

REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE

The Student Achievement Committee (SAC) met on Wednesday, October 4, 2017 at 11:30 AM at the Cincinnati Public Schools Education Center in the Board Office Conference Room.

ATTENDEES

Student Achievement Committee Members

Chairperson Eve Bolton, Elisa Hoffman, Daniel Minera

Administrators

Tianay Amat, Assistant Superintendent; Cheryl Broadnax, Assistant Superintendent, Early Childhood; Jonathan Brown, Principal, Taft Elementary; Susan Bunte, Assistant Superintendent; Josh Hardin, Manager of Athletics; Yenetta Harper, Director of Teacher and Principal Development and Evaluation; Bill Myles, Assistant Superintendent

Cincinnati Federation of Teachers

Kendra Phelps

Julie Sellars, President

Activities Beyond the Classroom

Brian Leshner, Executive Director

Community Members/Board Candidates/Parents

Jacqueline Amos, Kate Eisenpress, Craig Rozen

Positive School Culture (PSC) Implementation

Susan Bunte, Assistant Superintendent

Ms. Bunte reported that the *I Care* app is ready to launch in November and is modeled after Johnson & Johnson's. There are reminders with memes sent to both students and parents. The app will continue to expand.

With Title IV funding, two new school social workers were hired. They will be working in conjunction with Children's at nine schools. These nine schools were chosen based on different data points and will provide the students, staff and principals what is needed. Ms. Bunte said this is the CPS Equity Policy in action.

Ms. Bunte reported that the Cultural Competency plan was presented to and approved by Superintendent Mitchell. Beginning in October, the principals' monthly meetings will include 90 minutes for Cultural Competency training. Then in January, teachers willing to attend will receive the training. While next Fall schools will go through the training in cohorts.

Committee member Minera remarked that one thing that is vital to change a school's culture is parent involvement. The Community Learning Centers (CLC) help, but strong parent groups and organizations are vital. It is important to have these at all schools across the District.

Committee Chairperson Bolton agreed that it would be helpful to have parent organizations at all CLCs.

Craig Rozen reported that the Policy Committee requested a listing of schools with functioning parent organizations.

Taft Elementary Swimming Program

Jonathan Brown, Principal, Taft Elementary

Dr. Brown reported that connected to Taft Elementary is a Cincinnati Recreation Center that houses an indoor pool. Over the last few years, the pool was used during the daytime by students with disabilities.

Carol Gibbs, President/CEO, Community Development Corporation, and Activities Beyond the Classroom (ABC) worked together to extend an invitation to all kindergarten students at Taft Elementary to take swimming and water safety lessons twice weekly. ABC paid for the lessons, suits, towels, hats, and flip flops. Both kindergarten units, or about 27 students are taking advantage of this opportunity.

Dr. Brown and the Taft Elementary LSDMC suggested this program to the Superintendent. It's about leveraging assets, and the Cincinnati Recreation Center is looking at their locations and where there are other pools. This is a wonderful opportunity.

This pilot program is both a safety and equity issue. Dr. Brown said they are looking forward to success as well as expanding the program to other grades.

Teacher Evaluation Schedule

Yenetta Harper, Director of Teacher and Principal Development and Evaluation

For the record, Ms. Harper and Kendra Phelps, CFT, wanted to specify how often and regularly teachers are to be evaluated. All teachers are evaluated every year. The difference is the depth of the evaluation.

Teachers who did not score an accomplished rating will receive a full evaluation. A full evaluation consists of two formal and two informal observations, and one pre- and one post-conference.

A credentialed evaluation is required for lead teacher credentialing. This evaluation is more intensive and consists of four formal and two information observations, and one pre- and one post-conference. After a credentialed evaluation, the scores are put together as a portfolio. The first part evaluates teaching practice, and the second part evaluates demonstrated leadership.

Ms. Harper pointed out that teachers do not get automatically credentialed; that is a separate process with Career in Teaching.

If a teacher is evaluated as Accomplished, a professional growth plan is developed and only an informal observation and a post-conference are required.

If a teacher needs improvement or additional assistance, there is an improvement plan process. Improvement plans may be extended, or a Comprehensive Assessment and Review (CAR) referral may be made. This referral is made before the first Friday in November, and the improvements need to be made by March or the teacher can be non-renewed by the Superintendent.

All teachers have professional growth plans.

This is the year with no safe harbor. There are 17 scores; however, they will not be available until December. Student growth is no longer a separate score, but included as part of the whole rubric for teachers. This helps to eliminate the disconnect of the scores from the prior year affecting the current year.

The system used by CPS is an evidence-based system aligned with Ohio Teaching Standards. The CPS system is not set-up with student test scores.

Julie Sellers, CFT President, suggested that CPS review the use of shared attribution. She feels it helps poor teachers and hinders great teachers, making them not want to stay at a school.

Chairperson Bolton agreed that it is time for both the new Superintendent and Board to revisit the issue of shared attribution.

The Educator Standards Board pointed out that there are many factors that affect how a student does on a test. More important is what is the plan the teacher is putting in place to address the test scores.

Ms. Harper reported that training is being conducted for administrators to help them be instructional leaders.

Ms. Bolton said it will be necessary for Human Resources to find a way to evaluate the evaluation system and its impact on our hiring efforts. Ms. Harper shared that CPS does look at recruiting differently now that there are school-based staff in the Human Resources department.

High Schools (Monthly Focus)

Bill Myles, Assistant Superintendent

As Mr. Myles had to leave the meeting early, the Committee compiled the following list of questions/topics with a focus on high schools:

- ACT Prep Classes – Some schools have classes that are only open to the first 50 students. How is that equitable?
- Small Schools – All high schools are large. Is there a possibility of creating small schools? There may be ways to get small schools by expanding CPS’ portfolio, and opportunities for partnerships also.
- Feeder Schools – How are the feeder schools expanding into the high schools.
- Career Path – Vocational, with Woodward as a shining example. Equity must also be considered.
- High School Principal Pipeline
- GRAD Cincinnati and Cincinnati Youth Collaborative – How much of a platform are we giving them?
- Second-Shift School – There is a need for some of our families.
- Work Experience – For students who have to work.
- After-school Activities – Providing more activities

Mr. Nelms Legacy Issues

Brian Leshner, Executive Director, Activities Beyond the Classroom (ABC)

Josh Hardin, Manager of Athletics

With the passing of Board member Nelms, both CPS and ABC want to continue the work Mr. Nelms championed.

The first districtwide baseball/softball All-Star Weekend was held on May 20, 2017, with 75 students-athletes from 11 different CPS schools participating. These student-athletes were chosen by their peers and coaches to represent their teams in an afternoon of exciting and friendly competition at Withrow High School's All-Star Sports Complex.

To honor Mr. Nelms, the 2018 All-Star Weekend will be renamed to the CPS Chris Nelms Baseball/Softball All-Star Weekend. There will be a special ceremony in honor of Chris Nelms.

Mr. Hardin reported that CPS Athletics hosted a Summer Softball Camp, free of charge for incoming 7th, 8th, and 9th grade female student-athletes. The focus of the Camp was to develop basic fundamentals, as well as create a fun, positive, and encouraging atmosphere for the girls that attended. The Camp was six sessions over a span of three weeks with coaches from Aiken, Shroder, Withrow, and the CPS Athletics Hall of Fame in attendance who assisted with the Camp. The Camp was a success and will be expanded for next summer.

The Reds Community Fund introduced the Fun at Bat program for CPS elementary schools. The goal of the program is to introduce the game of baseball/softball, increase participation, and give students more opportunities to be a part of the urban youth movement. It starts in the classroom with CPS P.E. curriculum, then will provide after-school camps/clinics, and will conclude with organized competition through partnerships with Knothole.

On September 18, 2017, a professional development day was conducted to introduce the program to CPS P.E. teachers. Each teacher received the curriculum and all equipment required to implement the Fun at Bat program.

Mr. Hardin reported that a full-time intern in the Athletics department was tasked with performing a more in-depth assessment of what is available at each of the CPS elementary schools. The intern will be assessing sport by sport, and evaluating each school individually. This assessment will help provide equitable opportunities for elementary students.

Mr. Leshner presented a chart that shows what is offered at the different schools (copy attached). However, baseball and swimming are not listed.

Committee Chairperson Bolton stated that what has been done for athletics, needs to carryover to the arts and other non-athletic activities.

The meeting adjourned at 1:05 PM.

Student Achievement Committee

Eve Bolton, Chair
Elisa Hoffman
Daniel Minera

Staff Liaisons

Cheryl Broadnax, Assistant Superintendent
Bill Myles, Assistant Superintendent



Activities Beyond the Classroom
in Cincinnati Public Schools

School	High School Athletics	ODE	CLC Lead Agency	Tennis	Soccer	Martial Arts	Safety Patrol	ABC Model
Aiken								
AMIS								
AWL								
Bond Hill Academy								
Carson								
Chase								
Cheviot								
Clark Montessori								
College Hill Academy								
Covedale								
Dater Montessori								
Douglass (Fredrick)								
Evanston Academy								
Gamble Montessori								
Hartwell								
Hays Porter								
Hughes								
Hyde Park								
Kilgour								
Midway								
Mt. Airy								
Mt. Washington								
North Avondale								
Oyler								
Parker (John P.)								
Parker Woods								
Pleasant Hill								
Pleasant Ridge Montessori								
Price (Rees E.)								
Riverview East								
Roberts								
Rockdale								
Roll Hill								
Roselawn Condon								
Rothenberg								
Sands Montessori								
Sayler Park								
SCPA								
Shroder								
Silverton								
South Avondale								
Taft Elementary								
Taft High School								
Taylor (Ethel M.)								
Walnut Hills								
Western Hills/Dater								
Westwood								
Winton Hills								
Withrow								
Woodford Paideia								
Woodward								