

## REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE

The Student Achievement Committee (SAC) met on Monday, February 27, 2016 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, Participated via conference call

#### Administrators

Ashley Addo, Assistant General Counsel; Jonathan Futch, Manager, A2S/A2E, Student Affairs; Yenetta Harper, Director of Teacher and Principal Development and Evaluation; Gabriel Lofton, Assistant Superintendent; Laura Mitchell, Deputy Superintendent; Bill Myles, Assistant Superintendent; Scott Sublett, Director, Testing Administration

#### Mayerson Academy

Jillian Copley Darwish, Ed.D, President

Karen Graves, Ph.D., Thriving Learning Communities (TLC) Program Manager

#### Activities Beyond the Classroom (ABC)

Brian Leshner, Executive Director

#### Board Fellow

Erin Bledsoe

### Review of the Solution Options for Walnut Hills High School Enrollment Numbers

*Scott Sublett, Director, Testing Administration*

Mr. Sublett updated the Committee on possible solutions to enrollment trends that were discussed at the December 13, 2016 SAC meeting regarding building capacity and enrollment growth. Mr. Sublett provided the Committee with the following options to address increased interest in the school:

1. Restrict the entrance requirements so that fewer students qualify for entrance; and
2. Create additional space for staff and students on and off campus.

He also reported that the new Spencer school may have some impact on enrollment at Walnut Hills.

Committee member Hoffman inquired about the District not taking out-of-district enrollments when schools reach capacity. Mr. Myles reported that Principal Brokamp makes sure that all eligible CPS resident students get enrolled into Walnut Hills.

**ACTION:** Committee Chair Bolton reported that the next step would be for the Board to address open enrollment and the options presented by Mr. Sublett

Since one of the goals of Spencer is to help alleviate demand at Walnut Hills High School, Mrs. Hoffman advised Mr. Myles to ask parents enrolling at Spencer about what other school(s) they would have chosen if the Spencer school had not opened.

Mrs. Hoffman also expressed concern as to Walnut Hills continuing to enroll any out-of-district students when the school is at capacity with just in-District students.

**ACTION:** Ms. Bolton advised to provide information about the impact that Spencer may have on Walnut Hills' enrollment numbers, as well as looking at open enrollment numbers at Walnut Hills.

Mr. Myles reported that he and Deputy Superintendent Mitchell are looking at ways to accommodate out-of-district enrollments when Spencer and Walnut reach capacity. Deputy Superintendent Mitchell reported that due to the demand for seats at the Spencer school, seventh-grade seats may need to be expanded for the next school year.

### **Code of Conduct Publication Suggested Improvements**

*Bill Myles, Assistant Superintendent*

*Jonathan Futch, Manager, A2S/A2E, Student Affairs*

Mr. Myles updated the Committee on proposed changes made to the document using the Syracuse City School District's Code of Conduct as a model. He reported that the focus was to make the Code less negative and not just about consequences.

Mr. Myles also reported that a section about the District's student's court will be added.

The following changes as of February 27, 2017, by the Administration have been included in the document for the 2017-2018 school year.

- Cover: Change the color and school year throughout document (Public Affairs decides color)
- Inside Cover: Add the new Superintendent's message
- Add information on Restorative Practices
- Add information on what to do when you're being Bullied/Harassed
- Add information on Sportsmanship
- Add information on Attendance
- Back Cover: Change the publication date and tracking number.

The Committee recommended that the following revisions be made to the document.

- Page 2: revise Alternative to Suspension (A2S) and Alternative to Expulsion (A2E) which is no longer at the Spencer Center.
- Include the first paragraph from the Board's Policy – 2255 Equity and Excellence in Education, emphasizing that the Board looks at everything through the lens of equity.
- Add the Board's Vision and Mission statement throughout the document.
- Add language about not expelling PreK-3 or PreK-4 students once the law and/or policy is determined.
- Add information from page 11 to 13 of Syracuse's document about *Getting Help with a Problem*. (Mr. Myles is working with General Counsel on appropriate language.)
- Ms. Bolton advised Mrs. Mitchell to add some verbiage on confidentially, the need for health consent forms, as well as the District's interest in being a partner with parents for the benefit of students. Emphasize how much help is available on a daily basis to their children.

- Ms. Bolton advised to add information about extra-curriculars and field trips.
- Add a picture of the new Superintendent interacting with students.
- Add more candid pictures as well and less writing on pages five and nine of the current document.

Mrs. Mitchell reported that she will be working on culture streams for PreK through third grade. The standard practice throughout all schools will be more along the lines of self-management, overall school culture and the Code itself being more proactive than reactive and emphasize preventative rather than punitive.

ACTION: The Committee will review another draft of the Code at the March 20 SAC meeting.

ACTION: The Code will be recommended to the Board for passage no later than June 2017.

### **New or Collected Data on Absenteeism**

*Bill Myles, Assistant Superintendent*

Mr. Myles reported that there is no new attendance data and that he is working with both State Senator Peggy Lehner and the Northwest School District regarding a new pilot in order to inform new policy and procedures and new practices in CPS. Among the possible new features will be a three-site Attendance Court, more partnering with parents, perhaps attendance clerks at schools using CPS social workers for more family and student assistance and interaction.

Mrs. Hoffman inquired about increases in attendance at the Vision 2020 schools. Mrs. Mitchell reported that there have been increases at the High Schools due to the My Tomorrow initiative

ACTION: Mrs. Mitchell will report on attendance about the Vision 2020 Schools at the March 27, 2017 Committee meeting.

### **Thriving Learning Communities, Mayerson Academy**

*Karen Graves, Ph.D., Program Manager, Thriving Learning Communities (TLC)*

Dr. Graves updated the Committee on *Thriving Learning Communities*. This effort impacts students, teachers and schools' culture. She reported that Principal Shelley Stein will be recommending the expansion of the program beyond the fifth and sixth grades at Rees E. Price Academy. Dr. Graves reiterated that one of the Board's goals is to develop Great Learning Environments.

She reported that the District has developed Advisory to help create Great Learning Environments by helping students build academic skills, break down barriers, foster relationships, strengthen listening skills and build trust in the classroom.

The work of *Thriving Learning Communities* targets the four main goals of Advisory in the areas of:

- Creating a sense of community;
- Providing academic direction;
- Providing college and career planning; and
- Encouraging social and emotional learning.

TLC's work is also done by adding in 24 Character Strengths in Social and Emotional Learning, which leads to greater motivation for learning, deeper engagement within the classroom and long-term heightened performance.

*A copy of the Character Strengths is attached to the minutes.*

Dr. Graves advised that TLC's programs are research based. The foundation and strengths of the program are patterns of thinking, feeling and behaving, being universally valued, which is present in all of us. Strengths also lead to engagement, satisfaction and meaning and well-being, which ties in with the My Tomorrow and Advisory goals.

She reported that there was a gain of 11 to 17 percentile points on achievement tests indicating that Social and Emotional programs offer students a practical educational benefit.

Dr. Graves informed the Committee that the TLC used the research-based programs to create their program by using core competencies of Social and Emotional Learning (Self-Awareness, Self-Management, Social-Awareness, Relationships and Decision Making) and broke them down into units that would speak best to the different character strengths.

Materials were developed that teachers could use for implementation of the program. Deputy Superintendent Laura Mitchell asked that "Strength Journals" be created for use in various ways by students and teachers.

Dr. Graves reported that schools that had a high implementation of the program showed that students had greater self-awareness and the ability to name and apply their character strengths to solve problems at home and school, and the capacity to understand how to do better in school, lower absenteeism, lower discipline rates and higher grade point averages.

Monica Battle, Principal for College Hill Fundamental Academy, was present and informed the Committee how the Social and Emotional Learning program is impacting her school. She reported that the school community is dedicated to the work of the program. Her goal is to build resilient children to help them know who they are and what they need to do to go beyond school and further in life.

She emphasized that Social Emotional Learning, Service Learning and the 24 Character Strengths are the key components in the education of the students. Her staff also uses the program to help them reflect on their own strengths.

She advised that the program is very beneficial to her students. Third and fourth graders, and Kindergartners are also exposed to the character strengths. Ms. Battle introduced the program school-wide to ensure that everyone was on the same page, including parents in order to help them with parenting.

Mrs. Hoffman inquired about a timeline as to when the program will be introduced to the younger grades, including preschool. Mrs. Mitchell reported that Mayerson Academy is currently working with teachers in Advisory for grades five and six and having discussions on introducing the program to third and fourth grades districtwide.

**Schedule E Programming by School, ABC Report on Budget, Programming and Fundraising**

*Brian Leshner, Executive Director, Activities Beyond the Classroom*

*Bill Myles, Assistant Superintendent*

Mr. Myles reported that an inventory of extracurricular and athletic programs was done at the schools and dollars have been added to the 2017-2018 budget for Schedule E.

Committee Chair Bolton suggested that the budget for Schedule E needs to be removed from the CFT contract due to it inhibiting the District's ability to provide extracurricular activities for students, and that only a certain amount of money can be spent on extracurriculars. Mr. Myles reported that he and the CFT President reviewed the Schedule E budget.

Mr. Myles stated that ABC's fundraising has helped fund additional programs and equipment. Mr. Myles reviewed Mr. Leshner's report on clubs that are offered at the elementary schools. Some schools may have additional clubs that are funded through the school's foundation or other donors. The report is broken down by name of the school, the number of clubs and athletics, and where dollars come from to support the programs (Schedule E, Boosters, Volunteers, Grants, ABC and other).

*A copy of the report is attached.*

Mr. Leshner provided the Committee with a copy of ABC's Year End Financial Analysis Report from July 1, 2015 through June 30, 2016 and the Year-End Athletics/Extracurricular Financial Analysis from July 1, 2015 through June 30, 2016.

*A copy of the reports are attached.*

Mr. Myles informed the Committee that in the past the boys outnumbered the girls in high school athletic programs. However, removing football from the equation would show that girls might outnumber the boys in athletics at the high school level.

Mr. Leshner provided the group with a copy of athletic programs in which ABC participates.

*A copy of the programs are attached to the minutes.*

**ACTION:** ABC's contract will be up for renewal on June 30, 2017 and Mr. Myles will work with Mr. Leshner on the process of recommending the contract for renewal and increase.

**ACTION:** Mrs. Hoffman inquired as to why some schools have more clubs than others. Mr. Myles will reach out to schools with fewer clubs to determine what they have, what clubs they would like to have, and determine if schools know what activities are offered at other schools.

### **Written Follow Ups**

#### Regarding any new perspectives or new options to accommodate later start times

Dr. Lofton reported that after meeting with Superintendent Ronan and John Davis, the Director of Transportation, Mr. Davis advised that several conversations with Metro have amounted to the same scenario about there not being enough Metro buses or vehicles to accommodate later start times. At any rate, to accommodate later starts in some would force other high schools to change their start times.

For example, Hughes, Shroder and Woodward would need to start school earlier in order to free up buses.

Dr. Lofton reported that Metro could accommodate five to fifteen minute later start times at some schools with existing inventory.

**ACTION:** The Committee assigned the Administration to contact other districts that have changed their start times to learn how they managed the transition.

Ms. Bolton and Dr. Lofton advised that other districts may be using their own buses to transport their students.

**ACTION:** Ms. Bolton advised that additional bus companies may be needed to address CPS's needs and advised Dr. Lofton to research and update the Committee and to report on how to contract to expand the bus inventory.

**ACTION:** Ms. Hoffman advised that the District needs to hear from Metro about what a different plan would look like for the CPS District, and that the Administration investigate how other districts changed their start times, costs involved, different scenarios, would start times for elementary schools need to change, the need for additional contracts, and different routings.

**ACTION:** Dr. Lofton will follow-up with Mr. Davis and Bill Moerhing, Chief Operations Officer, about the Committee's suggestion for a draft model.

**Sandy Hook Date for Presentation**

A date for the presentation has not been established as of yet.

**Date for ACES Meeting**

A meeting date for ACES has not been established as of yet.

**Other Business**

**Spencer School Hyde Park Gifted Application**

Mrs. Mitchell informed the Committee that the Hyde Park Gifted program is for gifted students that live in the Hyde Park attendance area.

Students living outside the attendance area who are already enrolled in the school, may finish their time at Hyde Park.

Mrs. Mitchell will be meeting with parents to clarify the enrollment process into Hyde Park Gifted school.

The meeting adjourned at 1:35 P.M.

**Student Achievement Committee**

Eve Bolton, Chair  
Elisa Hoffman  
Daniel Minera

**Staff Liaisons**

Mary A. Ronan, Superintendent  
Laura Mitchell, Deputy Superintendent  
Cheryl Broadnax, Assistant Superintendent  
Gabriel Lofton, Assistant Superintendent  
Bill Myles, Assistant Superintendent

# 24 CHARACTER STRENGTHS

TRANSCENDENCE	<b>APPRECIATION OF BEAUTY &amp; EXCELLENCE</b> * Awe * Wonder * Shows admiration	<b>GRATITUDE</b> * Thankful * Feels blessed * Shows appreciation	<b>HOPE</b> * Positive outlook * Expects the best * Excited about the future	<b>HUMOR</b> * Playful * Brings smiles to others * Sees the funny side of things	<b>SENSE OF MEANING</b> * Sense of purpose * Strong beliefs * Searches for meaning
	<b>BRAVERY</b> * Valor * Accepts challenge * Speaks up for what's right		<b>PERSEVERANCE</b> * Hard worker * Completes tasks * Overcomes barriers	<b>HONESTY</b> * Truthful * Genuine * Owns up to his/her own behavior	<b>ZEST</b> * Active * Enthused * Energized
JUSTICE	<b>TEAMWORK</b> * Loyal * Team player * Responsible to group			<b>FAIRNESS</b> * Cares about what's right * Treats others fairly * Respects others	<b>LEADERSHIP</b> * Encourages others * Organizes groups * Sets good example
	<b>LOVE</b> * Loving * Compassionate * Relationships are important	<b>SOCIAL INTELLIGENCE</b> * Strong relationships * Understands others' thoughts and emotions			<b>KINDNESS</b> * Nice * Caring * Generous
TEMPERANCE	<b>FORGIVENESS</b> * Doesn't hold grudges * Gives second chances * Accepts others' faults	<b>HUMILITY</b> * Humble * Focuses on others * Lets actions speak for themselves	<b>PRUDENCE</b> * Careful * Practical * Plans ahead		<b>SELF-CONTROL</b> * Disciplined * Manages feelings and actions
	<b>CREATIVITY</b> * Clever * Inventive * Comes up with unique ideas	<b>CURIOSITY</b> * Open to new ideas * Explores * Asks questions	<b>JUDGMENT</b> * Critical thinker * Open-minded * Thinks things through	<b>LOVE OF LEARNING</b> * Enjoys building knowledge & skills * Looks for new things to learn	<b>PERSPECTIVE</b> * Wise * Gives good advice * Sees the big picture
WISDOM					



Activities Beyond the Classroom  
in Cincinnati Public Schools

School	High School Athletics	ODE	CLC Lead Agency	Tennis	Soccer	Martial Arts	Safety Patrol
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							
Woodward							

2/24/2017



# Year End Financial Analysis

July 1, 2015 through June 30, 2016

Based on QuickBooks  
unaudited

## Revenue

CPS Contract	\$1,525,000
CPS Supplemental	\$96,500
Community Learning Centers	\$305,000
ODE Grants	\$1,538,500
Contributions	\$781,500
Walking School Bus	\$297,000
Fund Administrative Fees	\$20,500
Marketing/Refunds/Events	\$32,000
<b>TOTAL REVENUES</b>	<b>\$4,596,000</b>

## Program Expenses

Stipend	\$488,000
Extracurricular Programs	\$1,304,000
Salaries/Benefits/Taxes	\$595,000
ODE Programs	\$1,458,000
Community Learning Centers	\$284,500
<b>TOTAL PROGRAM EXPENSES</b>	<b>\$4,129,500</b>

## Administrative Expenses

Administrative Expenses	\$368,000
<b>TOTAL ADMINISTRATIVE EXPENSES</b>	<b>\$368,000</b>

## Summary

<b>TOTAL REVENUES</b>	<b>\$4,596,000</b>
<b>TOTAL EXPENSES</b>	<b>\$4,497,500</b>

## Metrics

% of Revenue Used	97.86%
% of Revenue Used for Admin	8.01%

# Year End Athletics/Extracurricular Financial Analysis

July 1, 2015 through June 30, 2016

Based on QuickBooks  
unaudited

## Revenue

CPS Contract	\$1,525,000	
CPS Supplemental	\$96,500	
<b>Subtotal</b>	<b>\$1,621,500</b>	<b>\$1,621,500</b>
Contributions	\$781,500	
Fund Administrative Fees	\$20,500	
Marketing/Refunds/Events	\$32,000	
<b>Subtotal</b>	<b>\$834,000</b>	<b>\$834,000</b>
<b>TOTAL REVENUES</b>		<b>\$2,455,500</b>

## Program Expenses

Extracurricular Programs	\$1,059,000	
Security	\$115,000	
Insurance	\$80,000	
Contingencies	\$50,000	
<b>Subtotal</b>	<b>\$1,304,000</b>	<b>\$1,304,000</b>
Salaries/Benefits/Taxes		\$595,000
Stipend		\$191,000
<b>TOTAL PROGRAM EXPENSES</b>		<b>\$2,090,000</b>