



WEEKLY UPDATE TO THE BOARD OF EDUCATION

November 10, 2022

A MESSAGE FROM SUPERINTENDENT CARLTON D. JENKINS

Dear Board Members,

This week, which marks the second week of our second quarter, has certainly been eventful. As the totals from a bitterly partisan election are being finalized, our community and nation continue to face a plethora of challenges during our emergence from multiple pandemics, including: widespread inflation; civic disillusionment; racial injustice; staffing shortages; and supply chain disruptions. Despite the uncertainty which is generated from these challenges, our MMSD scholars, staff, and families continue to demonstrate the highest ideals of our Strategic Framework in their academic, co-curricular, and community endeavors. Hence, our community is poised to move forward stronger as the echoes of this election season begin to fade.

Post-midterm elections, our work to ensure our scholars, staff, and families are thriving in all of our learning spaces continues. Therefore, we are buoyed by our community's tradition of strong support for public education. As such, despite the constraints we continue to face from a state legislature, whose most recent budget was a case study of regressive funding, we celebrate the resources which have been given to us by our community. In particular, we express thanks for our 2020 referendum, which received unprecedented community support, and assists our efforts to eliminate disparities and accelerate learning for all students.

During the second quarter of the school year, our days continue to grow shorter, and our unseasonably warm weather will have an expiration date. However, we can embrace the upcoming season of more time spent indoors by focusing on expanding our engagement with scholars, staff, families, and community members. In fact, we continue to see evidence of increasing connectivity between our scholars, staff, and families during our instructional tours and environmental scans. Together, we are co-creating a more collegial environment for learning in our curricular and co-curricular spaces. In this environment, we have to the potential to create breakthrough moments where content and caring align.

As we continue our work of educating to liberate, we must never forget the privileged opportunity we have to serve our students, staff, and families. Our district and community have the necessary ingredients to be a truly transformational environment for learning which embraces excellence, equity, and the highest levels of human decency. We look forward to sharing more updates on our district's progress with you in the coming weeks. Thank you for your ongoing support and partnership!

Sincerely,

Carlton

Carlton D. Jenkins, Ph.D.

BOARD OF EDUCATION QUESTIONS

➤ **Can we receive an update on the West condom pilot? Is it still going, and is it being implemented in other schools?**

The West condom pilot was concluded when we went into shut down from covid. Since we have been back it has been rolled out to the other schools. All of the secondary health office staff received updated information and we have developed a guideline based on what was learned from the West pilot.

➤ **What is the plan for contraceptive distribution in all 6 high schools?**

We have been working with Public Health Madison Dane County around sexual health needs of our adolescents. We are hopeful we can continue to expand these services through our school-based health centers.

A QUESTION TO PONDER

➤ **This is a question to ponder after doing our instructional tours of 5th grade classes. How does human rights influence decisions made in our pre K-12 schools?**

Please find the following presentation for review as we engage in this discussion:

- Student Presentation from Kennedy Elementary School (attached)

OTHER INFORMATION

➤ **Weekly Metrics and Ops Recordings and Agendas:**

No Bi-Weekly Metrics Meeting this week--Next meeting 11.15.22

➤ **Human Resource Update**

Please see the attached Human Resources update dated November 10, 2022, for a snapshot of all the work that is being done for this week as well as movement on a number of programs and processes.

➤ **Construction Update**

Attached you can find construction updates for Southside Elementary and La Follette High School. You can expect regular communications here about our progress with the referendum construction projects.

➤ **Policy Development Timeline**

Please see the attached memo for an update on the policy development timeline.

➤ **Proposed Consent Agenda**

Attached is a list of all the proposed consent items for the November 21, 2022, Regular meeting. All the supporting documents have been uploaded into BoardDocs, which you can view at any time. There may be some changes to these documents before the final versions are released in the Regular meeting packet on Thursday, November 17.

Please be sure to send any questions to Dr. McGregory in time for them to be answered either at your briefing or well before the regular meeting. Thank you!

➤ **Weekly News Report**

Please see the attached Weekly MMSD News report from November 4, 2022.

➤ **Great Things Happening Around MMSD**

- Lake View Elementary School preserves [Hmong language](#) for generations to come.
- Congratulations to Capital High's Larry Palm on being awarded the [2022-2023 Secretarial/Support Award](#) from the WI School Counselor Association!
- MMSD students share why it's important to [vote](#).
- Local officials talk civics with students at Madison West High School ([CapTimes](#), [WI State Journal](#)).
- Elementary students learned more about civic engagement this week, with [Mendota](#), [Muir](#) sharing great photos!
- MMSD students hit the polls - as workers ([CapTimes](#)).
- MMSD students share how they celebrate [Hmong New Year](#).
- Lake View students and staff performed in the [Hmong New Year Celebration](#) at the Alliant Energy Center.
- Teacher PD days set up MMSD [teachers](#) for success.
- [Governor Evers](#) and Lieutenant Governor-Elect Sara Rodriguez stopped by [O'Keeffe Middle School](#) on Wednesday, after their election victory.
- [La Follette's DECA scholars](#) collected more than \$175 and 300 pounds of food for Second Harvest Heartland.
- Aldo Leopold nature center reaching out with after school program ([WI State Journal](#)).
- East High senior Smith Conner signs a [letter of intent](#) to swim with the University of Minnesota.
- Memorial senior Andrea Jaskowiak signs a letter of intent to [play softball](#) at the University of Iowa.
- [West Regents](#) sign letters of intent: Caleb Karll-Ohio, baseball; Elizabeth Arnold-Charleston, soccer; Benjamin Minikel-Lacocque - Davidson, soccer.
- Madison Memorial turns to former assistant as new baseball coach ([WI State Journal](#)).

OUR UPCOMING BOARD CALENDAR

- Mon., Nov. 14, 8:15 a.m. Board Officers
Virtual
- Mon., Nov. 14, 5 p.m. Operations Work Group Meeting
Virtual and in person for Board Members Only
- Wed., Nov. 16, 6 p.m. Student Senate
In Person

- Week of November 14 Board Briefings
Virtual
- Mon., Nov. 21, 6 p.m. Regular Board of Education Meeting
In person and virtual—Open to the public
- Tues., Nov. 29, 5 p.m. Special Meeting in Closed Session
In person for Board Members
- Wed., Nov. 30, 6 p.m. Student Senate
In Person
- Thurs., Dec. 1, 5:15 p.m. Safety and Student Wellness Ad Hoc
Virtual
- Mon., Dec. 5, 5 p.m. Instruction Work Group
Virtual and in person for Board Members Only
- Thurs., Dec. 8, 5:15 p.m. Safety and Student Wellness Ad Hoc
Virtual
- Week of December 12 Board Briefings
Virtual
- Mon., Dec 12, 8:15 a.m. Board Officers
Virtual
- Wed., Dec. 14, 5:30 p.m. City Education Committee
Virtual
- Wed., Dec. 14, 6 p.m. Student Senate
In Person
- Thurs., Dec. 15, 5:15 p.m. Safety and Student Wellness Ad Hoc
Virtual
- Mon., Dec. 19, 6 p.m. Regular Board of Education Meeting
In person and virtual—Open to the public

ITEMS ATTACHED FOR INFORMATION

1. Human Rights Student Presentation
2. Human Resources Update- November 10, 2022
3. Construction Update—Southside Elementary
4. Construction Update—La Follette High
5. Policy Development Timeline Memo
6. Proposed Consent Agenda Items-- November 21, 2022
7. MMSD Weekly News Report- November 4, 2022

Human Rights Presentation

By: Noah & Michael

Esperanza Rising

AFTERWORD READ
BY THE AUTHOR



P A M M U Ñ O Z R Y A N

READ BY TRINI ALVARADO
AN UNABRIDGED PRODUCTION

What Are Human Rights?

Human rights are the rights that we have due to events that have happened or could happen.

To prevent any bad rights we vote for certain people that you think would be the best for the rights that we need or to secure the rights that we have.

Also many people have protested for several different rights.

HUMAN RIGHTS

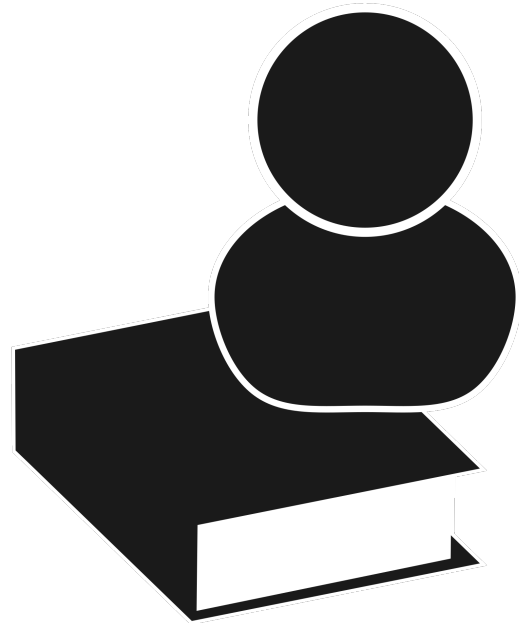


Presenters Note:

Here is some information from the book *Esperanza Rising* to tell you more information about human rights and Article #3 and #17!

Main Characters

- Esperanza - Main Character
- Ramona - Esperanza's Mama
- Abuelita - Esperanza's grandmother
- Miguel - Esperanza's family friend
- Alfonso & Hortensia - Miguel's parents
- Juan, Josefina, Isabel - Alfonso's relatives



Setting

Aguascalientes, Mexico
Rancho de las Rosas

Arvin, California
Migrant Farm



Explanation Of Story Events

Papa was killed by the bandits and his right to life was taken from him.

Mama, Abuelita, and Esperanza lost all of the money due to the uncles taking it all (even though it should've went to the mom.)

One of the uncles asked to marry mama and she said yes but she was lying.

Then the uncles burned down the house on purpose. Mama and Esperanza decided to run away with there housekeepers.

UDHR Article #17 Connection

Article #17

The right to own property without it being taken.



Character Reaction

Mama was sad due to the death of Papa and she was supposed to inherit the land, BUT back then, it wasn't customary for women to own land.

In the book on p. 30 the lawyer said, "As you know its not customary to leave land to women and since Luis was the banker on the loan, Sixto left the land to him."



UDHR Article #3 Connection

Article #3

The right to live and be free.



Character Reaction

Esperanza and the family lived a good life and were free. They were very sad when Papa died. Esperanza didn't even want to open her package of food that Papa bought her before he died, things were going to change a lot.

p. 38 it said, "A sudden breeze carried a familiar, pungent smell. She looked down into the courtyard and saw the wooden box still sitting on the patio. In it held the papayas from Senor Rodriguez, the ones that papa had ordered before he died."

Esperanza wondered if her life would ever be good again.



Text Connection

We read an article called “Dolores Huerta: Fighting for the Farmers.”

Like Article #3, Dolores Huerta wanted others to live and be free.

She fought for better working conditions for farmer families. She didn't want children to come to school hungry because their families did not have enough to feed them. She started working towards getting more opportunity for people in her community.

How can we support Human Rights?

For starters we should stop judging people on their race, culture, sex and wealth. Also we have to stop killing people for no reason.

Then we can begin giving people the rights that they deserve.

Next we need to start talking about these things like when black people and white people had different rights . Or when Hitler tortured the Jewish people and make sure they never happen again!. This is why human rights are so important to talk about.



The End!

Thank you for watching our presentation

Madison Metropolitan School District Human Resources Update November 10, 2022

This report is a snapshot of all the work that is being done for this week as well as focusing on process improvements within HR.

As HR continues to process hiring recommendations and extend offers, we are continuously collecting data to look at district hiring trends for the current school year.

Current Hiring Updates: The following information is related to a variety of questions that HR has received related to staffing. This report is a snapshot of all the work that is being done for this week.

The charts show the hiring trends that have occurred during the 2022-2023 hiring season. **The numbers are still fluid as we continue to hire.** These statistics are as of November 10, 2022:

Teacher Vacancies Breakdown - 101	
Teacher Levels	# of Position
4K-K	1
Grades 1-5	10
Cross Categorical	15
Career & Tech Education (CTE)	0
LMTS	2
Bilingual (BRT, DLI, ESL, BRS. ELL)	16
Fine Arts (Music, Art, Band, etc)	8
Grades 6-8	7
HS - Core Content	11
Physical Education	5
Student & Staff Support	21
World Language	5
TOTAL - 11-10-2022	101

Units <small>(As of 11-10-2022)</small>	Filled	Vacancies	Posted <small>(As of 4-2022)</small>	Percentage
Teacher	656	99	755	87%
EA	183	66	249	73%
Custodian	59	25	84	70%
Food Service	26	29	55	47%
SEE	26	9	35	74%
TOTAL	950	228	1178	

The following table shows the current teacher vacancies broken out by school as of November 10, 2022 for a total of 99 vacancies:

Elementary	Open	Elementary	Open
Allis	3	Lindbergh	2
Chavez	0	Lowell	0
Crestwood	1	Marquette	2
Elvehjem	2	Mendota	2
Emerson	2	Midvale	1
Anana	1	Muir	0
Franklin	2	Nuestro Mundo	1
Gompers	1	Olson	1
Hawthorne	0	Orchard Ridge	1
Henderson	0	Randall	1
Huegel	1	Sandburg	4
Kennedy	3	Schenk	0
Lake View	2	Shorewood	0
Lapham	0	Stephens	3
Leopold	4	Thoreau	0
Lincoln	1	Van Hise	0
		TOTAL	41

Middle	Open
Badger Rock	4
Black Hawk	1
Cherokee	2
Hamilton	2
Jefferson	1
O'Keeffe	1
Sennett	2
Sherman	2
Spring Harbor	4
Toki	0
Whitehorse	0
Wright	2
Total	21

High	Open
Capital/Alt	5
East	7
Innovative & Alternative Education	0
La Follette	8
Memorial	5
Metro	1
Shabazz	1
West	5
Total	32

Central Office	Open
Doyle	7
Total	7

When looking at hiring trends to date for the district, this chart shows the Gender and Racial Ethnicity make up of the hires including transfers:

Race	Female	Male	Non-Binary	TOTAL
American Indian/Alaska Native	8	1	0	9
Asian	26	10	1	37
Black/African American	82	48	1	131
Native Hawaiian/Pacific Islander	3	0	0	3
Hispanic or Latinx	51	23	1	75
White	394	126	12	532
TOTAL	564	208	15	787



Future Ready Construction Update

PROVIDED BY FINDORFF

Madison Metropolitan School District 11.11.2022



This week's update: Southside Elementary

We are committed to keeping you informed as we complete construction for the MMSD 2020 facilities referendum.

Substantial progress on the building structure

Construction workers have made substantial progress on the new Southside Elementary School building structure!

Since last month, there has been significant progress across the construction site. Structural steel work on the north end of the building is nearing completion. Masonry workers are installing concrete masonry unit (CMU) blocks to construct the last wall of the gym. In addition, the mechanical and electrical trade workers have started working under the concrete decks.

Upcoming work on the construction site

- Beginning work on the south side of the building enclosure and progressing around the building
- Starting roof work next week, beginning with the south side
- Continuing to frame the exterior walls
- Installing interior metal stud partitions on the third floor
- Receiving three of the rooftop air handling units later this month



Overall view of the building from the south side



Masons are installing the CMU blocks to construct the last wall of the gym

DID YOU KNOW?

Masonry workers installed a total of 11,600 CMU blocks to construct the new walls for the Southside Elementary School gym!

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.



Findorff
BUILDING & BEYOND



Future Ready Construction Update

PROVIDED BY FINDORFF



The concrete slab on the north end of the second floor is being poured



Workers have started installing ductwork throughout the building



The view of the building progress from the north

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.



Findorff
BUILDING & BEYOND



Future Ready Construction Update

PROVIDED BY FINDORFF

////////// Madison Metropolitan School District ////////// 11.11.2022



This week's update: La Follette High School

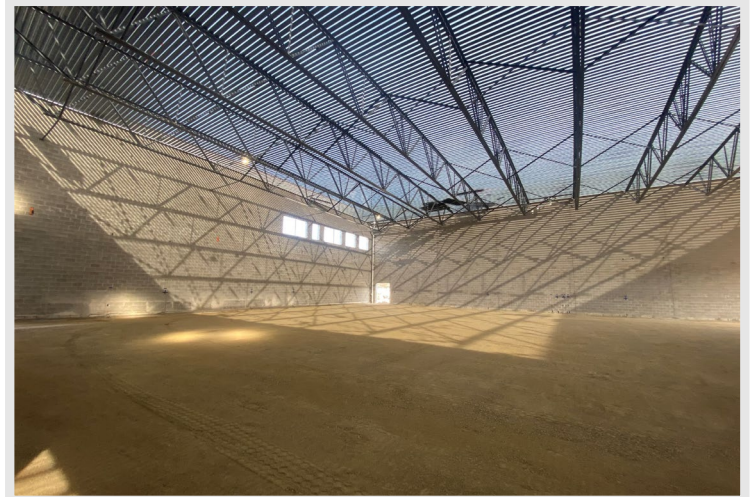
We are committed to keeping you informed as we complete construction for the MMSD 2020 facilities referendum.

Wrapping up the fall phase of construction

Crews at La Follette High School have been working diligently to put the finishing touches on the areas in the fall phase of construction. The first coat of paint in the science classrooms is complete, and the casework and ceiling grid have been installed. Workers also applied the first coat of paint in 'The Pit' infill area this week. In the library media center (LMC), drywall and new exterior windows were installed. Once complete, the renovated LMC will feature additional classroom spaces, small group breakout rooms, warm finishes, and a welcoming environment for staff and students to enjoy.

Updates on current work

- Completed structural steel on the new gymnasium and weight room addition
- Installed a new boiler system in the mechanical room, which is up and running
- Applied the spray-on exterior vapor barrier and installed temporary weather barriers
- Started planning and preparing for the next phase of construction in the life skills department



Structural steel is set on the new gymnasium and weight room addition



The new boiler system was installed in the mechanical room

DID YOU KNOW?

Starting at the end of December, the next phase of construction will focus on renovating the life skills department, which will include upgrades to spaces for specialty classes such as kitchen and life skills, interior and fashion design, and health sciences.

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.



Findorff
BUILDING & BEYOND



Future Ready Construction Update

PROVIDED BY FINDORFF



The casework and ceiling grid was installed in the science wing renovation



The first coat of paint is being applied in 'The Pit' infill



The spray-on exterior vapor barrier has been applied to the new addition

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.



Findorff
BUILDING & BEYOND

Date: Nov 10, 2022

To: Board of Education
Carleton D. Jenkins, Ph.D., Superintendent of Schools

From: Sherry Terrell-Webb, Esq., General Counsel
Richard McGregor, Ph.D., Senior Executive of Staff

Subject: Policy Development Timeline, 2022 - 2024

Step 1 - Starting with the End in Mind

We anticipate that the policy drafting process for the District will last approximately eighteen months to two years, with a schedule developed with the Project Administrators and NEOLA Associates to meet this goal during our intake/orientation meeting. It is anticipated that the Board’s goal of reviewing 10 policies a year will be exceeded based on the timeline set forth above.

Step 2 - Policy Preparation Work

Prior to starting our work, NEOLA will complete a crosswalk of our existing policies and rules to create a comparison document that will be used to create the sections of work to be completed. This would provide:

- Reference - allowing those involved to compare existing policy and rule topics that match NEOLA topics, are unique to MMSD or are best practices not in MMSD policy manual. This process will allow us to integrate any existing material as needed.
- Custom Work Considerations - allowing us to consider existing policy areas that may be unique to MMSD. These may be considered for addition to the new policy manual as well.

Step 3 - Involvement and Work Flow

1. MMSD Project Administrators

Drafting work will continue in the same manner as it is handled currently. At an administrative level, Sherry Terrell-Webb Esq and Dr. Richard Gregory from the District will serve as primary contacts who are responsible for organizing the District involvement in this project.

2. MMSD Administrative Staff

Policies will be assigned to the appropriate administrators in a series of drafting sessions that may involve a half to a full day on site, with different administrators scheduled for times to cover policies specific to their area. Prior to these meetings, the assigned departmental administrator will be required to complete a review and “mark-up” of some choices in these policies.

3. MMSD Policy Group

The group would review sections of policies completed by the Administrative Staff in consultation with the assigned NEOLA Associate. These meetings would include the Neola Associates and the Administrative Staff involved in the policy development for the specific policies being reviewed. Every policy will come to the group after providing the time necessary to review prior to the meeting.

As the policy group completes approval of a section of policies, that section would be shared with the Board to enable them to read and prepare comments before review at a special policy workgroup meeting.

4. MMSD Board

The Board would approve a first reading of the section approved by the Policy Group. Policy group members will shepherd each section through to a board vote at the assigned regular meeting.

Once the Board approves all the sections, they will have a second and final reading vote, which will rescind all current policy and approve the new policy book.

Proposed Consent Items for November 21, 2022 Regular Board of Education Meeting

10.1 Main Motion

10.2 Requests to enroll in high school equivalency diploma programs

10.3 Requests to continue enrollment after age 20

10.4 Requests for Shortened Day Agreements

10.5 Interim Bills

10.6 Referendum Construction Invoices

10.7 Contract Compliance

10.8 Data Use Agreement (DUA) between the Madison Metropolitan School District (MMSD) and the Centers for Disease Control and Prevention (CDC), Division of Adolescent and School Health.

In Workflow

Step: 2 of 6

Submitted by: Jamie Anderson

Waiting for: Mankah Z Mitchell

10.9 Fresh Fruit & Vegetable Program Snacks

In Workflow

Step: 1 of 6

Submitted by: Amy B Townsend

Waiting for: Haley Gausmann

10.10 Frank Allis Walk-in Cooler/Freezer Purchase

In Workflow

Step: 2 of 6

Submitted by: Amy B Townsend

Waiting for: Mankah Z Mitchell

10.11 Trays and film for student meals from Form Plastics

In Workflow

Step: 2 of 6

Submitted by: Amy B Townsend

Waiting for: Mankah Z Mitchell

10.12 Referendum 2020 - Contracted Moving Services Phase 3

In Workflow

Step: 1 of 6

Submitted by: Alisa F Brown

Waiting for: Haley Gausmann

10.13 Asphalt 2022 Change Orders - Subgrade and Drainage at Select Sites

In Workflow

Step: 1 of 6

Submitted by: Alisa F Brown

Waiting for: Haley Gausmann

10.14 Donation of \$50,000 from AMFAM Foundation, pursuant to Board Policy #6177

In Workflow

Step: 2 of 6

Submitted by: Janet M Brown

Waiting for: Mankah Z Mitchell

10.15 Grants and Donations under \$10,000.00

10.16 Human Resources Transactions Report

In Workflow

Step: 1 of 2

Submitted by: Luke M Andersen

Waiting for: Tracey A Caradine

Weekly Report / Curated List of Stories & Updates from the Madison Metropolitan School District

Feature Stories

[VIDEO: Teacher PD Days Set MMSD Teachers Up for Success \(MMSD\)](#)

[MMSD Has 32 National Merit Scholar Semifinalists \(MMSD\)](#)

[Memorial High School Students Celebrate Diwali with Chalk Murals \(MMSD\)](#)

[VIDEO: Lake View - Preserving the Hmong Language for Generations to Come \(MMSD\)](#)

[VIDEO: Unity in the Community - Yes we Vote Rally \(MMSD\)](#)

[Taking lunch menus into their own hands \(MMSD\)](#)

Weekly Podcast

[Lead to Liberate: Guest Melinda Heinritz of the Madison Public Schools Foundation](#)

Highlights and Celebrations

[VIDEO: How Do MMSD Students Celebrate Hmong New Year?](#)

[VIDEO: "We Are MMSD" School Highlight - Orchard Ridge Elementary](#)

[VIDEO: "We are MMSD" School Highlight - Cherokee Heights Middle School](#)

[A boon for tunes: MMSD invests COVID relief funds in new instruments \(Cap Times\)](#)

[East High's 6th annual Día de los Muertos gets bigger and better \(Madison365\)](#)

[Madison East High offers barbershop class to open opportunities \(WKOW 27 News\)](#)

[Madison School Board approves \\$598 million budget with mixed feelings \(WSJ\)](#)

[Madison school custodian on the front lines during COVID, but left out of raises \(WSJ\)](#)

[Madison School Board approves \\$598 million budget with mixed feelings \(WSJ\)](#)

[Madison East's April van Buren shares passion for high school journalism \(Cap Times\)](#)

[8 Dane County school districts have referendums on ballot: What's included? \(WSJ\)](#)

[Madison School Board approves 2022-23 budget \(Cap Times\)](#)

[New Wisconsin program for homeless families is first in nation \(Cap Times\)](#)

[MMSD spends federal COVID relief funds on new musical instruments \(WISC News 3\)](#)