

## REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE

The Student Achievement Committee (SAC) met on Thursday, August 1, 2019 at 1:30 PM at the Cincinnati Public Schools Education Center in the Board Office Conference Room.

### ATTENDEES

#### Student Achievement Committee Members

Chairperson Eve Bolton, Mike Moroski, Ozie Davis III

#### Administration/Staff

Tianay Amat, Deputy Superintendent; Susan Bunte, Assistant Superintendent; David Hapner, Substitute Teacher; Justin Leach, Director, Testing and Assessment; Lauren Worley, Chief Communications and Engagement Officer

#### Community Members/Parents

Marlena Brookfield, Trinity Brookfield, Alex Cureton, Kate Eisenpress, Angela Farwig, Dawn Johnson, Ashley Kinamore, Ralph Moon, Jazmin Smith

### AIR Test

Justin Leach, Director of Testing and Assessment, reported he will have information about the American Institute of Research (AIR) test and Drop-Out rates after the State releases the 2018 Report Card in mid-September.

He also informed the group that Spring results are in and being sent out to the school buildings for them to send home to families. The results are also available in Powerschool. Third-grade summer results will be available mid-August.

**ACTION:** Mr. Leach will update the SAC about the AIR test at the September 12, 2019 SAC meeting.

### Update on Ohio's New Graduation Requirements and Drop-Out Rates

Mr. Leach updated the Committee on the new graduation requirements for the class of 2023. He informed the group about the following requirements that must be met for students entering the ninth grade for the first time on or after July 1, 2019. Students in the classes of 2021 and 2022 will have access to these options as alternative graduation options. This will mean that for current 9<sup>th</sup>-12<sup>th</sup> graders.

The following are three different parts to graduations, which will be difficult for staff to monitor.

1. Complete State and District Course Requirement
2. Earn a competency score on both the Algebra I and ELA II State End-of-Course Exams
3. Earn at least two out of twelve diploma seals. At least one of the Diploma Seals must be from options one through nine as defined by the State of Ohio:
  1. *State Seal of Biliteracy*
  2. *OhioMeansJobs Readiness*
  3. *Industry Credential*
  4. *College Ready*
  5. *Military Enlistment*

6. *Citizenship*
7. *Science*
8. *Honors Diploma*
9. *Technology*
10. Community Service
11. Fine/Performing Arts
12. Student Engagement

Additional information about the requirements is available in the Board office.

Chairperson Bolton advised the importance of knowing what the drop-out rates are for the District, in order to address questions posed to the Board by the community.

**ACTION:** Deputy Superintendent Amat will provide the SAC with current drop-out rates. The Committee would also like the data to be disaggregated.

**ACTION:** Mr. Leach will provide SAC with a broad perspective on drop-out rates to help understand the “big picture” at the September or October 2019 SAC meeting. This too is important because the dropout rate is an elusive number in a district with high mobility.

### **Professional Development (PD) 2019-2020 – External and Internal**

Deputy Superintendent Amat reported that this is the first year that PD has been conducted for a full week (August 8, 2019 – August 16, 2019).

The engagement will kick off with a CPS Welcome Back Teachers Event and Resource Fair to be held at the University of Cincinnati’s Fifth Third Arena. The week will continue with a “Building Day,” Curriculum and Instruction, and Learning Teams.

Please find attached a copy of the Professional Development week activities.

### **Preview the 2019-2020 Attendance Initiative**

Ms. Worley updated the Committee on the CPS Attendance Campaign: **Be Here. Get There.** The campaign will begin the first day of school.

There will also be a “Back-to-School Pep Rally.” She reported that parents will be receiving the PowerSchool App as this will contain valuable information that will assist parents by providing more immediate information to them.

She also reported that attendance clerks have been added which will allow school social workers to be better used.

**ACTION:** Ms. Worley will update the Committee on how students are interacting with the campaign once the school year begins.

Committee member Davis recommended that Ms. Worley involve students who are influencers at the schools to help have an effect on students coming to school.

The SAC advised the Administration to make the campaign initiative huge by using athletics, media involvement, Instagram, and put “faces” of school building influencers in campaign materials and monitoring school site efforts in increasing attendance.

### **District Staffing, Recruitment and Retention**

Mr. McDole updated the Committee about the District's job fair that took place on Saturday, July 27, 2019, to hire substitute teachers and other professionals. Approximately 400 people were in attendance and approximately 150 individuals were on-boarded for paraprofessional, food service, and security positions.

As a result of the turnover, Mr. McDole reported that targeted vacancy numbers would be met, and advised that 360 teachers have been hired for the school year. He also stated that "teachers are interested and excited to teach at CPS."

Mr. McDole reported that he will do a District Staffing, Recruitment, and Retention presentation at a Board meeting in September 2019. The report will include retention data from the 2018-2019 school year.

**ACTION:** The SAC advised the Administration to update the Board about District Staffing, Recruitment, and Retention at the August 12, 2019 Board meeting during the Superintendent's report.

### **High Achievers Aim High (HAAH)**

Committee member Moroski reported that Vice Mayor Christopher Smitherman introduced him to HAAH. Members of the organization are CPS graduates and parents. After learning about the workings of the group, he felt that their services would benefit CPS students.

The organization offers peer mediation and anti-bullying programs and are asking to contract their services with the District. They have piloted the programs at Clark with over 30 10<sup>th</sup>-grade students, and worked with over 100 4<sup>th</sup>-, 5<sup>th</sup>-, and 6<sup>th</sup>-grade students at North Avondale. They will be collaborating to begin the peer mediation program at Shroder.

HAAH is a Cincinnati based non-profit organization dedicated to nurturing the Whole Child. They AIM HIGH to help educate and motivate minority children, so that they can receive equal opportunities. Their mission is to guide youth in developing and achieving educational and personal life goals.

Founded by educated, minority women, HAAH aspires to encourage youth to Aim High to be successful in all their post-secondary endeavors by partnering with tutors, mentors, community liaisons, and healthy living coaches. They Aim High to combat the achievement gap, childhood obesity, poverty, and violence that plagues urban communities.

High Achievers is a 501(c)(3) non-profit organization that offers services for underprivileged youth within the Greater Cincinnati area. What separates High Achievers from the several other organizations is the one-on-one commitment and individual focus for each child.

**ACTION:** Assistant Superintendent Susan Bunte will follow-up with the organization to have further conversation regarding the group's request to offer the program to the CPS students. She will also introduce the group to Carrie Bunger, who works with the District's School Social Workers. The organization will provide Ms. Bunte with data for evidence that the initiative works.

A copy of the presentation is available in the Board office.

More information about the organization is available in the Board office and at:  
<https://www.highachieversaimhigh.org/>

**Imagination Library**

Committee member Moroski discussed with the group about renewing the *Imagination Library* program for CPS students. This program has been presented to the full Board previously.

The Imagination Library program provides participating low-income (Medicaid eligible) children ages 0-5 years old in the Cincinnati Public School District with one book per month through the mail. The main objectives of the program are to:

- a) Increase the time that parents spend reading to their children
- b) Increase the engagement of parents in educational opportunities for their children
- c) Increase the likelihood that participating children arrive at kindergarten ready to read and succeed

Mr. Moroski provided the Committee with a draft *Resolution Declaring Support for Books for Pre-K Children Living in the Cincinnati Public School District Boundaries*. He recommended that SAC send the draft document to the Board for further discussion.

Mr. Moroski discussed the following budget report with the Committee.

**Reach Out and Read/Dolly Parton's Imagination Library (ROR/DPIL) Budget**

Current DPIL Portion - Current Budget	
Imagination Library Books & Postage	
11,000 enrollees*\$25/child yearly book cost	\$275,000.00
0.5 FTE DPIL/ROR Coordinator	\$36,000.00
1.0 FTE Data Entry/Management/Assistant	\$38,000.00
0.05 FTE Medical Director	\$10,800.00
Program Evaluation <sup>1</sup>	\$30,000.00
<b>Total</b>	<b>\$389,800.00</b>
<b>Cost per child/year</b>	<b>\$35.44</b>

ROR Portion <sup>2</sup>	
0.5 FTE DPIL/ROR Coordinator	\$36,000.00
0.2 FTE Medical Director	\$44,382.00
Community Engagement Events	\$5,000.00
ROR Books	\$70,000.00
<b>Total</b>	<b>\$155,382.00</b>

1. Program evaluation is currently conducted through the *Innovations* group at CHMC. This cost could potentially be renegotiated and rolled in with other evaluations presently being performed by *Innovations* for CPS

2. ROR costs covered by CCHMC

Condition 1 Ohio's First Lady has proposed a state-wide DPIL program. This would provide half of the book cost for local programs with the condition at an attempt at universal enrollment in covered areas. There are an estimated 22,000 children <5 years old living in the City of Cincinnati. Should a state-wide DPIL occur, the adjusted budget is below.

DPIL Portion - with state-wide DPIL	
Imagination Library Books & Postage	
22,000 enrollees*\$12.50/child yearly book cost	\$275,000.00
0.5 FTE DPIL/ROR Coordinator	\$36,000.00
1.0 FTE Data Entry/Management/Assistant	\$38,000.00
0.05 FTE Medical Director	\$10,800.00
Program Evaluation <sup>1</sup>	\$30,000.00
<b>Total</b>	<b>\$389,800.00</b>
<b>Cost per child/year</b>	<b>\$17.72</b>

Condition 2 If CPS would anticipate using the DPIL as a marketing campaign or encourage universal enrollment and a state-wide DPIL did not transpire, the maximum budget below should be taken into consideration.

DPIL Portion - Maximum Budget without state-wide DPIL	
Imagination Library Books & Postage	
22,000 enrollees*\$25/child yearly book cost	\$550,000.00
0.5 FTE DPIL/ROR Coordinator	\$36,000.00
1.0 FTE Data Entry/Management/Assistant	\$38,000.00
0.05 FTE Medical Director	\$10,800.00
Program Evaluation <sup>1</sup>	\$30,000.00
<b>Total</b>	<b>\$664,800.00</b>
<b>Cost per child/year</b>	<b>\$30.22</b>

Committee members suggested that the State Budget may be providing some funds for this.

**ACTION:** The SAC chose to forward Mr. Moroski's draft resolution to General Counsel and advise the Administration to respond as to whether the Imagination Library would be "Proper Public Purpose" for general fund money.

**Update the Status of the Community Learning Centers (CLCs) and Local School Decision Making Committees (LSDMCs)**

Ms. Worley updated the Committee on the following report that was current on the date of the meeting.

**Update on CPS CLC Lead Agencies and CPS CLC Resource Coordinator Positions as of 8/1/19 provided by Ife Bell, Manager of Community Partnerships CLC**

- *"In Progress" for CPS CLC Lead Agency* means that we are actively supporting the school administration and LSDMC to identify a good fit partnership for the CPS CLC Lead Agency.
- *"In Progress" for RC* means the Lead Agency and LSDMC are actively interviewing with the goal of having a full-time staff in place by the beginning of the school year.
- Our CLC Engagement Team will continue to provide robust support to schools, principals, lead agencies and resource coordinators this year.
- The CLC Engagement Team supported LSDMCs and lead agencies with support and guidance in navigating the process for identifying and interviewing confirming/selecting a new lead agency. Our office developed a "Selecting a CPS CLC Lead Agency Guide" for school administration, LSDMCs, and partners with input from principals and current lead agencies. Additionally our team directly engaged with LSDMCs by attending meetings and phone calls in April-May, including agency discussions and interviews, as well as principals and lead agencies as needed/requested. A CPS RFP was disseminated broadly to current lead agencies, potential partners and networks such as the Hamilton County Public Library, HCES, Gaskin Foundation, BGCGC, and others in May to support the schools identified as in needed of a lead agency at the time (Rothenberg, Evanston, Cheviot, Covedale).
- A new Resource Coordinator Orientation is scheduled for July 30, 2019, along with the continuation of bi-monthly learning circles during the school year.
- New Lead Agency Orientation scheduled for August 13, 2019, along with continued Learning Circles with all Lead Agency Executives.
- All RC Retreat scheduled for August 5-6, 2019. All of these dates have been shared via email and in person with principals (June 12 PD), RC (June 12 PD), Lead Agency (via email June-July).
- A New RC Hire onboarding guide for principals and lead agencies was designed and shared in July.
- Additionally we are in the process of launching an online tool for the Partner MOU and the CPS CLC Planning Tool.

For the changes for Resource Coordinators some were due to change in Lead Agency others pursued new opportunities. As of August 1, 2019, there are currently seven vacancies that are either "In progress" (Hiring and Interviewing) or "Vacant."

A list of the SY18-19 Lead Agency/RC Contact list and SY19-20 is available in the Board office.

**SY18-19 Lead Agency Changes for SY19-20**

<b>School</b>	<b>SY18-19 Lead Agency</b>	<b>SY 19-20 Lead Agency</b>
Cheviot	YMCA	ABC
Rothenberg	Xavier	Imani Family Center
Covedale	University of Cincinnati	In Progress
Evanston	Xavier	In Progress
Pleasant Hill	YMCA	Gaskin Foundation
Taft Elementary	None (CPS)	Gaskin Foundation
Gamble HS	Central Clinic	Cincinnati Youth Collaborative

## **SY18-19 Resource Coordinator Changes for SY19-20**

<b>School</b>	<b>SY18-19 RC</b>	<b>SY 19-20 RC</b>
Rothenberg	Barbara Bell	Tasha Kimbro
Covedale	Tiffany Lacour	Vacant
Midway	Corey Parker	In Progress
Pleasant Hill	Tim Walker	In Progress
Gamble HS	Tom Haid	Nicki Hollis
Rockdale	Jordan Kilgore	Eugine Woods
Roll Hill	Kyle Riser	Corey Parker
Rees E Price	Bob Myers	In Progress
PRM	Angela Robertshaw	In Progress
Chase	Ashanti Cade	In Progress
Whitrow	Shane Fletcher	In Progress

## **Discuss Ongoing Parameters for the Following**

### Safety Committee and Safe Routes Revision

Ms. Bolton informed the group that she advised Mr. Hoying to investigate how to redo Safe Routes to School. Mr. Hoying provided the following information in response to the request.

>>> Daniel Hoying 7/31/2019 7:38 PM >>>

District-Wide travel plan is atypical from most Districts. Travel plans are typically developed for just one school -- or for four schools at most. Here is the guidelines document for developing a school travel plan --

<http://www.dot.state.oh.us/Divisions/Planning/ProgramManagement/HighwaySafety/ActiveTranspotation/ProjectDocuments/STPDocuments/ODOT%20STP%20Guide.pdf>

An updated travel plan is required to apply for state funding. Updates are required if the school has moved, the team members have changed, and/or if the travel plan was created five or more years ago. The plan you (Eve) gave to me (Dan) is dated 2012 -- so we will be in need of updating the plan.

There seems to be a fairly straightforward process for updating the school travel plan -- [http://www.dot.state.oh.us/Divisions/Planning/ProgramManagement/HighwaySafety/ActiveTranspotation/Documents/SRTS/16-08-26-STP\\_Update\\_Communities\\_V6.pdf](http://www.dot.state.oh.us/Divisions/Planning/ProgramManagement/HighwaySafety/ActiveTranspotation/Documents/SRTS/16-08-26-STP_Update_Communities_V6.pdf)

representatives from ODOT who are available to assist. The representative for the SW Ohio region is Tom Arnold (513)568-3954 [tom.arnold@dot.ohio.gov](mailto:tom.arnold@dot.ohio.gov) (at least according to ODOT's website).

I've read that ODOT's funding cycle for new Safe Routes to School projects starts on January 1 each year and runs through March. There seems to be a fair amount of work involved in updating the plan -- but perhaps achievable by January.

### OSBA Report Card Reform

Ms. Bolton updated the Committee about her meeting with the Urban School District Advisory Council. The group discussed the Report Card with State Superintendent Paolo DeMaria.

The discussion included conversation about creating an Ad Hoc Committee that would include approximately 11 districts around the state to discuss why the Report Cards were adverse and how they can be corrected.

The Committee will meet on December 1, 2019 in Cincinnati or Columbus. Ms. Bolton advised that the District be a part of the group.

### SAC Workplan Adjustments

Chairperson Bolton provided the Administration with a memo and a revised draft of the workplan that included their suggested topic changes and scheduling proposals. The draft included suggestions from the Superintendent and the Deputy Superintendent.

She advised the Administration to review the memo that outlines feedback to the recommended changes as well as the SAC's responses to the suggested changes.

### New Business

Committee member Moroski reported that City Councilman Greg Landsman has formed a Safety Committee, as well as other groups forming committees around safety. He reported he and Mr. Landsman will work on bringing these groups together.

**ACTION:** The SAC advised the Administration to appoint someone to be the "point person" on the Committee that will be formed, as well as that person being the liaison for the SAC.

The SAC advised the new Safety Sub-Committee to convene in early September 2019. The SAC encouraged the group to invite new members to be on the Committee as well.

### Other Business

#### Taft Alumni – FC Cincinnati Stargel Stadium

The Committee had extensive conversation with Mr. Moon regarding his concern about communication regarding the Alumni being permitted to place bricks on the walls of the building as well as the ground.

The matter remains unresolved. Chairperson Bolton shared that the understanding was that it would be extra pavers (or) tiles.

**ACTION:** Deputy Superintendent Amat advised Mr. Moon to meet with FC Cincinnati Architects and she will advise CPS' Facilities Department about Mr. Moon's meeting with SAC so that Facilities is aware that this will be addressed at the Architect's meeting.

### SAC Meeting Dates

The Student Achievement Committee will meet on September 12, 2019, 1:30 p.m. and on October 3, 2019, 1:30 p.m. The November 21, 2019, and December 19, 2019, meeting dates will remain the same.

**ACTION:** Chairperson Bolton reminded the Administration to update the CPS logo: **Preparing Students for Life**, to include the following:

1. Academic Achievement
2. Personal Well-Being
3. Career Readiness

The meeting adjourned at 3:45 PM.

### Student Achievement Committee

Eve Bolton, Chair  
Ozie Davis III  
Mike Moroski

### Staff Liaisons

Tianay Amat, Deputy Superintendent  
Susan Bunte, Assistant Superintendent