



November 16

2020

REPORT OF THE POLICY COMMITTEE

The Policy Committee met on Friday, November 6, 2020, at 3:30 PM via the Blue Jeans Video Conferencing Tool.

VIRTUAL ATTENDEES

Student Achievement Committee Members

Chairperson Mike Moroski, Pamela Bowers, Ryan Messer

Administration

Daniel Hoying, General Counsel; Paul McDole, Director, Human Resources; Ross Turpeau, Performance Evaluation Manager; Stephanie Scott, Assistant General Counsel

Community Members

Nia Baucke, [Cohear](#), Director of Communications

Anti-Racism Task Force

Chairman Moroski informed the Committee that Nia Baucke of Cohear assisted the Task Force in getting input from the community and facilitating discussions at the Anti-Racism Task Force meetings.

Stephanie Scott, Assistant General Counsel, discussed with the Committee an updated draft of the Anti-Racism Policy.

She reported that revisions to the draft were recommended by the Task Force during their October meeting. Revisions to the document were also received through the CPS website that allowed the community to provide feedback.

The Task Force was broken up into subgroups to draft the policy. The groups included community leaders, parents, staff, and students.

The subgroups discussed the following Anti-Racism Policy Directives that are contained in the document:

- Communication
- Leadership and Administration
- Curriculum and Instruction
- Training
- Hiring Practices
- Policy Enforcement

Ms. Baucke reported that the Task Force was charged with focusing on the following areas during drafting of the policy:

- Anti-Racism versus Equity
- Clear and Concise Language – What is CPS aiming for?
- What is Policy versus Procedure – Allow who is in control to create the procedure of what needs to happen.
- Aspirational – What is true? Craft language within CPS’s policy that puts efforts in place that will honestly pursue anti-racism as a District.

Ms. Scott reported that she received Board members’ feedback to the policy.

Mr. Moroski reviewed the Board members’ feedback with the Committee.

Ms. Bowers asked if the policy could be part of the evaluation system. The Committee advised that could be a sensitive area to address.

The Policy Committee agreed with the Board’s recommended updates.

Committee member Messer recommended having an Office of Anti-Racism/Inclusion. He also asked how the policy will get implemented and who will manage the document.

Chairperson Bowers inquired about having a harassment department.

ACTION: Mr. Moroski advised to look into creating an Office of Diversity and Inclusion (ODI) and to include language in the policy about the initiative. He also stated that the name could be changed.

ACTION: The Committee will discuss the updated draft at the November 16, 2020 Regular Business under Board Matters.

ACTION: Chairman Moroski advised that he would like to vote on a final draft of the policy in December 2020.

New Policy – Ohio Teacher Evaluation System (OTES) 2.0

Mr. Turpeau reported that the policy was updated to show the shift from the OTES 1.0 policy to the 2.0 policy.

Changes to the policy include the use of high quality student data that will replace Student Growth Measures contained in the OTES 1.0 policy. The 1.0 policy prohibited the use of Student Learning Objectives.

Another recommendation to the policy is for teachers to move to a two-year cycle for an effective rating of Skilled, and move to a three-year evaluation cycle for an effective rating of Accomplished.

Mr. Moroski thanked Board member Eve Bolton for being instructive and steering the process in getting the Policy to the final point.

Ohio Counselor Evaluation System Policy

Mrs. Bowers inquired about the difference between the Ohio Teacher Evaluation Policy and the Ohio Counselor Evaluation Policy.

Mr. Hoying reported that the policies are closely identical in terms of requirements for the evaluation, except the portion that talks about who is covered by the policy.

The policies are two separate statues and require two separate policies. Changes recommended for the Teacher Evaluation Policy were the same changes included in the Ohio Counselor Evaluation Policy.

ACTION: The Committee agreed with both policies and will recommend them to the Board for approval at the November 16, 2020, Regular Business meeting.

Regular Rotating Policies – Technology Policies

The Committee discussed the following policies and agreed with recommended changes.

- Policy 7540.01 – Employee Technology Privacy
- Policy 7540.03 – Student Network and Internet Acceptable Use and Safety
- Policy 7504.04 – Staff Network and Internet Use and Safety Continued discussion
- Policy 7540.05 – Employee Electronic Mail

ACTION: The Committee will recommend the policies to the Board for approval at the November 16, 2020 Regular Business meeting.

Other Business

No items presented for discussion.

Hearing of the Public

No speakers during this meeting.

The meeting adjourned at 4:30 p.m.

Policy Committee

Mike Moroski, Chair
Pamela Bowers
Ryan Messer

Staff Liaisons

Dan Hoying, General Counsel
Paul McDole, Director, Human Resources