



WEEKLY UPDATE TO THE BOARD OF EDUCATION

April 28, 2022

A MESSAGE FROM SUPERINTENDENT CARLTON D. JENKINS

Dear Board Members,

This week, which marks the fourth week of our fourth quarter, has certainly been eventful. Our community has continued leaning forward together despite challenges related to: public health (rising incidence of COVID-19 cases due to Omicron sub variants); national staffing shortages; rising inflation; global supply chain disruptions; and ongoing episodes of racial injustice as well as social unrest. Our students, staff, families, and community members continue to overcome the limits of the current environment by finding ways to engage in celebratory traditions, acknowledge historical wrongs, build the capacity to support rigorous learning, and perform at the level of excellence.

Last week, our students and staff at East High School successfully hosted an in-person prom for the first time since the emergence of the COVID-19 pandemic in March 2020. While adhering to our mitigation protocols, our students were able to have a memorable and enjoyable event. We look forward to hearing the reports from our other schools about hosting in-person social events as well as fully engaging in some of our other traditional celebratory events.

Throughout our district, we have much student and staff excellence to celebrate. Kudos to Adam West from La Follette High School for being named one of only 300 Gates Scholars nationwide. We also celebrate Dr. Anu Ebbe, principal of Cherokee Heights Middle School, for being selected by the Wisconsin School Administrators Association as their 2022 Secondary Principal of the Year. The accomplishments of Adam and Dr. Ebbe are representative of the immense talent, dedication, and resilience of our students, staff, families, and community.

As we celebrate our current achievements, we retain a degree of humility by acknowledging our shared responsibility for historical wrongs in our community and nation. Hence, our community was energized by our land acknowledgement ceremony this past Monday. As we lean forward together with humanity and intentionality, our district, community, state, and nation can be integral to healing processes which show proper respect for our indigenous nations.

While we participate in events which facilitate healing and reconciliation based on historical wrongs, we also have an opportunity to build our capacity to better educate current and future scholars. Monday's vote by board members to adopt K-5 literacy curricular materials was a major step in our journey towards ensuring all our students are reading at the level of proficient and beyond. As our teachers receive this important tool for supporting instruction, we become better situated to accelerate learning for all students, while addressing persistent and historical disparities. This important vote also reinforces the Madison community's willingness to invest in our scholars graduating ready for college, careers, and the community.

Thanks for your ongoing support and partnership. We look forward to updating you on our progress next week.

Sincerely,

Carlton

Carlton D. Jenkins, Ph.D.

P.S. Henderson renaming ceremony—Save the date May 10 from 5:30-7:30 p.m.
at Henderson Elementary School, 12021 Tompkins Drive

16th Annual Circle of Friends program—Save the date May 17, 11:30 a.m.-
1 p.m., Alliant Energy Center, Hall A, 1919 Alliant Energy Center Way

Pictures from Rotary



Pictures from African-American History Challenge



Pictures from Land Acknowledgement





OTHER INFORMATION



Snippet from the book Good to Great

Please see the attached graphic titled the flywheel and the Doom Loop.



MMSD Start and Dismissal Plan for the 2022-2023 School Year

In July 2018, the MMSD Board of Education approved changing school start times with a tiered implementation over three years. Since then, the COVID-19 pandemic has significantly impacted schools nationwide and has caused a delay in the original implementation timeline. As such, MMSD staff have been working with our transportation providers to determine capacity and capabilities for next year.

There is more work that needs to be done by our current carrier to add drivers to their roster. We, as a district, need to evaluate other carriers' ability to service the needs of the district in the midst of a national school bus driver shortage. According to a 2021 report on School transportation by HopSkipDrive.com (<https://www.hopskipdrive.com/school-transportation-2021/>), 78% of school districts surveyed state the national driver shortage is the main pain point for school districts' transportation issues. We are also feeling this pain point.

Due to this, we felt it was necessary to not make any drastic changes without a completed RFP and obtaining a contracted carrier before our contract with Badger Bus expires in June of 2023. Over the summer months, we plan to work on making sure we look at all options and take a long-term and sustainable approach in selecting the right carrier for MMSD and the possibility of what we are currently seeing to be the new normal.

Based on the above factors, we have decided to maintain our current start and dismissal times for next year to avoid any major changes. These times can be found on our [MMSD website](#).

We plan to share information with families and staff next week regarding maintaining the current start times for next school year.



Board Member Amendment Process

The 2022-23 draft Preliminary Budget proposal was published on April 25, 2022 and can be found electronically on the district's budget website (mmsd.org/budget) where we also track community-based questions and answers through Let's Talk.

We recommend following the same process for board member amendments that we followed in the past for refining the draft Preliminary Budget before voting to adopt a preliminary budget in June. Please mark your calendars for the following dates:

- Proposed amendments should be submitted during the window beginning May 1, 2022 and ending on May 27, 2022. This allows time for the Business Office to analyze the proposed amendment prior to the June OWG meeting.
- Budget amendments should be detailed and specific rather than broad and generalized. A board member should describe the proposed budget change, its relationship to the Strategic Framework, and specific costs and/or number of FTE expected where applicable. The BPA Office will analyze and follow up with clarification questions as needed.
- Budget amendments should be submitted to Ross MacPherson, Chief Financial Officer, with the board email alias (board@madison.k12.wi.us) cc'd on the email. Please remember that email is not an open forum for a discussion on the amendment. The purpose of the copy is to ensure one-way communication only.
- There is no required form or official format for submitting a budget amendment. Our goal is to provide the information necessary for the board to cast a fully informed vote to adopt a Preliminary Budget at the Regular meeting in June.



Summer Arts Academy Update

We wanted to provide an update on progress made with our first ever Summer Arts Academy. We're really excited by the many exciting opportunities that are being developed to provide to our students this summer — focused on the goal of supporting students' skills, creativity, and inquiry with the chance to blossom through the visual and performing arts.



Staffing Analysis

Please see the attached updated report dated April 25, 2022, detailing our efforts to make sure our schools are staffed and remain open for student learning. This report also includes movement on a number of programs and processes.

This report contains additional information this week responding to a board member's questions specific to Doyle.

➤ Chart of Wage Options

Based on our previous discussions, we have prepared a representation of the chart that shows our different options as we are fully engaging in the negotiations process.

Base Wage	Steps	Total Increase	Impact	Est. Positions Lost
0	2.0%	2.0%	+5.8M	
2.0%	2.0%	4.0%	\$0	0*
2.5%	2.0%	4.5%	-\$1.3M*	16*
3.5%	2.0%	5.5%	-\$3.9M*	48*
4.7%	2.0%	6.7%	-\$7.02M*	87*

* Creates structural deficit starting in 2022-2023

➤ Legal Services Personnel News

Kelly Cook, our Title IX has been recruited back to the University of Wisconsin System to become the Deputy Chief of HR for the UW System. I really appreciate all the work she has done to move our Title IX compliance forward. Her last day with the district will be Friday, May 6.

➤ Weekly Metrics and Ops Recordings and Agendas:

4.26.2022 Weekly Metrics Meeting [Agenda](#) & [Recording](#)
4.28.2022 Biweekly School-Central Office Operations Meeting [Agenda](#) & [Recording](#)

➤ Articles of Interest

[‘The Earth is dying’: On Earth Day, Wisconsin students are calling for climate action](#)

[Inflation Will Put Districts in a Pickle](#)

[Milwaukee Public Schools reinstates mask mandate](#)

➤ Great Things Happening Around MMSD

- La Follette senior, Andrew West, was awarded a [Gates Scholarship](#) which affords him a full ride to any post-secondary institution in the country.
- The team from Wright Middle School won the African American History Bowl regional competition, and will be moving on to the [national competition](#) in Florida this June.
- Anu Ebbe (Cherokee Heights Middle School) was named the [Wisconsin Secondary Principal of the Year!](#)
- MMSD took a historic first step in [acknowledging the land](#) of First Nations people. This important ceremony was initiated by two MMSD high school students, Isa Saiz (West junior) and Marena Fox Baker (East junior).

- Students and staff share how they are [learning to cope](#) with mental health challenges related to COVID-19.
- Memorial High School juniors in the [health sciences pathway](#) shared their research on mental health with healthcare professionals.

OUR UPCOMING BOARD CALENDAR

➤ Thurs., Apr. 28, 5:15 p.m. Safety & Student Wellness Ad Hoc
Virtual

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➤ Mon., May 9, 9 a.m. Board Officers
Virtual

➤ Mon., May 9, 5 p.m. Special meeting in closed session followed by open
session WORKSHOP
Virtual/in person for BOE members

➤ Mon., May 9, 5:30 p.m. Instruction Work Group
Virtual/in person for BOE members

➤ Wed., May 11, 5 p.m. Student Senate
Virtual

➤ Wed., May 11, 5:30 p.m. City Education Committee
Virtual

➤ Week of May 16 Board members briefings

➤ Mon., May 16, 5 p.m. Operations Work Group
Virtual/in person for BOE members

➤ Mon., May 23, 9 a.m. Board Officers
Virtual

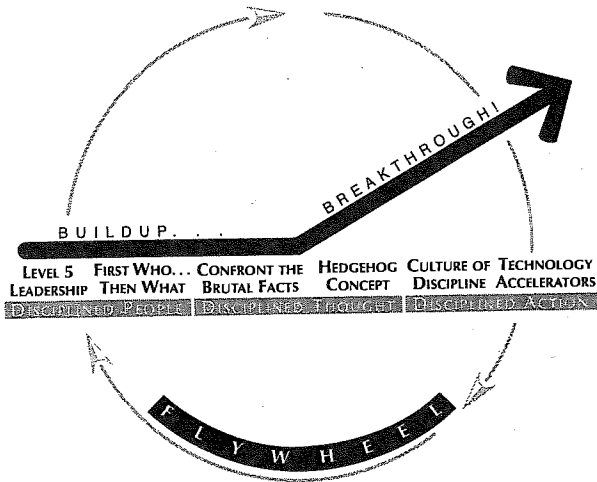
➤ Mon., May 23, 6 p.m. Regular BOE meeting
In person and virtual
Open to the public

➤ Wed., May 25, 5 p.m. Student Senate
Virtual

ITEMS ATTACHED FOR INFORMATION

1. Flywheel and Doom Loop graphic
2. Summer Arts Academy Update
3. Staffing Analysis—4/25/22

THE FLYWHEEL AND THE DOOM LOOP



Revolution means turning the wheel.

—IGOR STRAVINSKY¹

Picture a huge, heavy flywheel—a massive metal disk mounted horizontally on an axle, about 30 feet in diameter, 2 feet thick, and weighing about 5,000 pounds. Now imagine that your task is to get the flywheel rotating on the axle as fast and long as possible.

Pushing with great effort, you get the flywheel to inch forward, moving almost imperceptibly at first. You keep pushing and, after two or three hours of persistent effort, you get the flywheel to complete one entire turn.

You keep pushing, and the flywheel begins to move a bit faster, and with continued great effort, you move it around a second rotation. You keep pushing in a consistent direction. Three turns . . . four . . . five . . . six . . . the flywheel builds up speed . . . seven . . . eight . . . you keep pushing . . . nine . . . ten . . . it builds momentum . . . eleven . . . twelve . . . moving faster with each turn . . . twenty . . . thirty . . . fifty . . . a hundred.

Then, at some point—breakthrough! The momentum of the thing kicks in in your favor, hurling the flywheel forward, turn after turn . . . whoosh! . . . its own heavy weight working for you. You're pushing no

To: MMSD Board of Education
 From: Peter Kuzma, Arts Education Coordinator • pjkuuzma@madison.k12.wi.us
 Re: Summer Arts Academy • Project Management & Development Update
 Date: April 29, 2022



This is a summary through the week of April 25-29, 2022

<p>Programming Progress</p>	<ul style="list-style-type: none"> ● Local Artists / Partners committing to the program represents rich offerings between our MS/HS and partner sites; current offerings include: <ul style="list-style-type: none"> ○ Intro to Guitar ○ Jazz Band for High School Learners ○ *Digital Art & Virtual Reality Portraits & Museums ○ Open Art Studio ○ *Digital Music & Media Production ○ Musical Theatre Production (licensed) ○ Technical Theater ○ Printmaking Explorations ○ African Drumming/Hip Hop Electronic Music Beat ○ Rock/Rhythm & Blue (RnB) Band Camp ○ Various Dance offerings ● *Several original offerings in development with vendors and partners have been identified as possible pilots for school year enrichment or extended summer programming in the future.
<p>Sites & Program Reach</p>	<ul style="list-style-type: none"> ● As of 4.28.22, there are over 139 registration entries for middle and high school grades, in addition to the 1000+ already accounted for through MSCR SREC. ● Suggestion to extend elementary reach through MSCR at Meadowood and Allied Neighborhood Centers is being actively pursued as well. ● Strategies for removing barriers to participation continue to be explored and addressed where possible: <ul style="list-style-type: none"> ○ Communication with Food Service is ongoing, aligned with SAA program needs ○ Ways to improve efficiency of Transportation carriers' reach and capacity are being devised and are ongoing ○ Site capacity and specific room choices are finalized for Arts Hubs ○ Residencies as part of MSCR aftercare programming are expansive and rich, including <ul style="list-style-type: none"> ■ UW Arts Collaboratory theatre, writing and dance ■ Arts for All Wisconsin drumming, music, and visual art ■ International Live music performances ● MMSD Staff are being encouraged to apply with an eye toward their chance to learn from Arts professionals and engage in leading students as a professional learning venture through SAA
<p>Communication</p>	<ul style="list-style-type: none"> ● Website, Flyers, Registration links (multilingual via website) are all live and have been broadcast. ● We're engaging our building leaders in registration and staffing efforts through the Principal Bulletin as well. ● Barriers / issues that we want to get in front of: <ul style="list-style-type: none"> ○ We are making an additional push for registration to our target populations through direct teacher contact with students and families at 6th-12th grades, ○ We are extending registration for an additional week until Friday, May 6 to accommodate this effort. ○ We are addressing concerns from families about higher expectations than are realistic for this year, pending staff, transportation and site availability — focusing on status as Pilot year of program ○ Capacity of MSCR aftercare programming has been reduced due to staffing, limiting our K-4 reach somewhat. ● Outreach strategies for students and families not previously engaged in enrichment programming are underway, response from target families are slowly increasing; registration is still below the numbers we desire. ● Direct outreach with flyers is being pursued with the community as well, seeking a more proactive approach in our final registration push.

<p>Summary Narrative</p>	<p>We continue to be diligent in our efforts to address all the goals of leadership and the board:</p> <ul style="list-style-type: none">• Registration is set with diverse, opportunities; targeting communication to Black and Brown students remains a focus• Staffing, Transportation and Site availability are critical areas of focus for SAA team• Communication to manage community excitement and expectations around scope of program is in process.
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Madison Metropolitan School District

Staffing Analysis

April 25, 2022

This report is a snapshot of all the work that is being done for this week as well as movement on a number of programs and processes. We still anticipate this challenge will be exacerbated by additional absences during the week of April 25, 2022.

The substitute office is working in tandem with the Chiefs to make sure that all schools are staffed with the usage of 40+ central office staff to supplement needs within the schools. Also, please note that Absence Management does not necessarily indicate why staff is out of the building; rather, Absence Management depicts who needs a substitute for a particular date.

The deployment of central office personnel has to pick either Monday or Friday and one other day. For the weeks of April 25 – April 28, they are asked to pick two days to sub per each week.

- Looking at Absence Management for week of April 25, 2022:
 - **The week of April 25, 2022 – This is an overall look at absences:**
 - Absences – **1798 (901 Unfilled)**
 - Percent Filled – **50.11**
 - Percent Unfilled – **49.89**
 - Monday – April 25, 2022
 - Absences – **344 (161 Unfilled)**
 - Percent Filled – **58.68**
 - Percent Unfilled – **41.32**
 - Percent with Central Office Usage – **62.40**
 - Number of Central Office Personnel – **17(9 working 4-hour increments)**
 - Tuesday – April 26, 2022
 - Absences – **344 (169 Unfilled)**
 - Percent Filled – **55.42**
 - Percent Unfilled – **44.58**
 - Percent with Central Office Usage – **58.75**
 - Number of Central Office Personnel – **13 (8 working 4-hour increments)**
 - Wednesday – April 27, 2022
 - Absences - **356 (177 Unfilled)**
 - Percent Filled – **52.34**
 - Percent Unfilled – **47.66**
 - Percent with Central Office Usage – **57.42**
 - Number of Central Office Personnel – **13 (4 working 4-hour increments)**
 - Thursday – April 28, 2022
 - Absences - **350 (163 Unfilled)**
 - Percent Filled – **57.87**
 - Percent Unfilled – **42.13**
 - Percent with Central Office Usage – **61.70**
 - Number of Central Office Personnel – **9 (3 working 4-hour increments)**

COVID Leave:

Covid Relief was approved for five (5) days on January 10, 2022, for benefit eligible employees. The leave is available from January 11, 2022, through June 30, 2022. **To date, we have had an additional 50 leave requests bringing the overall total to 942.**

COVID Hardship Leave Launch:

Covid Hardship Leave was approved for fifteen (15) days which are available from September 23, 2021, to June 20, 2022. A communication was sent on March 15th announcing the application was now available. **To date, we have received 79 requests bringing the overall total to 577.**

Current Updates:Recruitment:

The Substitute Office has been continuing to concentrate on recruitment of staff. The chart below shows the total number of hires broken out by: month, type of substitute licensure – permit (those with an associate degree or higher); certified (those who have completed an approved educator preparation program and has held or is eligible to hold a Wisconsin license or equivalent in another state) and special education program aide license (must be at least 18 years of age).

The chart depicts the hiring process from new applications to completing the onboarding process. The invitation to onboarding means the applicant must complete the following: background check, fingerprinting, register for DPI licensure, all HR related forms as well as TB assessment and show proof of vaccination.

January 2022_Sub Teacher/Sub SEA	Totals	Certified	Permit	Sub SEAs
New applications	57	10	38	9
Waiting for References	15	4	7	4
Invitation to Onboarding	42	10	27	5
Completed onboarding/Enter in Munis	30	9	17	4
February 2022_Sub Teacher/Sub SEA	Totals	Certified	Permit	Sub SEAs
New applications	41	10	25	6
Waiting for References	12	3	6	3
Invitation to Onboarding	28	7	19	2
Completed onboarding/Enter in Munis	19	6	10	3
March 2022_Sub Teacher/Sub SEA	Totals	Certified	Permit	Sub SEAs
New applications	30	6	16	8
Waiting for References	10	0	6	4
Invitation to Onboarding	17	3	9	5
Completed onboarding/Enter in Munis	13	4	7	2
As of April 27, 2022_Sub Teacher/Sub SEA	Totals	Certified	Permit	Sub SEAs
New applications	17	2	6	9
Waiting for References	8	1	4	3
Invitation to Onboarding	19	4	6	9
Completed onboarding/Enter in Munis	27	7	16	4

Payroll:

Bonuses:

The bonuses are being paid as described in the memo from the November 22, 2021, board meeting. They are adhering to the 85% attendance and paid following the month earned. This chart is a summary of the bonuses that have been paid over the last two (2) fiscal years.

Eligible Staff	Criteria	Pay Date	Total Paid	FY to Date
All-Staff	\$615 per employee	3/26/2021	\$ 2,689,395.00	
Subs/Sub SEA	MMSD offered a bonus to substitutes (sub teacher's get \$2,000 and sub SEAs get \$1,000) who worked 38+ days once schools reopened	6/25/2021	\$ 195,300.00	
				\$ 2,884,695.00
Summer School Bonuses	ESY and summer school-attendance based	11/1/2021	\$ 123,375.00	
In staff personnel 3/16/20 - 06/30/20	Emergency Closure Bonus	1/14/2022	\$ 280,400.26	
Attendance Bonus-Biweekly Staff	EA/SEA/BRS/SSA/NA	1/28/2022	\$ 149,523.95	
Attendance and Class Coverage	Teachers and Subs	2/1/2022	\$ 94,153.25	
Attendance Bonus-Biweekly Staff	EA/SEA/BRS/SSA/NA	2/25/2022	\$ 153,000.00	
Attendance and Class Coverage	Teachers and Subs	3/1/2022	\$ 97,772.44	
Attendance Bonus-Biweekly Staff	EA/SEA/BRS/SSA/NA	3/25/2022	\$ 120,797.91	
Attendance and Class Coverage	Teachers and Subs	4/1/2022	\$ 148,594.33	
Attendance Bonus-Biweekly Staff	EA/SEA/BRS/SSA/NA	4/22/2022	\$ 137,500.00	
				\$ 1,305,117.14

