



KSD Advisory Board Minutes

Date: November 14, 2018

Advisory Meetings occur on a quarterly basis: August, November, February and May

Per KRS 167.037, this Board is to be composed of nine members appointed by KBE upon the recommendation of the Commissioner of Education. The purpose of the Board is to act in an advisory capacity to assist school leadership and make recommendations. Membership on the board shall be statewide and shall consist of two (2) parents of deaf children, one (1) professional in education of the deaf, one (1) former student of the Kentucky School for the Deaf, one (1) member of the Kentucky Association for the Deaf, two (2) members who shall represent school districts, and two (2) members at large. A majority of the board's membership shall be persons who are deaf or hard of hearing.

In Attendance

Clyde Mohan, Chair

Bryan Bowen

Dodie Karr

Bridgette Mann

Tina Yance

Chair

- A. Welcome
 - a. Anita Dowd not in attendance
 - b. Started meeting a few minutes early due to inclement weather
 - c. Go through agenda items and then questions the end
- B. Approve August Minutes
 - a. Clarification on the spelling of Pi on pg. 1
 - b. Amendment pg. 3, capitalize D in KSD
 - c. Amendment pg. 6, should say Jarod, not Jaord
 - d. Clyde moved to accept minutes with corrections; all in favor

T Hulett, not in attendance, Toyah filled in

- C. New Elementary
 - a. Brick and stone work 100 % complete, roof is 70% complete, but with rain and weather, move in date may extend to later date. Pleased with work that has been completed so far.
 - b. First week in December, teachers and SL will tour the building, for moving purposes. Rooms are smaller, so they need to know what will be able to be moved.
 - c. Student Life will see new home and prepare for move.
 - d. Existing playground equipment – we hope to still use it. There is not money in the new school budget for new equipment, so we may have to use old. Going forward, instead of mulch, use something that makes it accessible for wheel chairs. This would be a solid surface, like on tracks and is a poured on surface. Expensive, but important for accessibility of all students. Hope that we can get new equipment and not have to retro fit the old. Use for students during the day, but also our students at night.
 - e. Haynes - Grow Trust – There is \$122,000 in account. The money is sitting there to be used with no strings attached. Would like to use this money for the playground. Have a plaque to honor

the family. It would be a good tribute to the family and good for our students. Would be welcoming to all.

- f. Due to solid surface, can only be poured during certain times if the year. This would probably occur in April. Would have to be put through the bid process. Have asked twice for playground to be made accessible to all students.
- g. Question from Chair– I remember the Grow money was earmarked for track. Not sure if it was in writing anywhere. Mr. Harris, in the Grow money, do you remember?
 - i. Public Comment Archie Harris – I wanted to talk the Grow money tonight .I’m not sure what that money was supposed to be used for. It was given to KSD, so I think that KSD should make the decision. Money was donated for the benefit of KSD. Do you just use the money or is there a process through Frankfort?
 - ii. Comment Toyah Robey – No strings attached to using the money. No details because the timeframe has passed. We are at a time to use that money and want to use it for a good need.
 - iii. Public Comment Scott Haun – President Charitable foundation – I have old files that about this money. I called on the leadership team when I was still working here about the use of it. Mr. Buis called Frankfort about the fund and we had no idea the money was available. I gave a copy of the files to Mr. Hulett. Mentions money. Should have had access by 2017. Should benefit the schools and should be used for “arts and humanities” was wording in the will. Contact Bill Melton to get the information.
 - iv. Comment Toyah Robey– KDE has given permission to use that money for the playground.
 - v. Public Comment Jarod Mills- can we work with non-profits? As far as getting a playground goes? Contact at Kendall and Friends Foundation that has built 3 or 4 handicap accessible parks round local areas. They would love to be able to work with us. The woman writes the grants and we go over with her what we need.
 - vi. Comment Toyah Robey- I will ask Mr. Hulett and Frieda Myer about this. She is the person that is responsible for coordinating contractors and such.
 - vii. Public Comment Wilton McMillian – Frankfort told you the money was still there? Did they specifically tell you \$122,000?
 - viii. Comment Toyah Robey – Yes.

D. Capital Projects Update

- a. Greenhouse – hope to be up and running next month
- b. High voltage project is complete and up and running in all buildings.

Toyah Robey

E. Introduction of New Staff

- a. Jennifer Brewer – Social Worker
- b. Emily Sundberg – Instructional Aide
- c. Jacob Padgett – 3rd Shift Student Life Staff
- d. Matthew Dezarn – 3rd Shift Student Life Staff
- e. TJ Lyons – 3rd Shift Student Life Staff
- f. Stacy Fisher – Elementary Teacher

- g. Kinya Embry – Contract SLP
 - h. Last meeting, mention of hiring more deaf. After analysis, 47 percent of new hires are deaf or HH. This fall, now we are 50 %.
 - i. Comment from Archie Harris – I think that is wonderful. We need to look at hiring more deaf teachers.
 - j. SLPI scores - 47 % of scores are intermediate or higher are the new hires that are hearing. That does not include the new hires that are deaf.
 - k. One new teacher hired this fall. D/HH certified.
 - l. We have had 3 hires since I have been here, both teachers, all D/HH certified. No new hires of deaf teachers.
- F. Review of Strategic Plan
- a. 3 big components
 - i. Instruction
 - ii. Communication
 - iii. Safety
 - b. Measure as we go along to see where we are with our goals. We want to be able to report back to the board with progress.
 - c. Question from Chair – What is the progress from August to now?
 - i. Comment Toyah Robey – SLPI with Billy Gulley – looking at where staff are with their SLPI and making sure they are comfortable with the process of taking the SLPI. Billy is putting out materials so people are comfortable with taking SLPI. With regards to Outreach, we have put people on committees that aren't normally included in the Outreach process so they can begin to understand the process and the work they do across the state.
 - d. PBIS – Jennifer Brogle is in charge of office referrals. Referrals are down overall this school year, but this time of year, it can go up due to many reasons.
 - e. School safety – Committee working with first responders. Kentucky Centers School Safety (KCSS) has come in to work with our students on bullying prevention. Also looking at doing another lockdown drill. We had one that was done with High School students. After the committee got back together and went over the results. Identified zones that needed improvement. Next drill will be done with Middle School students as well as High School. Practice when kids are walking across campus. Needs to be a real like situation.
- G. Instructional Updates
- a. Teachers have made improvement walls – building standards, putting it on the wall, so the kids can see where they are and can see their improvement.
 - b. Teachers took a collegial walk, without admin, so they could see each other's data. What they are working on, where they are. There is also a mission statement for teachers and students to sign.
 - c. Walk through are still happening. Did them last fall, calling them Colonel Walk Through. Continuing this year. Temp check. Want to see where the teachers are and what is happening across classrooms. Also want to see what leaders can do to help.
 - d. NTID offer for 4 students to travel to New York for a math competition. Ginger Mitchell is in charge.

- e. Outreach is having their spelling bees. We had one here on campus. We were hoping to get area schools involved, but that didn't happen. We are looking at how to make this a possibility in the future.
- f. We have a guest coming – **need name** – Deaf Kids Code- Nov. 26 – increasing STEM at KSD – working all day with 14 students on computer coding. Similar to Cyber Camp that was held over the summer. Will have things to take home.

Amy Hislope

H. Hiring Process

- a. Amy Hislope present to talk about hiring process as far as timelines. Amy gave a handout to board members with the information being presented.
- b. Two types of positions : 18 A and 161, certified and teachers
 - i. 161: The process for hiring a teacher is about 2 months. Depends on the time of year. If it is during summer, 2 months is standard, since teachers are looking for vacancies. Mid-year takes longer. Usually like to have 4 applicants.
 - ii. Comment Toyah Robey- we had one teacher position left, so I held it until needed. When we reached cap number in elementary, which made the decision. The reason for the delay was the time line.
 - iii. Public Comment Wilton McMillian – First of all Congrats to Stacy. Last time we hired a deaf teacher, was Richard Fromberg, worked in tech classes, was in 2004 and he worked 8 years. We need to make more of an effort to have openings that stay open until filled. There are other Schools for the deaf that wait until there is at least a deaf applicant that can be interviewed. Is this a possibility for us, to wait until? For 18 A, it is not advertised “open until filled”, correct? Can we get Frankfort to see us as a special school and leave these positions open until filled?
 - iv. Comment Amy Hislope– to change the process, it would take legislature changes to statutes. This would affect the state as a whole, not just KSD.
- c. Job postings and where they are posted – posting is sent to distribution list, KDE, KSD, 161 in KEPS, Emma Riley is responsible for sending email to everyone on distribution list. Also on KSD daily announcements.
 - i. Comment Tina Yance – on KSD daily announcements, teacher postings are hard to open. Jarod Mills stated he will check with Toni Jackson, who posts the announcements.
- d. Subs – at the minimum it takes 2 months to get a sub on board. They have to be finger printed by the FBI and have a background check for Cabinet for Health and Family services, this takes 4 to 6 weeks. If anything is missed or background check comes back with an issue for any reason, the process starts over.
- e. There was a reorganization at KDE recently, so any time that happens, the system locks down and I can't post any new positions in the system. System has down since 1st week of October. I can start entering things into the system as of today.
 - i. Public Comment Archie Harris – When a teacher position is open, who do they contact? You directly, or Frankfort?
 - ii. Comment Amy Hislope – They come to me.
 - iii. Public Comment Archie Harris - When you receive application, what do you do with it?

- iv. Comment Amy Hislope – Forward to Toyah Robey for review of applications. Then she make selections of candidates to interview, then I check their credentials to make sure they are certified.
 - v. Public Comment Archie Harris– Years ago, it went to KDE, right? Correct me if I’m wrong.
 - vi. Comment Amy Hislope – This was for 18A positions – sent names to personnel cabinet for verification. This was not for teachers. This process has since changed.
 - vii. Public Comment Mike Yance – After watching discussion, I know everyone is trying their best. When it comes to basketball, there are some issues with grades. When I asked the players why, they said it because they feel like they can’t understand what they are being taught in some of their classes.
 - viii. Public Comment Jarod Mills – The process for applying for teaching positions is on KSD webpage.
 - ix. Comment Dodie Karr – I went to a mental health meeting today and there was a UK student on panel who talked about a study. This was a study of 30,000 students, hearing and deaf combined. Found that there were only 700 total who are deaf, and 450 out of 700 are ASL users. These students were interviewed and were frustrated because there was no communication. So if the selection process is made here at KSD, how do you make sure the selections that are made are good selections?
 - x. Comment Bryan Bowen – There is a study that shows rankings of deaf education. KY ranks 51 – best to worst deaf education
 - xi. Comment Toyah Robey – That study has a link that I can share with advisory board. Gretta Hylton learned that at a training she attended and brought that back to us. Had strong conversations. I will share.
- f. 18A Positions
- i. Process defined by statue. This includes the timeline and everything.
 - ii. To fill 18A positions, timeline is 3 to 4 months.
 - iii. Residential takes longer because we don’t usually have a large pool of applicants to choose from.
 - iv. We currently have a position in Student Life that has been posted 4 or 5 times. It has been vacant for about 1 year.
 - v. Comment Toyah Robey – We are looking for experience and background in deaf culture and experience. When we hire, this is a decision that is made by a hiring committee. Looking for a strong background in community, teaching experience, instructional practices, and classroom management. Willingness to excel in ASL, etc.

Chair

- I. Goals, Objectives, and Recommendations of Advisory Board
 - a. Had discussion today about where to find out about Advisory Board meetings. I know there is Facebook and KSD webpage, but on the webpage you have to scroll all the way to the bottom to find anything about Advisory Board. Jarod Mills just happened to be in on the conversation and trying to make seeing the dates of the meetings on the KSD webpage more accessible. Possibility of maybe scrolling dates at top for a few days to advertise meetings.

- b. For Advisory Board openings, look on our webpage to find them and access.
- c. Dr. Lewis' push for graduation requirements – how this will directly impact our students? What accommodations we will have to make for our students? Will Dr. Lewis come here and see the impact for our students?
 - i. Comment Toyah Robey - Dr. Lewis has weekly meetings for KSD and KSB. He is on the pulse of what our needs are. His expectations of us are high. He wants to keep both campuses viable for our students. Not sure what the requirements for us will be. This is our first year of accountability, so I am not sure what that will look like. We could invite Dr. Lewis to come here and speak with us about that.
- d. They have until November 30th to make recommendations, then will go to KBE. Have you heard anything about modifications? Several public schools are concerned. Do you still have the same concerns?
 - i. Comment Toyah Robey – KSA going across daily with updates – right now what does assessment and accountability look for us. What will our benchmarks be? Concerns about access and test bias. I don't want bar lowered for us, but at least an acknowledgment that our students can't fully access the tests. Because of this, the reality of the test scores make me concerned.
- e. Pancake Sausage Day was held last Saturday. I sat back and observed people. Big change from the past. There were no local staff or businesses that were present on Saturday. I think that it was a mistake to move it. Students missed opportunity, to see how to organize an event like this. Our students missed out on these teachable moments. Also, we lost money. This was due to the date. School needs to revisit moving the date back to a Friday. Instructional minutes shouldn't be an issue. Teachers can make it a learning experience. I had heard talk of gambling on state property. I researched and found nothing that prohibits live/silent auctions on campus. What is the statute that says that?
 - i. Comment Toyah Robey – At the last discussion with Rhonda Bodner, count was 300 people. They are still counting the money. It was moved because of cafeteria regulations that do not permit the students to have the same food that everyone else was served. This would risk federal guidelines for lunch program. Students volunteering would not be possible, because there is a regulation that only cafeteria staff can be in the kitchen. Another area of concern was keeping students separate from general public. In an open event, you do not always know who is coming into the building. The students need to be kept separate. The date changed due to cafeteria regulations. I don't like it, but we have to follow it once something is pointed out. As far as student involvement, students brought back permission slip and dorm students could stay Friday night and be present Saturday, but there was only 1 student that turned in form and it was late. There was also a one call that went out to parents with the change of date. As far as gambling, this was a Red Book issue. After looking into it, this wasn't a Red Book issue and the cafeteria regulations were the reason for the change.
 - ii. Public Comment Scott Haun – Last year the live auction raised over \$1100 alone. This year it was only \$985. The community wasn't present, so that makes a difference. Going forward, we need to be creative to get the community involved.

- iii. Comment Clyde Mohan – There were many more deaf adults that came, you know a School for the Deaf, it's always a place for everyone to come visit and catch up.
- iv. Public Comment Jarod Mills – As far as the live auction goes, not sure what we sold last year, but this year it was mostly left over art auction items. And if those didn't sell during the art auction, then they more than likely wouldn't sell at Pancake Day auction.
- v. Comment Dodie Karr – Could we use the multi-purpose room next year for Pancake Day?
- vi. Comment Toyah Robey – We had thought about that, but it is used a classroom and maximum capacity is only 80 people in that room.
- vii. Comment Tina Yance – With the new elementary school having a cafeteria, could that be used next year for Pancake Day?
- viii. Comment Toyah Robey – No, it will have the same regulations as Grow Hall as far as federal guidelines are concerned.

J. Retiring Boards Members, Nominations

- a. Chris Lemonds submitted letter of resignation. We need to begin the search for a representative for a school district. Hopefully a Principal or Superintendent in our area that is close to KSD. So please advertise.

K. Public Comment

- a. Comment Bryan Bowen– At community sign class on Monday, a woman fell over the concrete circle center. It was my mother. No one from the school has even contacted her to see how she is doing. I have concerns about the lighting in that area. Thinking about our deaf/blind students in regards to the lighting.
 - i. Comment Toyah Robey – A lighting project that is underway. Meeting next Tuesday. Will be exterior lights. We walked through on dark night, to see where the lights need to be. Also we discussed a way for students to get help in open expanse. Part of this will be a communication/safety alert poles. This would be by the playground area, parking lot, where the trees are, are will these poles will be.
 - ii. Comment Bryan Bowen – These types of accidents have happened before. So why wasn't this addressed before the 2nd injury occurred?
 - iii. Comment Toyah Robey – I wasn't aware of the first injury. This lighting project was started by Dr. Pruitt a year ago, and has been a long standing issue. We are working on this. Will go to bid in December and hopefully the project will be completed in the summer.
 - iv. Comment Bryan Bowen – Those little orange cones are a joke – for our deaf/blind students.
 - v. Comment Toyah Robey – We had a deaf/blind individual came to do a walk through on campus, and shared his concern. Tommy Barnett is starting to work on this. We have asked for help to fix these issues. We also got feedback from what the dorm needs and these modifications are taking place right now.
 - vi. Comment Bryan Bowen – We need something out there that is visual, like painting the curbs.
 - vii. Comment Dodie Karr – What about solar lighting as a band aid until the bids can come in?

- viii. Comment Bridgette Mann – I thought the same when I was walking in tonight that it was very dark. This is something that needs to be fixed. I think there needs to be something that can happen in the short term. I agree, something needs to take place soon. That spot is a hazard.
- b. Public comment Wilton McMillan – Bryan, there are many of us in this room that feels your mother’s pain. Mrs. Robey and I worked together in the Capital Tower Plaza Tower before, so we both are aware that the way things are ran today is different. We need to be more vocal on how the school is run. Not by the individuals working at the school, but by the state. Toyah, have you been asked to speak to KBE? How many times has Dr. Lewis been here? Twice. There is a lack of transparency. We have had 2 “superintendents” that have announced that they are our superintendent, but aren’t present. Dr. Lewis needs to be present more. Assessments: reliability and validity, the reliability needs to be addressed. We shouldn’t be expected to change students overnight who have been placed here and for them to perform immediately.
- c. Public Comment Archie Harris – Good news for school – KSD is well known and criticized all over the state of KY – especially over the last 15, 20 years. We don’t have to argue the successfulness of our students. Let me tell you a little about some of our former students. My daughter Jennifer Harris – architect in Seattle. Travis Zornoza – my foster’s daughter’s son – works in CA for the airlines, also working on PhD. Scott Mohan, principal in New Mexico. Sherry Mohan, teacher in New Mexico. Mary Ann Leon graduated from KSD and is working for the CIA. Byron Wilson, a teacher here at KSD. Virginia Silvestri – VR counselor. Amber Hager – VR Counselor. Bryan Bowen- employed at ECU. We have students who are attending ECU. Students who are attending Gallaudet. Jenna Floyd who lives in Seattle, designed the new Starbucks ASL mug. Kellie Martin lives in Seattle and is a consultant for Domestic Violence against deaf victims; she is also an actress. Several students who work for Toyota. Bethany Yance – Tina Yance, I commend her. Bethany is at Gallaudet and working off campus for Senator Mitch McConnell, doing his correspondence. I want to honor these students that have graduated from KSD. Sandra Frank is a professional actress with picture on a building in Times Square. I commend our teachers for teaching these students and we can continue to do so, if Frankfort will let us.
 - i. Comment Dodie Karr – What Archie just did was a celebration and shows what we can teach our students.
 - ii. Comment Toyah Robey – I want to share this list with our students now, to show them how successful they can be. And Archie, just so you know, there is not a construction meeting that goes by that I don’t bring up auditorium.
- d. Comment Clyde Mohan– New elementary school name? Are we still waiting until January or February to get the name?
 - i. Comment Toyah Robey– That will be announced when the school is open. The plaque is going through triple review, to check spelling of names, should go to print soon. This includes the advisory board. We are confirming the names here. KSD Advisory Board names on plaque along with architects and others.

L. Next Advisory Meeting Date: Tuesday February 12, 2019

M. Meeting adjourned at 7:56 P.M.