



BAILEY'S BOARD MEETING WRAP UP

4.20.2022

Please note this wrap up is meant to be an overview of the school board meeting from my perspective. It is intended to offer more substantive information than what is generally contained in Board Meeting Minutes. It will not cover every point made or discussion had; it is accurate to the best of my knowledge; and, it is an effort being made on behalf of myself only, not the school board, to get more information out to our community. Comments and questions are always welcome.

Sincerely,
Danielle Bailey
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1. Meeting Opening

- Board Members Present: Danielle Bailey, Andrew Franklin, Tomika Vukovic, Ben Wynn, and Molly Krychowiak
- Executive session was held to discuss legal recommendations on formal complaints and the hire of the Special Education Director.

2. Celebrations

A. Thank You's

The District extended its gratitude to Molly Krychowiak, who was wrapping up her tenure as a Board member and participating in her last official board meeting. The District also announced the retirements of Tim McCarthy and Patti Walters, extending their gratitude for their amazing service to our district, as well.

B. PTO & Foundation Update

The Spring Fling is May 13th and ticket sales will be available soon. Teachers can attend free. More information will be forthcoming in Thursday Folders. The PTO is planning staff appreciation week 5/2-5/26, other activities like the District Fun Run, and Glen Hills Family Activity Night are on deck, and info will also in your Thursday folders. The PTO is also desperate for volunteers for various activities like the 8th grade and 3rd grade send offs, as well as, leadership roles for next year. Please contact the PTO, Melanie Hinchey, or attend an upcoming meeting to learn more. The next meeting is May 9th at 6:15 pm.

C. School Spotlight- Future City members presented their winning projects to the school board, the presentation begins at the 10 minutes 55 second mark and ends at 44 minutes 10 seconds. As always, the board was impressed by our students joy, perserverance, and passion for this competition, and so grateful for the handwork of Mrs. Murali, with the support of additional adult mentors: Tony Spolar, Adam Goss, James Neil Couch, Gina Lima, and Alla Franklin. The students shared their appreciation of Mrs. Murali, too, and again all advocated for a return of resource period, as all participants needed to utilize lunch times, weekends, and other free time to compete in Future Cities, without a resource period. Mrs. Murali thanked the district for allowing her creativity and flexibility to do a program like this, and noted that she always feels so proud knowing our students excel at Nicolet, and how good it feels when she scans the Nicolet honors list and recognizes so many of our Glendale River Hills Scholars on that list. The board was grateful to receive this presentation and expressed pride and gratitude for this program at Glen Hills.

3. New Business

A. Equity Committee Update (Moved from Discussion item 5A)

Syncretic Solutions presented their report (which is available on Board Docs) and findings from the Equity Survey and focus groups they conducted. They received 54 responses from Teachers/Staff and 89 responses from Families. The report shows the importance and need for this work to be done in our district at all levels. The key recommendations were:

- **Develop clear and discernible action plans toward operationalizing self-determined mission, vision, and goals.**
- **Develop equity-based strategies to address key institutional arenas, including but not limited to: teacher/staff workplace realities, student/teacher interactions, and curricular/classroom strategies.**
- **The district must address climate issues with regard to gender identity and expression.**
- **The district must address a severe and emerging set of challenges with regard to racial/ethnic conflict.**
- **The district must continue to address the academic needs of students on IEPs, particularly across different languages and cultures.**
- **This district must engage students in equity-focused initiatives.**

The need to formalize the equity committee was discussed, and for follow up work with the consultants. Next steps will be discussed and decided on by the board, and more information will be forthcoming soon.

B. Block Scheduling- Block Scheduling for next school year was passed by a vote of 3-2. Board Members Tomika Vukovic, Molly Krychowiak, Ben Wynn voted in favor. Board Members Danielle Bailey and Andrew Franklin voted against.

The agenda item was going to be discussed without a presentation to the board, and Board Member Bailey motioned to table the discussion. She stated that she did not feel comfortable voting on the proposal without a presentation to the board, community, staff, and students, such that everyone could understand the details of what the board was being asked to vote on. The motion was seconded, discussion occurred, and during discussion the Administration stated that Mrs. Young would be able to appear virtually to present the proposal to the district, the board voted against tabling the agenda item, 4-1. Mrs. Young began her presentation and robust discussion from the board and community ensued.

There was some discussion of the process of block scheduling. The first presentation on block scheduling was given in February 2022, at that time, the board asked to have further review of the proposal via the Curriculum committee, and ultimately to have it brought back before the full board for a vote. In its process of assessing block scheduling for the middle school, Glen Hills Administrators sent out surveys asking about scheduling priorities to family and students. They did not specifically ask families or students for input on block scheduling. Families were not notified directly of the proposed change to block scheduling. Administrators invited all staff to attend meetings to provide input on the plan for block scheduling on several occasions. Staff was not surveyed on whether it supported a change to block scheduling and individual meetings with teachers and staff were not scheduled to discuss the proposed changes to the schedule prior to this board meeting.

The Curriculum Committee received an updated presentation regarding the plan for block scheduling on 4/13. The Curriculum Committee meeting can be viewed by going to the meeting video on board docs, and is approximately 2 hours long, the only topic discussed is block scheduling. *The url for the video of the meeting is: <https://youtu.be/8OIm6Rh7Hq8> and the conversation around block scheduling occurs between 1:31:10 through 2:57:40.*

Many visitors spoke out to voice concerns about block scheduling, one visitor participant asked the board to consider the impact of a vote that did not approve block scheduling because that too would have an impact on our school. Administrators spoke of their motivations for and desired outcomes with block scheduling. After much discussion, a board member called the question, which was seconded, and a vote was taken on whether the board should end discussion. Board members voted 4-1 in favor of ending discussion and voting on the proposal. A motion was then made to approve block scheduling for the 2022-2023 school year. The vote passed 3-2. An adjournment was called and the meeting proceeded several minutes later.

C. Staffing - The Administration presented a plan for staffing hires that included the hire of Amanda Jones as the new Director of Special Education and Student Services. As well as, a new psychologist, a School Counselor at Glen Hills, a math interventionist at Parkway, a reading interventionist at Parkway, and a Special Education teacher at Parkway. The Administration highlighted Ms. Jones bio, outlined reasons for the above positions being needed, and proposed using Esser funds for the School Psychologist. The Board asked to be notified via the budgeting process about the ultimate recommendation from the administration is to use Esser funds, before they are allocated to the position. The Administration agreed. The Board unanimously approved the staffing recommendations.

D. 2022-2023 Calendar and time for Staff Learning and Professional Learning

3 proposals were presented to the board around early release and time for professional development for staff. After discussion from the board, administrators, and community, the board motioned to approve one full day per month for Staff Collaboration and Professional Learning for 2022-2023, Board Member Wynn motioned to amend the proposal to include two hours of unscheduled prep time for teachers. The motion to amend was approved unanimously. The motion to approve one full day/month with two hours unscheduled prep time for teachers was passed unanimously.

4. Consent Agenda- The Consent agenda consisting of minutes, financials, and retirements and resignations was unanimously approved by the board.

5.B. Administrators are attending SAIL training (Continuous Improvement Framework) this summer.

5.C. Minutes for Committee Meetings. This discussion item was tabled and will be added as an agenda item for the May School Board meeting.

5.D. Nicolet Partner Schools Update- Superintendents met and will meet again in May to review Employee Handbooks, looking for common ground around benefits, incentives for staff, etc. They will meet in June to talk about compensation in their respective districts. Board Member Bailey asked to have other districts share their pay scales with us, so we can see where we are situated. Superintendents are going to discuss how it went meeting as Professional Learning Communities this year and set goals for next year.

6.A. VISITOR PARTICIPATION occurs at 3:47:00 in the recorded meeting. Comments covered the boards work, substitute shortage and whether the district would consider raising its daily rate to attract more substitutes, the new teacher pay scale and an ask that the district move sooner to remedy teachers who have been historically underpaid and teacher morale upon learning about pay discrepancies. Board members commented that they would like to have an ongoing public discussion with administration around how we can work to support teachers at this time, knowing that many reports are coming out on this very topic and around teachers looking to leave the profession because of the stress of recent years. The board also encouraged candor and communication from teachers to the board, so that we can support them, and thanked folks who have reached out and who spoke on behalf of teachers at the meeting. Another visitor asked admin to look into the lack of safety drills this year, and there was a question around the plan for hiring building subs. Administration stated the plan was to have one building sub for each building, per the recommendation of the principals, but that would be flexible if the need changed during the school year. And, that they believed safety drills were being done regularly in the buildings, they would check the documentation and follow up with the visitor.

7. Meeting Adjourned.

