>
<td>80.4%</td>
<td>82.0%</td>
<td>82.8%</td>
</tr>
</tbody>
</table>

2020 Board of Education Goal: 81.0%

*The highest rate in nine years under the new federal formula

In 2014 KPS was eight percentage points below the state in the five-year graduation rate. Over the last two years, KPS is up to 78.3% and the state is at 82.8%. We trail the state at this point by 4.5 percentage points, which is the lowest gap we have on record in five-year graduation rates. Furthermore, we are only 2.7 percentage points away from the board’s 2020 goal for a five-year graduation rate of 81.0%.

**KPS African American Male Four-Year Graduation Rates**

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>46.7%</td>
<td>50.6%</td>
<td>51.8%</td>
<td>53.2%</td>
</tr>
</tbody>
</table>

African American male graduation rates are a special challenge not just in KPS but statewide and nationwide. KPS is committed to improving these numbers. Three years in a row, our African American male four-year graduation rates have increased, an indication that we are trending in the right direction.

**KPS, Other Districts, and State African American Male Graduation Rates – 2016**

<table>
<thead>
<tr>
<th></th>
<th>Four-Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flint</td>
<td>59.2%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>59.6%</td>
</tr>
<tr>
<td>KPS</td>
<td>53.2%</td>
</tr>
<tr>
<td>Lansing</td>
<td>40.5%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>68.0%</td>
</tr>
<tr>
<td>State</td>
<td>61.0%</td>
</tr>
</tbody>
</table>

We trail the state by 7.8 percentage points, but we are improving and that improvement is palpable in the increased urgency in the district around our young men of color.
For five-year African American male graduation rates, KPS trails the state by only 2.5 percentage points, significantly closer than for four-year graduation rates for African American males. We are not where we need to be; however, we are trending in the right direction. This is a special challenge for us, and it is important for KPS to take on this challenge in a public fashion. It is hard to correct a wrong that isn’t raised to consciousness as a wrong. This is a major challenge in U.S. public education, and we are addressing it directly in KPS.

We have a number of recent initiatives to drive higher student achievement and graduation rates throughout the district, which include:

- **Staff and Community Mentoring of Students**
  We have 419 mentors that are either staff or community members who mentor 1,696 students this year. They have mentored young people in almost 5,000 weekly mentoring sessions this year. That is a profound change in the way in which we approach children. This deep commitment of staff and growing commitment of community to mentor our young men in 5:1 mentoring sessions will pay off in the classroom over a period of years.

- **Culturally Responsive Education Professional Development**
  This has been spearheaded within the district by Assistant Superintendent Cindy Green, Director of Student Services Nkenge Bergan, and Director of Special Education Rikki Saunders. In addition to their work, we also appreciate the leadership of Dr. Joe Morris and Dr. Mary Z. Anderson of Western Michigan University. Culturally responsive education is an important area. Many of our teachers and staff members may feel that they have a strong understanding of our young people, and some do. Many, however, have a continued need to learn more about the young people they educate and for whom they are responsible in their instruction on a daily basis.

- **Adoption of New K-5 English Language Arts Materials**
  New English language arts materials have been adopted and implemented in the last few years.

- **Restructuring of Phoenix High School**
  In 2016, we had the largest Phoenix High School graduating class in history with 102 students.

- **Creation of the Kalamazoo Innovative Learning Program (KILP)**
  This program is educating 60 young people at our South Westnedge site.
These recent initiatives supplement previous pipeline initiatives, which include:

- **Expansion of Full-Day and Part-Day Pre-Kindergarten**
  The full-day pre-kindergarten is only three years old in the district. A child who received full-day pre-kindergarten as a four-year-old is now six or seven years old. The results of that pre-kindergarten experience will manifest itself in a graduation rate in 11 years.

- **Expansion of Full-Day Kindergarten**
  Full-day kindergarten was implemented in KPS in 2008, with an increase in the number of children in full-day kindergarten from 176 to 962. Those children started high school this year and will graduate in three years.

- **Lift Up Through Literacy Program**
  This program was started in 2010 and includes parent education and family literacy programs offered at churches and neighborhood centers.

- **Curriculum Development**
  Our curriculum development has been strong and is increasingly focused on driving higher student achievement.

- **Upper Elementary Teacher Specialization**
  Fifth grade teachers, with the exception of Northglade Montessori Magnet School, specialize rather than teach all the core curriculum subjects of math, science, social studies, reading, and writing. This specialization helps teachers become stronger in terms of curriculum, content knowledge, instructional methodology, knowledge of individual children, and knowledge of their own strengths and weaknesses in individual subject matters. There is a fair bit of specialization at the fourth grade level, but much less at the third grade level. Teachers in kindergarten through grade 2 provide instruction in all the core curriculum subjects. We believe specialization at the upper elementary level has helped the overall elementary instruction and will ripple into middle school and high school instruction.

All of these initiatives show that there is a relationship between some of the things we have done, and outcomes we have had, and that there are things in the pipeline that have yet to affect certain academic indicators, most significantly graduation rates, that we anticipate over a period of years.

**Board comments:**
Mr. Greschak asked for a definition of cohort and what some of the reasons were for students starting high school in KPS but not graduating.

Dr. Rice explained that a cohort is a class of students. He stated that KPS has approximately 1,000 students per grade and that we graduate several hundred kids each year. He advised that there are many reasons why children do not graduate: students that continue in school but have not graduated yet, students that leave KPS for another school district and continue to progress towards graduation, students that drop out of school, and students that leave KPS for a period of time and then return.

Ken asked if it was difficult for an urban district like KPS, with some degree of poverty, to catch up to the state graduation average because of influences in students’ homes or other factors affecting the KPS four-year graduation rate.

Dr. Rice replied that he believed it was harder, on average, on our kids, families, and educators; however, KPS will catch the state average in this metric. He stated that it is easier
to be of means and graduate than it is to not have a lot of resources and graduate. Dr. Rice noted that research shows that socioeconomic status does affect graduation rates.

Ms. McGlinn expressed her appreciation for the rolling three-year graduation rates being included in the report. She stated that she was happy to see the graduation rates moving in the right direction. Ms. McGlinn noted that KPS never sits back on its laurels and instead continually works to improve what we are doing to make our students successful. She thanked Dr. Rice, administrators, teachers, and support staff for always working to improve the district.

Ms. Hill applauded the slow, steady, and solid progress in graduation rates. She noted that she had been on the board since 2011 and that in that time the state had changed its student tests and how it funds public schools. Ms. Hill stated that the recent research study requested by the state indicated that the state underfunds public schools. She expressed her excitement over the initiatives that KPS has in place and the new math and writing curricula that the board had approved at this meeting.

Dr. Rice stated that the interplay between writing and reading is particularly powerful at an early age, and that our children will benefit enormously from the new writing materials. He noted that writing assignments tend to be associated with children’s interests and that reading should also be associated with their interests as well. Dr. Rice advised that it was important for children to see themselves in literature, because in the absence of that children can doubt if literature is about them.

Ms. Hill asked if there was professional development in place to help teachers inspire all children to meet their goals of finding books and interests that inspire them to write.

Dr. Rice stated that KPS has become involved with the Reading Now Network (RNN), a consortium of districts on the west side of the state. KPS hopes to host a symposium or small conference on diverse literature this summer. He explained that multicultural literature, diverse literature, and rainbow literature are engaging literature that permits children to see themselves in the books and experience a wide range of things through reading. Dr. Rice noted that diverse literature can also help children experience what may not be them. He stated that children of color and white students need to experience more diverse literature on a regular basis.

Ms. Sholler-Barber asked for an explanation of the difference between four-year graduation rates and five-year graduation rates.

Dr. Rice gave the following examples:

- A student that starts high school in 2010 and graduates in 2014 is part of the 2014 four-year graduation rate.
- A student that starts high school in 2010 and graduates in 2015 is part of the 2015 five-year graduation rate.

Dr. Rice stated that there is no benefit in leaving high school for good without a diploma and that children take different pathways to success. He explained that the goal for KPS is that when students leave school, they are prepared to take the next step towards their success. Ms. Sholler-Barber stated that she was ecstatic that KPS allows more time for students to graduate. She underscored that KPS was not complacent about, unknowledgeable of, or satisfied with any of these statistics, especially the African American male graduation rates for KPS. She noted that another alarming dilemma was the 50% higher rate of poverty in KPS
than for the state as a whole, which underscores the importance some of our students place on
education and graduation, when their immediate needs may include home and food security.
Ms. Sholler-Barber stated that these statistics were moving in a nice trajectory; however, we
are not satisfied and more must be done. She praised the dedication of KPS administration,
teachers, and staff.

Dr. Rice referenced a copy of Excelsior that contained suggestions for parents about summer slide. He explained that there is a gap in reading levels between working class and poor
children on the one hand and middle class children on the other, and that most of that gap is a
function of different amounts of reading between the two groups during the summer. He stated
that in early March he had had the opportunity to attend a Reading Now symposium at
Western Michigan University at which Richard Allington referenced that four-fifths of the gap
between reading levels is a function of differences in the summer, not what goes on during the
school year.

Dr. Rice stated that every child needs a library card and should visit the library at least once a
week and read every day because you can’t take time off from preparing for your future and
your dreams. He noted that this was the first year that KPS would send eight books to each
third, fourth, fifth, and sixth grade student throughout the summer – a total of approximately
28,000 books – based on Professor James Kim’s research that there is a value to having books
arrive and be read on a periodic basis. He explained that the books are selected by each student
and include a postcard for the student to write about each book and send to their teacher, who
then responds by writing a postcard back to the student.

Dr. Rice reminded parents to encourage their children to write journals, do math exercises, and
participate in summer programs to avoid the summer slide. He noted that, without literacy,
reading levels sink.

X. Other Business
None.

XI. Comments by Trustees
Craig Herschleb gave a shout-out to three Kalamazoo robotics teams, which include KPS
students: 1677 Quantum Ninjas out of Western Michigan University; 2767 Stryke Force, which is
preparing to compete at the state tournament this weekend, and at the world competition at the end
of April; and the Kalamazoo Central High School Zoobotics team, which had recently participated
in a competition at Gull Lake.

Carol McGlinn thanked everyone for their hard work and commitment on the recently approved
elementary reading and math curricula. She noted that these programs are things that move us
forward for our kids.

Ken Greschak expressed his appreciation for the research and hard work of many KPS staff
members that had resulted in the recommendation for new history and government textbooks that
had been approved this evening. He stated his appreciation for the parents who are involved at
their children’s schools and those who also participate in the Parent Advisory Council (PAC). He
noted that PAC provides a tangible connection between parents and leadership of the district that
is profoundly important.

Patti Sholler-Barber asked Deputy Superintendent Start to share information about the upcoming
election.
Mr. Start explained that there was a countywide enhancement millage renewal request on the May 2 ballot that was not an increase in taxes, but a continuation of what property owners were already paying. He noted that this millage generates over $11 million countywide, with $4.3 million for KPS. Mr. Start stated that there would be significant cuts if the millage renewal were to be defeated.

Ms. Sholler-Barber noted that the millage renewal would be good not just for KPS, but for all public school districts throughout Kalamazoo County.

Ms. Sholler-Barber gave a shout-out to Western Michigan University (WMU) for the Bronco Buds program, which welcomes 1,000 KPS sixth grade students to tour the campus and become a Bronco for a day. She expressed her appreciation to WMU President Dr. John Dunn, WMU Vice President and former KPS Board Trustee Dr. Martha Warfield, and the WMU staff for providing a wonderful event for our sixth grade students.

Ms. Sholler-Barber announced that Communities in Schools of Kalamazoo CHAMPS celebration would be held at the Radisson on April 26 from 4:00-6:30 p.m. and encouraged everyone to attend.

Comments by the Superintendent
Dr. Rice echoed the importance of the enhancement millage renewal request on the May 2 ballot. He explained that the millage had first passed in 2005, and was subsequently renewed in 2008, 2011, and 2014. He stated that it was important that everyone go to the polls and exercise their right to vote.

Dr. Rice stated that WMU President Dr. Dunn was retiring after leading WMU over the last ten years. He advised that Dr. Dunn would be missed, as he had done a fine job. Dr. Rice noted that as a member of the community Dr. Dunn has been a welcoming and strong presence in the community. He stated that it takes a special leader of an institution of higher learning to welcome sixth grade students to his or her campus for eight years in a row. Dr. Rice congratulated the WMU community on the selection of its next president. He expressed his hope that the new WMU president would continue the Bronco Buds program.

Dr. Rice stated that the Immigration and Customs Enforcement (ICE) is the federal government agency that is responsible for customs enforcement. He explained that ICE has in recent years been responsible for an increase in deportations. Dr. Rice noted that there is concern among family and children across the country that ICE will come into previously safe havens, including schools, and interrogate children and/or take children or other family members.

Dr. Rice advised that there is a publication from ICE that indicates that ICE views schools as safe havens. He stated that KPS is holding ICE to that standard. To the question of parents and other community members, if an ICE agent were to come to one of our schools and ask to interrogate one of our children, he or she would not be allowed to do so. He advised that ICE has a document, which it has broadly distributed, that says that ICE views schools and religious institutions as safe havens. He noted that KPS agrees with that practice and will hold ICE to it. Dr. Rice advised those in the community that want to know, that that is our position and that ICE would have to produce a subpoena or warrant to interrogate any students. He concluded that KPS is interested in being cooperative with the law; however, KPS is not interested in law being made on this issue in Kalamazoo.
XII. **Executive Session**
President Sholler-Barber did not call for an executive session, and adjourned the meeting at 8:48 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, April 27, 2017 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 April 27, 2017 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Craig Herschleb. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following Kalamazoo Central High School athletes:
- Samuel Ankley, sophomore, 2017 MHSAA Boys’ Swimming and Diving State Participant;
- Jacob Seager, junior, 2017 MHSAA Wrestling State Participant; and
Also recognized, but unable to attend: Justin Davis, freshman; Jadakiss Lewis and Eric Thomas, Jr., sophomores; Ryan Halloran, Luis Paz, Darius Pruitt, and Archie Swindle, Jr., juniors; and Grant Kubiak, Isaiah Livers, Rog Stein, and Jeremiah Vincent, seniors.

Also in attendance and introduced by Mr. Lee were Kalamazoo Central High School Principal Valerie Boggan and Athletic Director Dylan Patterson. The students’ parents, family, and friends in the audience were also recognized.

Mr. Lee complimented the artwork on display throughout the administration building that was part of the annual KPS Secondary Art Show. He stated that the opening reception would be held on May 5 from 5:30 to 7:30 p.m. during Art Hop. Mr. Lee invited everyone to stop by Monday through Friday, 8:00 a.m. to 5:00 p.m., to enjoy the artwork through May 30.

V. Committee Reports/School Reports
Evaluation/Accountability Committee – Jennie Hill, chair, reported that the Evaluation/Accountability Committee had met on April 17 and had discussed the superintendent’s evaluation, the partnership agreement with the Michigan Department of Education (MDE), Advance Placement (AP) numbers, and training of AP teachers. She concluded by stating that the committee would meet again on May 9.

Operations Committee – Ken Greschak, chair, reported that the Operations Committee had met on April 25 and had reviewed the various state budget proposals and the impact each would have on KPS if adopted by the state, as well as Bulletin 1014. He explained that Bulletin 1014 is produced by the Michigan Department of Education (MDE) and measures how schools throughout the state allocate dollars for instruction and instructional support to define the cost per student. Mr. Greschak expressed his appreciation to Deputy Superintendent Start and Superintendent Dr. Rice because the data indicated that compared to other schools, KPS spends amongst the highest on
instruction and amongst the least on administrative costs. He concluded that the committee would meet again on May 23.

Policy Committee – Jennie Hill, representative, stated that the Policy Committee had met on April 25 and had discussed the seclusion and restraint policy. She stated that the committee would meet again on May 23.

Communities in Schools of Kalamazoo (CISK) – Patti Sholler-Barber, representative, reported that the CISK board had not met in April; however, the CHAMPS celebration was held on April 26. She stated that the awards celebration had been a rousing success and read into the record the 2017 CISK CHAMPS: Kalamazoo College Baseball Team, Prevention Works, Pfizer Global Supply–Kalamazoo, Susan Knox, Rotary Club of Kalamazoo, and Milwood Magnet School: A Center for Math, Science and Technology evening custodians. Ms. Sholler-Barber extended congratulations to Fran and Von Washington, the winners of the 2017 Diether Haenicke Promise of Excellence Award. She concluded by stating that the CISK board would meet on May 19.

President Sholler-Barber announced upcoming committee meetings:
- Curriculum Committee would meet on May 17;
- Teaching and Learning Council would meet on May 18; and
- Wellness Committee would meet on May 18.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the board correspondence that was received for the period of April 13, 2017 through April 27, 2017 (File #17).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. April 12, 2017 Regular Meeting Minutes; VII.B. Purchase Recommendations 2017-26, 2017-27, 2017-28, and 2017-29; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed the purchase recommendations:
- 2017-26 in the amount of $117,077.04 from the Teaching and Learning Services Department budget for the purchase of books for the 2017 summer literacy independent reading program, which was being expanded to four grade levels.
- 2017-27 in the amount of $30,031.71 from the Teaching and Learning Services Department budget for the purchase of Engage NY middle school math materials;
- 2017-28 in the amount of $152,340.00 from the 2013 bond for the purchase of Chromebook laptops and storage/charging carts for use in the summer school program and distribution to other KPS buildings upon the completion of summer school; and
- 2017-29 in the amount of $83,698.27 from the 2013 bond for the purchase of audio and video enhancement systems for Phoenix High School.

Motion: Implied to approve the Consent Calendar as presented.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.
**Board Discussion:**
President Sholler-Barber thanked the voters for their support of KPS bond requests, which had made possible some of the purchases considered this evening.

**VIII. Persons Requesting to Address the Board**
As is done from time to time, President Sholler-Barber read into the record Policy 1.2-Public Comment:

- 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 promptly stop speaking 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.

*Ann Rohrbaugh, 1523 Edgeridge Circle, Kalamazoo, and Kevin Brozovich, 314 Parkwood Avenue, Kalamazoo,* introduced themselves as co-chairs of the literacy committee of the Kalamazoo Rotary Club. Ms. Rohrbaugh explained that they were in attendance to inform the board about the Rotary Club’s program to read to second graders. Mr. Brozovich explained that the Rotary Club members had been reading the book *I Know I Can* to all second grade students and presenting each student with a copy of the book to add to his or her home library. Ms. Rohrbaugh advised that the Rotary members speak with the students about the importance of working hard in school so that they can take advantage of the Kalamazoo Promise. On behalf of the Rotary Club, Ms. Rohrbaugh and Mr. Brozovich thanked KPS for organizing the classroom visits and CISK for being a tremendous partner.

*Elrico Hurley, PO Box 406, Oshtemo,* introduced himself as the education chair of the Kalamazoo Branch of the NAACP. He advised that the NAACP would be hosting the ACT-SO Awards on April 29, and explained that this is a celebration of African American high school students throughout Kalamazoo County. Mr. Hurley thanked Dr. Rice for his participation in the program.

Mr. Hurley extended his appreciation to the board, Dr. Rice, and KPS administration on the partnership agreement with the Michigan Department of Education (MDE) and stated that he had organized a group called Save Our Urban Public Schools (SOUPS), which has over 650 members throughout the state of Michigan. He stated that SOUPS stands in solidarity with KPS. It looks forward to eliminating the State Reform Office (SRO) and working together with KPS on issues that affect urban school districts.

**IX. Reports and Recommendations**
A. Policy 7.9 Purchasing – Second Reading
B. Policy 7.11 Employee Travel Payment and Reimbursement – Second Reading
C. Policy 7.12 Employee Conflict of Interest – Second Reading
Dr. Rice explained that the board hears policies in two readings. He stated that the first readings of policies 7.9-Purchasing, 7.11-Employee Travel Payment and Reimbursement, and 7.12-Employee Conflict of Interest had been done at the April 12, 2017 regular board meeting and was for the purpose of informing the community about what was being considered, sharing the draft policies, and discussing and answering any questions. He stated that there had been no changes made to the three policies since the first readings. Dr. Rice asked the board if it would like to vote on each policy individually or on all three collectively.

**Motion:** It was moved by Trustee Ken Greschak, supported by Trustee Dr. Lauren Freedman, to approve policies 7.9-Purchasing, 7.11-Employee Travel Payment and Reimbursement, and 7.12-Employee Conflict of Interest as they had been presented.

**Board discussion:** None.

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

D. **Administrative Appointment – Campus Security Chief**

Dr. Rice expressed his deep appreciation for retiring Campus Security Chief Ray Ampey, who was in the audience. At the same time, he stated that he was pleased to recommend Kalamazoo Department of Public Safety Deputy Chief Don Webster as Mr. Ampey’s replacement.

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Mr. Donald Webster as campus security chief.

**MOTION:** It was moved by Trustee McGlinn, supported by Trustee Hill, to appoint Mr. Donald Webster campus security chief.

**Board discussion:**
Ms. Sholler-Barber noted that Mr. Webster was a wonderful candidate, knows our community well, and would be a seamless fit; however, Mr. Ampey would be missed.

Ms. McGlinn thanked Mr. Ampey for his work in the district and noted that there was no one more qualified to fill the position than Mr. Webster.

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

E. **Administrative Appointment – Coordinator of Special Education**

Dr. Rice explained that there had been several movements in central administrative ranks during the 2016-2017 school year. Cindy Green moved last summer from assistant superintendent of student services to assistant superintendent of teaching and learning services. As a result of this change, Rikki Saunders was named interim director of special education and Nkenge Bergan was named interim director of student services. After working with this new administrative structure, the board approved the superintendent’s recommendation to remove “interim” from Ms. Saunders’ and Ms. Bergan’s titles. During the trial period, Ms. Janine VanStee had been named interim coordinator of special education. Dr. Rice stated that the recommendation before the board would remove interim from her title.

Assistant Superintendent Dorsey-Smith read the recommendation to appoint Ms. Janine VanStee Coordinator of Special Education.
MOTION: It was moved by Trustee Hill, supported by Trustee Greschak, to appoint Ms. Janine VanStee Coordinator of Special Education.

Board discussion: None.

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

F. Partnership Agreement

Dr. Rice stated that a Partnership Agreement among the Michigan Department of Education (MDE), Kalamazoo Regional Educational Service Agency (KRESA), and the state School Reform Office (SRO) would be presented for the board’s consideration. He explained that the board members had reviewed multiple drafts of the agreement over the last few weeks; however, he asked the board’s permission to share details of the agreement with the community.

Dr. Rice explained that, contrary to an initial erroneous report from the print media, nothing in the partnership agreement speaks to school closures or additional SRO intervention, and nothing in the agreement would have as a consequence a CEO over Washington Writers’ Academy or The Woodward School for Technology and Research. He explained that it was a local control agreement, which was clearly noted on the first page of the agreement and that that theme carried through the ensuing 14 pages thereafter. Dr. Rice stated that this agreement represents an outstanding partnership with MDE and KRESA, and that he especially appreciated the partnerships with State Superintendent Brian Whiston and KRESA Superintendent David Campbell.

Dr. Rice stated that the SRO had, for all intents and purposes, no role in this agreement. He advised that the responsibilities of the SRO were to (1) support the agreement, and (2) not to require data submissions. He advised that the other partners would meet quarterly on the movement towards goals and efforts to raise student achievement.

Dr. Rice advised that apart from quarterly meetings, there were 18-month goals and 36-month goals, each of which was divided into process goals and product goals. He stated that process goals were goals that if fulfilled would help drive higher student achievement and that product goals represented the higher student achievement itself.

Dr. Rice stated that the MDE, KRESA, and SRO had already signed the agreement, and that if approved by the board, the agreement would be consummated. He presented the following information from the partnership agreement.

18-Month Process Goals:

1. Implement a new K-5 math program.
2. Implement a new K-5 writing program.
3. Implement partially Tier 1 instruction aligned with the state’s grade-level content standards and monitor through walk-through observations and results from the survey of enacted curriculum. (Dr. Rice noted that under 36-month goals this should be implemented fully).
4. Strengthen implementation of evidence-based interventions and monitor impact using NWEA/MAP and local assessments.
5. Implement with fidelity school climate and culture initiatives.
6. Increase student supports in mental health, trauma training, and attendance (assuming grant funding is available).
7. Develop a plan for increased summer supports to students through libraries, summer learning initiatives, and attendance in summer school.

Dr. Rice explained that it was important to note that the seven process goals extend, expand, and deepen work that KPS had already been doing. He noted that the board had approved new K-5 writing and math materials at its April 12 board meeting. He advised that other elements of the process goals have been worked on for a period of time, most significantly school climate and culture initiatives with professional development and training such as Rachel’s Challenge and Capturing Kids Hearts. Dr. Rice stated that these whole-school initiatives were critical to improve the learning environment and, by extension, the learning of our young people at Washington and Woodward.

Dr. Rice stated that the 18-month product goals were chosen in part because MDE indicated that it was less interested in specific increases than it was in the fact that there were product goals. He explained that rather than distinguishing among numbers in the specific goal areas, the 18-month product goals all call for three percentage point increases or decreases, and the 36-month product goals all call for six percentage point increases or decreases.

18-Month Product Goals:

1. Reduce the achievement gap between the state’s percentage of students proficient in reading on the state assessment compared to the aggregate percentage of students proficient at each of the identified schools by at least three percentage points from spring 2016 to spring 2018.

2. Reduce the achievement gap between the state’s percentage of students proficient in mathematics on the state assessment compared to the aggregate percentage of students proficient at each of the identified schools by at least three percentage points from spring 2016 to spring 2018.

3. Increase the percentages of students at each identified school scoring at or above grade level (achievement percentile of 50 or higher) on the NWEA/MAP reading and math assessments by at least three percentage points from fall 2017 to spring 2018.

4. Increase the percentages of students at each identified school making one or more years of growth on the NWEA/MAP reading and math assessments by at least three percentage points from spring 2017 to spring 2018.

5. Reduce the percentages of students at each identified school scoring far below grade level (fall achievement percentile of 20 or lower) by making significant catch-up growth (fall to spring conditional growth percentile of 70 or higher) on the NWEA/MAP reading and math assessments by three percentage points from spring 2017 to spring 2018.

Dr. Rice noted that the state assessment was not named due to the variability in the state assessment over the last few years. He stated that 18-month product goals 3, 4, and 5 all refer to NWEA/MAP reading and math assessments. Dr. Rice explained that the NWEA/MAP assessments are a nationally norm-referenced test that are given locally.

Dr. Rice stated that KPS believes that the work that we are doing with this agreement would benefit not only Washington and Woodward, but all of the high-poverty schools in KPS: Northeastern Elementary School, Lincoln International Studies School, Edison Environmental Science Academy, Spring Valley Center for Exploration, and Woods Lake Elementary: A Magnet Center for the Arts. He explained that the seven highest-poverty KPS elementary schools, all were at least 90+% free and reduced price lunch eligible for at least one year in the last three years, and some for all three years. He noted that Lincoln, Edison, and Washington
had been at 90% or more free and reduced price lunch eligibility for the last ten years. Dr. Rice stated that all of the 38 schools subject to partnership agreements were high poverty schools.

Dr. Rice stated that district local control was fully protected in the partnership agreement and that school closures and SRO intervention were not a part of this agreement.

**Next Level Accountability Measures:**
If the district substantially fails to meet the 18-month goals, the signatories agree that KRESA will:

1. Work with the superintendent and the district team to identify strengths and barriers in implementation.
2. Support the district to identify and obtain resources and supports to ensure successful implementation moving forward.
3. Work with the superintendent and the district team to revise the partnership agreement or adjust the goals and strategies, if needed.
4. Increase involvement with the district as mutually agreed to by KPS and KRESA to support implementation.

In addition, if the district substantially fails to meet the 18-month goals, the signatories agree that the district would review and address factors that may be adversely affecting plan implementation, which may include personnel assignments, leadership assignments, and reform model selection.

The consequences if the district substantially fails to meet the goals at 36 months are identical to those for failure to meet the 18-month goals, with the addition of one final sentence: KPS, KRESA, and MDE will also discuss if the school(s) need to be reconstituted in some way.

Dr. Rice clarified that reconstituted does not mean closure. He stated that reconstituted means that the school would be restructured in some fashion, which could include a change in staffing, change in magnet school theme at a given school, or the rebranding of the school in a particular fashion.

Dr. Rice advised that KPS does not view this partnership agreement as overly onerous and that the agreement was not related to school closures. He praised State Superintendent Whiston for his assistance throughout the preparation of the agreement.

Dr. Rice noted that some have asked about the fate of the SRO, and that that was a question he could not answer. He advised that the SRO was statutorily constituted, although Senate Bill 27 to eliminate the SRO is being considered by the state Senate Education Committee. Dr. Rice explained that the future of the SRO lies in the hands of the state legislature.

Dr. Rice stated that funding of public education by the state of Michigan is inequitable. He applauded the governor for recommending a substantial increase in at-risk funding in his 2017-2018 budget proposal, which was being considered by the state House and Senate. Dr. Rice advised that the state has a responsibility to give more to those who need more and that if students have less at home, they need more in school and that the additional dollars needed must come from the state. He stated that he considered it an outrage that more people don’t focus on and fight for better funding for our at-risk students.
Dr. Rice also stated that staff quantity and quality were also issues, and that the state’s teacher education programs needed to focus on the development of teachers in shortage areas: science, math, special education, English as a Second Language (ESL), bilingual education, world languages, and vocational and technical education.

Dr. Rice advised that KPS had enrolled 104 refugee students in the last 12 months. He noted that refugee students are youngsters with profound challenges, many of whom do not speak English. He stated that we are honored to be their educators; however, the state should provide funding for the extra supports and resources that refugee students need.

Dr. Rice noted that he has been asked about the status of the lawsuit filed by KPS, Saginaw Public Schools, and KPS and Saginaw parents. He advised that the lawsuit must be decided by the court. Dr. Rice stated that the KPS board and Saginaw board were not withdrawing the lawsuit at this time and that, while it was true that one of the two reasons for the lawsuit was to prevent school closures, the other reason involved the broader question of whether the SRO has the authority to close schools either (a) under statute or (b) under the Michigan constitution. He stated that KPS and Saginaw Public Schools believe that the SRO does not have the authority to close schools. While the SRO continues to exist, those questions deserve to be answered in a court of law. Dr. Rice noted that, were the SRO to cease to exist, at that point one could argue that the lawsuit would be moot.

**MOTION:** It was moved by Trustee Greschak, supported by Trustee McGlinn, to approve the KPS-MDE-KRESA-SRO Partnership Agreement as presented.

**Board discussion:**

Trustee McGlinn stated that she was pleased with the agreement and expressed her appreciation to Dr. Rice for responding to input from the board, keeping the board informed throughout the process, and making sure that local control was included in the agreement. She noted that the agreement represented a partnership between KPS, MDE, and KRESA to achieve success for our students. Ms. McGlinn thanked KPS staff, MDE staff, and KRESA staff for their work in producing the partnership agreement.

Trustee Greschak underscored that everything in the partnership agreement represented work that KPS had already been doing, and not because KPS was being compelled to do so by the SRO. He advised that KPS had been investigating new K-5 math and new K-5 writing curricula for over a year, well before the SRO announced possible school closures. Mr. Greschak explained that the KPS board, administration, and staff understand our students’ needs, and that we understand that we have work to do; however, the work continues and student achievement is improving.

President Sholler-Barber concurred with the comments from Trustees McGlinn and Greschak. She noted that the entire KPS family had earmarked things in the agreement as efforts that need to be completed. Ms. Sholler-Barber stated that she was impressed that this was a true partnership that did not include destructive school closures. She noted that the partnership agreement was for the betterment of children and to bring those children who have less to a position where they can achieve. Ms. Sholler-Barber stated that the SRO had not brought anything to light on which KPS was not already focused. She thanked the community for its support of KPS and called the partnership agreement a win/win for the community and our children.

**Disposition:** Roll call vote; motion carried, 6-yes, 0-no, 0-abstentions.
Dr. Rice expressed tremendous thanks to staff, parents, community members of Washington and Woodward, and their principals, Lanisha Spiller and Frank Rocco. He noted that the threat of school closures by the SRO had been very challenging for the two communities and that the hard work and support to keep these schools open was much appreciated. He also thanked the support of the broader community, including the Kalamazoo County Commission, Kalamazoo City Commission, local NAACP, NAACP Education Chair Elrico Hurley, KRESA Board of Education, KRESA Superintendent David Campbell, KRESA School Improvement Facilitator Lisa Jenkins, State Superintendent Brian Whiston, Michigan Department of Education (MDE), MDE liaison Dr. Lawanna Shelton, Assistant Superintendent of Teaching and Learning Services Cindy Green, and Director of School Improvement, Title I and Assessments Dodie Raycraft. Dr. Rice noted that a lot of good work had been done to complete the partnership agreement; however, there was also a lot of hard work to continue.

X. Other Business
None.

XI. Comments by Trustees

Trustee Dr. Freedman thanked Trustee Harrison for informing the board of the presentation by author and educator, Professor Chris Emdin. She explained that the board had changed the date of its previous meeting to April 12 so that the entire board and Dr. Rice could attend Professor Emdin’s presentation at Western Michigan University on April 13. Dr. Freedman stated that Professor Emdin was an associate professor at Columbia University School of Education, with master’s and doctorate degrees from Harvard University. She noted that he was a dynamic speaker and reminded those in attendance that everyone in a school needs to be valued for being his or her authentic self, and also needs personal authority to be able to do what he or she needs to do to learn and become a good community member. Dr. Freedman stated that she was honored and blessed to have attended this presentation.

Trustee Harrison explained that she had followed Professor Emdin’s career for some time and was overjoyed that he had come to Kalamazoo. She stated that she was honored that her fellow board trustees and Dr. Rice had all supported her request to attend the presentation by changing the board meeting date, and that all the board members and Dr. Rice had attended Professor Emdin’s presentation. Ms. Harrison explained that that was a demonstration of what a strong board KPS has, because even though board members are individuals from various walks of life, all are united in doing what is best for our students. She noted that, at the end of the presentation, the board and Dr. Rice were acknowledged and that it was refreshing for the future educators in attendance to see the full board and superintendent there in support of non-traditional ways to educate students. Ms. Harrison expressed her hope that KPS would pursue additional work with Professor Emdin and continually seek different ways to support our students.

Trustee Hill thanked KPS for its partnership with the League of Women Voters. KPA had allowed the League to register a total of 129 students from Loy Norrix High School, Phoenix High School, Kalamazoo Central High School, and KAMSC.

Ms. Hill stated that she had attended the El Sol Elementary School concert on April 19 at Chenery Auditorium and that the singing, acting, and instrumental presentations were fabulous.

Trustee Greschak reminded voters that there was an important election on May 2, and that on the ballot was the countywide enhancement millage renewal request. He encouraged everyone to vote
yes on the enhancement millage renewal because should it not pass, it would be a travesty for KPS students.

_Trustee McGlinn_ stated that Trustee Herschleb was absent from the board meeting because he was in attendance at the first world robotics tournament in St. Louis, Missouri. She advised that the Stryke Force robotics team, which included Mr. Herschleb’s son and other KPS students, was the only team from Kalamazoo at the tournament, and was currently ranked eighth.

Trustee McGlinn concurred with Trustee Greschak that a yes vote on the countywide enhancement millage renewal request was important for all Kalamazoo County public school students.

_President Sholler-Barber_ congratulated the Education for Employment awards winners that had been announced at a breakfast that was held this morning.

Ms. Sholler-Barber read into the minutes the 2017 high school graduation dates:
- Adult Education: Monday, May 22, 7:00 p.m., at Chenery Auditorium;
- KAMSC Senior Recognition: Tuesday, May 30, 7:30 p.m., at Chenery Auditorium;
- Kalamazoo Innovative Learning Program: Friday, June 2, 5:30 p.m., at Kalamazoo Central High School Auditorium Lobby;
- Phoenix High School: Tuesday, June 6, 7:00 p.m., at Chenery Auditorium;
- Loy Norrix High School: Wednesday, June 7, 7:00 p.m., at Wings Event Center; and
- Kalamazoo Central High School: Thursday, June 8, 7:00 p.m., at Wings Event Center.

Ms. Sholler-Barber stated that First Day Shoe Fund had been the recipient of a $4,500 donation from Construction Laborers’ Local Union 355. She stated that the following officers of the union presented the check: Business Manager Arlandar Washington and Business Agent Scott Brown from Battle Creek, and Business Manager Geno Allesandrini, Sr. and Secretary-Treasurer Alex Zurek from Lansing. Ms. Sholler-Barber thanked Construction Laborers’ Local Union 355 for its generous donation.

Ms. Sholler-Barber gave a shout-out to KPS students listed on the Kalamazoo Gazette Leaderboard for track.
- Boys 400 run: Ryan Ross, Loy Norrix High School senior; and Ryan Halloran, Kalamazoo Central High School senior;
- Girls 400 run: Tajanae Allison, Kalamazoo Central High School freshman; and Sheridan Britney, Loy Norrix High School senior; and
- Girls 800 run: Alexa Davis, Loy Norrix High School junior.

**Comments by the Superintendent**

Dr. Rice explained that the countywide enhancement millage on the May 2 ballot was not a new millage, but a millage renewal. He explained that the enhancement millage had first been passed in 2005, and renewed in 2008, 2011, and 2014. Dr. Rice noted that the last two renewal requests had been approved by every jurisdiction in the county. He assured voters that the renewal of the millage would not increase property taxes; they would continue to pay what they currently pay. Dr. Rice noted that the enhancement millage provides $11 million for the nine public school districts in Kalamazoo County.

Dr. Rice stated that the second millage on the May 2 ballot was for a consolidated 911 dispatch. He encouraged voters to learn more about this millage request because this would be its first appearance on a ballot.
Dr. Rice announced that the current monthly edition of the KPS *Excelsior*, which included information on graduation rates that had been presented at the last board meeting, had been mailed out to 55,000 households in Kalamazoo. He explained that graduation rates continue to go up, which was important news. Dr. Rice stated that the district’s five-year rate is at 78.3%, an all-time high under the new federal formula of the last nine years. He noted that the four-year graduation rate for African American males is at 53.2%, the third year in a row that it had increased. Dr. Rice stated that the five-year graduation rate for African American males is at 63%, 2.5 percentage points below the state and higher than in Flint, Grand Rapids, and Lansing. He continued that the KPS rolling three-year rates for graduating in four years and five years were each up for the fifth year in a row. He explained that graduation rates are considered in three-year spans to provide a more stable statistic than a single year.

XII. Executive Session

President Sholler-Barber did not call for an executive session, and adjourned the meeting at 8:26 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, May 11, 2017 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 May 11, 2017 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, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman and Jennie Hill. Superintendent Dr. 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: Jonathan Cummings, CarVon Haines, Jharvis Purnell, Isabel Ricardo-Ramirez (unable to attend), and Kashlyn Williams, fifth grade;
- Loy Norrix High School athletes: Delano (DJ) Swift, senior, Basketball Coaches Association of Michigan (BCAM) All-State Honors; Trevor Morgan, junior, boys bowling top 16 state finalist; and
- Boys Swimming and Diving State Participants: Reilly Malpass, Ryan Mullen, and Zachary Skinner, juniors; Anthony Dougherty, Morgan Kenbeek, Ryan Ross, Vaughn Taylor, Duncan Wallis, and Stefan Williams, seniors.

Also in attendance and introduced by Mr. Lee were Edison Principal Julie McDonald and staff members Britanny Bowers, Kristen Miller, Erika Zavasky, and Darryl Blasingame; and Loy Norrix High School Principal Rod Prewitt, Athletic Director Andrew Laboe, Basketball Coach Matt Covault, and Swim Coach Paul Mahar. The students’ parents, family, and friends in the audience were also recognized.

V. Committee Reports/School Reports
Evaluation/Accountability Committee – Carol McGlinn, representative, reported that the Evaluation/Accountability Committee had met on May 9 and had discussed the new evaluation process for the superintendent’s annual evaluation.

President Sholler-Barber announced upcoming committee meetings:
- Curriculum Committee would meet on May 17;
- Teaching and Learning Council would meet on May 18;
- Wellness Committee would meet on May 18;
- Communities in Schools of Kalamazoo would meet on May 19;
- Operations Committee would meet on May 23; and
- Policy Committee would meet on May 23.
School Reports
None.

VI. Correspondence
Trustee Harrison reviewed the board correspondence that was received for the period of April 28, 2017 through May 11, 2017 (File #18).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. April 27, 2017 Regular Meeting Minutes; VII.B. Purchase Recommendation 2017-30; VII.C. Personnel Changes; VII.D.1. Board Member Expense Summary; and VII.D.2. 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, Communications and Operations Gary Start reviewed purchase recommendation 2017-30 in the amount of $27,045.05 from the Early Literacy Grant for materials and training for LitCamp! for summer school students in kindergarten through grade four.

Motion: Implied to approve the Consent Calendar as presented.

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

Board Discussion: None.

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
Resolution Designating the District’s Electoral Representative for the Kalamazoo Regional Educational Service Agency (KRESA) June 5, 2017 Biennial Election – First Reading
Dr. Rice explained that this resolution was being presented for a first reading and that the board would choose an electoral representative and an alternate representative, make a decision on whether the board supports the candidates, and vote on the resolution at the board’s next meeting.

The Resolution reads as follows:
WHEREAS:
1. The biennial election of the board of Kalamazoo Regional Educational Service Agency, Michigan (the "ISD Board") will be held on Monday, June 5, 2017; and
2. The members of the ISD board will be elected by an electoral body composed of one person designated by the board of each of the constituent school districts; and
3. In accordance with Section 614(2) of the Revised School Code, MCL 380.614(2), this board desires to designate ___________ as this District's proposed representative and ___________ as an alternate designated representative in the event the designated representative is unable to attend, and further desires to direct said representative and alternate to vote on behalf of this board for a specific candidate.

NOW, THEREFORE, BE IT RESOLVED THAT:
1. This board does hereby approve the designation of _________ as the representative of this board for the electoral body, which body will elect two (2) candidates to the vacancies
on the ISD board on Monday, June 5, 2017 and _________ as an alternate in the event the designated representative is unable to attend.

2. The designated representative and alternate are further directed to cast a vote on the first ballot on behalf of this board for _________ and _________.

3. The secretary of this board is hereby further directed to file a certified copy of this resolution with the secretary of the ISD board.

4. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Board Discussion: None.

X. Other Business
None.

XI. Comments by Trustees

Trustee Herschleb noted that on May 8 he had attended the Loy Norrix High School People’s Choice Awards, which honored students who might not receive recognition on a regular basis. He explained that teachers nominated the students, who had arrived at Kasdorf Auditorium in classic cars and walked the red carpet into the auditorium. Mr. Herschleb stated that it had been a wonderful event.

Mr. Herschleb explained that he had missed the last board meeting because he had been in St. Louis, Missouri for the world robotics competition. He advised that Kalamazoo’s Stryke Force team, which includes KPS students, had dominated in the qualification rounds and had become the number one team on the field. He stated that Stryke Force was able to choose partner teams, which are called alliances, for the finals round and had competed with The Cheesy Poofs Club 254 out of San Jose, California; A62 Lightning Robotics out of Canton, Michigan; and 1676 The Pioneers out of Montville, New Jersey. Mr. Herschleb said that Stryke Force had won the championship by three points. He advised that there had also been a world robotics competition held in Houston, Texas and that Stryke Force would be competing at the first festival of champions in July against the winner of the Texas competition.

Mr. Herschleb advised that he had seen robotics teams from all over the world from elementary, middle, and high schools. He noted that the children welcomed visitors into their pits and were proud and excited to discuss their projects.

Carol McGlinn stated that she had gotten interested in the robotics competition and had watched it live on the Internet. She advised that the children looked like they were having a great time. Ms. McGlinn applauded the wonderful effort of all of the children involved in the robotics competition, and advised that next year the world robotics competition would be held in Detroit, Michigan.

Patti Sholler-Barber thanked the voters for their support in passing the KRESA enhancement millage renewal on May 2. She explained that the money generated from this millage would be distributed to each public school district in Kalamazoo County. Ms. Sholler-Barber gave a shout-out to Mr. Start, staff and community members, and the Kalamazoo Education Association.

Ms. Sholler-Barber stated that she had recently attended a lacrosse game and a girls’ soccer game. She expressed her appreciation to the parents for their support of our student athletes, even during the recent inclement weather.
Ms. Sholler-Barber advised that she had been able to attend some of the library visits with first grade students. She noted that every first grade student in KPS goes to the Kalamazoo Public Library three times during the school year and receives a library card. Ms. Sholler-Barber stated that she loved watching the enthusiasm of the students as they skipped and stood on tiptoe to locate books to check out.

Ms. Sholler-Barber stated that she and board trustees Mr. Greschak and Ms. Harrison had attended the ISAAC banquet on May 20. She commended ISAAC as a wonderful community partner with KPS and thanked the organization for its continued support of our students.

Comments by the Superintendent
Dr. Rice echoed President Sholler-Barber’s thanks to voters for passing the countywide enhancement millage renewal. He explained that the money from this millage would be used to support the education of our young people throughout Kalamazoo County.

Dr. Rice congratulated Stryke Force on winning the world robotics championship.

Dr. Rice congratulated the team of students from Arcadia Elementary School that had won the Global Reading Challenge, and applauded all of the KPS school finalists for a job well done.

Dr. Rice noted that the Kalamazoo Institute of Arts (KIA) was a great community partner for KPS. He explained that the KIA had recently held a Young Artists of Kalamazoo County art show, which featured artwork by children in kindergarten through eighth grade; and a high school art competition with scholarships. Dr. Rice congratulated all of the KPS students who had had art displayed and recognized. He also praised KPS art teachers for their fine instruction of our students.

Dr. Rice offered congratulations to all of the participants in the recent NAACP ACT-SO competition, and noted that gold medalists Kendra Parkman and Malik Farrakhan would be performing in the national NAACP ACT-SO competition in Baltimore in July.

Dr. Rice expressed his appreciation to staff and students as they continue to achieve during the last five weeks of school. He noted that the school year in Michigan was not for the faint of heart and thanked teachers, support staff, and administrators for the work that they do on behalf of and with our 13,000-plus students. Dr. Rice advised that educators are in a profession that continues to be held in high esteem notwithstanding the efforts of some to tear down the helping professions, particularly public education, in the public eye.

XII. Executive Session
President Sholler-Barber did not call for an executive session, and adjourned the meeting at 7:32 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, May 25, 2017 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 May 25, 2017 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Jennie Hill, Craig Herschleb, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Rice was also present.

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

- Parkwood Upjohn Elementary School turn-around students:
  Jareth Makos, Grade 3; Price Ford and Ah’marrie Woodson, Grade 4; and Anaotica Boyd (unable to attend), Grade 5; and

- Kalamazoo Central High School Mock Trial Team, 2017 State High School Mock Trial Team Champions and 2017 National High School Mock Trial Team Runner-up:
  Zachary Cook, sophomore; Connor Havenaar, Julia Kemple-Johnson (unable to attend), and Rochelle Sims, juniors; and Olivia Burrel, Nathan Scholten, Rosemary Sidwell, Nicholas Sosulsli, and Sydney Woodcock (unable to attend), seniors.

Also in attendance and introduced by Mr. Lee were Parkwood Upjohn Principal Robin Greymountain, and staff members Joel Osborn, Susan Dragt, Emily Bowles, Dawn Wright, and Mindy McNulty; and Kalamazoo Central Principal Valerie Bogggan, Mock Trial Team Coach Francis Bilancio, and Attorney Coaches Cody Crane, Joshua Higart, and Maggie Rucker. The students’ parents, family, and friends in the audience were also recognized.

Director of Special Education Rikki Saunders announced that parents throughout the county had nominated staff members for The Special Education Excellence in Education Award. She presented awards to the KPS winners: Richard (Doug) McElroy, teacher consultant at Linden Grove Middle School; and Amy Schrum, resource team member at Milwood Magnet School: A Center for Math, Science and Technology.

V. Committee Reports/School Reports
Curriculum Committee – Carol McGlinn, chair, reported that the Curriculum Committee had met on May 17 and had discussed summer open libraries. She explained that KPS would be piloting a program that would open five elementary school libraries once a week throughout the summer at The Woodward School for Technology and Research, Washington Writers’ Academy, Lincoln International Studies School, Edison Environmental Science Academy, and Arcadia Elementary School. Ms. McGlinn explained that the summer open libraries pilot program would provide students access to books throughout the summer and that meals would also be served at the libraries. She stated that the committee had also discussed summer school and other summer initiatives.
Ms. McGlinn announced that KPS would be hosting a Diversity Awareness Conference on August 1 in Kalamazoo.

Operations Committee – Ken Greschak, chair, stated that the Operations Committee had met on May 23 and had discussed the various state budget proposals and the ill-advised pending legislation to change pension plans for teachers.

Policy Committee – Craig Herschleb, chair, advised that the Policy Committee had met on May 23 and had reviewed Policy 5.7-Suspension, Exclusion, and Expulsion, and had considered a new policy on seclusion and restraint. He explained that the committee wants to make certain that our policies align with recently passed state laws. Mr. Herschleb noted that KPS procedures already align with the new law requirements.

Wellness Committee – Ken Greschak, representative, advised that the Wellness Committee had met on May 18 and had forwarded a draft policy that would meet new USDA requirements to KPS administration for review with the Policy Committee. He advised that MESSA will be sending information to its members about insurance coverage that is available for nutrition counseling services.

Communities in Schools of Kalamazoo (CISK) – Carol McGlinn, representative, reported that the CISK board had met on May 19 and had debriefed on the CHAMPS celebration. She noted that the recent CHAMPS celebration had had its highest attendance ever. Ms. McGlinn stated that the CISK board had also reviewed community reports.

Teaching and Learning Council (TLC) – Patti Sholler-Barber, representative, stated that the TLC had met on May 18 and had enjoyed presentations and success stories about the innovative grants that had been issued to 20 teachers. She commended the teachers on their creative programs that they had brought to their classrooms with these grants. Ms. Sholler-Barber thanked Deputy Superintendent of Business, Communications and Operations Gary Start for making the funds available for these grants. She read into the minutes the exciting events and programs that had been made possible through the grants:

<table>
<thead>
<tr>
<th>Project Name</th>
<th>KPS Staff Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chicago Federal Agency Exploration</td>
<td>Sveri Stromsta May</td>
</tr>
<tr>
<td>Loy Norrix Astronomy Planetarium Field Trips</td>
<td>Trevor Stefanick</td>
</tr>
<tr>
<td>Culturally Appropriate Novels</td>
<td>Rachel Vote</td>
</tr>
<tr>
<td>Excalibur: Charles H. Wright Museum of African American History</td>
<td>Erin Rolfe</td>
</tr>
<tr>
<td>Expanding Technology and Expanding Minds</td>
<td>Elaine Sayre</td>
</tr>
<tr>
<td>Project H.E.L.P. (Helping the Educational Learning Process)</td>
<td>Shantae Bolden</td>
</tr>
<tr>
<td>Photography in Motion</td>
<td>Matthew Douglas</td>
</tr>
<tr>
<td>iGrow (Technology and Instruction)</td>
<td>Jeffrey Dodds</td>
</tr>
<tr>
<td>RAWK Writer’s Room at Maple Street Magnet School for the Arts</td>
<td>Stephanie Hampton</td>
</tr>
<tr>
<td>Violapalooza for KPS Orchestra Violists</td>
<td>Sandra Shaw</td>
</tr>
<tr>
<td>WEB Transitional Program</td>
<td>Mandy Clearwaters</td>
</tr>
<tr>
<td>S.O.A.Ring to New Heights</td>
<td>Janelle Gibson</td>
</tr>
<tr>
<td>History Day and Standing up for Success at Middle School</td>
<td>Sally DeVissser</td>
</tr>
<tr>
<td>Alternative Learning Program</td>
<td></td>
</tr>
<tr>
<td>Social Skills Through Play</td>
<td>Shawna Camburn</td>
</tr>
<tr>
<td>Project Name</td>
<td>KPS Staff Member</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td>BIG IDEAS! Art and Writing Workshop</td>
<td>Jamie McKinney-Brown</td>
</tr>
<tr>
<td>Peaceful Room at Northglade Montessori Magnet School</td>
<td>Jennifer Smith</td>
</tr>
<tr>
<td>Peace Around the World</td>
<td>Raffeal Hitchcock</td>
</tr>
<tr>
<td>TEAM KPS</td>
<td>Arthur Norman</td>
</tr>
<tr>
<td>Maker Studio</td>
<td>Nancy Klee</td>
</tr>
</tbody>
</table>

**School Reports**
None.

**VI. Correspondence**
Board Secretary Jennie Hill reviewed the board correspondence that was received for the period of May 12, 2017 through May 25, 2017 (File #19).

**VII. Consent Calendar**
President Sholler-Barber presented the Consent Calendar items: VII.A. May 11, 2017 Regular Meeting Minutes; VII.B. Purchase Recommendation 2017-31; and VII.C. Personnel Changes.

Deputy Superintendent Start reviewed purchase request 2017-31 for $43,670 from the 2013 bond, which would be reimbursed by Chartwells, to remodel a storage room into a snack line in the Loy Norrix High School cafeteria.

**Motion:** Implied to approve the Consent Calendar as presented.

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

**Board Discussion:** None.

**VIII. Persons Requesting to Address the Board**
None.

**IX. Reports and Recommendations**
A. **Resolution Designating the District’s Electoral Representative for the Kalamazoo Regional Educational Service Agency (KRESA) June 5, 2017 Biennial Election – Second Reading**

Dr. Rice explained that this resolution had been presented for a first reading at the May 11, 2017 regular board meeting and that the board had chosen Patti Sholler-Barber as its electoral representative and Carol McGlinn as its alternate representative, and that the KPS board would vote in support of Randy VanAntwerp and Virgil “Skip” Knowles for six-year terms on the KRESA board.

**MOTION:** It was moved by Trustee Herschleb, supported by Trustee Greschak, to approve the Resolution Designating the District’s Electoral Representative for the KRESA June 5, 2017 Biennial Election as presented.

**Board Discussion:** None.

**Disposition:** Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions.
B. **Resolution Regarding the 2017-2018 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 Hill, supported by Trustee Dr. Freedman, to approve the 2017-2018 KRESA budget as presented.

**Board Discussion:**
Trustee McGlinn asked for an explanation on what funds KPS receives from KRESA and why the board must approve the KRESA budget.

Mr. Start explained that the KRESA general budget provides many and varied services to the public school districts throughout Kalamazoo County, and that under the Revised School Code each district must vote on the KRESA budget. He stated that he had reviewed the proposed budget and found it to be based on sound financial assumptions.

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

C. **Recommendation for Michigan High School Athletic Association (MHSAA) Membership for 2017-2018**
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 2017-2018.

**Board Discussion:**
Trustee McGlinn expressed her support of the resolution because athletics provide a crucial outlet for our students. She expressed her appreciation to coaches, staff, and students for their work to make the KPS athletic programs successful.

Trustee Sholler-Barber stated that school athletics were an extension of our academic programs, and helped to keep students involved in their academic classes.

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

D. **Administrative Appointment – Principal of Greenwood Elementary School**
Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Ms. Sylvia Washington as principal of Greenwood Elementary School.

**MOTION:** It was moved by Trustee Dr. Freedman, supported by Trustee Hill, to appoint Ms. Sylvia Washington principal of Greenwood Elementary School.

**Board discussion:**
Trustee Dr. Freedman stated that she had met Ms. Washington when she was an instructor of teacher education candidates at Western Michigan University. She congratulated Ms. Washington and expressed her support for her appointment as principal at Greenwood Elementary School.
Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions.

X. Other Business
None.

XI. Comments by Trustees

Carol McGlinn stated that the adult education commencement on May 22 had been a wonderful celebration.

Dr. Freedman noted that the adult education commencement was the first commencement that she had attended as a board trustee, and that it had been a wonderful start to graduation season.

Patti Sholler-Barber congratulated Kalamazoo Central High School student, Sydney Washington, for her division one track regionals championship in the shotput and wished her well as she headed to state competition.

Ms. Sholler-Barber stated that she had attended the Friends of Recreation breakfast, which had been a wonderful gathering of city officials and donors. She expressed her appreciation to the City of Kalamazoo Parks and Recreation Department for its continued support of the youth in our city.

Ms. Sholler-Barber advised that she had also attended Brews and Shoes, which was a fundraiser for the First Day Shoe Fund. She congratulated and thanked First Day Shoe Fund for having distributed 23,000 pairs of shoes to date.

Ms. Sholler-Barber reflected that the adult education commencement had been especially meaningful because the graduates had made the effort to return to school to earn their diploma. She noted that the determination of those graduates was an inspiration, and asked everyone to encourage their children to remain in school and earn their high school diplomas.

Comments by the Superintendent

Dr. Rice commended the amazing innovative grant presentations that teachers had done at the Teaching and Learning Council on May 18, and noted that he was proud to be associated with KPS. He stated that the innovativeness, creativeness, and enthusiasm of our teachers was outstanding. Dr. Rice explained that he was reminded continually of how it does not take a lot of dollars for teachers to make something extraordinary in their classrooms.

Dr. Rice advised that the KPS middle school Spoken Word Poetry Event had been held on May 24 at Linden Grove Middle School, and that the students had done an outstanding job. He noted that this was its second annual event and that he looked for the program to continue and to grow. Dr. Rice stated that KPS planned to publish the students’ work. He reminded students to continue to read and write throughout the summer.

Dr. Rice stated that the Bilingual Education English as a Second Language (ESL) Summer Literacy kickoff was also held on May 24 at Maple Street Magnet School for the Arts and had been a tremendous celebration, with great performances and a lot of families in attendance. He noted that it was one of the few times that he could remember being simultaneously translated into three other languages.

Dr. Rice advised that he had had the opportunity to host State Superintendent of Schools Brian Whiston for a visit on May 17. He explained that the state superintendent regularly visits public
school districts across the state. Dr. Rice thanked Linden Grove Middle School, Northglade Montessori Magnet School, and El Sol Elementary School for their hospitality during the visit.

Dr. Rice noted that commencement season had just begun and there were only 27 more to go: 17 elementary schools, five middle schools, four high schools, and KAMSC. He advised that the graduation farewell tour is quick and exciting and that everyone should strap on his or her seatbelt. Dr. Rice stated that there were three weeks left of the school year and that everyone needed to end the year strong. He added that it was also important that we make it a strong summer by having students remain not just physically active, but also academically active in reading, writing, and math.

Dr. Rice advised that in addition to the summer school library and the Kalamazoo Public Library, the school libraries at Washington Writers’ Academy, The Woodward School for Technology and Research, Lincoln International Studies School, Edison Environmental Science Academy, and Arcadia Elementary School would each be open once a week to provide additional opportunities for students to check out books throughout the summer, and also provide them with a healthy meal. He explained that having school libraries open was a pilot program that, if successful, KPS hopes to expand next summer.

Dr. Rice stated that KPS would announce other summer initiatives as we pursue the importance of literacy and summer reading. He noted that some research indicates that 80% of the gap between the reading levels of working class and poor children on the one hand and middle class children on the other is a function of what does or does not take place in the summer. Dr. Rice advised that we can successfully influence the summer by providing extended opportunities for children to obtain and read books.

XII. Executive Session
President Sholler-Barber asked for a motion to move into closed session to consider a legal opinion.

MOTION: It was moved by Trustee Hill, supported by Trustee Greschak, to move into closed session.

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

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, June 15, 2017 at 7:00 p.m. The board moved into closed session at 7:58 p.m.

President Sholler-Barber reconvened from closed session at 8:17 p.m., and asked for a motion on the Resolution to Amend Superintendent’s Contract for Biennial Evaluations.

MOTION: It was moved by Trustee Hill, supported by Trustee Greschak to approve the resolution.

The resolution was read into the record as follows:

A meeting of the Board of Education of the Kalamazoo Public Schools was held at 1220 Howard Street, Kalamazoo Michigan Administration Building on the 25th day of May, 2017, at 7:00 p.m.

The meeting was called to order by President Sholler-Barber.
Present: Members Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber.

Absent: None.
The following preamble and resolution were offered by Member Hill and supported by Member Greschak.

WHEREAS, the superintendent's contract with the board provides that the superintendent will be evaluated on an annual basis;

WHEREAS, after review of the superintendent's previous three consecutive annual evaluations for the school years of 2013-2014, 2014-2015, and 2015-2016, the board confirms that the superintendent has received a Highly Effective rating on his annual evaluation for each of these three school years;

WHEREAS, Section 1249b of the Michigan Revised School Code, MCL 380.1249b, provides that if a school administrator, including a superintendent, is rated as Highly Effective on three consecutive annual evaluations, the school district may choose to conduct an evaluation biennially instead of annually.

NOW, THEREFORE, IT IS RESOLVED THAT the superintendent's contract shall be amended to provide for biennial evaluations, and accordingly, the superintendent's next scheduled evaluation will be conducted and completed before the end of the 2017-2018 school year.

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

President Sholler-Barber adjourned the meeting at 8:21 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 15, 2017 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: Dr. Lauren Freedman, Ken Greschak, Craig Herschleb, Carol McGlinn, and Patti Sholler-Barber. Absent: TiAnna Harrison and Jennie Hill. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:
- Maple Street Magnet School for the Arts turn-around student Dominick Jensen, Grade 7 (unable to attend);
- Milwood Magnet School: A Center for Math, Science and Technology turn-around students Phillipe’ Campbell, Jr. (unable to attend), Jaquay Cole (unable to attend), and Janiayah Moore, Grade 8;
- KPS Members of the Stryke Force Robotics Team 2017 FIRST® Robotics World Champions
  - from Loy Norrix High School: Logan Neeley, freshman; Cade Peterman, sophomore; and James Herschleb, Maxwell Neeley (unable to attend), and Nicholas Stamper, seniors; and
  - from Kalamazoo Central High School: Erich Naidoo, junior (unable to attend); and Brandon Howard and Karley Reed (unable to attend), seniors.

Also in attendance and introduced by Mr. Lee were Maple Street Magnet School for the Arts Principal Dr. Jeffery Boggan, Milwood Magnet School: A Center for Math, Science and Technology Principal Craig LeSuer, Loy Norrix High School Principal Rodney Prewitt, and Kalamazoo Central High School Principal Valerie Boggan. The students’ parents, family, and friends in the audience were also recognized.

V. Committee Reports/School Reports
President Sholler-Barber explained that the committees had finished meeting for the summer and would resume monthly meetings in September.

School Reports
None.

VI. Correspondence
Vice President McGlinn reviewed the board correspondence that was received for the period of May 26, 2017 through June 15, 2017 (File #20).
VII. Consent Calendar

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase requests:
- 2017-32 for $241,911.12 from the Facilities Management budget for districtwide refuse and recycling services for a three-year period beginning July 1, 2017 through June 30, 2020;
- 2017-33 for $27,870.17 from the Teaching and Learning Services Department budget for elementary science consumable materials; and
- 2017-34 for $59,879.66 from the Teaching and Learning Services Department for elementary handwriting consumable materials *Handwriting Without Tears*.

Motion: Implied to approve the Consent Calendar as presented.

Board Discussion:
Patti Sholler-Barber noted that the districtwide refuse and recycling contract was important to keep the district clean, orderly, and safe for staff and students. She stated that she was proud that KPS provided instruction in handwriting for elementary students and expressed her support for the purchase of *Handwriting Without Tears* materials.

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 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. Mr. Start advised that KPS had spent $145,000 in interest on these notes in 2015-2016, which could have been better spent on behalf of our students, had the state not changed its payment schedule years earlier.

MOTION: It was moved by Trustee McGlinn, supported by Trustee Herschleb, to adopt the resolution authorizing the district to borrow up to $16 million in anticipation of state school aid.

Board Discussion:
Trustee McGlinn noted that KPS should not have to borrow money while awaiting funds due from the state of Michigan. She stated that it was outrageous that school districts had to borrow and spend money on interest while awaiting school aid payments from the state of Michigan. Ms. McGlinn stated that this should not be okay and expressed her frustration that this was an annual expense for most school districts because of how Michigan scheduled its school aid payments.
Trustee Sholler-Barber agreed with Ms. McGlinn and stated that having to spend money on interest was a large concern because this was an additional financial burden on already under-funded public school districts.

Disposition: Roll call vote; motion carried, 5-yes, 0-no, 0-abstentions.

B. 2017-2018 Preliminary Budget Report

Deputy Superintendent Start 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 noted that, as it has in the past, the preliminary 2017-2018 budget reflects board goals. In addition to longstanding goals to improve reading, math, writing, Advanced Placement participation and success, and graduation rates, the board has added two goals this year: the improvement of district marketing and service to our children and families and the expansion of career awareness, exploration, and development in the middle grades. 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 the following information.

State Revenue:
- Districts in the state of Michigan are heavily dependent on the state for revenue;
- Eighty-seven percent of our budgetary general fund revenue is generated through the school aid act;
- The most significant source of revenue is a per student foundation allowance, which was $7,738 per student for 2016-2017; and
- The increases in the foundation allowance have not come close to keeping up with inflation, as shown in the chart below.
**District Expenditures:**

- School districts, including KPS, are heavily employee intensive:
  - 2016-2017 budgetary general fund expenditures were 84.4% for employee salary and benefits; 6.1% for contracted services; and 9.5% for other expenditures.

The KPS budget process emphasizes allocating resources to the classroom. KPS has a low student-teacher ratio compared to other Kalamazoo County public school districts.

The state of Michigan produces a Bulletin 1014 each year. For 2015-2016, this bulletin reported:

<table>
<thead>
<tr>
<th>Instruction and Instructional Support Costs as a Percentage of General Fund Costs</th>
<th>KPS – 73%</th>
<th>Statewide – 71%</th>
<th>Other Kalamazoo County Districts – 70%</th>
<th>Kalamazoo County Charter Schools – 55%</th>
</tr>
</thead>
</table>

Mr. Start noted that there was 18% difference between Kalamazoo County charter schools and KPS expenditures on instruction and instructional support. He explained that that represented $25 million more of the KPS budget spent on instruction and instructional support.

<table>
<thead>
<tr>
<th>Business and Administration Costs as a Percentage of General Fund Costs</th>
<th>KPS – 10.6%</th>
<th>Statewide – 12.5%</th>
<th>Other Kalamazoo County districts – 11.7%</th>
<th>Kalamazoo County Charter Schools – 23.8%</th>
</tr>
</thead>
</table>

Mr. Start stated that there was a 13% difference between Kalamazoo County charter schools and KPS expenditures on business and administration costs. He explained that if KPS spent 23.8% of its budget on business and administration costs, we would be spending $19 million more in this category.

<table>
<thead>
<tr>
<th>Operation and Maintenance Costs as a Percentage of General Fund Costs</th>
<th>KPS - 8.9%</th>
<th>Statewide - 9.2%</th>
<th>Other Kalamazoo County districts – 8.3%</th>
<th>Kalamazoo County charter schools – 20.5%</th>
</tr>
</thead>
</table>

Mr. Start stated that there was an 11% difference between KPS and Kalamazoo County charter schools expenditures in this category. He explained that if KPS spent 20.5% of its budget on operation and maintenance costs, it would be equivalent to an additional $16 million.

KPS maintains a fund balance that is fiscally responsible, but not excessive. Mr. Start stated that KPS believes maintaining an adequate fund balance was important; however, it was not necessary to have a high fund balance. He noted that some districts that have had large fund balances have made the mistake of using those funds to cover general fund expenses and, in doing so, had run out of funds. Mr. Start stated that KPS has the second lowest fund balance as a percentage of general fund expenses in Kalamazoo County.
KPS enrollment growth has been critical to maintaining a stable financial position in light of inadequate state support. Kalamazoo County charter school enrollment has decreased by 18% from 2005-2006 to 2015-2016.

Due to state policies encouraging an increase in charter and cyber schools, urban school districts are having a very difficult time maintaining or increasing enrollment. The total losses listed in the table of approximately 120,000 students equate to a loss in foundational allowance of $900 million.

### Enrollment change 2005-2006 to 2015-2016 Public School Districts

<table>
<thead>
<tr>
<th>District</th>
<th>Change 2005-2006</th>
<th>Change 2015-2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kalamazoo</td>
<td>+2,466</td>
<td>+24%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>-5,084</td>
<td>-23%</td>
</tr>
<tr>
<td>Lansing</td>
<td>-4,912</td>
<td>-31%</td>
</tr>
<tr>
<td>Battle Creek</td>
<td>-2,606</td>
<td>-35%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>-4,425</td>
<td>-41%</td>
</tr>
<tr>
<td>Pontiac</td>
<td>-5,549</td>
<td>-57%</td>
</tr>
<tr>
<td>Detroit</td>
<td>-84,152</td>
<td>-64%</td>
</tr>
<tr>
<td>Flint</td>
<td>-12,896</td>
<td>-70%</td>
</tr>
</tbody>
</table>
Prior to the Kalamazoo Promise, KPS was losing approximately 300 students per year. Losing students forces districts to make cuts, and in turn, those cuts cause parents and families to leave the district. This is a never-ending downward spiral.

### 2017-2018 Forecast

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus, or deficit, carried forward from 2016-2017</td>
<td>$0</td>
</tr>
<tr>
<td>Foundation allowance increase (estimated at $108 per student)</td>
<td>$1,380,000</td>
</tr>
<tr>
<td>Enrollment increase (80 students, fall count)</td>
<td>$710,000</td>
</tr>
<tr>
<td>New enrollment from expansion of Kalamazoo Innovative Learning Program (KILP) (18)</td>
<td>$140,000</td>
</tr>
<tr>
<td>Additional enhancement revenue</td>
<td>$130,000</td>
</tr>
<tr>
<td>Headlee rollback</td>
<td>$150,000</td>
</tr>
</tbody>
</table>

Mr. Start explained that the State Constitution states that our non-homestead tax base can only increase up to an inflation factor that is nine-tenths of one percent. KPS non-homestead tax base increased another seven-tenths of one percent, which means that our state tax rate must be rolled back. As a result, we cannot levy our voter-authorized 18 mills; instead, we must levy 17.8704 mills. The irony is that, when the state determines how much to pay KPS under the School Aid Act, the state takes foundational allowance times the number of students and then backs out local property tax at 18 mills, regardless of whether or not we are actually receiving 18 mills.

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Universal Service Fund (E-rate) revenue decrease</td>
<td>$100,000</td>
</tr>
<tr>
<td>Additional teaching positions (3)</td>
<td>$270,000</td>
</tr>
<tr>
<td>Additional cost of KILP expansion</td>
<td>$140,000</td>
</tr>
<tr>
<td>One additional bus route</td>
<td>$60,000</td>
</tr>
</tbody>
</table>

Compensation assumptions, subject to negotiations:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase in employee insurance cost (7%)</td>
<td>$980,000</td>
</tr>
<tr>
<td>Total pay increase (1.27% per group)</td>
<td>$1,100,000</td>
</tr>
<tr>
<td>Attrition savings (0.5%)</td>
<td>$440,000</td>
</tr>
</tbody>
</table>

Projected change in fund balance                                            $0

### Selected Efforts of the Last Several Months to Drive Board Goals

Dr. Rice presented the following information.

**Board Goal 1 – Improvement of reading achievement:**

- Expansion and rebranding of summer school under the leadership of Assistant Superintendent of Teaching and Learning Services Cindy Green;
- Development of an open summer library program for five elementary schools to be open one day a week at Arcadia Elementary School, Lincoln International Studies School, Washington Writers’ Academy, Edison Environmental Science Academy, and The Woodward School for Technology and Research;
- Development of a diversity in literacy conference to be held on August 1, 2017 at the Western Michigan University Bernhard Center. This conference, entitled *Mirrors of Me: Children Seeing Themselves in Their Literature*, is sponsored by KPS and the Michigan Department of Education (MDE), with co-sponsors Michigan Association of School Administrators (MASA), Michigan Association of Secondary School Principals (MASSP), Michigan Association of School Boards (MASB), Middle Cities
Education Association (MCEA), Reading Now Network, and Kalamazoo Regional Educational Service Agency (KRESA);

- Addition of rising third graders to the rising fourth, fifth, and sixth graders who receive books sent to their homes as part of the district’s summer literacy program;
- Training of K-3 teachers and principals in the state’s ten literacy essentials and in the new third grade reading law;
- District third grade reading law committee; and
- During 2017-2018, a cohort of Kalamazoo Central and Loy Norrix teachers to be trained in Reading Apprenticeship, a series of reading strategies to help students navigate complex texts.

**Board Goal 2 – Improvement of math achievement:**

- Adoption of a new K-5 math series approved by the board this spring.
  - Kindergarten through third grade in 2017-2018; and
  - Grades four and five in 2018-2019.

**Board Goal 3 – Improvement of writing achievement:**

- Adoption of a new K-5 writing series approved by the board this spring.
  - Grades four and five in 2017-2018; and

**Board Goal 4 – Advanced Placement (AP) participation and success:**

- AP teacher refresher training during the 2016-2017 school year;
- Summer 2017 AP teacher training, the first of a three-year rotation to train all AP teachers in the district; and
- Expansion of our AP offerings to include AP French at Kalamazoo Central High School, which was piloted at Loy Norrix High School during the 2016-2017 school year. AP French is our 16th AP course in the district.

**Board Goal 5 – Improvement of graduation rate:**

- Expansion of the Kalamazoo Innovative Learning Program from 60 to 100 students; and
- In the fall, parents and students able to view the status of student high school credits online through the Home Access Center thanks to the hard work of Director of Secondary Education Johnny Edwards, Coordinator of Instructional Technology Caycee Sledge, Director of Administrative Systems and Technology Services Nathan McLaughlin, and other staff members throughout the district.

**Board Goal 6 – Continuation of the improvement of district marketing and of service to our children and families:**

- Expansion of Early Middle College programs from 4 to 8 to 35;
- Adoption of a new K-5 math series;
- Adoption of a new K-5 writing series;
- In the fall, parents and students able to view the status of student high school credits online through the Home Access Center;
- Expansion of computer access for students;
- Introduction of an updated website and training of building personnel; and
- Growth of the district Facebook page, with added news, pictures, and video.
Board Goal 7 – Improvement of career awareness, exploration, and development in the middle years of development:

- Participated in a countywide committee on expanding middle grade career awareness, exploration, and development;
- Added an emphasis on careers in summer school; and
- Expansion of Early Middle College programs from 4 to 8 to 35.

Board Discussion:
Trustee McGlinn noted that, while this was not a budget-cutting situation, the fact remains that the state continues to underfund public education. She expressed her appreciation that KPS is a lean district that continues to do the best it can for its students.

Ms. McGlinn stated that the KPS operation and maintenance costs are important as we continue to maintain and invest in our buildings, some of which are very old. She explained that we must continue to be good stewards of our buildings so that students can take pride in their schools.

Ms. McGlinn asked why KPS did not use its fund balance instead of spending money on interest to borrow money while awaiting the school aid funds from the state.

Mr. Start explained that KPS maintains a fund balance of 8.8%. He stated that the primary reason for a fund balance is because things in the financial world develop throughout the following year and we make our best estimate; however, oftentimes things happen differently. Mr. Start stated that a fund balance gives us a cushion to absorb the unexpected.

Ms. McGlinn expressed her frustration at the loss of $150,000 under the Headlee rollback.

Trustee Sholler-Barber thanked Mr. Start, Business Manager Laura Kayser, and the business office staff for all of the work that goes into budgeting. She agreed with Trustee McGlinn that the graphs indicate that KPS carries a lean budget and that any additions to the budget are focused on classrooms.

Ms. Sholler-Barber explained that the board goals drive the budget, and expressed her appreciation for including the board goals in the budget report.

Ms. Sholler-Barber expressed her frustration at the loss of $145,000 to pay interest on a loan while awaiting funds from the state and the $150,000 loss due to the Headlee rollback.

Mr. Start expressed his appreciation for the support that the board and Dr. Rice provide to the business office, and noted that KPS remains fiscally responsible under their leadership.

X. Other Business
None.

XI. Comments by Trustees
Dr. Lauren Freedman stated she had enjoyed attending high school commencements and expressed her pride in all of our graduates. She advised that she had also enjoyed attending the eighth grade promotion ceremonies and that it had been wonderful to see the excitement of the students moving up to high school as the class of 2021.
Carol McGlinn reminded everyone that even though school was out for the summer, all students should continue to read throughout the summer. She noted that students going into grades three, four, five, and six would receive books throughout the summer in the U.S. mail and that five KPS elementary schools would be open one day a week throughout the summer:

- Arcadia Elementary School – Mondays 9:30 a.m. to 10:30 a.m.
- Lincoln International Studies School – Mondays 11:00 a.m. to 1:00 p.m.
- Washington Writers’ Academy – Tuesdays 11:00 a.m. to 1:00 p.m.
- Edison Environmental Science Academy – Wednesdays 1:00 p.m. to 3:00 p.m.
- The Woodward School for Technology and Research – Thursdays 11:00 a.m. to 1:00 p.m.

Patti Sholler-Barber congratulated Kalamazoo Public Library (KPL) Head Librarian Ann Rohrbaugh on her retirement. She stated that Ms. Rohrbaugh had been a friend to every KPS student and had welcomed all of our first graders to KPL. Ms. Sholler-Barber wished her the best in her retirement.

Ms. Sholler-Barber stated that she had been knocked out by all of the end-of-the-year events during the past few weeks. She highlighted some of the programs that she had been able to attend and stated that it was a joyful time of year. Ms. Sholler-Barber also thanked the high school commencement organizers and staff for making each event special and successful. She congratulated the high school graduates who would be going on to higher education.

Ms. Sholler-Barber stated that summer is a great time to kick back and relax; however, we have programs, summer school, checklists for children, and things that can be done to encourage children to read, write, and continue to keep up on their math throughout the 82 days of summer.

Ms. Sholler-Barber thanked the Promise donors for the generous program that knows no gender, ethnicity, or socioeconomic status. She thanked them for the opportunity that the Promise gave to encourage our children and provide the funds for them to attend college and have successful lives.

Comments by the Superintendent
Dr. Rice underscored Trustee McGlinn’s comments that KPS runs a tight budget and noted that a tight budget is necessary because the state underfunds public schools. He explained that that would continue to be a problem until public schools were funded based on student needs rather than legislature wants. He noted that the legislature was involved in its own set of ideological efforts, a good example of which was the recently passed MPSERS retirement system bill, which was a solution in search of a problem. Dr. Rice noted that the hundreds of millions of dollars annually could be put to better use on behalf of school children.

Dr. Rice announced that summer school staff professional development would begin the week of June 19, and that summer school classes would begin the week of June 26. He encouraged parents to apply online at www.kalamazoopublicschools.com.

Dr. Rice stated that more than 2500 students had graduated from grades 5, 8, and 12 in the last few weeks, and that he had had the privilege and pleasure to attend commencements at four high schools, adult education, and the Kalamazoo Innovative Learning Program; and recognition ceremonies at KAMSC, a number of middle schools, and an elementary school.

Dr. Rice stated that he had attended the first annual Kalamazoo Promise dinner, which was a special treat. He stated that the honorees had been nominated by fellow staff members at their respective schools. He read into the record the award honorees:
Dr. Rice expressed his appreciation to the Kalamazoo Promise donors, its founding executive director Dr. Janice Brown, current executive director Bob Jorth, and the executive director for community relations Von Washington.

Dr. Rice stated that KPS was proud to be a major sponsor with the Michigan Department of Education of a literacy conference, *Mirrors of Me: Children Seeing Themselves in Their Literature*, to be held at the Western Michigan University Bernhard Center on August 1, 2017. He noted that this would be a statewide conference and that almost 60 KPS employees had already registered to attend. Dr. Rice stated that co-sponsors include MASA, MASB, MASSP, MCEA, Reading Now Network, and KRESA.

Dr. Rice noted that there would be 82 days of summer before school resumed in the fall. He explained that research has shown that children who read in the summer will maintain or improve their reading levels; however, children who do not read during the summer will suffer declines in their reading levels. He noted that some research indicates that 80% of the gap between the reading levels of working class and poor children on the one hand and middle class children on the other is a function of what does or does not take place in the summer. Dr. Rice encouraged parents, guardians, and families to read with and to their children every day during the summer. He stated that children in kindergarten through grade 2 should read 20 minutes a day, and children in grades 3-12 should read at least 30 minutes a day. Dr. Rice noted that the important thing is not whether the students are just capable of reading words, but also comprehending what the reading is about.
He reminded everyone that 82 days of summer can be filled with a large range of activities; however, we should be sure to include reading, writing, and math into each of those days.

Dr. Rice concluded his comments by thanking Deputy Superintendent Start and Business Manager Kayser for the excellent preliminary budget presentation.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:13 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, June 29, 2017 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 20, 2017 special Board of Education meeting to order at 7:15 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Carol McGlinn, and Patti Sholler-Barber. Absent: Jennie Hill. Superintendent Dr. Rice was also present.

IV. Reports and Recommendations
   A. Administrative Appointment – Principal of Milwood Magnet School: A Center for Math, Science and Technology
      The board reviewed the recommendation to appoint Mr. Mark Tobolski principal of Milwood Magnet School: A Center for Math, Science and Technology.

      MOTION: It was moved by Trustee Herschleb, supported by Trustee Greschak, to appoint Mr. Mark Tobolski principal of Milwood Magnet School: A Center for Math, Science and Technology.

      Board discussion:
      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 7:18 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, June 29, 2017 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 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

**Ice breaker** was led by President Sholler-Barber.

**Legal Issue – State Reform Office (SRO)**

**Board discussion:**
The board discussed the State Reform Office (SRO) being moved back under the Michigan Department of Education (MDE) and what that means to the KPS/Saginaw Public Schools lawsuit against the state of Michigan.

**Motion:** It was moved by Trustee Greschak, supported by Trustee Sholler-Barber, to support the negotiated withdrawal of the lawsuit against the state of Michigan under certain conditions, given the rescission of the governor’s executive order that removed the SRO from MDE, the return of the SRO to MDE, the removal of the threat to close local public schools, and the creation of a partnership agreement with MDE.

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

**Barbershop Literacy**

**Board discussion:**
The board discussed that books, supplies, and training for all barbers interested in being involved in this initiative would cost $775 per barbershop. Board members were in favor of beginning this initiative, with the use of literacy fund dollars. Trustee Harrison is in charge of contacting barbershops in Kalamazoo. Alvin Irby, the founder of barbershop literacy, will provide professional development to barbers on July 31 and will present at the statewide Mirrors of Me Conference at Western Michigan University on August 1.

**Board Student Athletics Policy**

Director of Secondary Education Johnny Edwards joined the meeting to discuss proposed amendments to Policy 5.5-Student Athletics. The board will further discuss the proposed policy changes in July.

**The Board in 2017-2018**

**Board discussion:**
Topics covered during this discussion included:
- Culturally responsive education school climate;
- Early literacy strategies;
- Community partner spotlights;
- Early middle college vocational education;
- Student growth data and how KPS utilizes the data;
Innovative programs that make an impact;
Marketing strategies, social media, and other media;
School climate, bullying, and restorative justice;
The Kalamazoo Promise;
New curricula in math and writing;
High school scheduling navigation and credit tracking; and
Methods to recruit teachers and other staff, to include Dr. Rice and board member(s).

In addition to these topics, the board members discussed connections to other community partners, ways to connect with one another, board goals and ways to operationalize the newest two goals, and the lobbying of locally elected state officials.

President Patti Sholler-Barber adjourned the meeting at 8:32 p.m.

Respectfully submitted by:

Jennie Hill, Secretary
KPS Board of Education
President Patti Sholler-Barber called the special meeting to order at 6:45 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

President Sholler-Barber explained that Michigan law requires that a hearing be held before the board takes action on the 2017-2018 preliminary budget. The purpose of the hearing was 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 2017-2018 operating budget for Kalamazoo Public Schools.

**Audience comments:** None.

After a call for comments, President Patti Sholler-Barber declared the meeting adjourned at 6:46 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 29, 2017 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Jennie Hill, Craig Herschleb, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:
- Middle School Alternative Learning Program turn-around students Ethan Williams, Tauran Hawkins, and Tamera Johnson; and
- Linden Grove Middle School turn-around students Casey Switzer, Julia Perry, and Rider Griffin.

Also in attendance and introduced by Mr. Lee were Middle School Alternative Learning Program Principal Tamica Frison and staff members Brandon Lukes and Randen Kroes; and Linden Grove Middle School Principal Craig McCane and staff member Lance Bentley. The students’ parents, family, and friends in the audience were also recognized.

V. Committee Reports/School Reports
Communities in Schools (CIS) of Kalamazoo – Patti Sholler-Barber, representative, reported that the CIS board had held its annual meeting on June 16 and had enjoyed a presentation from a group of Loy Norrix High School and Kalamazoo Central High School graduates about how important CIS had been in helping them gain confidence to become more involved in activities both at school and in the community. She stated that this was a welcome affirmation to the CIS board that great things were being provided to our children through the efforts of CIS.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the board correspondence that was received for the period of June 16, 2017 through June 29, 2017 (File #21).

VII. Consent Calendar

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase requests:
• 2017-35 for $61,654.80 from the 2013 bond for laptop computers for ancillary staff in the Department of Student Services;
• 2017-36 for $63,835.00 from the 2013 bond for Chromebooks and charging and storage carts for students in high school government and world history classes; and
• 2017-37 for $43,220.00 from the 2013 bond for Chromebooks and charging and storage carts for student use in the Academically Talented program.

Motion: Implied to approve the Consent Calendar as presented.

Board discussion:
President Sholler-Barber thanked the voters for their support of KPS bonds and noted that without those bonds these items would have had to be purchased out of general funds.

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 5.7 – Suspension, Exclusion, Expulsion, and Permanent Expulsion – First Reading
Dr. Rice explained that the board hears policies in two readings. He stated that the first reading was for the purpose of informing the community about what is being considered, sharing the draft policy, discussing it, answering any questions, and perhaps fine-tuning some of the language. Dr. Rice advised that the second reading at the next regular board meeting would be for the purpose of voting on the new policy.

Trustee Greschak read policy 5.7 into the record.

Policy
In accordance with district policies, state laws, and federal laws, the district will suspend (up to ten days), exclude (11-179 days), or expel (180 or more days) students for serious offenses that disrupt the educational process, infringe upon the rights of others, and/or endanger the safety of others.

Specifics
1. The Board of Education delegates to the superintendent or his/her designee the authority to suspend, exclude, or expel a student for a violation of the district’s student code of conduct when the facts indicate that a suspension, exclusion, or an expulsion is an appropriate disciplinary measure.
2. The superintendent or his/her designee will develop and implement fair and consistent investigative reporting and disciplinary measures regarding suspension, exclusion, and expulsion, including the following:
   A. Except as specifically provided below, before a student may be suspended, excluded, expelled, or permanently expelled, the district administrators making the disciplinary recommendation to the superintendent or his/her designee shall consider each of the following mitigating factors:
      i. the student’s age;
      ii. the student’s disciplinary history;
      iii. documentation of any known disability of the student;
      iv. the seriousness of the violation or behavior committed by the student;

v. documentation if the violation or behavior committed by the student threatened the safety of any student or staff member;
vi. a determination of whether restorative practices should be used to address the violation or behavior committed by the student; and
vii. documentation of consideration if a lesser intervention would properly address the violation or behavior committed by the student.

B. The fact that consideration of these factors has occurred shall be documented in the record of the disciplinary decision. The superintendent or his/her designee shall develop an appropriate checklist to be used to document consideration of these factors.

C. Except as provided in subsection (D) below, the district has discretion over whether to exclude, expel, or permanently expel a pupil. In exercising this discretion, there is a rebuttable presumption that an exclusion, expulsion, or permanent expulsion is not justified unless administration can demonstrate that it considered each of the factors listed in subsection (A) above.

D. The obligation to consider the factors listed in subsection (A) above, and the presumption identified in subsection (C) above, shall not apply to a student being permanently expelled under state law for possessing a firearm in a weapon-free school zone.

E. The district shall consider using restorative practices as an alternative or addition to exclusion or expulsion of a student. The obligation to consider restorative practices shall not apply to a mandatory expulsion for possession of a firearm in a weapon-free school zone.

3. The board will be notified of pending exclusions and expulsions, given a report from the due process hearing and 72 hours for review, and/or permitted to request to review a recommended exclusion or expulsion, before the superintendent or his/her designee renders a decision to exclude or expel.

4. The board will be notified of any and/or all actions taken related to exclusions and expulsions. All decisions by the superintendent or his/her designee to exclude or expel a student may be appealed to the Board of Education.

5. Restorative practices, suspension, exclusion, expulsion, and permanent expulsion will be defined in the procedures of the policy.

Board discussion:
Trustee Herschleb stated that the board had been working on this policy for several months to be certain that the policy aligned with state law. He explained that KPS had been implementing and practicing restorative measures in a number of cases before the state mandated that these procedures be considered and incorporated into board policy.

Trustee Greschak noted that the revised policy created more flexibility for KPS when dealing with student incidents.

Dr. Rice stated that this policy represented the end of zero tolerance in state law and returned flexibility to schools and school districts. He explained that the zero tolerance law dated from 15-20 years ago and that the associated strictures, in general, were a failure on a national basis. Dr. Rice explained that KPS currently considers age, disciplinary history, documentation of known disabilities, seriousness and documentation of the violation or behavior committed by the student, threat to the safety of staff and students, determination of whether restorative practices can be helpful, and documentation if a lesser intervention might suffice. He stated that KPS currently follows the process listed in policy 5.7 and has done so for a number of years. Dr. Rice noted that the proposed revisions to the policy are to codify what KPS has been doing and what the law
requires in our policy at the current time. He explained that the new state mandate provides public schools with more flexibility in determining consequences for the more significant student misbehaviors rather than mandatory expulsion. Dr. Rice noted that the only exception is a gun on school property, which remains a mandatory expulsion violation.

B. Policy 8.9 – Use of Seclusion and Restraint - First Reading
Dr. Rice explained that this was a new policy required by the state of Michigan.

Trustee Hill read policy 8.9 into the record.

Policy
Pursuant to MCL 380.1307a to 1307h et seq, the Board of Education of Kalamazoo Public Schools (“District”) shall adopt and implement a local policy that is consistent with the policy issued by the Michigan Department of Education in connection with the requirements of Public Act 394 regarding restrictions on the use of seclusion and restraint in public schools. This policy is to accomplish the following objectives:

Specifics
• Promote the care, safety, welfare, and security of the school community and the dignity of each pupil.
• Encourage the use of proactive, effective, evidence- and research-based strategies and best practices to reduce the occurrence of challenging behaviors, eliminate the use of seclusion and restraint, and increase meaningful instructional time for all pupils.
• Ensure that seclusion and physical restraint are used only as a last resort in emergency situations and are subject to diligent assessment, monitoring, documentation, and reporting by trained personnel.

Consistent with Public Act 394 and the policy issued by the Michigan Department of Education, the superintendent and/or his/her designee is/are directed to develop administrative regulations to implement the requirements of Public Act 394 regarding the use of seclusion and restraint.

Board discussion:
Trustee McGlinn asked for more information on seclusion and what kind of training KPS staff receives. She also asked how this new policy changes or continues current KPS practice.

Dr. Rice stated that he believed that the impetus for the state law requiring this policy was Michigan’s lieutenant governor, who was very strong on wanting to ban seclusion and restraint except in an emergency situation. He explained that seclusion was not a practice that KPS implemented because we do not seclude children as a rule. Dr. Rice noted that policy 8.9 was placing into policy what KPS has done historically.

Dr. Rice stated that there are times in an emergency situation when a student could do harm to themselves or others. He explained that in an emergency situation, state law allows for a child to be restrained. Dr. Rice advised that professional development will be completed with staff in August and September on these new laws, policies, and procedures.

Dr. Rice thanked the board, policy committee, Director of Special Education Rikki Saunders, Director of Student Services Nkenge Bergan, Assistant Superintendent of Teaching and Learning Services Cindy Green, and legal counsel Marshall Grate for their work on policies presented at tonight’s meeting.
C. Resolution to Pay up to 80% of the Cost of Medical Benefit Plans
Deputy Superintendent Start 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. Mr. Start noted that the board had approved this resolution for the last six years.

MOTION: It was moved by Trustee Dr. Freedman, supported by Trustee Hill, 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.

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

D. Adoption of the 2017-2018 Preliminary Budget and 2016-2017 Close Estimate Budget
Deputy Superintendent Start read the recommendation for the adoption of the 2017-2018 preliminary budget and the 2016-2017 close estimate budget. He explained that the proposed budget incorporated the recommendations that he had outlined for the board at its June 15 meeting. Mr. Start noted that it was a balanced budget and commended Business Manager Laura Kayser for her excellent work. He thanked the board and Dr. Rice for their support, and noted that KPS continued to be fiscally responsible.

MOTION: It was moved by Trustee Herschleb, supported by Trustee McGlinn, to adopt the 2017-2018 preliminary budget and the 2016-2017 close estimate budget.

Board discussion:
Trustee McGlinn thanked everyone for all of the work done on the budget. She noted that preparing a budget was a complicated process and expressed her appreciation to Deputy Superintendent Start and Business Manager Kayser for their diligence. Ms. McGlinn noted that she was happy to see a slight increase in state aid, although public schools still remain underfunded by the state of Michigan. She noted that KPS was a fiscally responsible district due in great part to the board, superintendent, and staff that pay close attention to the budget.

Trustee Sholler-Barber echoed Ms. McGlinn’s appreciation to the business office staff and for Mr. Start and Ms. Kayser in keeping the board informed throughout the school year. She explained that reviewing the budget brings into focus the everyday expenses needed to educate, feed, and provide transportation for our children. Ms. Sholler-Barber stated that she was pleased to be on a board that received well-constructed budgets each year. She noted that public schools continue to be underfunded by the state of Michigan and that the system for financing education was antiquated. Ms. Sholler-Barber gave as an example the fact that public school districts must borrow money each summer to meet their operating costs because the state withholds school aid until October. She noted that the cost of the interest on that loan was one of the many hurdles that impede public schools from using all of the school aid funds on behalf of our students.

Disposition: Roll call vote; motion carried, 7-yes, 0-no, 0-abstentions.
E. Approval of Employee Association Agreements

Dr. Rice read the recommendation for the board to approve one-year (2017-2018) contractual agreements with the following employee associations:

- Food Service Employees Collective Bargaining Unit
- Food Service Managers Collective Bargaining Unit
- Home School Support Specialists/Home School Interventionists
- Kalamazoo County Education Association/Kalamazoo Behavioral Specialists
- Kalamazoo Public Schools Transportation Association
- Kalamazoo Support Professionals
- Service Employees International Union Local 586 (custodians)
- Teamsters Local 214 Maintenance
- UAW Local 2150 Administrators (Units I and II)

Dr. Rice 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. He explained that agreements with all associations whose contracts end on June 30 had been ratified by the associations. Dr. Rice expressed his appreciation to Deputy Superintendent Start, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, legal counsel Marshall Grate, and all involved in negotiations from the various associations.

**MOTION:** It was moved by Trustee Greschak, supported by Trustees Freedman and Hill, to approve the employee association agreements as presented.

**Board discussion:**
Trustee McGlinn thanked everyone on all sides of the negotiating table and expressed her appreciation for the negotiated contractual agreements.

Trustee Sholler-Barber noted that all of the members of these associations are vital in providing instruction and support to our children. She commended Mr. Start and Ms. Dorsey-Smith and the members of the associations for completing these negotiations. Ms. Sholler-Barber stated that she felt it was good for staff morale to have these contracts negotiated before the start of the next school year and congratulated all members of these associations.

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

F. Administrative Appointment – Principal of El Sol Elementary School

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Dr. Natalie Wilson as principal of El Sol Elementary School.

**MOTION:** It was moved by Trustee McGlinn, supported by Trustee Greschak, to appoint Dr. Natalie Wilson principal of El Sol Elementary School.

**Board discussion:** None.

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

X. Other Business

None.
XI. **Comments by Trustees**

*Trustee Dr. Freedman* encouraged all students in KPS to make use of the Kalamazoo Public Library and the five KPS libraries that would be open one day a week throughout the summer. She encouraged children to listen to their curiosity; ask lots of questions; and look for the answers to their questions in magazines, websites, newspapers, and a variety of books. Dr. Freedman explained that by doing these things, reading would become part of everyone’s summer.

*Trustee McGlinn* noted that many of the KPS school marquees were encouraging reading throughout the summer. She mentioned that this was the 20th anniversary of the Harry Potter series of books, which had had a big impact on many children and families. Ms. McGlinn advised that there were lots of books that can provide the same kind of entertainment and enchantment that the Harry Potter series had been providing for 20 years.

Ms. McGlinn expressed her disappointment in the state of Michigan for including in the school aid fund a law that prohibits school districts from using state funds to sue the state. She explained that this law sets a very bad precedent and, further, that the school aid funds are taxpayer funds, not state funds. Ms. McGlinn noted that the state was setting a standard whereby school districts would not be able to act on an issue that the district considered wrong, and that time would tell if this law was unconstitutional.

*Trustee Sholler-Barber* echoed Trustee McGlinn’s comments on the overreach by the state in prohibiting school districts from using state funds to sue the state.

Ms. Sholler-Barber announced that the Kalamazoo Rotary Club had donated $1,000 to the Kalamazoo Central High School marching band. She noted that the Rotary makes an annual contribution to a worthy cause.

Ms. Sholler-Barber congratulated Dr. Timothy Light and his wife, Joy Light, on the Rotary Club Red Rose Citation awarded to them for their lifelong commitment to Kalamazoo. She noted that Dr. and Mrs. Light were ardent supporters of public education, dedicated to KPS, and had been instrumental in the start of the Education for the Arts program.

Ms. Sholler-Barber stated that she had had the opportunity to attend the Kalamazoo Junior Girls Association Promise Pathways to Success graduation at the Kalamazoo Central High School auditorium on June 16, and that it had been a wonderful ceremony. She thanked Pamela Roland for her leadership of this organization for over 30 years.

Ms. Sholler-Barber encouraged families to read together, ask questions, and discuss what is being read. She reminded everyone that five KPS libraries would be open once a week throughout the summer and that the Kalamazoo Public Library branches would also be open.

Ms. Sholler-Barber wished everyone a safe and happy Fourth of July weekend.

**Comments by the Superintendent**

Dr. Rice stated that KPS summer school had opened this week, and expressed his appreciation to all of the staff members who had helped to prepare for the summer classes and those who were working at summer school. He noted that 1,337 children were enrolled in summer school, which speaks to the commitment of parents to engage their children throughout the summer. Dr. Rice advised that he had had the opportunity to visit King-Westwood Elementary School and Milwood Elementary School and had been impressed by the people working hard to get their children into summer school. He explained that summer school was a wonderful opportunity for students to
work on their academic skills, enjoy one another’s company, and benefit from air conditioned rooms and breakfast and lunch each day. Dr. Rice encouraged parents and students to beat back summer slide and improve reading and math skills.

Dr. Rice thanked Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Elementary Education Judy D’Arcangelis, Director of Secondary Education Johnny Edwards, Director of Special Education Rikki Saunders, Director of Student Services Nkenge Bergan, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, and the many staff members who were working at the summer school sessions. He explained that summer school was an enormous enterprise that offered many benefits for our children.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:48 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, July 20, 2017 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary,
on behalf of Jennie Hill,
Secretary, Board of Education