

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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July 31, 2019

**MEETING ANNOUNCEMENT FOR THE
KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION**

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on **Thursday, August 15, 2019 at 7:00 p.m.** in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

- ❖ Please contact the Superintendent's Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.
- ❖ Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent's Office, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
August 15, 2019 – 7:00 P.M.

A G E N D A
REVISED 8/15/2019

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Attendance**
- IV. Announcements and Recognitions**
- V. Committee Reports/School Reports**
- VI. Correspondence**
- VII. Consent Calendar Items**
 - A. Minutes**
 - 1. July 23, 2019 Advance Meeting Minutes
 - 2. July 25, 2019 Regular Meeting Minutes
 - B. Business and Financial Reports**
Purchase Requests 2020-04, 2020-05, and 2020-06
 - C. Personnel Items**
Personnel Changes
 - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
 - A. New Teacher and Administrator Orientation
 - B. Administrative Appointment – Director of Marketing and Communications
 - C. Administrative Appointment – Director of Curriculum, Instruction, and Professional Development
 - D. Administrative Appointment – Hillside Middle School Assistant Principal
 - E. Superintendent Search Firm Report
- X. Other Business**
- XI. Comments by Trustees/Superintendent**
- XII. Closed Session (if needed)**
- XIII. Next Regular Board of Education Meeting: Thursday, August 29, 2019**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
July 23, 2019 – Board-Superintendent Advance

President Patti Sholler-Barber called the special meeting to order at 6:15 p.m. in the media center of the West Main School Professional Development Center, 1627 West Main Street. The purpose of the meeting was for the board to hold a communications workshop, as well as discuss any other matters that may come before the board.

Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Absent: Jermaine Jackson. Interim Superintendent Gary Start was also present.

1. Advance meeting agenda items discussed:
 - Responsibilities of search firms;
 - Search Firm Committee presentation of proposals from search firms;
 - Calendar for presentations; and
 - Questions to ask search firms.

No action was taken on the aforementioned items.

President Patti Sholler-Barber adjourned the meeting at 8:31 p.m.

Respectfully submitted by,

Jennie Hill, Secretary
Board of Education

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
July 25, 2019 – Regular Meeting

I. Call to Order

President Sholler-Barber called the July 25, 2019 regular Board of Education meeting to order at 7:03 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Attendance

Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Absent: Jermaine Jackson. Interim Superintendent Gary Start was also present.

IV. Announcements and Recognitions

President Sholler-Barber thanked Alex Lee for his many years of service and wished him well in his retirement.

Communications Specialist Linda Mah presented Family, Career and Community Leaders of America (FCCLA) National Leadership participants: Yasmine Diaz (unable to attend) and Diedra Smith, tenth grade; Kavia Couvillion, eleventh grade; Jay’Kree Jackson, Gabrielle Wark (unable to attend), and Lauren Zack, Kalamazoo Central High School 2019 graduates.

Also in attendance and introduced by Ms. Mah was FCCLA coach/teacher Lisa Boulding. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports**Committee Reports**

Superintendent Search Committee – President Sholler-Barber, representative, stated that there would be a presentation regarding the superintendent search later at this meeting.

VI. Correspondence

Secretary Hill reviewed the correspondence received for the period of July 12 through July 25, 2019. (File #2.)

VII. Consent Calendar

President Sholler-Barber presented the Consent Calendar items: VII.A. July 9, 2019 Advance Meeting Minutes, July 11, 2019 Regular Meeting Minutes, and July 11, 2019 Closed Meeting Minutes; and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board

President Sholler-Barber shared the public participation guidelines:

According to Board Policy 1.2, speakers should each 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 reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Sharyl Weber, 6421 Trundel Lane, Kalamazoo, introduced herself as the mother of two daughters, one who would be attending the Kalamazoo Area Math and Science Center in the fall, and one who attends Linden Grove Middle School. She noted that she was excited to see the presentations from the superintendent search firms. Ms. Weber asked that KPS please schedule these interviews in the evening to allow working parents to attend. She stated that she supported the conversation regarding the proposed resolution regarding Immigration Customs Enforcement. Ms. Weber noted that it was important to keep students safe in KPS schools.

IX. Reports and Recommendations

A. Turn 2 Foundation Presentation

Interim Superintendent Gary Start read the recommendation for the board to approve the donation of approximately \$3.2 million from the Turn 2 Foundation to renovate the baseball and softball fields at Kalamazoo Central High School. He stated that it was further recommended that the board authorize himself, Gary Start, to execute the applicable documents.

MOTION: Moved by Trustee Harrison, supported by Trustee Morris, to approve the recommendation as presented.

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

Board discussion:

Trustee Hill stated that the Turn 2 Foundation had been very generous to KPS over the years.

President Sholler-Barber stated that she was very grateful that these funds would also provide for the maintenance and upkeep of the new fields. She thanked the Turn 2 Foundation for their generous donation.

B. Easement Agreement

Mr. Start read the recommendation for the approval of the settlement agreement in *Consumers Energy Company v School District of the City of Kalamazoo*, 9th Judicial Circuit Court for the County of Kalamazoo, Case No. 19-0166-CC.

KPS legal counsel Marshall Grate recommended that the board approve the proposed settlement agreement, easement agreement, stipulation and order for payment of funds, and the stipulated order of dismissal.

MOTION: Moved by Trustee Greschak, supported by Trustee Hill, to approve the recommendation as presented.

Board discussion:

Trustee Greschak asked Mr. Grate for some clarification on the easement.

Mr. Grate noted that some trees would interfere with consumer power transmission lines. He stated that KPS negotiated with Consumers to not cut down trees under 35 feet surrounding Winchell Elementary School.

Trustee Harrison asked Mr. Start if KPS would be able to replant trees on that property.

Mr. Start stated that it depended on where and how high the trees were likely to grow. He noted that if trees or shrubs stayed under 35 feet KPS could plant both.

President Sholler-Barber stated that there would be no harm or concern for student safety at Winchell Elementary.

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

C. Partnership Agreement with Michigan Department of Education (MDE)

Assistant Superintendent Cindy Green stated that during the spring of this year, the Michigan Department of Education developed guidelines for the final evaluation of the KPS-KRESA-MDE Partnership Agreement. She explained that the guidelines would provide greater clarity in how the agreement would be evaluated in May of 2020.

Ms. Green stated that in addition to the guidelines, the Michigan Department of Education was providing the opportunity for schools to make amendments to their original agreements. She noted that KPS recommended the amendment to have nine process goals including implementation of the K-5 science curriculum, implementing diverse classroom library sets, and increasing family activities in the schools.

Ms. Green explained that the product goals would be measured by local data and state data points measured in thirds. She noted that KPS was recommending to increase the number of product goals from five goals to twelve goals. Ms. Green shared that these product goals included having separate goals for reading and math, improving school climate, decreasing student suspensions, and increasing the number of books read in the diverse classroom library sets.

Ms. Green recommended that the board approve the KPS-KRESA-MDE Partnership Agreement Amendment.

MOTION: Moved by Trustee Morris, supported by Trustee Harrison, to approve the recommendation as presented.

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

Board discussion:

President Sholler-Barber asked Ms. Green how many people were a part of the original partnership committee.

Ms. Green stated that the original partnership development team consisted of teachers, principals, central office staff, and board and community representatives. She noted that former State Superintendent Brian Whiston and other MDE staff had also been part of the meeting as well.

Ms. Green stated that the balanced calendar was not a part of the amendment but had been an initiative KPS began last year to reduce the number of days that children would not be in school. She noted that there were frequent breaks throughout the school year which had been very favorable for school climate and achievement on the NWEA/MAP scores.

Trustee Harrison asked Ms. Green to speak on the individual reading improvement plans in regards to preparing our students for the new third grade reading law and what kinds of family educational activities would be offered.

Ms. Green stated that the reading improvement plans were for K-3 students who were below grade level. She noted that these improvement plans would be implemented in the upcoming school year. Ms. Green explained that reading interventions would be put in place right away when a student was struggling. She noted that KPS would work closely with the NWEA/MAP data to target the specific skills on which the student needed assistance. Ms. Green shared that both The Woodward School for Technology and Research and Washington Writers' Academy had done a good job encouraging parents to be at school for family nights, reading nights, and math game nights. She stated that the schools had asked community resources to come to their schools to help teach parents how to work on specific skills for their children.

Trustee Moore expressed her appreciation for the additional process goals. She asked Ms. Green if KPS had any indication from the state what reduction of suspensions were wanted.

Ms. Green stated that the partnership agreements were designed by KPS. She noted that the state was looking to see if KPS could prove that they had met the goals. Ms. Green shared that as long as KPS was meeting the goals they had set that the state would give them credit for it.

D. Update on Proposed Resolutions

Mr. Start thanked Ms. Green for her work on the partnership agreement. He noted that the partnership agreement was good for all parties involved.

Mr. Start stated that at the July 25 board meeting Trustee Moore had recommended two resolutions related to ICE and detention centers. He noted that KPS was working with legal counsel on these resolutions.

E. Superintendent Search Committee Recommendation

President Sholler-Barber stated that the board had held an advance meeting on July 23. She explained that at that meeting the committee had presented four search firms to the board; Hazard, Young, Attea, & Associates, Michigan Association of School Boards, Ray and Associates, Inc., and SCHOOL EXEC CONNECT.

Trustee Greschak stated that the committee recommended three superintendent search firms to invite for public interviews on August 13 at 6:15 p.m. in the KPS board room. He noted that the three firms were Hazard, Young, Attea, & Associates, Michigan Association of School Boards, and Ray and Associates, Inc.

MOTION: Moved by Trustee Greschak, supported by Trustee Moore, to approve the recommendation as presented.

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

Board discussion:

Trustee Greschak stated that all of the recommended search firms were experienced with school districts the size of KPS. He noted that they were all skilled at guiding the board and the public with this process. Trustee Greschak stated that KPS was in a good position and that the board wanted to find the firm that was the best fit for KPS.

President Sholler-Barber explained that the board had requested that the person from each search firm doing the presentation be the person that would be working with the board throughout the selection process.

X. Other Business

None.

XI. Comments by Trustees

Trustee Moore thanked the district for looking into the Immigration and Customs Enforcement (ICE) and detention center resolutions. She asked that the district consider consulting with local immigrant rights organizations to understand their specific needs within our community.

Trustee Morris thanked Mr. Lee for his many years of service to KPS. He noted that Mr. Lee would be missed.

Trustee Greschak wished Mr. Lee happy trails. He noted that Mr. Lee was leaving behind a strong legacy.

Trustee Harrison welcomed Interim Superintendent Mr. Start and stated that she appreciated his years of experience with KPS. She also thanked Ms. Green for all of her hard work on the partnership agreement and the senior staff for all of their hard work during this transition time.

Trustee Harrison noted that the Kalamazoo community had suffered a loss last week with the passing of Shequita Lewis, former Washington Writers' Academy PTO President. She noted her hard work for students and expressed her condolences to her family and the Washington Writers' Academy community.

Trustee Hill stated that the *Excelsior* was an excellent newspaper that represented KPS. She noted that Mr. Lee had begun working for KPS 22 years ago and had designed this publication during his first week of employment. She thanked Executive Supervisor of Facilities Management Karen Jackson for all the capital projects going on in the district this summer. Trustee Hill welcomed new teachers to KPS and shared that KPS was a great place to work. She noted that Mr. Start had been with KPS for 36 years.

President Sholler-Barber stated that Ms. Lewis had been a true advocate for KPS students. She expressed that the board sends its condolences to her family.

President Sholler-Barber stated that the KPS senior leadership team was providing strong stability in the district during this transition time. She noted that she was confident with the board as a team to make the right choice during the superintendent search firm selection process.

President Sholler-Barber thanked Mr. Lee for his patience and help during many crises and agreements during his time in KPS. She noted that there had been many moments where KPS was stronger for what he had done over the years. President Sholler-Barber thanked Mr. Lee for all of his years of service in KPS.

Comments by the Interim Superintendent

Mr. Start stated that the Salvation Army was having a stuff the bus event at local Walmart's from 8:30 a.m. to 6:30 p.m. on Saturday, August 3. He noted that KPS and Communities in Schools (CIS), would receive all of the school supplies donated at the 9th street Walmart. Mr. Start explained that KPS would provide a school bus to transport these supplies to Kalamazoo Central High School to be sorted and distributed to KPS schools.

Mr. Start reminded KPS families that four KPS schools remain open for summer libraries.

School	Weeks	Days	Time
Arcadia	June 17-August 12	Monday and Wednesday	11:00 a.m. to 1:00 p.m.
Edison	June 17-August 12	Monday and Wednesday	1:00 p.m. to 3:00 p.m.
King-Westwood	June 17-August 12	Monday and Wednesday	11:00 a.m. to 1:00 p.m.
Parkwood Upjohn	June 17-August 12	Tuesday and Thursday	11:00 a.m. to 1:00 p.m.

Mr. Start thanked the donors of the Kalamazoo Promise. He noted that before the Promise KPS had been losing students. Mr. Start stated that KPS had had a hardworking, dedicated staff but that it was hard to improve when you were dismantling the district year after year. He noted that the Promise had financially strengthened KPS and had made it a better school district for all of its students and teachers.

Mr. Start thanked Dr. Rice for having been a tremendous boss and friend. He stated that he had never seen anyone more dedicated to students and their success than Dr. Rice. Mr. Start noted that he had appreciated all of his work in KPS over the past twelve years. He thanked his senior leadership staff for their support during this transition. Mr. Start also thanked the board and the Kalamazoo community for believing in education.

XII. Closed Session (if needed)

President Sholler-Barber did not call for a closed session and adjourned the meeting at 8:10 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 15, 2019 at 7:00 p.m. She also noted that there would be an advance board meeting on August 13, 2019 at 6:15 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: August 15, 2019

SUBJECT: Approval of the Attached Purchase Recommendations

RECOMMENDATION: It is recommended that the board approve the purchases reflected on the attached Purchase Recommendation Data Sheets.

RATIONALE: In general, purchases greater than \$24,459 for materials, supplies, equipment, building construction, renovation, or repair are brought before the board for approval.

The attached purchase recommendation data sheets include all purchases that require approval at this time. Aspects of the purchases that are considered significant to the decision-making process are outlined on the data sheets.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: August 15, 2019
Request Number: 2020-04
Amount: \$108,769.40

Item: 34 Hatch iStartSmart pre-K-K 3.0 Computer Learning Centers @ \$3,199.10 each

Cost Center: 2018 Bond

Cost Center Representative(s) attending Board meeting: Nathan McLaughlin

Description of Need:

This purchase is for Hatch learning centers to be placed in PEEP classrooms. It includes 34 desktop computers, 17 printers, three-year software license, three-year extended warranty, and one full day of professional development for staff. The programs installed on the learning centers provide age appropriate activities that adapt to children's learning and are aligned with the program's student assessment.

Vendor: Hatch Early Learning
Winston-Salem, NC

Number of Proposals Requested: N/A

Low Bid Accepted: N/A

Additional Information:

Hatch Early Learning devices have been determined to be the appropriate computers/software for our early childhood program. The devices are used in most county early childhood programs. Hatch Early Learning is the sole source for Hatch Early Learning devices.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: August 15, 2019
Request Number: 2020-05
Amount: \$35,026.83

Item: 36 HP EliteBook 830 G5 @ \$926.00 each, and one (1) Anywhere charging and storage cart @ \$1,690.83.

Cost Center: KRESA EFE Funding

Cost Center Representative(s) attending Board meeting: Nathan McLaughlin

Description of Need:

This purchase is for 36 HP laptops and storage cart for Kalamazoo Central's EFE Marketing class. KRESA will be reimbursing the district for this purchase.

Vendor: HP, Inc
Austin, Texas

Number of Proposals Requested: N/A

Low Bid Accepted? N/A

Additional Information:

The REMC statewide cooperative acquisitions project is provided as a service for the schools of Michigan. This program has been established through legislation (Michigan Compiled Laws Act 451 Section 380.671) and the rules and regulations of the Michigan Board of Education. The project provides large-volume bid prices on a variety of educational resources, which enables schools and school districts statewide to aggregate purchases and generate savings in tax dollars and staff time.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: August 15, 2019
Request Number: 2020-06
Amount: \$325,662.91

Item: Audio and Video Enhancement Systems for Prairie Ridge Elementary School and Community Education Center

Cost Center: 2018 Bond

Cost Center Representative(s) attending Board Meeting: Nathan McLaughlin

Description of Need:

This purchase is for the equipment and installation of audio and video enhancement systems for classrooms, labs, and cafeteria spaces at Prairie Ridge Elementary School and classrooms, labs, and training spaces at the Community Education Center (CEC).

Vendor:	Tierney Brothers Minneapolis, MN	\$193,646.00	Prairie Ridge
	Feyen Zylstra Grand Rapids, MI	\$ 32,023.00	Prairie Ridge
	Moss Telecommunications Grand Rapids, MI	\$ 99,993.91	Community Education Center

Number of Proposals Requested: 200+ **Received:** 5

Low Bid Accepted? Yes

Additional Information:

The 2018 bond included a district-wide budget for the purchase and installation of audio-visual enhancement systems. This purchase is within the overall parameters of that budget.

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: August 15, 2019

SUBJECT: Personnel Changes

RECOMMENDATION: It is recommended that the board approve the following employment changes:

- I. Employment
 - A. Professional/Management
 - Jessica M. Anderson, Kindergarten Teacher, Prairie Ridge Elementary, August 2019
 - Toni L. Brown, Third Grade Teacher, Northeastern Elementary School, August 2019
 - Christine M. Day, Fourth Grade Teacher, Dr. Martin Luther King, Jr. in Westwood Elementary School, August 2019
 - Olivia A. DeLucia, Second Grade Teacher, Parkwood Upjohn Elementary School, August 2019
 - Jose S. Diaz, Third Grade Teacher, El Sol Elementary School, August 2019
 - Bright O. Egwim, ESL Teacher, Loy Norrix High School, August 2019
 - Kayla A. Evans, Spanish Teacher, Loy Norrix High School, August 2019
 - Carlotta L. Frazier, English Teacher, Loy Norrix High School, August 2019
 - Jodi R. Johnson, PEEP Teacher, Lincoln International Studies School, August 2019
 - Joseph R. Kunitzer, Spanish Teacher, Kalamazoo Central High School, August 2019
 - Judi L. Mentzer, Counselor, Kalamazoo Central High School, August 2019
 - Heather N. Nieboer, Math Teacher, Hillside Middle School, August 2019
 - Erin M. Nihill, Second Grade Teacher, Spring Valley Center for Exploration, August 2019
 - Elizabeth M. Riley-Spreitzer, E2 Teacher, Northglade Montessori Magnet School, August 2019
 - Peter W. Rose, Science Teacher, Loy Norrix High School, August 2019
 - Evelene Schram, Fifth Grade Teacher, Lincoln International Studies School, August 2019
 - B. Classified
 - Susan E. Daniels, Assistant School Secretary, Maple Street Magnet School for the Arts, 8/19/2019
 - Kimberly D. Knight, Assistant School Secretary, Milwood Elementary School, 8/19/2019
 - Diane K. Tucker, Work Site Paraprofessional, Loy Norrix High School, 8/29/2019
- II. Promotions/Key Transfers
 - A. Professional/Management
 - B. Classified
- III. Leaves of Absence

- A. Professional/Management
- B. Classified

IV. Terminations

- A. Professional/Management
 - Terese C. Hughes, Third Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 7/25/2019, Resigned
 - Jessica A. Klobucher, Kindergarten Teacher, Prairie Ridge Elementary School, 7/22/2019, Resigned
 - Amie J. Phelps, Lead Teacher, Northglade Montessori Magnet School, 6/14/2019, Resigned
 - Shannon M. Sheets, K-8 District Literacy Coach, Teaching & Learning Services, 8/5/2019, Resigned
- B. Classified
 - Imara A. Bowers, Special Education Paraprofessional, Spring Valley Center for Exploration, 8/8/2019, Resigned
 - Marcy J. Carter, Paraprofessional, Maple Street Magnet School for the Arts, 8/2/2019, Resigned
 - Bright O. Egwim, Bilingual Paraprofessional, Kalamazoo Central High School, 7/31/2019, Resigned
 - Earl F. Mortimore, Maintenance, Facilities, 8/28/2019, Resigned
 - Valerie Osborne, Librarian Assistant (0.2), The Woodward School for Technology and Research, 7/22/2019, Retiring
 - Barbara L. Pollard, School Secretary, Woods Lake Elementary: A Magnet Center for the Arts, 8/16/2019, Retiring
 - Elizabeth M. Riley-Spreitzer, School Secretary, Northglade Montessori Magnet School, 8/3/2019, Resigned
 - Precious D. Walker, Special Education Paraprofessional, Lincoln International Studies School, 8/12/2019, Resigned

V. Termination from Leave of Absence

- A. Professional/Management
- B. Classified

VI. Return from Leave of Absence

- A. Professional/Management
- B. Classified

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Gary L. Start, Interim Superintendent
DATE: August 15, 2019
SUBJECT: Administrative Appointment

RECOMMENDATION: It is recommended that the board appoint Ms. Susan Coney to the position of Director of Marketing and Communications.

RATIONALE: This recommendation completes a thorough process used to select the candidate for this position. The job was posted internally and externally, and all qualified applicants were considered.

Interviews were conducted by Interim Superintendent Gary Start; Assistant Superintendent of Human Resources Sheila Dorsey-Smith; Assistant Superintendent of Teaching & Learning Services Cindy Green; Director of Secondary Education Johnny Edwards; Director of Student Services Nkenge Bergan; Director of Information & Technology Nathan McLaughlin; Principal of Phoenix High School Mark Hill; Community Education Leader Lynn Chio; Communications Secretary Edie Trent; Retired Radio Personality John McNeil; and Parent Advisory Council Members Patti Kanipe and Patrice Hillsman.

Ms. Coney has been employed by the South Bend Community School Corporation in South Bend, Indiana for the past 24 years, 16 years as the director of communications, three years as coordinator of communications, and five years as the supervisor of support services. Previous to her employment at the South Bend Community School Corporation, Ms. Coney was a marketing coordinator for five years.

Ms. Coney earned a bachelor's degree from DePauw University and a master's degree in education/school counseling from Indiana University South Bend. In addition, Ms. Coney has completed the Non-Profit and Communication Series from the University of Notre Dame.

Ms. Coney is a member of the Indiana School Public Relations Association, the National School Public Relations Association and a graduate from the St. Joseph County Chamber of Commerce Leadership XX Class.

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Gary L. Start, Interim Superintendent
DATE: August 15, 2019
SUBJECT: Administrative Appointment

RECOMMENDATION: It is recommended that the board appoint Matthew McCullough to the position of Director of Curriculum, Instruction, and Professional Development.

RATIONALE: This recommendation completes a thorough process used to select the candidate for this position. The job was posted internally and externally, and all qualified applicants were considered.

Interviews were conducted by Interim Superintendent Gary Start and teams consisting of Assistant Superintendent of Human Resources Sheila Dorsey-Smith; Assistant Superintendent of Teaching & Learning Services Cindy Green; Director of Special Education Rikki Saunders; Director of Elementary Education Judy D’Arcangelis; Director of Secondary Education Johnny Edwards; Director of School Improvement, Title I & Assessments Geoff Howe; Technology Integration Teacher Tracy Miller; Middle School Alternative Learning Program Principal Tamica Frison; Linden Grove Middle School Principal Craig McCane; Phoenix High School Principal Mark Hill; and Spring Valley Center for Exploration Principal Lisa Dewey.

Mr. McCullough is currently the director of innovation, teaching, and learning in Schoolcraft Community Schools for the past three years. Previous to his employment at Schoolcraft Community Schools he was the assistant principal at Onsted Community Schools in Onsted, Michigan for two years; assistant principal at Arbor Preparatory Academy in Ypsilanti for one year; and eight years as a KPS teacher, five years at Loy Norrix High School and three years at Milwood Magnet School: A Center for Math, Science and Technology.

Mr. McCullough attended Western Michigan University where he earned a Bachelor of Arts degree in history, social studies, and education, and a master’s degree in educational leadership.

Mr. McCullough is a member of Association for Supervision and Curriculum Development (ASCD), Michigan and National Councils for Social Studies, and the National Council of History. He serves on the Western Michigan University College of Education board and Michigan Competency Consortium

board. He founded the Western Michigan University Teacher Collaborative and the countywide TeachStock EDCamp held earlier this summer.

Mr. McCullough has received prestigious fellowships and is a sought-after speaker in the areas of curriculum, instruction, project-based learning, and technology.

KALAMAZOO PUBLIC SCHOOLS

Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: August 15, 2019

SUBJECT: Administration Appointment – Hillside Middle School Principal

RECOMMENDATION: It is recommended that the board appoint Sally DeVisser to the position of Assistant Principal at Hillside Middle School.

RATIONALE: This recommendation completes a thorough process used to select the candidate for this position. The job was posted internally and externally, and all qualified applicants were considered.

Interviews were conducted by Interim Superintendent Gary Start and by teams consisting of Assistant Superintendent of Human Resources Sheila Dorsey-Smith; Assistant Superintendent of Teaching & Learning Services Cindy Green; Director of Special Education Rikki Saunders, Director of Student Services Nkenge Bergan; Director of Secondary Education Johnny Edwards; Director of School Improvement, Title I & Assessments Geoff Howe; Principal of Hillside Middle School Atiba McKissack; Hillside Middle School Parent Advisory Council (PAC) Member Stacie Querfurth; and Hillside Middle School Parent Nicole Kragt.

Ms. DeVisser has been the social studies teacher at the Middle School Alternative Learning Program for the past nine years. Prior to coming to Kalamazoo Public Schools, Ms. DeVisser was a part-time multi-grade teacher at the Reformed Heritage Christian School for over five years.

Ms. DeVisser attended Western Michigan University where she earned a Bachelor of Science degree in elementary education, with minors in social studies and science. She has earned two master's degrees from Spring Arbor University in education and reading.

Ms. DeVisser is a graduate of the 2017-2018 KPS Aspiring Administrators Academy, a mentor to novice teachers, and the recipient of the 2018 Kalamazoo Education Association Partners in Education Award. She has been trained in major educational initiatives that include Foundations, Sheltered Instruction Observation Protocol (SIOP), Capturing Kids Hearts, Adaptive Schools, and Cognitive Coaching.