

Transcript of Board of Education Meeting – January 11, 2021

CALL TO ORDER

19:00:56 Okay, well I have that it's seven o'clock. So I'm going to call this meeting of the Jamesville-DeWitt Central School District to order, as they call tonight's meeting to order.

19:01:08 As I call tonight's meeting to order. I want to acknowledge the extraordinary events of the past week, most notably last Wednesday's violent attempted coup in our nation's capital, and the pending second set of articles of impeachment levied against the

19:01:21 current president for his actions, which include, among others, the charge of, and I quote, inciting violence against the government of the United States.

19:01:30 This is not normal.

19:01:33 These events are deeply disturbing and they strike at the heart of our nation's democracy, rule of law.

19:01:55 This insurrection has occurred against the backdrop of a year long battle against a deadly global pandemic long, standing systemic racial injustice and social inequities in our country.

19:01:52 Individually, each of these is overwhelming.

19:01:54 Together they can seem insurmountable.

19:01:56 But they're not insurmountable.

19:01:59 History is happening now. And we have the unique opportunity and challenge to be part of a watershed moment where our democracy is strengthened and our society reshaped to condemn the pervasive toxic ideology of white nationalism and white supremacy.

19:02:16 I go Dr. Smith email this week in acknowledging the tremendous impact on our whole community, as we try to understand what happened. How did this happen.

19:02:26 What does this mean and what is my role for our students, please reach out to your parents, teachers and counselors if you're struggling. If you need more academic or mental health support during this scary and uncertain time.

19:02:41 We are in this together, and we are here for you as you wrestle with these important questions. Verify facts, reflect think critically, seek truth and build wisdom for our teachers.

19:02:55 These are unprecedented times and we are grappling with national questions and issues that previously may have seemed unfathomable.

19:03:03 Please know that we want to support you in this work, and we recognize that you are on the front lines of these conversations, as well as the pandemic.

19:03:12 As Dr. Smith highlighted it's incumbent on educators to support our students and help them answer these questions. When events of such significance occur in our communities and our nation, please reach out to the administration if you need additional

19:03:25 curricular support or resources, and also please set an example of furthering a culture of wellness by taking care of your mental and physical health during this challenging time for parents.

19:03:37 Please know that we are here to support your children. We affirm our commitment to providing a safe, caring, inclusive, equitable, challenging learning environment that's free from discrimination and harassment, please reach out to your child's teacher

19:03:52 counselor, your building leader or Dr. Franz or other members of the administration. If you have questions about curriculum or need resources to facilitate further discussions with your child. Public education is foundational to our democracy.

19:04:07 And as a school community we can move forward to seek truth, build knowledge, develop critical thinking skills, engage in civil discourse and affirm each other's humanity.

19:04:18 Together we're JD.

19:04:21 I think that it's important that we take a minute to reflect on this week and also, just to acknowledge that we're in very unprecedented times right now.

RED RAM RECOGNITION

19:04:35 So moving forward into our stated agenda.

19:04:39 I want to start with the Red Ram Recognition.

19:04:44 And the first group that I want to acknowledge our nurses and OT and PT staff who really have been on the front lines of the pandemic.

19:04:54 And as we saw, we're one of the first groups eligible to be vaccinated so thank you very much for your service to our students and I hope that you have been able to move forward.

19:05:06 Receiving the vaccine I know this is a small glimmer of hope in what is an extraordinarily challenging time.

19:05:13 I also want to thank and acknowledge our teachers who are part of the next wave that's eligible for the vaccine and I hope that you too will take advantage of this opportunity.

19:05:27 And then the third group that I want to recognize this evening is our IT team. We haven't recognized them yet during this pandemic. And I think we all acknowledge that remote learning is built on a foundation of IT support so I want to say thank you for

19:05:45 that and I also want to highlight that a community member reached out to remind us to recognize this often unsung staff group so thank you to our community for being engaged in Red Ram Recognition.

19:06:00 And thank you to our IT team for the hard work that you're doing to support remote learning.

19:06:07 I want to remind the community if you have other suggestions for Red Ram Recognition please do reach out to me. My address is on the board website, and let me know because we really do value your input and want to make sure that we are acknowledging the

19:06:23 unsung heroes in our district.

COMMUNITY COMMENT TIME

19:06:27 Moving on to the next agenda item is community comment. I know that I've received at least one. Tim, did you also receive that? Yes, just the one, Christiana.

19:06:38 Perfect. So then, if you have a community comment, this is your time to email BOE comments@jd.cnyric.org.

19:06:49 We'll give it just a minute.

19:06:53 But in the meantime, let's move forward with Christiana's public comment.

19:07:05 Good evening.

19:07:08 I think I'm going to go ahead and pass, I think that you know your parents, President touched on some of the major points.

19:07:19 I think that I might just want to add that I think it's important in this moment that we be intensely self-reflective.

19:07:28 I think maybe this isn't the moment to raise concerns over the areas where we still have work to do.

19:07:37 But I think that if we reflect on the last few years.

19:07:42 We understand that there's been changes.

19:07:45 And there have been important improvements.

19:07:47 But there are many spaces where are still students are still not fully supported, especially when it comes to dealing with issues like white nationalism and that ideology that is still in our community.

19:08:03 It's always been in our community, we've seen it's at the national level and I think there's a temptation for us to think that we are somehow separate from that.

19:08:11 But I think that the experiences of students and families that have been brought to this Board of Education for the last three years, specific incidents with the Confederate flag itself which we saw unfold on the grounds of the Capitol Building.

19:08:25 Last week, those incidents are echoes of that same ideology.

19:08:31 And we are not separate from it. It is here among us.

19:08:35 It's recruiting, our children.

19:08:38 And it is targeting our children.

19:08:43 And I think that we have to

19:08:46 move beyond the shock of the moment.

19:08:49 And the moments that may come and, and be very reflective of what our responsibilities are as individuals and as representatives of an institution to ensure that all of our students have the support that they need.

19:09:03 Right now, and I'll send the rest of my comments to all via email. Thank you very much.

19:09:08 Thank you.

MINUTES OF DECEMBER 21, 2020

19:09:19 I don't have any other comments, Tim, have you received any additional comments. No, I did not. Okay, so then we will move on to our next agenda item which is Superintendent's personnel recommendations.

19:09:35 When do we have to approve the minutes, oh my goodness I'm so sorry I toggled my screen up a little too high. So first let's approve the minutes of the December 21 board meeting is, are there any amendments or discussion of those minutes.

19:09:52 If not, is there a motion to approve them

19:09:59 Joe will make that motion. Thank you Joe is there a second, wait a second, you Renee.

19:10:06 First is my audio better this time than it was last meeting. Okay, great. So let me know if it changes, but then otherwise I'll call out the votes as we typically do Dana, How do you vote.

19:10:19 Aye, Sharon.

19:10:22 Aye, Lori.

19:10:25 Aye, Juanita.

19:10:31 I see her on her phone but I don't hear you on either.

19:10:37 We'll come back to you in a minute Dave, aye.

19:10:40 I am aye, and then Juanita, are you there now.

19:10:46 Aye, can you hear me. Yes.

19:10:48 I got everybody right.

19:10:50 And Joe, as well, so sorry, rename it. Okay. Yeah. Great. All right, we're all set. Moving on, I will get the next one, right.

SUPERINTENDENT'S PERSONNEL RECOMMENDATIONS

19:11:00 The next is to accept the superintendent's personnel recommendations, very small a retirement of a teacher aide at Moses..

19:11:11 Okay.

19:11:12 Is there any discussion or questions.

19:11:16 Is there a motion to approve the Superintendent's personal recommendation.

19:11:22 I'll make a motion to approve say no. Thank you, Dana Is there a second. I'll second. Thank you, Sharon, Joe, how do you vote.

19:11:31 Aye.

19:11:31 Renee, you know.

19:11:36 Aye, Lori.

19:11:37 Hi, Sharon.

19:11:42 Aye, Dave.

19:11:46 Aye

19:11:47 know, Aye know as well.

APPROVE FUNDS TO IMPLEMENT THREE YEAR CONTRACT WITH FOOD SERVICE UNIT

19:11:48 And then moving on to item three approved funds to implement the three year contract with the food service unit.

19:11:56 The contract that's in front of you tonight is very similar to other contracts that you have seen so far has salary increases commensurate with other contracts that have been passed by the Board, as well as the addition of vision insurance to this group

19:12:12 In exchange, we have movement of the three tier drug card to a higher paying copay, as well as adding RX added to that drug card, as well as the provision added for buying out the health insurance.

19:12:31 I recommend approval.

19:12:41 Peter or Tim Could you talk briefly about the financial impact to the district

19:12:52 out there you want to address that. Yeah. Yep. Um, so it's similar to the other impacts, quite frankly, there is only a. I think there's five members that receive health insurance, it's not a very big group.

19:13:04 It has a similar as a percentage as everyone else maybe even a little better because of the salaries are not as high to the increases in dollars versus savings is a little greater so the other thing is, this is the second group now I believe .

So that's kind of, again, an added benefit to this beginning of that process as we look forward to future negotiations is another tool that we would have to be able to move forward with.

19:13:40 Great, thank you.

19:13:42 Are there any further questions.

19:13:47 If not, is there a motion to approve funds to implement a three year contract with the food service unit.

19:14:01 Renee, I'll move. Thanks Renee, is there a second.

19:14:05 Lori I'll second. You Lori, Dave, How do you vote.

19:14:11 Aye

19:14:11 Sharon.

19:14:12 Aye, Lori.

19:14:15 Aye, Joe.

19:14:18 Aye, Renee.

19:14:22 Aye, Dana. Aye, Juanita as well.

BOARD POLICIES – FIRST AND SECOND READINGS

19:14:28 Then moving on to item for be which is new business I'm going to turn it over to Juanita about board policy first reading.

19:14:39 Thank you, Wendy.

19:14:41 We have a number of new policies that we reviewed at the policy committee this past week.

19:14:48 We did have the good fortune to have Tracy meditates there to give us perspective

19:14:55 over these. These are all related to special education.

19:14:59 7633 7690 We did make a number of changes to these all based mainly on recommendation.

19:15:09 And then Pete or Nate, or Peter, do you have any other comments that you want to add about any of the changes that we made.

19:15:22 I think I would just add that.

19:15:26 there are a number of new policies added to this set that are not in our current policy manual which are good brings us up to speed with commissioners regulations, and then just to add on to what Juanita was saying that the input of Tracy was supportive

19:15:42 with a review of the legal team at our legal team also reviewed these policies with Tracy, looking for areas of again compliance with law and with regulation.

19:16:00 Then I would just mention that the board policy that we reflected on last time, 7612, there was some concern about CPSE versus CPS and so we revisited that policy as you get into your second policies, and I am sharing it so you can see the

19:16:21 adjustments that we made so we took out created for each preschool student with a disability and here in the middle, and made them their own line.

19:16:31 Please disregard the items on the left that I'll get cleaned up when we do our full manual review, but there we have added this line here the CPSE will determine written goals, including academic and functional goals for each student with a disability,

19:16:46 by considering the special and individual needs of each student with a disability, short term instructional objectives and or benchmarks will be created for each preschools whether disability.

19:16:57 And so we've just clarify that for both the policy and for the board.

19:17:12 Are there any questions about the board policies first reading.

19:17:28 Juanita I know you mentioned that changes were made in regards to these policies based on input from Tracy. Can you summarize some of the changes that we made from the boilerplate that we received to customize them for us?

19:17:47 Yeah, most of them were smaller, I think one of the things that Tracy did a nice job of is adjusting them to fit what we actually do in practice.

19:18:01 I don't, I don't think any of them are material enough for me to recount. You know what I mean they're, they're very small but we did have a lengthy conversation about one of the policies and I forget the number right now Pete or Peter if you know, it helps

19:18:17 me out.

19:18:19 But there was one where.

19:18:25 There, there, the policy previously said that we required parental consent.

19:18:30 When we do a certain procedure, I forget the letters.

19:18:35 But we asked her last day. 7660.

19:18:40 Thank you.

19:18:42 And we actually were going to modify the policy to say that we will try to notify the parents.

19:18:52 And one of the things that Tracy talked about was that in practice, she would never just do that particular process without discussing it with parents and having parental consent, which is something that anybody who's listening to us talk about special

19:19:06 education at the board meetings know that's really important to the Board.

19:19:10 She would she would never just do that without parental consent so she left the policy as he is even though we could have probably made it a little bit more suggestive.

19:19:22 She said no, in practice this is what I do and this is really important for us to communicate with parents so she left it that way.

19:19:28 That one is probably the most notable to me because I felt it was important, and she agreed and so did everybody else on the committee.

19:19:40 A lot of it was really semantics, you know language changes and things just to make it clear, so that the policy is easy to understand from a parent and lay person perspective.

19:19:54 Pete, or Peter, do you have any other specific examples you could know. So, just as Wendy was saying, you know, there were simple things like 7630 we made a title change, instead record.

19:20:10 That's what services.

19:20:13 7640 we made a substantive change with the under functional behavior analysis and assessment tool not an evaluation tool so we made that language change their 7641 was an entirely new policy 7643 was a new policy we made a change there in terms of making

19:20:34 sure that it was fair that we put an IEP coming in as is, because I was not clear in the current policy as Juanita mentioned 7660 we discussed parental consent, and then 7680 saw the most substantial of all the changes in the policies that we made.

19:20:51 And what that was, was we found the policy to be too brief for the committee's liking. And so we took five paragraphs. Oh, excuse me six paragraphs, from the original policy that we had and we included them there.

19:21:05 And if you look at your manual or at the policies you've been given their progress they are paragraphs, three through nine on your current policy and 7680 and then 7690 we did not make any changes.

19:21:31 Are there any other questions about the board policies first reading.

19:21:38 If not I have one more, Juanita, if part of the goal of these is to make sure that they are easy to understand by a lay person parent,

19:21:48 Would it be helpful to have them read by someone who's not in meshed in this language to get that feedback to see if there's anything that maybe doesn't make sense if you're not used to seeing it.

19:22:01 or they could be further clarified in the policy.

19:22:05 Yeah, I think that's a great idea.

19:22:09 Maybe, maybe you could take that back to the policy committee and see if that's of interest to them and pursue that before it comes back for a second reading.

19:22:18 Okay.

19:22:20 Thanks,

19:22:27 There any other discussion around board policies first reading.

19:22:34 If not, let's move on to board policy second reading

19:22:40 Juanita is there anything that you want to say about these.

19:22:47 Sorry. No, other than the comment that Pete made earlier

19:22:53 about the look that we did at the grouping by similarity of needs.

19:23:03 I don't think we made any other changes,

19:23:08 where we didn't have our full committee. So, I don't know, Renee Did you have any comments about any of the policies that you wanted to add or comment on.

19:23:23 No, I think you guys covered everything.

19:23:26 Okay.

19:23:29 I was missing you know it's like where's Renee.

19:23:35 And somebody.

19:23:39 Is there any further board discussion or questions around the board policy second reading.

19:24:00 If not, is there a motion to approve the policies as listed on the agenda.

19:24:07 Number 7610 through 7621

19:24:14 Joe make that motion.

19:24:17 Is there a second.

19:24:18 This is Lori, I second the motion.

19:24:22 Sharon, how do you vote.

19:24:24 Aye, Renee. Aye.

19:24:31 Lori.

19:24:33 Aye, Joe.

19:24:35 Aye.

19:24:36 Dana.

19:24:43 Aye.

19:24:47 Are you there.

19:24:52 Wendy I think you're cutting out again. Oh no, I don't know I didn't hear you.

19:24:57 Okay. Can you hear me now.

19:25:00 Yeah, Juanita, how do you vote.

19:25:03 Aye, I'm an aye as well.

POTENTIAL CONSIDERATION FOR FUTURE MEETINGS

19:25:08 Alright, moving on to item number three potential consideration for future meetings.

19:25:15 We are continuing to move many of those items forward and I know, in particular, Peter is going to be reaching out to try to set a meeting with the town so that we can talk about some of our shared priorities and see where were some of those things to

19:25:37 go.

19:25:56 Okay.

19:25:58 The master teacher review is scheduled to be a report to the board on the January 25 meeting correct Peter.

19:26:08 All right, and then.

19:26:27 And then in terms of the building capacity. Questions. Peter is reaching out to several different consultants and will come to us them with a recommendation

19:26:40 When he receives the responses about those, I don't know if there's anything else that you would want to say about any of that Peter, that's fine.

19:26:47 Thank you. Great. So I think it's great that these are all moving forward I know these are all very important, important topics that we all we all want to continue advancing and then similarly I know that we had, we had previously talked about sustainability

19:27:04 and we know those conversations are ongoing. And then of course as we begin the budgeting process this year looking into next year we will also be considering a lot of these important topics.

19:27:16 So I would encourage all of us if there's additional topics that anyone wants to bring forward you can absolutely do it now or you can send an email to the board.

19:27:26 This is particularly for the board members.

19:27:30 To do that, but right now I think we are moving forward multiple topics in meaningful ways which is really great.

19:27:36 And that's the extent of what I have to report on that this evening I don't know if there's any questions or further discussion from the border around that.

19:27:46 The only thing I wanted to touch on is I know Dr. Smith is going to be reaching out to the town as well.

19:27:52 But I just heard back from one of the town board members who put me in contact with some members of their environmental committee, hopefully to have a meeting with Dr. Corcoran and a couple of students about possible ways we can

19:28:11 move forward and what the town's system looks like for environmental policy.

19:28:17 Oh, great. So yeah, let's, let's definitely all stay in the same move on that. But I think, I think that's wonderful and thanks for circling back to us on that and then I think Peter you can definitely move forward in tandem with that whoever you think

19:28:32 is appropriate.

19:28:36 That's fantastic.

19:28:37 All right. Wendy.

19:28:39 I have one question on this list before we move forward.

19:28:43 The. We have a long term item.

19:28:49 Later start time that the high school.

19:28:53 Is there any discussion about moving that up on the priority list, given everything that's going on with remote learning and just the challenges that we're seeing with scheduling and changing schedules.

19:29:07 Any, Any discussion about moving that one,

19:29:11 or has there been any discussion about moving that one discussion about prioritizing that further.

19:29:21 But I don't. Peter, do you have any thoughts on that.

19:29:26 Nope, just that. No, we have not discussed moving that up.

19:29:29 I have not had any conversations with Mr Gasparini or the administrative team at high school around that either.

19:29:36 One of the things just to jump to that attention on that topic. Um, we did meet recently with the middle school and the high school principal leadership in regards to our capital project coming up and some of the issues around space.

19:29:52 And so I just I caution about moving too quickly as it may affect the capital piece, going to affect next year and the year after.

19:30:02 And I don't know if that's master schedule alone for those guys coming up that's going to be very difficult so I just caution on expediting that in any way I just wouldn't I wouldn't do it, but, you know, certainly we can bring it up.

19:30:18 I think that's helpful feedback, I would say if the board wants to have more discussion around this. You can definitely, excuse me, we can definitely flag it as an agenda item for a future meeting, and have some discussion about if we want to prioritize

19:30:33 that more.

19:30:35 But it sounds like that's some helpful feedback from the administration on where they are and some other nuances of the conversation.

19:30:45 Yeah, thank you. A high school student brought it up to me, or the parent did.

19:30:53 And I started thinking about just some of the trends I've been hearing about not just high schoolers but, you know, I've heard a buzz around about how, you know, parents and children are managing their schedules and it just seems like something we might

19:31:10 want to take a look at from a student perspective taking in consideration the building.

19:31:16 Constraints but might be thoughtful given the social emotional impacts of school start time. Thank you.

19:31:25 Thank you. So I would say maybe let's revisit that in a future meeting especially maybe after we have some more of the Capital Planning done Tim and we can get a better sense of what that might look like.

19:31:38 Does that make sense.

19:31:41 Okay.

SUPERINTENDENT'S REPORT

19:31:42 So moving on to item five the superintendent's report.

19:31:46 Thanks, I'm going to try to share my screen. I'm a little nervous about this to be honest with you.

19:32:04 I'm guessing you're not seeing what I need you to see.

19:32:12 Here we're seeing a PowerPoint that says superintendents report. Oh, you are. Yeah, that's great, That's not what I'm saying so that's awesome.

19:32:21 But I'm going to go with it. That sounds perfect.

19:32:25 Does it look like it just launched into a presentation. Yes, Yes. Okay, so this is my. This is my work with my extended screen, but made a huge leap forward tonight.

19:32:37 Thank you very much.

19:32:39 I wanted to just give the board.

19:32:42 A couple of updates on a couple of different things. Before I got into the interim report on our goals one is an update on shopping town.

19:32:50 I spoke with the attorneys today, who let me know that the sale has actually closed the sale of shopping town has closed and the county has taken possession.

19:33:00 Currently, the town is working with the county to subdivide the Chilis parcel out. That was part of the purchase agreement so Chilis parcel will be separated and maintained by and in possession by the former owners of Shopping Town.

19:33:20 Our attorneys are in the process of putting together the paperwork to settle the tax tertiary agreement, or the tax assessment agreement at \$18 million.

19:33:32 The \$18 million assessment.

19:33:35 This assessment will be in place for the next three years.

19:33:38 So that's good. We have some stability. However, there are some circuit breakers associated with that you know if there's some sort of improvements, or some increased number of tenants occupancy in the mall then the that \$18 million assessment will be

19:33:59 up for discussion negotiation so currently as it stands right now, we have an \$18 million assessment of that property put in place for the next three years, but that is subject too.

19:34:11 There has been not no further discussions around the 2021 tax payments to the district.

19:34:18 We do know that if the parcel of the mall is used for guard from governmental purposes, then there is no tax liability associated with that and we've heard some rumors that Shopping Town will be used as a site for distribution of the vaccine for Covid 19.

19:34:44 19 Also a possibility is an extended testing space for Covid 19. And so we're waiting to see how the county uses that and that determination as to whether or not, will be a tax liability associated with that.

19:34:54 Any questions from the Board on that

19:34:59 Covid 19 update.

19:35:02 Last week we did another round of testing at Moses DeWitt This is our bi-weekly testing that needs to be completed until we are removed from the orange zone designation.

19:35:16 Essentially, the numbers show that most of the state would be declared in an orange zone so it's sort of

19:35:25 a little bit of overkill to have just Moses DeWitt be declared an orange zone so I know that the county is working on trying to get that designation removed.

19:35:35 I know that they haven't had any luck yet but hopefully that will occur so that, again, we can just remove that testing requirement.

19:35:56 Today we had a symptomatic testing at both the Middle School and High School thankfully with no positive results that came out of that this Friday we will continue with asymptomatic testing at Jamesville and so the

19:35:56 vaccination story has been exceptionally challenging to follow. We worked over the weekend with Onondaga County and let the county superintendents know that the number of people in groups phase one A and phase one B is around 100,000 people in Onondaga County.

19:36:24 And so with the limited number of vaccines that are coming into this space they wanted to prioritize those who were going to get the vaccine, prioritize that one big group, which as you know includes school employees.

19:36:40 And so they asked us to go out and identify, or have staff members self identify if they have pre-existing conditions and then develop a list of those who are over 50.

19:36:52 As the two areas of priority before we then get the rest of the people signed up the rest of our population signed up for the vaccination.

19:37:02 We had a whole plan established and then the governor changed, pivoted, and all of a sudden we learned that there was a new vaccination site that was opening up at State Fairgrounds and it a huge number of appointments were made available to those who

19:37:26 qualify in one A and one B which is really great but it just created some confusion.

19:37:32 But I think the big picture here is that the vaccination process is moving forward, the state and the county have identified that we are in phase one A and one B, and looking forward to getting our staff vaccinated as soon as possible and getting the first

19:37:53 shots in the arms is everybody keeps talking about, as soon as possible so really great news there, and we're looking forward to.

19:38:09 I mean who knows what tomorrow will bring but really looking forward to the course of the next two to three weeks and making sure that everyone who wants to get vaccinated is able to get vaccinated.

19:38:15 As Wendy mentioned at the onset, our nurses, OTs PTs and speech were able to get vaccinated as part of phase one A so that group, higher priority group was taken care of.

19:38:29 Covid positive cases I've been reporting to the board, each meeting week of January 4 last week we had 16 positive cases. And all of those cases came during the vacation, so that there was no impact on students or teachers that needed to quarantine

19:38:45 Based on those positive cases of those 16, zero we're at Jamesville, three were at Moses DeWitt, two were at Tecumseh, six were at the middle school and five were at the high school.

19:38:57 Any questions on Covid 19.

19:39:04 It's a quick question. We've had a couple.

19:39:07 I know we've had some staffing changes of, you know, people going on leave due to Covid 19 concerns. Is there any possibility of people being able to come off of leave based on when or if they're able to get the vaccine.

19:39:20 Yes, we actually have provisions for people to return from leave should they so desire depends a little bit on the language that was used in the leave but if people opt to come back we try to make accommodations to get people back.

19:39:40 Any other questions.

19:39:43 Okay. It is my pleasure to provide the board with an interim report on our goals are my goals district goals for 2021.

19:39:52 The first goal was to maintain operations during the coronavirus pandemic and it focused on the health of JD students family and staff.

19:40:02 Obviously based in on everything you know this has been a huge challenge. Throughout the beginning of the year just making sure that operations have been smooth.

19:40:11 Navigating the number of positive cases and number of people who have been quarantined and making sure that our operations are running smoothly.

19:40:18 I have said it a number of times at the board table and I will continue to say it that our partnership with the county and the Department of Health has been instrumental in allowing us to continue to maintain a continuity of education for our students.

19:40:32 When I listened to school superintendents that live and work in other counties, I know how lucky we are for the strong leadership in Onondaga County and the leadership in the County Executive's office as well as in the Department of Health,

19:40:49 and the commitment to helping schools stay open, and so very much appreciate their partnership and how the resources that they have provided to help schools in this time,

19:41:01 providing the continuity of education for all of our students has really taken the support of all of the operations in the school district. And so, you know everybody from nurses to our bus drivers to our custodians to our food service, and obviously

19:41:16 most importantly our teachers, it's been all hands on deck recognition of the significant challenges associated with this, as well as the recognition of the, you know, sort of, the impact of the coronavirus in our buildings and the concern for people

19:41:36 safety. I appreciate people's, you know willingness to continue to come to work, knowing that there is some risk associated with that though we've shown that through social distancing and wearing masks and other precautionary measures that the virus has

19:41:53 not been transmitted widely in our learning environments. Nonetheless, I think we have to recognize that it is a little bit scary for people to come to work and appreciate people's willingness to do so.

19:42:07 Throughout the fall we have continued to work to improve our teaching and learning in a pandemic.

19:42:14 Teachers have worked to increase opportunities for synchronous learning as appropriate and increasing, what I call touch points with students opportunities to make sure that they're seeing students and working directly with students and keeping track

19:42:29 of students progress and attendance, appreciate the work that's been done by Mrs. Menapce and her leadership group with a focus on social emotional needs of our students.

19:42:40 We said during the summer that was going to be our number one focus opening school. The riots and racial and social and injustice that took place over the summer and have been taking place and

19:42:55 on the backside of the pandemic we knew that students and staff were very fragile coming into school at the start of the year and so put a heightened focus and attention on social emotional needs of everyone.

19:43:12 Mrs. Menapace and her leadership in that area have been focusing most recently on looking at and looking for our numbers as they relate to our chronically absent students, making sure again that every student is accounted for and every student

19:43:25 is engaging in the educational environment.

19:43:30 Finally, just want to mention as relates to this goal is being able to provide continuity of education regardless of physical location requires us to be able to go fully remote if necessary.

19:43:42 And I am very confident. We've had one instance this fall where we had to go fully remote with the middle school for a week due to some staffing issues.

19:43:50 But I know and I'm confident that from K to 12 we are ready to go fully remote at any school or classroom or across the district if necessary for whatever reason that might arise.

19:44:07 And so,

19:44:07 you know, I'm very pleased that we will be able to maintain continuity of education regardless of physical location.

19:44:12 This is obviously this goal is obviously a work in progress and will continue to be throughout the school year.

19:44:19 So, again, I think we've made good progress.

19:44:23 I think there continues to be work to be done and focus on what we're doing and making sure that that we continue to hone our skill in providing education in a pandemic.

19:44:35 Any questions around that or I'll go to the end and you can ask some questions.

19:44:41 Another of the goals was to provide culturally responsive.

19:44:48 Professional Learning on culturally responsive sustaining education framework.

19:44:52 This goal has been about building capacity within the district to deepen understanding of the culturally responsive sustaining education framework as that will enhance the district's ability to provide a safe, caring, inclusive, equitable and challenging

19:45:05 learning environment for all of our students, that is free from discrimination and harassment. Our lead learners are being trained to lead culturally responsive sustaining education training for colleagues, as well as our Curriculum Council is also working

19:45:22 through the cultural response to responsive sustaining education framework modules with the, and under the leadership of the Metro Center as a basis for their work and doing the curriculum audit.

19:45:36 So far the lead learners and the Curriculum Council have been through 7 of 12 sessions.

19:45:42 Again the expected outcomes here are ensuring equitable outcomes for all through the district's enhanced capabilities, or capacity to lead successive groups of lead learners around the culturally responsive sustaining education framework.

19:46:01 And so as we build our capacity, and working hand in hand with the Metro Center.

19:46:05 We will have more and more staff continually trained on this, which again should should set the table for making sure that all of our students are successful.

19:46:18 We will continue to engage more staff in this professional learning, and we will continue to extend the Metro Center contract to provide these opportunities for our staff, through next year.

19:46:34 Obviously, this work is ongoing. Pandemic has posed a bit of a challenge in this.

19:46:42 The modules that were designed for this learning are actually six full days of learning and as you can see we've reduced that to 12 half days.

19:46:52 That is a direct result of the pandemic and being respectful of teachers time and the challenges associated with teaching in the pandemic.

19:47:02 So it has lengthened the timeline that we wanted to associate with this but I think we're doing a nice job.

19:47:11 Given the pandemic and continuing to move this forward.

19:47:19 The third goal. Similarly is doing the curriculum audit through the eyes are using the culturally responsive curriculum review scorecard.

19:47:31 The goal here is to provide professional learning to assist staff as they continually develop their understanding of and practices and inclusiveness and cultural responsiveness and that is critical to achieve, again the district goal of diversity, equity

19:47:44 and inclusion.

19:47:46 We have to make sure that our instructional leadership are equipped with the tools necessary to evaluate curriculum through a culturally responsive lens.

19:47:55 The Curriculum Council is made up of instructional leaders across the district k 12.

19:48:02 And again, the challenge here is that the curriculum Council is charged with becoming familiar with the culturally responsive sustaining education framework and then on top of that, then becoming familiar and comfortable and using the culturally responsive

19:48:18 curriculum review scorecard to evaluate units of instruction in their respective curriculum areas.

19:48:26 The sessions on the scorecard began after providing a baseline on the framework; that work continues.

19:48:37 Currently the Curriculum Council is in the process of learning to use the scorecard by analyzing one Middle School unit.

19:48:47 One Middle School, LA unit of instruction in within that analysis. The members of the Curriculum Council are revealing the text and teaching materials that are used during that unit of instruction.

19:49:02 They are moving into a net now after analyzing the text and the teaching materials now they're beginning to think about and critically analyze how students actually engage with those materials, all with the intent to have folks understand this process

19:49:16 and again be able to use the scorecard to analyze all of our curriculum and all unit of instruction over the course of time.

19:49:29 We chose and with Metro centers suggestion, we chose to begin this work by analyzing our own work. Again, as I mentioned is I a current language arts unit of instruction that's being that's being used.

19:49:44 And rather than analyzing some abstract unit of instruction we chose to analyze one of our own, which makes it a little bit more challenging.

19:49:57 As people have to critically look at some of the work of their own work as well as the work of their colleagues, through this lens, there is a very strong desire on the part of the Curriculum Council members to do a good job.

19:50:14 They want to do this work they're anxious to do this work.

19:50:17 And so there's a real personal and professional commitment which I appreciate.

19:50:23 And so, again, This work is ongoing as well.

19:50:27 By the end of the year we are expecting some recommendations for change in this particular unit of study that is being reviewed using the scorecard.

19:50:38 At the same time we will be obviously looking for an increase in our capacity to be able to do this work in house, and then ultimately providing, or creating a curriculum review cycle or schedule so that we can run all of our curriculum in a thoughtful and

19:50:56 deliberate way.

19:50:58 Do a curriculum analysis and use this lens as part of that analysis,

19:51:09 The fourth goal was to our is to improve our communication with our community and staff. This is a goal that was particularly are identified by the board as an area of growth for the district.

19:51:26 And so really what we're looking for is to provide communications that provide transparency, clarity and consistency, as a way to establish and maintain trust and support from all of our stakeholders across the district.

19:51:40 I have been using and administration has been using the support of a public information specialist that we have contracted with to improve two way communication.

19:51:53 I hope that you have seen that in communications going home, some of our more professional communications our website has taken, the content of our website has dramatically.

19:52:06 The volume has increased as well as the quality of information available on the website is increased as well.

19:52:12 This has been demonstrated so far this fall through our ongoing communication with staff and families regarding the Covid 19 pandemic.

19:52:20 We had the parent forum in November, where we presented parts of the strategic plan and also asked for feedback on the, on this area of communication and things that we need to be doing differently and goals that we should be looking to improve on the

19:52:36 The Board has been asking for more concrete data as a way to determine whether or not we're making progress towards the goals that are outlined in the strategic plan.

19:52:49 The administrative staff have been working on identifying appropriate data that can be used data that is readily available through either state reports or local reports or formative assessments or other data.

19:53:08 And what we've done is identified the data points that we have currently available to us, we've connected those through a crosswalk to the areas, our target areas in the strategic plan we're looking for areas in the strategic plan that don't necessarily

19:53:23 have a data point associated with them and thought about and are thinking about you know what data points can we associate with that. And now our next conversation is with our bases around.

19:53:36 reports that puts all of that data in a usable format, and really trying to think about what is the right

19:53:53 type of data to be presented, as well as the right frequency of data.

19:53:58 So we know that the Board of Education is interested in certain types of data, we know that the administrative staff is interested in certain types of data, different types of data and we know that our teachers are interested in the different types of data.

19:54:08 And so what we're really trying to do is with that strategic plan out in front, and continue to connect all of our work to the strategic plan through looking at sets of data to identify you know again our progress towards those goals.

19:54:24 Really with the goal that we should be in increasing our coherence across the district, all working towards those areas of success as identified by the strategic plan.

19:54:36 Very excited about that work. It's one of the things that we talked about at the outset of.

19:54:42 When I took the role as superintendent, I was really talking about changing the work that we do, but also changing how we do our work. And I think if we can get some of these data pieces and this coherence in place.

19:54:55 I think that, again, not only will the work that we're doing change for the better, but also how we do the work will improve our operations as well.

19:55:08 Finally, the last goal is to develop a new district safety plan. We know that in October our plan was approved by the Board of Education. After view of the district safety team.

19:55:21 That was an abbreviated review of the plan. We reviewed the current plan against an assessment tool that was provided by the state. The plan was approved and sent to the State Education Department and then the other required entities in October, but I

19:55:36 have stated all along that really we needed to do a deeper dive into our district safety plan that that would occur during the winter of 2021

19:55:45 Following the work of the school resource officer task force.

19:55:48 We needed to wait for that time to be done because we needed to make sure that our district safety plan is aligned with the recommendations that come out of the task force, as well as during the fall when the district safety team, work they provided

19:56:02 some opportunities for growth and for improvement of the safety plan and so when the district safety team reconvenes in the winter they'll be looking at those two things how to make our plan coherent with a recommendation of the strategic plan of the school

19:56:19 resource officer task force, but then also addressing the topics that were identified in the fall, areas of improvement.

19:56:27 So obviously work is ongoing here, we hope to have the 2020, the 2021 district safety plan completed and bringing to the board before the end of the school year.

19:56:42 That's the end of the superintendent's five goals.

19:56:48 Again we are operating our schools during the pandemic.

19:56:53 Two different goals around, culturally responsive sustaining education and communication goal, and then the district.

19:57:02 Any questions I can answer from the board.

19:57:09 I know that during.

19:57:12 After I'm done we'll hand it over to Mr. Franz who has an update on the school resource officer Task Force. And then I believe during Mrs. Rhodes' report, she will be talking to the board about the process that the board will be using to provide the interim

19:57:25 report to the superintendent.

19:57:2 I have questions.

19:57:32 The first is in Goal number two, how are we evaluating or measuring the learning for the learners in the Curriculum Council.

19:57:43 So there's not a power we evaluate, there's a couple of expectations that come out of that one is increasing people's capacity to actually work with their peers around helping their peers better understand the culturally sustaining education

19:58:00 framework. And so there's two sort of outcomes associated with that is people's ability and willingness to work with their peers.

19:58:09 And then engage their peers in that work.

19:58:12 So, when you say how are we measuring progress around the learning.

19:58:18 There are not necessarily, I'm sorry the teacher in me always goes to, is there a test that was given to the teachers to the lead learners and no, there's not a test associated with this.

19:58:29 A lot of this work is very introspective.

19:58:33 And so we did a assessment in the fall.

19:58:37 After the first few sessions.

19:58:39 We asked the lead learners to provide some feedback around how they were feeling about the sessions and where the sessions meeting their needs and also some challenges they were facing.

19:58:53 Now that we are two thirds of the way through this. That might be a good idea but I also believe that really what we need to do is, is again, provide them with an opportunity to provide some feedback for the lead learners, the opportunity to provide feedback.

19:59:11 You know, how are you feeling with these expectations looming ahead of you.

19:59:17 How are you feeling about your capacity to do that work.

19:59:24 And then my second question is I loosely related to number five year goal around the safety plan, it's really just an ancillary question I understand you're going to be starting the process for the safety plan review and dovetailing it with the SRO.

19:59:40 But in light of the events of the past week, and the breaking news today that there's protests planned in all 50 states that may be violent.

19:59:52 Are you meeting the safety team or administrative review of our safety plan to help make sure that we have protocols in place, in case things escalated locally.

20:00:03 Actually, these will be conversations that we have with the administrators and also with the Town of DeWitt to make sure everybody's on the same page there.

20:00:10 Yeah.

20:00:15 Peter it's funny too, I have a question about the curriculum.

20:00:24 Um, and this may be a technical question but how are we maintaining objectivity, of the people performing the reviews of the curriculum.

20:00:39 What I mean.

20:00:41 Do you know what I mean by that. No, I know. Could you clarify please.

20:00:45 Yeah.

20:00:47 So I'm a former auditor, so bear with me.

20:00:51 And one of the most important things about an audit is that the person performing the audit is objective, meaning that they are free of bias and or favoritism.

20:01:03 So when you have a peer situation of review where peers may be subordinate to one another, or they may have intricate relationship.

20:01:15 How are we maintaining that the review that we're doing of the curriculum is free of those types of biases.

20:01:24 Okay, so I would

20:01:27 go ahead.

20:01:28 I'm sorry.

20:01:29 So I would begin by just saying that I don't think you can ever eliminate those biases. And I think what we really want to do is through our work with the Metro Center and the training around the culturally responsive sustaining education framework we

20:01:42 want our instructional leaders to become better aware of and more aware of the biases that they hold and aware of the multiple perspectives of students and families that land in their classrooms.

20:01:56 I think that.

20:02:00 I think what I heard was some concern over the different levels of the bureaucracy, having impact on teachers, ability to look reflexively and introspectively at their curriculum is that part of it.

20:02:19 That's a part of it. I think the other part is just safety.

20:02:23 I mean if I'm teacher a, and your teacher b,

20:02:29 Do I feel safe with you telling me, or receiving a message from you that what you found in my curriculum might need to be modified. You know it's not, there's bureaucracy carpet and there's a general safety.

20:02:43 I mean, some of the things that we've seen in the curriculum are shocking. Right. So how do you present that to another person with them feeling safe that it's okay for us to find this and we're going to make it better?

20:02:57 Yeah, if you thought I'm saying, I do and I think that that's actually I think it's a great point and I think it's a huge hurdle, and in some of the word, not a hurdle but a challenge, and in some of the work that the curriculum Council has already engaged

20:03:12 with that has been some exposure of this sensitivity and challenge around.

20:03:21 You know, are we in a space where we can challenge each other, professionally.

20:03:29 And yet, as you said, maintain a safe learning environment for the professionals.

20:03:48 And I think that, that is not something that is done easily right out of the gate. I think that does require a significant amount of intention and nurturing of the professional learning environment that we're operating in as well.

20:03:59 And so I think that I very much appreciate what you're saying I think that there is a tremendous possibility of people feeling unsafe as they do this work, but from what I'm observing the Curriculum Council is very committed to doing this

20:04:24 work, and through their again their, training around the culturally responsive framework understands has a deeper understanding of the need to do this work.

20:04:37 and has shown their commitment to it.

20:04:40 And so I think that as we gain more experience and more comfort with having these difficult conversations with each other.

20:04:48 We will build that, capacity to be critical friends.

20:04:57 And, still maintain, you know, professional and personal safety.

20:05:03 Thank you.

20:05:07 Are we giving parents and the audit in any way, have I already asked it and I'm sorry get to duplicate question, but I think sometimes having what we call an outside voice outside I fresh, I am a parent might serve us two purposes one to demonstrate perspective

20:05:25 but to engage families to your other strategic goal.

20:05:31 So not at this time.

20:05:34 You know, again, I think, going back to that sort of personal and professional safety.

20:05:40 Our real goal at this point is to increase our, our professional capacity to do this work to lead each other through this work. I do think that it takes another level when we introduce parents to this work I think that we may want to introduce some outside

20:06:07 curricular experts, or other pedagogical experts into the process so that they can have a fresh set of eyes.

20:06:08 I appreciate the sort of ultimate goal of having everyone contribute and all families, respected and involved in this work, but I think we have to be careful again around doing it in a thoughtful and careful way.

20:06:25 So, like you mentioned that we protect people's safety and sort of grow our ability to, to share and you know it sort of accept that.

20:06:39 That level of participation.

20:06:44 Thank you,

20:06:47 Peter could you just clarify for me, the training timeline, I'm looking at the slide saying, includes 12 sessions, it is midway through the school year and only two sessions have been completed.

20:07:04 So, what is the timeline for the remaining 10 sessions.

20:07:08 Okay, so let's show that yep thank you let me clarify so the 12 sessions are the 12 sessions to complete the training on the culturally responsive sustaining education framework, and the two sessions that have been done by the curriculum audit includes,

20:07:25 they've been through each of those training sessions around the cultural responsive standing education framework as well they've been through seven of those sessions as well as two sessions around the curriculum audit process.

20:07:38 And I can't tell you exactly how many curriculum audit sessions are remaining, but they are further along than that.

20:07:48 Okay, and is there.

20:07:51 I know that this was, correct me if I'm wrong. This work started with the middle school.

20:07:58 And so, what is the long term plan to bring this to the rest of the schools in the district. Much of the concern that we see in emails where people contact us about curriculum or concerns, are at the elementary level.

20:08:14 Great.

20:08:15 Yep. So, in the short term what we expect to be able to do is as we go through our K-6 LA review,

20:08:26 You know, I know that you know that we've been looking at new and different cases, LA resources. We will use the curriculum review scorecard to help us evaluate those resources, as we look to evolve our K-6 LA program so that's in the short term

20:08:49 how it will have an immediate impact on that curriculum.

20:08:49 Thank you.

20:08:58 Just a question I know the idea is basically that we want to develop our own capacity to kind of re-evaluate the curriculum that is there.

20:09:07 Is there an expectation of a certain frequency that we would get to do that like are we going to look at all curriculum like you know every two years every five years and when do you think we would be at whatever that capacity is ok so great question.

20:09:21 So typically in an ideal world, we would have a curriculum review cycle that was in place, and we would have subgroups of teams working on different curriculum review at different levels at different times, spearheaded by Mr. Franz, but then sub

20:09:43 groups of teachers working, you know again towards this curriculum analysis.

20:09:44 It doesn't always work as system and you could, you know you could envision saying Okay, in this school year we're going to do these three curricula and the next school year we're going to have these three curricula, or these units of instruction you

20:09:56 could actually create a map.

20:10:01 And that's sort of in an ideal world and we would love to be in that position, as I'm sure you imagine, or as I'm sure you could remember the State Education Department has a lot of influence in that in that they continue to throw periodically different

20:10:13 sets of standards at schools, you know, most notably we've we're coming off a revision of our next generation language arts and math standards. Next Generation Science Standards.

20:10:25 And so, we want to, by the end of this year, early next year we want to, we want to create that curriculum review cycle app.

20:10:37 That looks over the course of two to three to four years, whatever. It looks like.

20:10:42 But make sure that that map is fluid, or at least is able to be fluid, Given the challenges that the state education department may throw at us, but yes what you're identifying the sort of curriculum review process is the ultimate goal.

20:11:02 We should just be in a cycle of looking at things periodically and regularly.

20:11:07 And what is it, do you think that will have our own staff trained to be able to do that from the culturally responsive framework. But I think it's a, so the training itself in using the scorecard should be mostly completed by the end of this year.

20:11:24 But I think that then there is ongoing professional learning that takes place as you engage with that curriculum review scorecard and as you look at your own curriculum.

20:11:33 Remember that the curriculum Council is made up of instructional leaders from all different curriculum across the district and all different levels. And though we started with language arts at the middle school, or one small segment of language arts,

20:11:46 the middle school we know that that the real learning around the scorecard will take place when people evaluate curriculum that is a direct relationship to them when you know teachers across the district look at curriculum that's when the real learning

20:12:01 and the real experience will will take place.

20:12:09 I have a quick question, as people are working through this on their own, you know, it says here the work is ongoing and what the person that judges tasks if they're doing it now, right just kind of like that baseline.

20:12:20 What if they see something right now, that is glaring against the scorecard. What would be the next process for somebody, do they remove it. Do they take it to you guys right away like how does that work, what's the process right now for

20:12:35 that right there. Yeah, well I wouldn't say to be honest with you, I wouldn't say that we're right there yet, and in fact this analysis of the current unit that we're looking at has shown some on a continuum of challenges that are associated with this.

20:12:51 And so, I think.

20:12:56 I think in the immediate situation, there'd be a conversation with Nate, with the building principal and with department leadership around okay you know we need to make an immediate change right now.

20:13:08 And that can easily be done.

20:13:12 But I think it's more likely we're looking at some things that you know again need to be analyzed and need to be thoughtfully approached and unit work developed a little bit more thoroughly.

20:13:29 But I do think that the, to your direct question, I think that there is a mechanism to remove offensive materials or other things, immediately.

20:13:43 Thank you.

20:13:53 So I guess I would just sum up by saying, you know, again, the pandemic has certainly challenged our ability to move some of these things down the road, primarily because, you know, a lot of our work as a relatively small school district requires on the

20:14:11 involvement and the work of teachers. And, you know, we need to be very respectful of the challenges that teachers face teaching in a pandemic. And so we've tried to be tried not to over schedule people tried not to, you know, try to find the balance

20:14:27 between moving forward with a strategic plan that recognizing people's commitments to their everyday teaching duties.

20:14:35 Nonetheless, I think that I'm pleased with the progress we've made. It's certainly not as fast as we would like to be done but I think it's, I think, I think we've done a good job.

20:14:48 And I appreciate everyone's commitment to the work that has been done at this point.

20:14:54 With that, I will turn it over to Mr Franz for an interim report on the SRO Task Force

ASSISTANT SUPERINTENDENT'S – INTERIM REPORT ON SCHOOL RESOURCE OFFICER

20:15:02 Good evening, everyone.

20:15:04 Thank you, Dr. Smith and good evening Board of Education and JD stakeholders. The SRO Task Force is continuing to work towards content consensus around providing a recommendation to Dr.

20:15:19 Smith, since the last time I shared an update, we've conducted three additional meetings and I'm going to give you a high level overview of each of those meetings during our fifth meeting. We reviewed sort of our three overarching design principles and

20:15:35 additionally provided an initial recommendation for the task force to consider the design principles are kind of high level ideas that have continually surface throughout our work together.

20:15:47 So, and the task force is agreement across all three of these following things. So the first is that we need to establish and maintain an inclusive school climate and culture for all students, especially students of color.

20:16:02 Secondly, we need to have the best possible supports in place for students who are struggling or in crisis. And lastly, we need to ensure students, staff, safety, particularly in a school shooting event, assistant principal Johnson and I

20:16:18 shared a starting point for a recommendation that included this recommendation included a role dedicated to safety training for staff around emergency preparedness training for key staff on crisis prevention and intervention training for the counselors

20:16:34 and support staff on cultural responsiveness and the inclusion of restorative practices in the revisions of the code of conduct.

20:16:42 At meeting six. We share the results from the staff survey, 70, or 65 high school staff completed the survey. Participants included administrators, clerical staff, counselors, custodians food service, librarian, support staff, teacher aide and teacher assistants.

20:16:59 . After reviewing the responses we returned back to the recommendation process where Ms. Johnson and I shared more details about the different components of the recommendation key implementation activities and associated costs with each of

20:17:14 these things. We also delved deeper into the various dimensions of safety and the possible roles that exist, and we compare the position of school resource officer and school guards specifically.

20:17:26 Last week we had our seventh meeting.

20:17:28 Dr. Jackie Child, an associate professor for criminal justice at the State University of New York, joined us for a discussion.

20:17:37 Her research focuses on school and mass shootings in the United States. In regards to the crime statistics media representation, security and prevention legislative process and other important considerations that impact individuals and communities who

20:17:52 are struck by these tragedies.

20:17:54 She said, the research that was relevant to the work of the task force and the questions that were trying to answer. And then she also made herself available to answer any questions that the task force members had this task force was then split into groups

20:18:10 based on their preferred safety roles and were pushed to see the recommendation from a different perspective.

20:18:18 Candace and I are having additional individual meetings this week with a small subset of the task force to discuss, very specific details. And we have a final meeting scheduled for January 20 with the expectation that will provide Dr.

20:18:31 Smith with a recommendation in the days following.

20:18:34 We are additionally planning to provide an accompanying report that outlines our process and includes the data sources that the group considered. I'm open for any questions from the board.

20:19:07 Max you're, you're part of this committee Correct? Yes. Renee you too sit there. Can you guys speak a little bit to your experience to on that?

20:19:18 I think that would be kind of helpful putting some stuff in context for me.

20:19:23 From my perspective, I think it's been, they've done a great job in terms of bringing in different perspectives, allowing people, small groups large groups to kind of hear the other side and get everybody's, you know opinions in terms of what they see

20:19:40 as problems what they see as helpful. So I mean it's been a very hard process in terms of those people would have very different views but I think they're doing a good job of trying to bring them to consensus that will address.

20:19:57 Everybody's concerns, so I

20:20:03 yeah I completely agree with Renee I think that it's definitely been a hard process trying to get closer to some form of the midpoint.

20:20:14 But I think it's been somewhat successful in compromise and discussion.

20:20:22 I will say I it. I'm cautiously optimistic that will reach an agreement by the 20th.

20:20:31 Anything's possible, but I think it. I'm not speaking for the entire group, but I think it might just take me a little bit more time to come to a midpoint.

20:20:41 but I think we're definitely on the right track.

20:20:44 Thank you.

20:20:45 And you mentioned that you were meeting with some smaller sets some sets of the task force. Can you talk a little bit about that like what prompted that and was it just something that already reached out to you afterwards I mean without identifying I'm

20:20:57 just curious what prompted you to meet with just certain subsets of that group.

20:21:02 Yeah, I think we, There's a few folks with, you know, across all the different sort of perspective roles that we could have in order to ensure safety, there's a there's a large continuum and some people find themselves on either end of that continuum.

20:21:17 And so we really want to. There's, there's also the majority of the group finds themselves in the middle where they may prefer one over the other.

20:21:26 But there not there, that they would be comfortable with either with any of the roles that were provided they have a preference. And so it's folks who are not necessarily at that are less comfortable with both of them that we want to make sure that

20:21:42 we're listening to specifically that we're engaging them in some problem solving and trying to make sure we deeply understand sort of where they are and why they're there.

20:21:52 So that's the intention behind individual one on one meetings. We've had smaller group meetings, we've had meetings with just a couple people and so now we want to try to really connect with individuals to talk more with them about where they stand.

20:22:07 Thank you.

20:22:11 Oh.

20:22:19 Oh, sorry. That's okay. Just to follow up very quickly I know, Max mentioned that he's hoping that everyone is that consensus by January 20

20:22:23 is just because we have asked for data to support this position for.

20:22:32 I better say over six months now.

20:22:34 If there is not consensus, can, can the board still get some report to share some of the data that you've collected along the way so we have.

20:22:47 We have more insight.

20:22:51 You we are going to provide

20:22:55 all of the artifacts that the group us to consider.

20:22:59 As part of the report that we will be passing along.

20:23:03 And we've tried within the group, we have a shared space where all the, all the information is being stored and housed from meeting agendas, to the survey results to any outside research that folks have used and reviewed, to the activity reports

20:23:24 that have been submitted for arrests from Janesville-DeWitt High School going back several different years to climate pieces so although that set of data and those artifacts that were used will be included with anything that we pass along.

20:23:44 Nate I just had a quick question about what is the definition of consensus that you guys are using.

20:23:51 So we have sort of used a one through five scale that I can share with the board as well that, you know, one is I fully support the position and then and move and agree to it wholeheartedly.

20:24:10 And then obviously, less agreeableness as you would move down, and even a four is, I disagree with the decision that's moved forward, but I will not block it.

20:24:20 And then five is, I disagree with the decision and we should explore something else. So we're we most likely. I think at this point it would probably be impossible to bring forward a recommendation that there's some people who.

20:24:34 There will be people who disagree with it. We want people to be able to disagree with it, but not block the decision moving forward. So, so that is that is our definition, and how in our consensus building process.

20:24:48 There's 37 people involved on the task force is that right. Yep.

20:25:01 This is Wendy.

20:24:59 How do you feel that role as the assistant superintendent of equity is informing your leadership on this committee.

20:25:07 Like, I think it has to do with Oh sorry, go ahead. That's okay, I was just gonna say, you know, last year we learned some about guardians of equity and what it means to have people who are really those guardians and those advocates in our district.

20:25:20 So how do you view your role leading this committee in light of, you really being that person.

20:25:29 Yeah, so I, along with Candace, I think we've really tried to be extremely thoughtful about ensuring that everybody's perspective is being heard being shared.

20:25:44 We have done some very specific follow up from large sort of survey information to say that we really want to make sure that we have heard from our students of color specifically and so we conducted sort of focus groups with students of color that

20:26:03 Candace did.

20:26:06 In order to make sure that we have heard specifically from those students and we have elevated their voice as we've come. We've also disaggregated data so that when we're looking at data we're taking a look at things like race specifically as

20:26:20 we would move. As we move that work forward.

20:26:24 And then I think also making sure that everybody has it sort of an equal say in the task force itself to say I think we need to explore something else.

20:26:37 So I think, non equitable decision making process would be majority rules for instance, and which we know is not always equitable as we would move so while it has been incredibly difficult, and as Max said, you know, we remain optimistic that we can come

20:26:54 to consensus, even having a process that is built in consensus is you know we believed in and intended to be more equitable

20:27:06 than another way to do it.

20:27:09 That's a brief, brief update.

20:27:14 Thank you.

20:27:25 Are there any other questions from the board.

20:27:31 If not, then I just want to make sure that I'm clear so in the next meeting we will be getting a robust report.

20:27:40 Ideally with a recommendation that then the board would need to take action on, is that correct, yes. Yes, that is correct. Okay.

20:27:51 So, Wendy in kind of piggyback on that.

20:27:54 We're going to get this report, prior to the meeting so that we can actually look at it and digest it before we're ready to make a decision on something that night.

20:28:04 Because if you're saying a robust report, I can't read through a robust report when I'm dealing with the rest of the details of the meeting that I'm supposed to be also paying attention to I mean I'm sorry I just need, I need to digest it. I'd like to

20:28:16 read what it says I don't want to glare over it and just you know glance at it and then have to make this impactful decision.

20:28:22 So, just curious. I mean I'm not asking for like weeks in advance, but you know just maybe like 24 hours I could actually read it. Prior to our meeting and maybe make some insightful decisions around it.

20:28:36 And also just me, ask questions I think that's a very, that's a very good point. I know this board has raised his concern before with the detailed reports and reports in general.

20:28:48 So, Nate, what do you think is a reasonable timeline to get this report to the board before the next meeting.

20:29:00 I would, I would say that I would be I would if I would close the business on Friday the 22nd that would provide a weekend but I don't know whether or not that is adequate, but this would, we would be getting that report.

20:29:16 But we would be providing, our role is to provide Dr. Smith with the recommendation so we would be providing him with a recommendation. We certainly could provide you with the report of the detailed of information, I don't know how quickly he would want

20:29:29 a recommendation in order to provide the next steps on that so I refer,

20:29:34 Dr. Smith to you Nate and I appreciate this I know, Nate the school resource officer Task Force, last meeting is scheduled for the 20th.

20:29:49 And so presumably, there will be some cleanup work that needs to be done following that meeting.

20:29:55 We have a board meeting scheduled for the 25th.

20:29:59 I don't necessarily know what that recommendation and report, I mean I know from what needs saying tonight what it's going to contain but I obviously have not had the information at my fingertips either.

20:30:13 And so there is going to be some absorbing of things.

20:30:22 Our next meeting after the 25th is the eighth.

20:30:33 I wonder if it makes sense to get the report.

20:30:40 And the recommendation.

20:30:42 During the week of the 25th and address it at the board meeting on the eighth, so that everyone has time to process and absorb and be thoughtful about this, about this work.

20:30:54 I mean I can't speak for everybody else, I would appreciate that for a variety of reasons one it would give you guys a time to the time to actually compile it and do the work that you need to do.

20:31:02 I know, I don't want to rush anybody to just put something together just so we have at 24 hours ahead of time, but I also want to be mindful of fact that this is something we've been talking about for a long time.

20:31:14 And I think we owe it to our community and our constituents our, our other board members to really read through it and make some notes and have some questions when we bring it back up again, just my two cents.

20:31:25 I don't want to make any anything more difficult for me to try to crank something out, I appreciate having that week, I think that's critical. I vote.

20:31:37 Yeah, jump. Well, sorry, go ahead.

20:31:37 I agree I think that's a great idea.

20:31:41 I do too, I would say, does anyone not think that's a good idea.

20:31:47 Great. So that sounds like a great plan so we will get this report, the week of the 25th, and then it will be an agenda item on the February, 8 meeting.

20:31:59 And if you're going through all the different artifacts, it will be a lot of information. I mean, part of the reason why we've had seven meetings, is because it has a lot of information.

20:32:09 So, process to review, you, you know, the other data points that you're not necessarily going to have are some of the conversations that we've had with outside experts.

20:32:26 But we'll summarize some of those pieces within there too so it is going to be a lot and I think also, to be able to answer any questions that folks may have it as a process that stuff we're, we're more than happy to do.

20:32:40 Okay.

20:32:44 Anything else on this topic.

20:32:48 If not, then we'll move on to my report.

BOARD PRESIDENT'S REPORT

20:32:52 As Peter mentioned, we are moving forward with the interim evaluation of the superintendent's goals.

20:32:59 This is something that we do each year.

20:33:03 We are again using the NYSSBA template, which we use last year if you may recall, they don't provide an interim evaluation template per se, so we'll be using the same template that we use last year and the same template that, in which he built his goals.

20:33:21 So I will be sending that to all of you.

20:33:43 Like tomorrow. And I'm going to ask if you could get the template, back to me by the 25th.

20:33:33 And then I will compile all of our results into one document as Susan did last year, including.

20:33:41 You may remember there's a scale that we also use this as part of it and so I will compile that but I will also leave the ranges on there and we will discuss it in Executive Session on the eighth, and then we will give it back to Peter.

20:33:55 So I just wanted to go over that process. I know that we have some new board members who haven't been through the process before. If you have questions now you are welcome to ask them if you have questions after the templates, then it's on the NYSSBA

20:34:09 website if you want to look at it, feel free to reach out to me. But I'll be sending it tomorrow to everyone so that we can move forward with that.

20:34:19 Are there any questions on that.

20:34:23 Okay.

20:34:25 So then the next topic that I wanted to bring up is I'm not sure if you saw in one of the reason is but emails, not the most recent one but I think I'm either the one or two before that they highlighted the importance of having a legislative liaison on

20:34:41 the board, mostly so that we really can understand what is being advocated for, particularly at the state level but also at the national level, around education.

20:34:52 I know that we had floated this concept before. I don't think it's a particularly labor intensive, roll it would mostly be just checking in, you know, with their minutes they have a little training.

20:35:03 And then you really bring it back to the board so that we can be engaged with that process and aware of what's happening.

20:35:10 So I'm going to put the call out one more time if there's anyone who very much would like to take on this role, please let me know if not I will be reaching out to one of you this week with a very encouraging invitation to see if you might be enticed

20:35:26 to take on this responsibility, because I think it is important, especially in this financial climate and the many challenges that we're facing but as we come out of the pandemic.

20:35:43 Hopefully, moving forward, there's, there's a lot of financial challenges that we will be facing and I think that we want to be aware of what is happening with school districts and the School Board Association nationally at the state level as well as

20:35:57 in our region.

20:35:58 So if someone has a burning desire to take on this role, now's your chance to shout it out otherwise I will be giving it some thought and then reaching out to invite someone to take this on

20:36:14 Wednesday I just sent the email to the board, it will set us on January 3 but I recorded it so it's in everybody's inbox. Thank you.

20:36:23 And then the third topic I wanted to cover in my report this evening is the board retreat. So, as you may recall we had had a board retreat scheduled on January 4 which I think we have an important learning for the future that scheduling a board retreat

20:36:38 the first day back from a holiday, during a pandemic is not a great idea. So we indefinitely postponed that retreat.

20:36:48 And I wanted just to give the board the opportunity to talk about that.

20:36:53 Namely, to ask if we feel we need to reschedule it, we have a retreat planned for March, which we had previously discussed really using to focus on work around building our governance handbook that Lori has been working on, and bringing in facilitators

20:37:10 to help us with that.

20:37:13 And I think that is still the right decision for the March retreat. So I wanted to check in with the board and see if there's any conversation. And if there were any thoughts around, if we needed to reschedule the January 4 retreat.

20:37:33 Okay, so I think what we will do then is we will continue to move forward with the March retreat.

20:37:38 If something comes up that we feel like we need another retreat we can we can visit scheduling it at the end of the year.

20:37:46 But I think typically retreats are most helpful, a bit earlier than June, so this is nice to engage the new board. So, we'll move forward with the Mach retreat but at this time we will not reschedule the planned January 4 retreat that was postponed.

20:38:03 The last thing I have for my report tonight is just again to remind all of us that although there are definitely some glimmers of hope on the pandemic front, and we are so grateful and excited for our staff members who are able to start getting the vaccine

20:38:20 to just encourage all of us to continue, maintaining the best possible protocols in terms of masking and social distancing this remains an extremely challenging time for the medical professionals and hospitals in our community and we want to do everything

20:38:37 that we can to ensure that people who need medical treatment can get it and that we don't become completely overrun.

20:38:45 So I would just encourage all of us to move forward with the best practices in that as we continue to look with hope to the rest of the vaccine rollout.

20:38:55 And that's the end of my report for this.

UNFINISHED AND CONTINUING BUISNESS

20:39:00 Is there any unfinished or continuing business that anyone would like to address.

20:39:09 If not, is there a motion to adjourn.

20:39:14 Sure, I'll make that motion. All right.

20:39:20 Wendy. Okay, thank you, Dana. All in favor, who wants to adjourn just raise your hand because I was dying again.