



NOVI COMMUNITY SCHOOL DISTRICT
DEVELOPING EACH STUDENT'S POTENTIAL WITH A WORLD-CLASS EDUCATION

Board of Education 2021 Agenda

Dr. Danielle Ruskin
President

Mr. Paul Cook
Vice President

Mr. Willy Mena
Secretary

Mrs. Kathy Hood
Treasurer

Mr. Tom Smith
Trustee

Mrs. Bobbie Murphy
Trustee

Mrs. Mary Ann Roney
Trustee

Meeting Date: October 7, 2021
Educational Services Building
25345 Taft Road
Novi, MI 48374



NOVI BOARD OF EDUCATION
Regular Meeting – October 7, 2021
25345 Taft Road
7:00 PM
AGENDA

- I. CALL TO ORDER/WELCOME**
- II. PLEDGE OF ALLEGIANCE**
- III. APPROVAL OF THE AGENDA**
- IV. AWARDS RECOGNITIONS PRESENTATIONS**
 - A. National Semi-Finalists
- V. COMMENTS FROM THE AUDIENCE RELATED TO AGENDA ITEMS**
 - *Individuals who wish to address the Board must identify themselves, their address, and any organization they may represent*
 - *The Board and individual Board members will not directly respond to comments or questions that arise during the public participation portion of the meeting*
 - *Individuals who wish to address the Board shall direct their comments to the entire Board and not to individual Board members, the Superintendent, other School District employees or members of the audience.*
 - *Behavior that is intemperate, abusive, defamatory or discourteous or that otherwise interferes with the orderly conduct and timely completion of the Board meeting is strictly prohibited.*
- VI. CONSENT AGENDA ITEMS**
 - A. Approval of Minutes
 - B. Approval of Field Trips
- VII. ACTION ITEMS**
 - A. Personnel Report
 - B. MICIP
- VIII. COMMENTS FROM THE AUDIENCE**
- IX. SUPERINTENDENT REPORT**
- X. ADMINISTRATIVE REPORTS**
- XI. BOARD COMMUNICATION**
- XII. ADJOURNMENT**

**BOARD OF EDUCATION
NOVI COMMUNITY SCHOOL DISTRICT
NOVI, MICHIGAN
October 7, 2021**

ASSISTANT SUPERINTENDENT FOR ACADEMICS

TOPIC: National Merit Scholarship Semi-Finalists Recognition

Novi High School Principal, Nicole Carter, will present the 29 seniors from the Class of 2022 that have been named National Merit Scholarship Program semifinalists. Last spring, 1.5 million high school juniors entered the National Merit Scholarship program by taking a qualifying test (PSAT/National Merit Scholarship Qualifying Test), which serves as the initial screening of program entrants. For 2021, only 16,000 of the students become qualified as Semifinalists. Our 29 seniors are among the highest-scoring entrants in the state of Michigan.

Ms. Carter will present the students who are in attendance for recognition and provide additional biographic information including their varied scholastic endeavors, their participation in athletics and fine arts; and for a large number of the students, their volunteer commitments and philanthropic efforts.

Venkatesh Alagappan
Varnika Chandra
Evelyn Cho
Jimmy Dai
Jivesh Dandnaik
Olaf Dsouza
Shaun Garg
Grace Harte
Netra Jayagopal
Ritij Jutur
Lianne Kim
Takuya King
Ankita Kumar
Navya Kumar
Rachel Lee

Anjani Malli Reddi
William Meng
Manvitha Mogalayapalli
Ruheen Qadeer
Sreenidhi Saripalli
Rishith Seelam
Noori Shankar
Jayashree Sundaram
Anita Tan
Julia Tauro
Abhishek Vangipuram
Aimee Wu
Melissa Yu
Eric Zhang

We applaud these students for their tenacious work ethic and outstanding academic achievement and present them to the Novi Board of Education this evening for recognition as the exemplification of the very best of Novi High School.

**APPROVED AND RECOMMENDED
FOR PRESENTATION AND RECOGNITION**



Steve Matthews, Superintendent

Novi High School :

A World - Class Opportunity



National Merit
Sem ifinalists
Class of 2022

National Merit Scholarship Program

- Approximately 1.5 million students in more than 21,000 high schools entered this program
- Only 16,000 of these students qualify as semifinalists
- We have 29 students who have qualified
- These students represent less than 1 percent of US high school seniors

The Brightest and Best

- **286 AP Courses**
- **28 IB Courses**
- **31 Dual Enrollment Courses**

National Merit Semifinalists

1. Venkatesh Alagappan

2. Varnika Chandra

3. Evelyn Cho

4. Jimmy Dai

5. Jivesh Dandnaik

6. Olaf Dsouza

7. Shaun Garg

8. Grace Harte

9. Netra Jayagopal

10. Ritij Jutur

11. Lianne Kim

12. Takuya King

13. Anita Kumar

14. Navya Kumar

15. Rachel Lee

16. Anjani Malli Reddy

National Merit Semifinalists

- | | | | |
|-----|---------------------------|-----|------------------------|
| 17. | William Meng | 24. | Anita Tan |
| 18. | Manvitha
Mogalayapalli | 25. | Julia Tauro |
| 19. | Ruheen Qadeer | 26. | Abhishek
Vangipuram |
| 20. | Sreenidhi Saripalli | 27. | Aimee Wu |
| 21. | Rishith Seelam | 28. | Melissa Yu |
| 22. | Noori Shankar | 29. | Eric Zhang |
| 23. | Jayashree Sundaram | | |

National Merit Semifinalists Webpage

<https://hs.novi.k12.mi.us/academics/national> -merit -scholarship -semifinalists

**BOARD OF EDUCATION
NOVI COMMUNITY SCHOOL DISTRICT
NOVI, MICHIGAN
October 7, 2021**

SUPERINTENDENT OF SCHOOLS

TOPIC: Consent Items

Items included in the Consent Items are those which have previously been considered by the Board in committee or at a prior meeting, or of such a routine nature, that discussion is not required. Board members may request that any items be removed from Consent Items for further discussion, if additional information is needed or available.

CONSENT ITEMS

- A. Approval of Minutes
 - a. Regular Meeting Minutes of September 23, 2021
- B. Approval of Field Trips
 - a. Fall 2021 MHSAA Overnight Field Trips

RECOMMENDATION:

That the Novi Community Schools Board of Education approve the Consent Item(s) as presented.

**APPROVED AND RECOMMENDED
FOR BOARD ACTION**



Steve Matthews, Superintendent



Minutes of a Regular Meeting, September 23, 2021
Novi Community School District
Board of Education

A Regular Meeting of the Board of Trustees of Novi Community School District was held on Thursday, September 23, 2021, beginning at 7:05 PM.

Present: Dr. Ruskin, Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood, and Mr. Cook
(by Roll Call)

Absent: Mrs. Murphy

PLEDGE OF ALLEGIANCE

Members of the audience joined with the Board in the Pledge of Allegiance.

APPROVAL OF THE AGENDA

It was moved by Mr. Cook and supported by Mr. Mena that the Novi Board of Education approve the agenda.

Ayes: 6 Dr. Ruskin, Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood, and Mr. Cook

Nays: 0

MOTION CARRIED

COMMENTS FROM THE AUDIENCE RELATED TO AGENDA ITEMS

There were no comments from the audience related to agenda items.

CONSENT AGENDA ITEMS

Items included in the Consent Items are those which have previously been considered by the Board in committee or at a prior meeting, or of such a routine nature, that discussion is not required. Board members may request that any items be removed from Consent Items for further discussion, if additional information is needed or available.

CONSENT ITEMS

- A. Approval of Minutes
 - a. Regular Meeting Minutes of September 9, 2021
- B. Approval of Bills
 - a. Report
 - b. Check Register for June 2021
 - c. Purchase Card Report for May 1, 2021 through May 31, 2021
- C. Approval of Field Trip(s)
 - a. HOSA State Competition in Traverse City

It was moved by Mrs. Hood and supported by Mrs. Roney that the Novi Community Schools Board of Education approve the Consent Item(s) as presented.

Ayes: 6 Dr. Ruskin, Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood, and Mr. Cook

Nays: 0

MOTION CARRIED

ACTION ITEMS

Personnel Report

Gary Kinzer, Assistant Superintendent of Human Resources, presents for your consideration the following personnel changes:

A. New Hires

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Rate</u>	<u>Effective</u>
Carroll, Martina	VO/HS	ESL Teacher	New Hire	MA	09-27-21
Crandell, Natalie	MS	ELA Teacher	New Hire	BA	09-27-21
Howell, Elizabeth	HS/MS	Asst. Auditorium Mngr	New Hire	Salary	11-02-21
Jarvis, Justin	HS/MS	Auditorium Manager	New Hire	Salary	10-04-21
Mech, Theodore	MAINT	Semi-skilled Maint.	New Hire	Hourly	TBD
Simrak, Monica	HS	CARE Leader	New Hire	Level B	09-27-21
Socie, Philip	HS	Special Ed Para	New Hire	Level B	10-11-21

B. Retirements and Resignations

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
Calhoun, Stephanie	HS	CARE Leader	Resigned	08-27-21
McKay, Matthew	DF	Special Ed Teacher	Resigned	09-28-21

C. Leaves of Absence

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
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It was moved by Mrs. Roney and supported Mr. Cook by that the Novi Board of Education adopts the personnel report recommendations as presented.

Ayes: 6 Dr. Ruskin, Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood, and Mr. Cook

Nays: 0

MOTION CARRIED

NESPA, NTA, and IUOE Wage Reopener

After meeting with union leadership, administration and the Novi Educational Support Personnel Association (NESPA), the Novi Transportation Association (NTA), and the International Union of Operating Engineers (IUOE) have reached an agreement on their wage reopener. The administration recommends the wage reopener agreement be approved.

It was moved by Mr. Cook and supported by Mr. Mena that the Novi Community School District Board of Education approve the agreement reached with the NESPA, NTA, and the IUOE.

Ayes: 6 Dr. Ruskin, Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood, and Mr. Cook

Nays: 0

MOTION CARRIED

MASB Call for Delegates

MASB's 2021 Delegate Assembly will begin Thursday, November 11, 2021, at 6:00 p.m. at the Amway Grand Plaza Hotel in Grand Rapids. Delegates selected by boards of education across the state will decide MASB's positions on a wide variety of issues affecting education.

All delegates and alternates must be school board members. Only delegates and alternates named by your board may offer motions and vote on issues. However, all school board members may speak on the issues and participate in the debate. Your 2021-2022 MASB dues must be paid in order for a district to participate in the Delegate Assembly.

All delegates must be certified and submitted by Friday, October 8, 2021. A link to certify the official voting delegates and alternates who will represent your board of education has been sent to the superintendent secretary.

It was moved by Mr. Cook and supported by Mr. Mena that the Novi Community School District Board of Education designates the following individuals to serve as delegates and alternates to the MASB 2021 Delegate Assembly:

Delegates (up to 4 members)

Alternates (up to 4 members)

Tom Smith

Mary Ann Roney

Bobbie Murphy

Kathy Hood

Danielle Ruskin

Willy Mena

Paul Cook

Ayes: 6 Dr. Ruskin, Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood, and Mr. Cook

Nays: 0

MOTION CARRIED

Bid Package 5B – Novi Meadows

On August 5th and August 19th 2021, at 1:00 PM, sealed bids were received and publicly opened for the above referenced project. The project team consisting of representatives from Novi Community School District, Plante Moran Cresa, TMP Architecture Inc., and McCarthy & Smith, Inc. conducted post bid interviews with the each of the following, qualified bidders, for the bid divisions listed below.

Based upon the project team's review of the proposals and bidders, we propose the following recommendations to Novi Community School District for contract award:

Bid Division 102: Asphalt Paving / Site Concrete

Mr. Scott Ford

T&M Asphalt Paving, Inc.

Base Bid \$ 735,000

PLM Bond (VTC) \$ 3,700

TOTAL \$ 738,700

Bid Division 104: Concrete Footings & Foundations

Mr. Marc Messina

CI Contracting, Inc.

Base Bid \$ 1,511,590

PLM Bond (Hudson Insurance Group) \$ 15,000

TOTAL \$ 1,526,590

Bid Division 103: Selective Demolition

Mr. Scott Krall

Blue Star, Inc.

Base Bid \$ 652,900

PLM Bond (Hudson Insurance Company) \$ 10,000

TOTAL \$ 662,900

Bid Division 105: Interior Concrete Flatwork

Mr. Wayne Albanelli

***Albanelli Cement Contractors, Inc.**

Base Bid \$ 1,947,800

PLM Bond (Western Surety) \$ 24,600

TOTAL \$ 1,972,400

2nd Low bidder. Simone (low bid) did not have complete scope at time of bid

Bid Division 109: Roofing

Mr. Steve Eskelinen

Esko Roofing & Sheet Metal

Base Bid \$1,698,000

Temporary Membrane Allowance \$ 57,750

Escalation Allowance \$ 100,000

Vapor Barrier \$ (165,300)

Substrate Board \$ (129,600)

PLM Bond (Westfield Insurance Company) \$ 25,800

TOTAL \$ 1,586,650

Bid Division 110: Metal Panels

Mr. Steve Eskelinen

Esko Roofing & Sheet Metal

Base Bid \$1,939,600

Additional Metal Panels at Gym \$38,000

Spray Applied Insulation for Metal Panels \$ (218,750)

Vapor Barrier \$ (66,500)

PLM Bond (Westfield Insurance Company) \$ 27,600

TOTAL \$ 1,586,650

Bid Division 116: Hard Tile

Mr. Franko Sallaku

***Continental Contracting Co., LLC**

Base Bid \$ 449,100

PLM Bond (Granite Re., Inc.) \$ 5,620**TOTAL \$ 454,720**2nd Low bidder. Boston Tile (low bid) respectfully requested to have their bid withdrawn from consideration**Bid Division 118: Carpet / Resilient Tile Flooring**

Mr. Paul Bitar

City Carpet And Flooring

Base Bid \$ 652,000

PLM Bond (Western Surety) \$ 3,900**TOTAL \$ 655,900****Bid Division 120: Classic Painting Company, Inc.**

Mr. Stephine Sholty

Classic Painting Company, Inc.

Base Bid \$ 346,300

PLM Bond (J. Ryan Bonding, Inc.) \$ 8,700**TOTAL \$ 355,000****Bid Division 124: Wood Flooring**

Mr. Ben Vanaman

Foster Specialty Floors

Base Bid \$ 215,850

PLM Bond (Cincinnati Insurance) \$ 2,000**TOTAL \$ 217,850****Bid Division 128: Educational Casework**

Mr. Tim Moon

Stonecreek Interior Systems LLC

Base Bid \$ 239,000

PLM Bond (Western Surety Company) \$ 2,390**TOTAL \$ 241,390****Bid Division 131: Athletic Equipment**

Mr. Ben Hurst

C & M Associates, Inc.

Base Bid \$ 68,145

PLM Bond (Selective Insurance Company of America) \$ 1,020**TOTAL \$ 69,165****Bid Division 136: Gym Bleachers**

Mr. Matt LaLonde

Interkal Inc.

Base Bid \$ 131,910

Increased Riser and Seat Size \$ 6,500

PLM Bond (Western Security) \$ 2,110**TOTAL \$ 140,520****Bid Division 137: Food Service Equipment**

Mr. Dave Hubbard

Great Lakes Hotel Supply Company

Base Bid \$ 623,069

PLM Bond (North American Specialty Company) \$ 3,427**TOTAL \$ 626,496****Bid Division 138: Traction Elevators**

Mr. Adam Drake

***Otis Elevator Company**

Base Bid \$ 164,900

PLM Bond (Liberty Mutual) \$ 450**TOTAL \$ 165,350**3rd Low bidder. TK Elevator (low bid) and KONE (second low bid) did not have complete scope at time of bid**Bid Division 141: Fire Suppression**

Mr. William Jacques

Absolute Fire Protection, Inc.

Base Bid \$ 639,730

PLM Bond (North American Specialty Company) \$ 11,294**TOTAL \$ 651,024****Bid Division 190: Interior Architectural Woodwork / Millwork**

Mr. Brandon Jennings

BJ Construction Services, Inc.

46385 Continental Dr New Baltimore, MI 48047

Base Bid \$ 539,850

PLM Bond (Old Republic Insurance Company) \$ 6,950

TOTAL \$ 546,800

AWARD RECOMMENDATION AMOUNT: \$12,331,405.00

It was moved by Mr. Cook and supported by Mrs. Roney that the Novi Board of Education approve the contracts as presented above for a total project cost of \$12,331,405.00.

Ayes: 6 Dr. Ruskin, Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood, and Mr. Cook

Nays: 0

MOTION CARRIED

Hold Harmless Millage Rate – Revised

In the August 2021 State Aid Update, the Fiscal Year 2022 State School Aide Act, 2021 (Public Act) PA 48, (House Bill) HB 4411, reduced the amount of hold-harmless millage the we can levy in 2021, for Fiscal Year 2022.

Under section 1211 of the State School Code, the per-pupil hold-harmless revenue is limited to the difference between our foundation allowance (\$9,010) and \$8,700, thus giving us the reduction of \$310.

Our original Hold-harmless rate was 2.4194. It has been reduced to 1.2754.

This revision to the 2021 Tax Rate Request L-4029 report comes to the Board this evening for action and must be submitted by September 30, 2021.

It was moved by Mrs. Hood and supported by Mr. Smith that the Novi Community School District Board of Education approve the revision to the 2021 Tax Rate Request L-4029 report to reflect this change.

Ayes: 6 Dr. Ruskin, Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood, and Mr. Cook

Nays: 0

MOTION CARRIED

COMMENTS FROM THE AUDIENCE

There were no comments from the audience this evening.

ACTING SUPERINTENDENT'S REPORT

Dr. RJ Webber, Acting Superintendent of Schools, reported that yesterday he came into some very exciting information for the District. He stated that in working with Kelly Breen and through the extended efforts of former NEF president, Tom Smith, executive director of the NEF, Jason Smith, we were able to procure four hundred thousand dollars for the Novi Community School District.

Dr. Webber said that this will come through the NEF and will attend to our K-5 gardens and most to our middle school outdoor learning space, that Bosch has already given us seed money for, and those dollars will go toward providing opportunities for our students. He mentioned that there will be a press release tomorrow in conjunction with the NEF and Representative Breen to update the community on what that is. Dr. Webber reported that this is a great example of public/private partnership.

Dr. Webber stated that, so people can wrap their heads around what this could look like, we have a wonderful, robust engineering program at our high school. He said that one of the things in our community gardens is that we had to spend a little less money on the greenhouses. Dr. Webber mentioned that, in Michigan, with the snow, wind, and rain; what could be really neat is to actually have our high school students design and build the greenhouses at the high school and then to go to the elementaries and install them.

Dr. Webber stated that when you think of outdoor learning spaces, he would like you to think about it in different ways because the incorporation of STEM type of pieces, where we could actually build wood duck house and put cameras inside of them. He said, imagine a second or third grader being able to see inside of that wood duck house. Dr. Webber mentioned, game cameras at night where maybe you could catch a black panther or a wildcat.

Dr. Webber stated that these pieces are just a symbiotic relationship between the work that has been done by the NEF and the advocacy from our representative and our students and communities are going to benefit. He said to look for more information on that tomorrow.

Dr. Webber reported that today he had the privilege of attending the Novi Rotary, as a Rotarian, and presented our business, science, technology, engineering, art, and math or beeston programming. He stated that it was great to interact with the Rotarians and show them the great things that we are doing in Novi Schools. Dr. Webber said that he got a very positive reaction for the Rotarians there.

ADMINISTRATIVE REPORTS

Dr. Gary Kinzer, Assistant Superintendent of Human Resources, reported that he had our first Mentee Monday professional development session of the year. He summarized by stating that the State of Michigan requires that the District provide mentors for all of our new teachers. Dr. Kinzer said that the requirements are minimal, but we do much more than that. He mentioned that he works with Brian Langley and Rhonda Hoffman, the two coordinators, and together they assign the mentors to all of our eligible teachers.

Dr. Kinzer reported that they created a tiered system in the District; where our first year teachers get a tier one mentor and that is a one to one. He stated that in tier two, which are typically in their second and third year and new teacher who come to the District with experience we provide a tier two mentor, which is more of a PLC concept. Dr. Kinzer said that additionally, we offer Mentee Monday, which is a six session professional development series. He mentioned that they did this all in-person pre-pandemic, but obviously, virtually throughout the pandemic.

Dr. Kinzer reported that they met for the first time, in-person on Monday and they are anticipating a hybrid approach this year where some of our session will be in-person and some will be done virtually. He stated that their first session was on social media and everyone associated with the District knows that we have a very heavy social media presence.

Dr. Kinzer said that Dr. Matthews encourages all of us to actively tell a story of the Novi Community School District through social media, especially with our hashtags #NoviPride and #NoviTogether. He mentioned that we feel a responsibility to ensure that our teachers understand

that responsibility and the responsibility of being active on social media. Dr. Kinzer reported that they took that topic on and had some lively conversation.

He stated that Brian Langley also shared with our new teachers his new contribution to the District. Dr. Kinzer said that he ever knew Brian was such a tremendously talented teacher and he is a giver. He mentioned that he created a podcast series call, driving educators. Dr. Kinzer reported that he googled it and it came up immediately on Apple Podcast, but he was sure that you could get it on a number of other sources as well.

Dr. Kinzer stated that Brian has already created eight podcasts that are available to everybody. He encouraged everyone to listen because what a great way to see some of the amazing thing that are happening in our District and to become exposed to some of our tremendous teachers.

Dr. Kinzer said in the eight sessions, Lisa Rice is talking about classroom Management, Lauren Nizol talking about MTSS, Kelsey Gaylord on English Language development, Ryan Smith teaching electives, a series of elementary and middle school teachers talking about the first days of school, Dr. Matthews taking on preparing a presentation, and others. He mentioned that he will continue to develop podcasts throughout the school year and a nice feature of this is our teachers can watch the podcast and are able to become eligible for some credit for professional development.

Dr. Kinzer reported that in his twenty plus years in this Profession, he has been to a lot of professional development and not much of it is the same quality as what Brian puts together. He stated that this is a tremendous contribution to the District and he encourages everyone to take a look (or a listen).

Dr. Kinzer expresses his gratitude to Tom Mitchell and Michael Roy for they have done just an unbelievable job of keeping us up and running in our auditorium and in terms of broadcasting our Board meetings. He said that we have been without an auditorium manager. Dr. Kinzer mentioned that Justin Jarvis will be taking over soon, but Tom has been a great asset and has really, really sacrificed to help us. He reported that it is greatly appreciated.

Mr. Greg McIntyre, Assistant Superintendent of Business and Operations, reported that he wanted to make the Board aware that we are in tune with the issues we are having with the custodian, with EnviroClean. He stated that they had a meeting earlier this week and we are confident that we are going to have a solution to get us over the hump. Mr. McIntyre said that there is a staffing issue and some challenges, so we have been working on that.

Mr. McIntyre reported that with the transportation unit, they met today and think they have some solutions in place to attract new people and keep the people we have as well. He stated that we are addressing both of those units.

Mr. McIntyre said with regards to the Capital Projects audit, we concluded that had received a pass on that. He mentioned that the audit was done by Taylor Morgan. Mr. McIntyre reported that the financial audit was done by Plante Moran and they are working on some days to present to the Finance Committee. He stated that he had presented to the Board that the fund balance will

be about 17.45 percent and we are going to be around 18 percent, so it is pretty close to what he had projected. Mr. McIntyre said once we get those dates nailed down, we will let the Finance Committee know the date and time will be for the financial and then we will present to the full Board. He mentioned that Plante Moran will come in person on both of those times.

COMMITTEE MEETING REPORTS

Capital Projects Committee,

Mr. Mena, Board Secretary and Chairperson of the Capital Projects Committee, reported that they had a meeting on the 15th and discussed the scoreboard that is going in at Meadows along with the great building that is going in with locker rooms and other things. He stated that they had a discussion on high school visioning and other visioning sessions. Mr. Mena said that they discussed master planning, which is pretty much completed. He mentioned that they discussed some partnership opportunities with the city and looked at some mock-ups and potential locations for the new activities center.

Curriculum Committee

Mrs. Roney, Board Trustee and Chairperson of the Curriculum Committee, reported that they had a curriculum meeting last night and it was full attendance, standing room only. She stated that it was her, Willy, Tom, RJ, and Gary was there keeping the crowd under check. Mrs. Roney said they discussed the Critical Race Theory briefly and then got on to the curriculum topics of ELA, the reading of books; what is mandatory and what is not. She mentioned that they talked about transparency.

Mrs. Roney reported that RJ tried to do a little video clip, but without Ms. Holly's expertise, they could not pull it off. She stated that they had 20 speakers and it was a bit of an interesting night. Mrs. Roney said that if you want to pack the house, just talk about Critical Race Theory or mandatory reading or ELA and that will do it. She mentioned that she thought I came out pretty good and that she felt positive, even though it was a little nerve wracking.

Mr. Smith, Board Trustee, also reported that there was a diversity of opinion in the room. He stated that there were comments that supported our Board of Education and specifically curriculum committee was doing a relatively great job and asking for more civil discourse. Mr. Smith said that it is great that everyone is here and expressing their opinion and can we continue to do that in a nice way, in a respectful way. He mentioned that anytime you have a district that has 6700 kids, 5000-6000 families, there is going to be a difference of opinion, so he appreciates those comments.

Mr. Smith reported that just from a perspective standpoint the Board has talked about, let's say COVID specifically, and we all agreed that if one child died because of COVID exposure at our schools, that would be one child too many. He stated that we would not look at it statistically speaking. Mr. Smith said that in that vein, he is extremely respectful of the comments they did hear from parents that is was the curriculum's or committee's responsibility or the Board's responsibility, but instead what he heard was it was the Board's responsibility to read and or approve/disapprove everything that is presented to our students. He stated that is impossible and mentioned that he believes that is not the role of the Curriculum meeting, but he respects that opinion.

Mr. Smith reported that he was doing the math and if he rounded 6,700 to 6,000, 600 would be ten percent and one percent would be 60. He stated that if one percent, sixty people, are complaining about how we do things, then ninety-nine percent of the people are happy. Mr. Smith said that he believed that we did not have even fifteen people complaining, so 99.75%, at least, of the students that the Board is working on behalf of are generally satisfied with the work that the Board is doing. He asked how many of us have heard that there are four angry voices and are monopolizing the conversation. Mr. Smith stated that every voice matters and every voice is important.

Mr. Smith reported that he really liked what he heard from parents who were criticizing Romeo and Juliet as being a dysfunctional, unhealthy relationship, and do we really want our teenagers to kill themselves at the end of a relationship. Mr. Smith said that the gentleman was directly correct and those are conversations that you have at the dinner table or have at your bible study or youth group. Mr. Smith mentioned that he wanted to recognize the comments that the committee heard, but he would also like to provide some perspective that for the most part, he believes that the Board is doing a pretty good job.

Mr. Smith reported that the school that he was assigned to originally, before he adopted the ROAR and NATC, was Village Oaks. He stated that he stopped in there briefly and spoke with Dr. Ofili. Mr. Smith said that he had nothing but great things to say about Agnes and every time they ask for something, they (McCarthy Smith) bend over backwards, and so Agnes has fans everywhere. He mentioned that he went on a tour and there is one hall where there are two teachers of the year whose classrooms are right across from each other, Jen Smith and Lisa Rice.

Mr. Smith reported that there was one classroom, that looked like first graders, who were standing saying the Pledge of Allegiance and he got teary eyed. He stated that it was amazing. Mr. Smith said that a student was closing Lisa Rice's door and he stuck his head in and they told Lisa there was a stranger at the door, so she came up and introduced him to the class. He reported that it is not that we have amazing teacher; it is not enough to say that they are talented. Mr. Smith stated that we have gifted teachers. He said that he thinks of himself as a loving, caring parent who is involved with his kid's educational life, and he does not believe that you could be more caring and loving and gentle and professional and talented as he observed in that classroom.

Mr. Smith mentioned that is not the only classroom where that happens. He reported that 99.5 percent of our teachers are in there working very hard, doing a great job, and trying their hardest from their heart every day. Mr. Smith stated that he just wanted to recognize that because he got to see it again today first hand. He said that the great stuff we are doing outweighs all of the negative stuff.

Dr. Ruskin reported that Mrs. Roney thought it was successful and it was successful because people were engaged from our community and no matter what their voice or opinion was, they were here because they care about the kids and they want things to be right with their family and their children's education. She stated that it was a hard meeting and she appreciated Mrs. Roney facilitating that meeting for the Board. Dr. Ruskin said that if people came out and they were heard and we were listening, then it was successful.

Mrs. Roney said that they were active in their kid's lives, in Novi, and that is what makes Novi such a great school system. She stated that it is our teachers, our administrators, but it is also our parents because they take a part in their kid's schooling.

BOARD COMMUNICATION

Mr. Smith, Board Trustee, stated that with regards to the NEF, he appreciated the kind words, RJ. He said that he just wants to compliment, in particular, some of the Board members that have been a part of that team for a long time because it is not that within the last six months, the NEF did something that got them \$400,000 reward. He said that it is based on years and years and years of being present and active in the community and the support that NEF has gotten from parents and it is parents who are not in the room tonight, who attended the Green Gala four years ago or three. Mr. Smith mentioned that every little bit of that, built up to this thing happening.

Mr. Smith reported that one of his longest term members on the Board is Punita Thurman and she has been to a number of these meetings and has given hours and hours of her time towards that organization. He stated that specifically tonight he wanted to recognize Jason Smith, the Executive Director of the NEF, who is not a highly compensated executive, yet puts in hours and hours of his time and cares.

Mr. Smith said that the key, in his opinion from being the president of that organization for six or seven years, is part of being successful in life is showing up. He stated suit up, and show up; be in the office when your phone rings. Mr. Smith mentioned that there is no such thing as luck. He reported that he loves that expression where that is not luck; luck is where preparation meets opportunity.

He stated that Jason is prepared, in his office, the phone rings, and it is Macy's, right before Christmas, they have some money that they want to give away, they called one of the other organization and nobody answered; we answered. Mr. Smith said that he got RJ involved asking, can you drop everything and go with me. He mentioned that it is collaboration; can you go with me; and the next thing you know we have Maker's Space. Mr. Smith said that it is not a fluke. Mr. Smith stated that it takes work and it takes years and years.

Mr. Smith reported that when he made the decision to step down from the NEF, he said he left his left his blood, sweat, and tears behind. He stated that you get in that twilight part of your career and there is a thing or two that I would like to do. Mr. Smith said that he is excited to let the Board know that an organization has been approved by the State of Michigan, called the Friends of Novi School and we are waiting for our release from the IRS to be officially a 503c corporation, but we are an approved Michigan nonprofit organization.

He mentioned that he is presently working with principal Carter, and a few others at the high school. Mr. Smith reported that their first event will be in a few weeks. He stated that they are inviting a group of high school students. Mr. Smith said that he is partnering with Paul, of Imagine Theaters and they are going to have a Private screening of Dear Evan Hansen, which was a musical that he got to see with his teenager, with the original cast on Broadway. He mentioned

that musical impacted his life and his child's life and he believes that it could save lives for the right kid or kids that would get to see it in a safe place with their peers, or parents, or big brother. Mr. Smith reported that is the type of selfish things that he would like to execute through the Friends of Novi Schools. He stated that will happen soon and the movie actually releases tomorrow.

Mr. Smith thanked RJ for the compliments to the NEF.

Dr. Ruskin, Board President, expressed her gratitude to Mr. Mena. She reported that Novi had their Taste Fest and he and Mr. Cook worked really hard. She stated that they were doing the scoreboard and so many things behind the scenes. Dr. Ruskin said there was a lot of effort put in to high light the cheerleaders, the football players, pom athletes, and just everybody over there. She mentioned that it was a really fantastic event lead by a committee, the parents, and the hundreds of people behind the scenes who volunteer their time and effort that evening. Dr. Ruskin reported that it was fantastic to see the community out there watching the winning football game.

Dr. Ruskin stated that before the Board meets again, there will be homecoming, homecoming parade, and another opportunity to have a really fantastic, positive, community event at the high school.

ADJOURNMENT

It was moved by Mr. Mena and supported by Mrs. Roney that the Novi Board of Education Regular Board meeting be adjourned.

Ayes: 6 Dr. Ruskin, Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood, and Mr. Cook

Nays: 0

MOTION CARRIED

The meeting adjourned at 8:03 p.m. The next regular meeting of the Board is scheduled for October 7, 2021 at 7:00 p.m., at the Educational Services Building.

Willy Mena, Secretary

An online recording of this meeting is available on YouTube and on the District Website: novi.k12.mi.us
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**BOARD OF EDUCATION
NOVI COMMUNITY SCHOOL DISTRICT
NOVI, MICHIGAN
October 6, 2021**

ASSISTANT SUPERINTENDENT FOR ACADEMIC SERVICES

TOPIC: Novi Fall 2021 MHSAA Tournaments (possible Overnight Field Trips)

Throughout the Fall Sports Season, a number of MHSAA tournament opportunities present themselves to our student athletes as they progress through the season. These opportunities may come up at a moment's notice and the athletic department would like to be ready.

Don Watchowski, Athletic Director at Novi High School, is requesting on behalf of the coaches Board approval for these overnight tournament trips.

RECOMMENDATION:

That the Novi Community School District Board of Education approve the upcoming MHSAA overnight tournament opportunities for our student athletes as noted in the Overnight Field Trip Approval Form.

**APPROVED AND RECOMMENDED
FOR BOARD ACTION**



Steve Matthews, Superintendent

**BOARD OF EDUCATION
NOVI COMMUNITY SCHOOL DISTRICT
NOVI, MICHIGAN**

Out of State/Overnight Field Trip Approval Form

Field Trip Title(s): Novi Fall 2021 MHSAA Tournaments (possible Overnight Field Trips)
Dates of Trip: Various (See below)
Group: Various (See below)
Sponsor: Novi Athletic Department


Summary:

Novi Athletics would like to bring to your attention the prospective MHSAA state tournament dates and sites below for our Fall sports. If we continue to move on during tournament play, we may move forward with the overnight trips.

Sport	Head Coach & Asst. Coach/s	Regionals/ Semifinals Date/s	Regionals/ Semifinal Location	Finals Date/s	Finals Location
Cross Country- Boys	Brad Moore Garret Zuk	Oct 29/30	Local	Nov 6	Michigan International Speedway, Brooklyn, MI
Cross Country- Girls	Marsha Reid Cindy Kuhn	Oct 29/30	Local	Nov 6	Michigan International Speedway, Brooklyn, MI
Golf- Girls	Rob Armstrong	Oct 4-9	Local	Oct 15-16	Grand Valley State University
Soccer- Boys	Todd Pheiffer	Oct 26-30	Local	Nov 3/6	TBD
Swim & Dive- Girls	Ken Stark Don Mason	N/A	N/A	Nov 19-20	Holland Aquatics Holland, MI
Tennis- Boys	Dan Lowes	Oct 6-9	Local	Oct 14-16	Kalamazoo, MI
Volleyball	Kacy Byron	Nov 18/19	Kellogg Arena, Battle Creek	Nov 20	Kellogg Arena, Battle Creek

The attached Field Trip form has been reviewed and approved by:


Principal of Novi High School


RJ Webber, Ed.D.
Assistant Superintendent for Academic Services

**BOARD OF EDUCATION
NOVI COMMUNITY SCHOOL DISTRICT
NOVI, MICHIGAN
October 7, 2021**

ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

TOPIC: Personnel Recommendations

Gary Kinzer, Assistant Superintendent of Human Resources, presents for your consideration the following personnel changes:

A. New Hires

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Rate</u>	<u>Effective</u>
Philka, Rachel	NW	Media Specialist	New Hire	BA+15	TBD

B. Retirements and Resignations

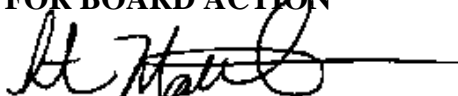
<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
Bedford, Julie	DF	Principal	Retirement	10-29-21

C. Leaves of Absence

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
Capatina, Natalie	PV	2 nd Grade Teacher	LOA #1-Personal	10-13-21 to 06-30-22

RECOMMENDATION: That the Novi Community School District Board of Education adopts the personnel report recommendations as presented.

**APPROVED AND RECOMMENDED
FOR BOARD ACTION**


Steven M. Matthews, Superintendent

**BOARD OF EDUCATION
NOVI COMMUNITY SCHOOL DISTRICT
NOVI, MICHIGAN
October 7, 2021**

ASSISTANT SUPERINTENDENT FOR ACADEMIC SERVICES

TOPIC: Michigan Integrated Continuous Improvement Process (MICIP),
formerly the District Improvement Plan (DIP)

The MICIP is a pathway for districts to improve student outcomes by assessing whole child needs to develop plans and coordinate funding.

At the August 12, 2021 Board meeting, Dr. RJ Webber, Assistant Superintendent, presented the Michigan Integrated Continuous Improvement Process (MICIP), formerly the District Improvement Plan (DIP) to the Board for information and discussion.

This comes back to the Board tonight for approval.

RECOMMENDATION:

That the Novi Community School District Board of Education approve the Michigan Integrated Continuous Improvement Process (MICIP) as presented.

**APPROVED AND RECOMMENDED
FOR BOARD ACTION**

A handwritten signature in black ink, appearing to read "Steve Matthews", is written over a horizontal line.

Steve Matthews, Superintendent

Novi Community School District MICIP Portfolio Report

Improve K-5 Mathematical Reasoning

Status: ACTIVE

Summary: Our goal is to provide deep training to all K-5 staff over the next three years, resulting in measurable improvement (as evidenced by district and benchmark assessments) in mathematical reasoning.

Created Date: 07/13/2021

Target Completion Date: 06/15/2024

Strategies:

(1/2): Math Recovery

Owner: RJ Webber

Start Date: 07/13/2021

Due Date: 06/15/2024

Summary: "The Math Recovery® professional development opportunities are aimed at a variety of mathematics educator roles and grade levels from K-8:

- Add+VantageMR® courses empower teachers to use dynamic diagnostic assessments to make data-driven instructional decisions.
- Math Recovery Specialist courses provide a complete intervention curriculum to participants preparing them to provide targeted intervention and support mathematics initiatives.
- Courses for those who want to teach Math Recovery® to others in their district. Participants who have taken our leadership courses are able to scale delivery of Math Recovery® professional development to enact cost-effective systemic change. "

Buildings:

- Deerfield Elementary School
- Village Oaks Elementary School
- Parkview Elementary School
- Orchard Hills Elementary School
- Novi Woods Elementary School
- Novi Meadows School

Total Budget: \$800,000.00

- General Fund (Other)

Communication:

Method

- Parent Newsletter
- District Website Update
- Presentations
- School Board Meeting
- Social Media

Audience

- Educators
- Staff
- School Board
- Parents
- Community-at-Large

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Deep Professional Development	RJ Webber	07/13/2021	06/15/2024	ONTARGET

(2/2): Engaging All Families

Owner: RJ Webber

Start Date: 07/13/2021

Due Date: 06/15/2024

Summary: "Effective family engagement requires meeting families where they are at, not where others want them to be. This means meeting the needs of all families because all voices have value and the voices of families is a key component to the effectiveness in their children's educational success. Traditional educational practices may not provide sufficient opportunities for all families to engage in their children's education (McIntyre and Garbacz, 2014). All families want to be engaged and supportive in their child's educational success. However, the changing needs of families and the changing nature of education may require providers, programs, staff, school and families to rethink what might have worked in the past or traditional methods of engagement to reach more families in authentic methods that honor all learners and their homes.

Tailored services are responsive to differences in race, ethnicity, culture, language, religion, education, income, family configuration, geographic location, ability, and other characteristics that contribute to human uniqueness (Donovan & Cross, 2002). Research supports the value of family engagement as a predictor of academic achievement and the need to design interventions that target parenting practices for the highest risk students. "

Buildings:

- Deerfield Elementary School
- Novi Meadows School
- Novi Middle School
- Novi Woods Elementary School
- Village Oaks Elementary School
- Orchard Hills Elementary School
- Parkview Elementary School

Total Budget: \$100,000.00

- Other Federal Funds (Federal Funds)
- Title III Part A, English Learners (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)

Communication:

Method

- Social Media
- Local Newspaper
- Parent Newsletter
- Brochure
- District Website Update
- Presentations
- Email Campaign
- School Board Meeting

Audience

- School Board
- Parents
- Community-at-Large

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Continuous Improvement in Family Outreach	RJ Webber	07/13/2021	06/15/2024	ONTARGET

Improve Small Group Instruction in Literacy 3/4

Status: ACTIVE

Summary: The NCSD team will provide professional development, observe, and support the implementation of small group instruction within 100% of our 3th and 4th grade classrooms by June, 2024.

Created Date: 08/09/2021

Target Completion Date: 06/16/2024

Strategies:

(1/3): **Essential Instructional Practices Grades K-3**

Owner: RJ Webber

Start Date: 08/09/2021

Due Date: 06/16/2024

Summary: Identifies a set of research-supported literacy instructional practices (10) that can be employed as a mode of professional development and aim to increase teacher effectiveness and in turn, student literacy. The 10 Practices are: 1) Deliberate, research-informed efforts to foster literacy motivation and engagement within and across lessons 2) Read alouds of age-appropriate books and other materials, print or digital 3) Small group and individual instruction, using a variety of grouping strategies, most often with flexible groups formed and instruction targeted to children's observed and assessed needs in specific aspects of literacy development 4) Activities that build phonological awareness (grades K and 1 and as needed thereafter) 5) Explicit instruction in letter-sound relationships 6) Research- and standards-aligned writing instruction 7) Intentional and ambitious efforts to build vocabulary and content knowledge 8) Abundant reading material and reading opportunities in the classroom 9) Ongoing observation and assessment of children's language and literacy development that informs their education 10) Collaboration with families in promoting literacy

Buildings:

- Deerfield Elementary School
- Village Oaks Elementary School
- Parkview Elementary School
- Orchard Hills Elementary School
- Novi Woods Elementary School

Total Budget: \$250,000.00

- General Fund (Other)

Communication:

Method

- District Website Update
- Presentations
- School Board Meeting
- Social Media

Audience

- Staff
- School Board
- Parents
- Educators

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Engage with EIP	RJ Webber	08/09/2021	06/16/2024	ONTARGET

(2/3): Essential Instructional Practices Grades 4-5

Owner: RJ Webber

Start Date: 08/09/2021

Due Date: 06/16/2024

Summary: "The purpose is to improve children's literacy in Michigan. Professional development throughout the state can focus on this set (10) of research-supported literacy instructional practices for daily use in the classroom. The Essential Practices are: 1) Deliberate, research-informed efforts to foster motivation and engagement within and across lessons 2) Intentional, research-informed instruction using increasingly complex texts and tasks that build comprehension, knowledge, and strategic reading activity 3) Small group instruction, using a variety of grouping strategies, most often with flexible groups formed and instruction targeted to children's observed and assessed needs in specific aspects of literacy development 4) Activities that build reading fluency and stamina with increasingly complex text 5) Discussion of the ideas in texts and how to construct text meaning across texts and disciplines 6) Research-informed and standards-aligned writing instruction 7) Intentional and ambitious efforts to build vocabulary, academic language, and content knowledge 8) Abundant and diverse reading material, including digital texts, and opportunities to read in the classroom 9) Ongoing observation of children's language and literacy development that informs small group and individual instruction 10) Collaboration with families in promoting literacy "

Buildings:

- Deerfield Elementary School
- Village Oaks Elementary School
- Parkview Elementary School
- Orchard Hills Elementary School
- Novi Woods Elementary School

Total Budget: \$250,000.00

- General Fund (Other)

Communication:

Method

- District Website Update
- Presentations
- School Board Meeting
- Social Media

Audience

- Staff
- School Board
- Parents
- Educators

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
EIP Implementation	RJ Webber	08/09/2021	06/16/2024	ONTARGET

(3/3): Literacy Essentials

Owner: RJ Webber

Start Date: 08/09/2021

Due Date: 06/16/2024

Summary: All of us want children throughout Michigan to be successful. An important part of student success centers around proficiency in reading. That's why a group of education experts developed new approaches for teachers to use in the classroom.

Literacy Essentials are free documents designed for Michigan educators to improve childhood literacy development. The Literacy Essentials provide research-proven, effective approaches to markedly improve literacy skills among Michigan's youngest students.

Using the Literacy Essentials with every child, in every classroom, every day will help improve literacy among our youngest learners.

Buildings:

- Deerfield Elementary School
- Village Oaks Elementary School
- Parkview Elementary School
- Orchard Hills Elementary School
- Novi Woods Elementary School

Total Budget: \$250,000.00

- General Fund (Other)

Communication:

Method

- District Website Update
- Presentations
- School Board Meeting
- Social Media

Audience

- Staff
- School Board
- Parents
- Educators

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Deep Dive into Literacy Essentials	RJ Webber	08/09/2021	06/16/2024	ONTARGET

UBD/UDL/PLC Full Integration 6 - 12

Status: ACTIVE

Summary: The Novi Community School District will engage the BOE, Content Area Leaders, Administrators, Students, and Instructional Coaches to build a plan that will be executed in concert with all stakeholders, resulting in measurable/observable quantitative and qualitative improvement in the learner experience. The target date for a fully integrated approach is June of 2027.

Created Date: 08/10/2021

Target Completion Date: 06/17/2027

Strategies:

(1/4): **Guaranteed and Viable Curriculum**

Owner: RJ Webber

Start Date: 08/10/2021

Due Date: 06/17/2027

Summary: A “guaranteed” curriculum is often defined as a mechanism through which all students have an equal opportunity (time and access) to learn rigorous content. This requires a school-wide (or district-wide) agreement and common understanding of the essential content that all students need to know, understand, and be able to do. The word “all” needs emphasis; a guaranteed curriculum promotes equity, giving all children equal opportunity to learn essential content, and to provide this opportunity, curricular materials and instructional approaches must be grounded in research, implemented with fidelity, and must include vertical as well as horizontal alignment. For a curriculum to be “viable,” there must be adequate time for teachers to teach the content and for students to learn the content. A viable curriculum eliminates the supplementary or “nice to know” content. Teachers must have the flexibility to meet student needs through different methods of content delivery, helping students dive deeper into their passions. At its essence, a GVC represents the core non-negotiables of student learning. It’s what schools and teachers commit to providing for all students.

Buildings:

- Novi Adult Education
- Novi Middle School
- Novi Meadows School
- Novi High School

Total Budget: \$700,000.00

- Other Federal Funds (Federal Funds)
- Title III Part A, English Learners (Federal Funds)
- General Fund (Other)

Communication:

Method

- Social Media
- District Website Update
- Presentations
- School Board Meeting

Audience

- Staff
- School Board
- Parents
- Educators

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Collective Efficacy utilize NCSD staff	RJ Webber	08/10/2021	06/17/2027	ONTARGET

(2/4): Collective Responsibility

Owner: RJ Webber

Start Date: 08/10/2021

Due Date: 06/17/2027

Summary: A culture of collective responsibility that is collegial, collaborative, and professional that promotes student learning, professional learning, and system-level learning through the intentional development of norms, values, and beliefs.

Buildings:

- Novi Adult Education
- Novi Middle School
- Novi Meadows School
- Novi High School

Total Budget: \$100,000.00

- General Fund (Other)

Communication:

Method

- Presentations
- School Board Meeting
- Social Media

Audience

- Educators
- Staff
- School Board
- Community-at-Large
- Parents

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Each member of the Novi Community School District has an obligation serve the educational needs of our students/families	RJ Webber	08/10/2021	06/17/2027	ONTARGET

(3/4): Collaboration

Owner: RJ Webber

Start Date: 08/10/2021

Due Date: 06/17/2027

Summary: Collaboration is a vital way of enhancing academic learning and makes the working and learning environment pleasant and productive. It allows us to reflect on our own thinking while expanding our knowledge base. It increases opportunities for the bodybrain partnership to play an active role rather than a passive one in learning.

Buildings:

- Novi Adult Education
- Novi Middle School
- Novi Meadows School
- Novi High School

Total Budget: \$100,000.00

- Other Federal Funds (Federal Funds)
- Title III Part A, English Learners (Federal Funds)
- General Fund (Other)

Communication:

Method

- Social Media
- Presentations
- School Board Meeting

Audience

- Educators
- Staff
- School Board
- Community-at-Large
- Parents

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
true Collaboration is at the heart of organizational mission acquisition. Collaboration will be at the forefront of our efforts to serve students.	RJ Webber	08/10/2021	06/17/2027	ONTARGET

(4/4): Sheltered Instruction Observation Protocol (SIOP)

Owner: RJ Webber

Start Date: 08/10/2021

Due Date: 06/17/2027

Summary: The media resources were developed by a partnership involving the Success for All Foundation and world class children's television producers Sesame Workshop and Sirius Thinking. The games and activities are fun and engaging as well as effective. In a 2017 Johns Hopkins University study, students in Lightning Squad doubled student's rate of growth in reading compared to similar students who did not receive tutoring.

Buildings:

- Novi Adult Education
- Novi High School
- Novi Meadows School
- Novi Middle School

Total Budget: \$100,000.00

- Title III Part A, English Learners (Federal Funds)
- General Fund (Other)

Communication:

- | | |
|---|---|
| <p>Method</p> <ul style="list-style-type: none"> • Social Media • School Board Meeting | <p>Audience</p> <ul style="list-style-type: none"> • Parents • School Board • Educators |
|---|---|

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
We must explicitly attend to the needs of our ELD students, SIOF is an accessible way to help stakeholders understand how to do so.	RJ Webber	08/10/2021	06/17/2027	ONTARGET

Address High Impact Areas of District Culture

Status: ACTIVE

Summary: The Novi Community School District will infuse a focus on Diversity, Equity, and Inclusion into existing school improvement teams that are built upon a structure that engages staff, students, and families by June of 2023.

Created Date: 08/10/2021

Target Completion Date: 06/17/2023

Strategies:

(1/1): Collaboration

Owner: RJ Webber

Start Date: 08/10/2021

Due Date: 06/17/2023

Summary: Collaboration is a vital way of enhancing academic learning and makes the working and learning environment pleasant and productive. It allows us to reflect on our own thinking while expanding our knowledge base. It increases opportunities for the bodybrain partnership to play an active role rather than a passive one in learning.

Buildings: All Buildings

Total Budget: \$50,000.00

- Other Federal Funds (Federal Funds)
- General Fund (Other)

Communication:

Method

- Social Media
- Presentations
- School Board Meeting

Audience

- Educators
- School Board
- Staff
- Community-at-Large
- Parents

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
DEI Building Teams	RJ Webber	08/10/2021	06/17/2023	ONTARGET