

Board Briefs



September

The following action items were approved by the Davison Board of Education at its September 11 meeting:

- **Graduation Ceremonies:** Graduation ceremonies for the Davison High School Class of 2024 will be held at 7 p.m. Monday, June 10, 2024, at the Dort Financial Event Center. Davison Alternative Education will hold its graduation at 7 p.m. Wednesday, June 12, in the Davison High School Auditorium.
- **Appointment to DCER Advisory Board:** Skip Konkle was reappointed as the school district's representative to the Davison Community Enrichment and Recreation Advisory Board. In addition to the District, leaders from the City of Davison and Davison Township are asked to appoint a representative to the board each year.
- **Designation of Voting Delegations for the 2023 MASB Delegate Assembly:** Any Davison board member planning to attend the Michigan Association of School Boards annual fall conference will need to notify the Superintendent's office if they are interested in being one of four delegates that the district is allowed to send to vote on a variety of educational issues. The first four delegates to express interest will be designated as the district's delegates.
- **Approval of rooftop units and ductwork removal and reinstallation due to hail damage:** Board members agreed to proceed with work that will remove, repair in some cases and reinstall rooftop units and ductwork that were damaged by the July hail storm. The work will be completed by Goyette Mechanical in the amount of \$253,716 at Davison Middle School, \$110,465 at Hill Elementary and \$35,736 at Thomson Elementary.
- **Acceptance of Donations:** The following donations were gratefully acknowledged:
 - ♦ **MEEMIC Insurance** awarded Davison Community Schools with a \$1,000 staff appreciation grant. The money will be used in conjunction with the District's theme of "Taking Care of Business - Ourselves, Our Students, Each Other" in promoting physical and mental health awareness practices.
 - ♦ The **Davison Optimist Club** donated 80 backpacks filled with school supplies for students in grades K-12.
 - ♦ **Dairy Queen of Davison** hosted a back-to-school drive, which resulted in the donation of 80 backpacks filled with school supplies to Davison Community Schools.
 - ♦ **Robert George** donated \$1,000 to the Girls' Golf program to help purchase uniforms, equipment and supplies for the team.

Board Briefs is a monthly newsletter published after Board of Education meetings. For additional information, please contact the Communications Department at 591-0852.



Davison Community Schools

Where Kids Come First and Futures Begin

Connections ♦ Curriculum ♦ Opportunities

Presentations



Leading the Pledge

Davison Middle School students who serve as Student Ambassadors led the Pledge of Allegiance. Student Ambassadors assist new students as they begin at Davison Middle School as well as serve current students who may need additional support from their peers. Students Lily Surface and Layla Hubble also led the audience in a Moment of Silence in remembrance of 9/11. The students were accompanied by Principal Mrs. **Josie Paquette**, Assistant Principal Mrs. **Cayla Dowdall** and Teachers Mrs. **Tiffany Hopper** and Mrs. **Stephanie Slemmons**.



Board members to reflect on proposed goals

Board members got their first taste of an updated version of district goals last night but instead of taking action, Superintendent **Matt Lobban** asked that members let the proposed goals and strategies “marinate” for a bit before making any final decisions.

While there are no recommendations to change the three goal areas—Instructional, Resources and School Climate—administrators are proposing new strategies, action steps and monitoring tools that will align the goals with the Michigan Integrated Continuous Improvement Process, referred to as MICIP (sounds like my kip). MICIP is a targeted approach and pathway used by districts to improve student outcomes by assessing whole child needs to develop plans and coordinate funds.

“This is an exciting thing to think about where we are, we’ve been and where we are going to go as a district,” said **Dr. Angie Hards**, Director of Curriculum.

Instructional Goal

The current goal has some measures in place but as Michigan has adapted to the MICIP process, the Instructional Goal requires a deeper dive into data, according to Hards.

“This is not a bad goal,” she said. “This is a good goal. But as we walked it through the MICIP process, we saw gaps.”

Through that process, Hards said her committee established a challenge statement and came up with the proposed goal.

“It still encompasses many of the components of the original goal but is more cohesive and addresses instruction, intervention and assessment,” she said. “We have to have solid monitoring goals.”

The goal measures would include:

- Increase in growth and achievement for Grades K-8 assessment (benchmark and state)
- Increase in proficiency year-to-year for high school state assessments
- Graduation rate (4-year-cohort) of 90 percent

“Of course, any goal without a plan is just a dream so we need some clear strategies to achieve this goal,” Hards said prior to sharing two main strategies. The first includes providing a guaranteed and viable curriculum, or GVC, that ensures a defined curriculum, instructional materials, instructional practices and assessments.

“What does that mean?” Hards asked. “It means we deliver the curriculum we say we are going to deliver. This is ongoing. This is not short-term work. This is something that will be going on for years.”

Some of this work has already started with the revamping of the Advisory Curriculum Committee (ACC) process, offering instructional coaching and providing dedicated professional development time for teachers to collaborate for the curriculum process, Hards said.

INSTRUCTIONAL GOAL

CURRENT:

ALL STUDENTS WILL ACHIEVE ACADEMIC SUCCESS THROUGH QUALITY INSTRUCTION AND SUPPORT.

PROPOSED:

DAVISON COMMUNITY SCHOOLS WILL OPERATE AS A COHESIVE SYSTEM TO PROVIDE ENGAGING CURRICULUM, INSTRUCTION, INTERVENTION AND ASSESSMENT TO IMPROVE STUDENT ACHIEVEMENT EACH YEAR AS MEASURED BY LOCAL ASSESSMENTS, STATE ASSESSMENTS AND GRADUATION RATES.

The second strategy for the proposed Instructional Goal focuses on the Multi-Tier System of Support, or MTSS, as it applies to academics. MTSS is a comprehensive framework comprised of a collection of research-based strategies designed to meet the individual needs and assets of the whole child at all achievement levels.

“Yes, these (strategies and action steps) are large,” Hards said. “They will take time, they are ongoing but we believe these two strategies will help us in achieving our goals.”

Resource Goal

Josh Evans, Director of Business Services, and **Christine Kuzinski**, Director of Human Resources and Operations, addressed the Resource Goal during the presentation.

“We looked at how can we make this a little more Davison-specific as it stands in 2023 and beyond,” said Evans, who focused on the financial portion of the goal.

Unlike the other Board Goals, Evans said the Resource Goal is a little different in that strategies should be set, met and then replaced.

The goal measures would include:

- Fund equity in the General Fund will remain at or above 12 percent.
- Ensure a minimum annual completion rate of 70 percent for identified 10-year plan projects funded through site sinking fund revenue.
- Plan, implement, monitor and evaluate strategies to uphold the safety and security of schools.
- Sustain and maintain the District’s investment in technology.
- Continue maintenance, upkeep and replacement of transportation fleet.
- The District will be fully staffed.

“We are still focused on maximizing resources but we like the ideas of operational dependability, financial integrity and transparency,” Evans said.

For several years, the District has maintained a goal of having at least a 12 percent fund equity, but Evans said that should not be confused with the district having an influx of cash. Fund balance actually refers to the total assets, cash on hand, receivables and investments vs. liabilities.

“It’s sometimes misconstrued that if we are at 12 percent, that we must be sitting on \$8 million,” he said. “We are not.”

This goal also calls for developing a 10-year plan for future needs that would be addressed through the voter-approved sinking fund, which expires in 2025. Kuzinski said new laws do now allow for the purchases of school buses and technology through sinking fund monies. Sustaining and maintaining the district’s investment in technology, which includes providing each student with a Chromebook, is important because it ensures that students have continued access to modern educational tools and resources.

Evans also explained the strategy to ensure that the completion rate for identified 10-year plan projects through the sinking fund revenue reaches 70 percent. While achieving 100 percent completion of multi-year spending is an ideal goal, it may not be entirely realistic due to unforeseen events that can occur over the course of a school year.

RESOURCE GOAL

CURRENT:

**DAVISON COMMUNITY SCHOOLS WILL
MAXIMIZE ITS RESOURCES.**

PROPOSED:

**DAVISON COMMUNITY SCHOOLS WILL UPHOLD
THE HIGHEST STANDARDS OF OPERATIONAL
RELIABILITY, FINANCIAL INTEGRITY AND
TRANSPARENCY WHILE SIMULTANEOUSLY
STRIVING TO MAXIMIZE THE DISTRICT'S
RESOURCES TO THEIR FULLEST TO GUARANTEE
THE FISCAL STABILITY AND LONG-TERM
SUSTAINABILITY OF OUR DISTRICT.**

Safety is an integral part of the Resource Goal as well, Kuzinski said, and includes the continued implementation of security upgrades, training and assessments.

“The safety of our students and staff remains a priority,” Kuzinski said. “Safety has a profound impact on learning and the overall well-being of everybody in our schools.”

As for continued maintenance, upkeep and replacement of the district’s transportation fleet, one of the action steps would be to explore the construction of a bus wash. With approximately 70 percent of our students living on back roads, dirt and snow take a toll on body chassis’ and undercarriages. Having the ability to wash the mud and snow off routinely would help in preserving the fleet.

Last but not least, Kuzinski addressed the action steps to fully staff the district. Ideas include developing partnerships with local universities to recruit future educators, reviewing and updating job descriptions and qualifications to attract top talent and exploring staff wellness and other programs to increase workplace morale.

School Climate Goal

Amy Chorley, Executive Director of Student Services, presented on the School Climate Goal. Like the Instructional Goal, a review of data was used to help shape the proposed Climate Goal. “We’re really looking at what are the practices we are putting in place for positive student outcomes,” Chorley said.

After analyzing data, including behavior referrals, Chorley surmised that despite a variety of services and resources for students, the District continues to see behavior challenges. In addition, she noted that a lack of student engagement can create barriers for students’ academic success and social-emotional growth.

- Goal measures would include:
- Decrease in student referrals
 - Increase in District WSCC (Whole School, Whole Community, Whole Child) survey results
 - Increase in Whole Child Survey Indicators Survey
 - Increase in District’s Tenets Survey
 - Increase in student academic achievement

The WSCC is the Centers for Disease Control framework for addressing health in schools. This model increases alignment and integration between health and education to improve each child's cognitive, physical, social and emotional development; therefore, addressing barriers to every child's capacity for learning. There are 10 components of the Whole Child that include: Health Education, Physical Education and Physical Activity, Nutrition Environment and Services, Health Services, Employee Wellness, Counseling, Psychological and Social Services, Social and Emotional Climate, Physical Environment, Family Engagement, Community Involvement. In addition, there are five tenants of the Whole Child: Safe, Healthy, Engaged, Challenged, Supported.

Board members will have some time to reflect on the revised goals before giving final approval.

“This is an excellent beginning,” said Board President **Karen Conover**. “I’ve seen a lot of these (presentations) over the years and I’m excited to really dive into it.”

SCHOOL CLIMATE GOAL

CURRENT:
DAVISON COMMUNITY SCHOOLS WILL DEVELOP AND MAINTAIN A COOPERATIVE, SAFE AND RESPECTFUL ENVIRONMENT.

PROPOSED:
DAVISON COMMUNITY SCHOOLS WILL INCREASE STUDENT ENGAGEMENT AND POSITIVE BEHAVIOR AS A RESULT OF STAFF RECEIVING SUSTAINED AND ONGOING SUPPORT IN THE AREAS OF SOCIAL-EMOTIONAL LEARNING, STUDENT ENGAGEMENT AND POSITIVE BEHAVIOR TRAINING.

Welcome new educational leaders

Following tradition, new teachers and certified staff were introduced at the September Board of Education meeting. A special “signing day” was held in August to welcome:

Kellie Alvarado, DMS, Home Economics Teacher

Megan Britton, Siple Elementary, First Grade Teacher

Alex Brouillet, DHS, History Teacher

Sarah Covert, Siple Elementary, First Grade Teacher

Rachel Cummings, Siple Elementary, Fourth Grade

Faith Fortune, Gates Elementary, Second Grade Teacher

Caleb Goncz, DHS, Instrumental Music Teacher

Samantha Grybas, DHS, Resource Room Teacher

Emily Judd, DHS/Hill, Social Worker

Merissa Legant, Central Elementary, First Grade

Jordyn Martin, DHS, Counselor

Greg Maynard, DHS, Physical Science Teacher

Daniel McKenna, Siple Elementary, Third Grade Teacher

Kayla Meyer, Siple Elementary, Resource Room Teacher

Kathleen Naves, DHS, Physical Education Teacher

Katherine Nowakowski, Gates Elementary, First Grade

Chelsea Paull, Gates/Thomson, Social Worker

Denise Roeske, Siple Elementary, Kindergarten Teacher

Helen Rowe, DHS, Resource Room—English Teacher

Isabel Salazar, DHS, English Teacher

Zac Schlaud, DHS, Construction Trades Teacher

Jessica Stengel, DHS, ASL Teacher

Taiah Walker, Siple Elementary, Speech Pathologist

