

90-Day Entry Plan

Rick West

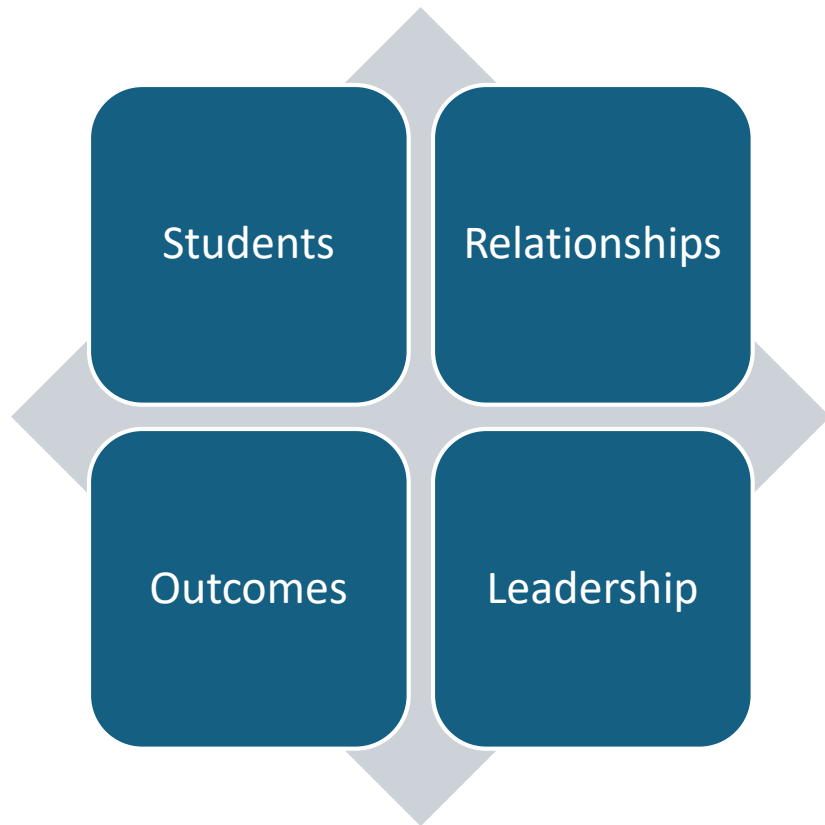
May 2, 2024



90-Day Entry Plan

Listen * Learn * Lead

Focus



Key Areas



Board Governance



Organizational Capacity and Alignment



Student Achievement and Experiences



Non-Instructional Support Services



Community and Public Relations



Board Governance

Strong Board of Education and Superintendent relationship built on a foundation of trust and respect



Actions:

Cultivate a strong working relationship with individual Board Members and Board as a “whole” and establish ourselves as a cohesive team with a focus on enhancing the achievement and experience of all Bloomfield Hills students.

1. Schedule Individual Meetings
2. Increase personal knowledge and understanding of the BHS community, our culture, traditions, history, and expectations for our schools.
3. Schedule Board Retreat
 - Establish Goals and Priorities
 - Develop Norms

Students

Relationships

Outcomes

Leadership

Organizational Capacity and Alignment

BHS Leadership



Keith McDonald
Interim Superintendent



Todd Bidlack
Assistant Superintendent, Learning
Services



Kandice Moynihan
Assistant Superintendent of
Finance and Operations



Rebecca Cathers
Assistant Superintendent of
Human Resources



Rebecca Cathers
Executive Administrator



Lora Boka
Director of Special Education



Mike Cowdrey
Director of Athletics, Recreation
and Community Services



Sarah Falkman
Director of Secondary Education
Title IX Coordinator



Kimberly Hempton
Director of Elementary Education
Title IX Coordinator



Karen Hough
Director of Communications



Alan Jaros
Director of Bowers Farm and
Johnson Nature Center



Jacob McDermott
Director of Physical Plant Services



David Shulkin
Director of Learning Technology



Sameer Alsayed Sullman
Director of Information
Technology

Actions: Understand current organizational structure, communication and decision-making processes, and establish a strong, student-focused district leadership team where trust and respect strengthen our district vision, mission, values and goals.

1. Individual Administrator Meetings to build relationships.
2. Administrative Retreat
 - Develop/Enhance 24-25 Priorities and Goals



Student Achievement and Experience

Actions:

1. Review all student achievement data (current and potential additional data points) with the learning services team to analyze patterns and address the gap in achievement between various student populations in relation to college and career readiness standards.
2. Review current practices related to instructional improvement, support and intervention systems.
3. Review alignment of standards, curriculum, assessment, and professional development.
4. Review alignment of Central Office and their support of student achievement.



Portrait of a Learner

A disposition to **Inquire** about the world

A learner who inquires about the world can explore local and global connections, ask questions of significance that call upon critical thinking, frame problems and construct solutions. They seek information beyond familiar environments. They engage in analysis, synthesis, evaluation, creation, and application.

A disposition to **understand multiple perspectives**

A learner who understands multiple perspectives interacts with others whose paths differ greatly from their own, honoring the value of our shared human dignity. They recognize and resist stereotypes and understand multiple cultural contexts.

A disposition toward **respectful dialogue**

A learner who engages in respectful dialogue can communicate across differences and listen with intentionality. They express empathy for others while sharing courageously, openly and appropriately.

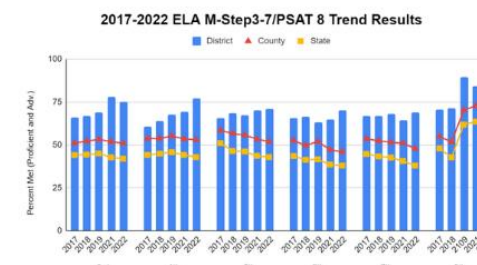
A disposition toward **grappling with complexities**

A learner who can grapple with complexities can persevere in the face of multi-layered processes, ideas, and problems. They can display resilience in the face of challenges and change.

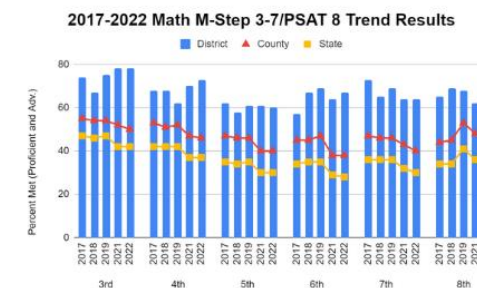
A disposition toward **taking responsible action**

A learner who takes responsible action collaborates with others with the intent to mobilize ideas into action. They recognize that service to community is a form of action.

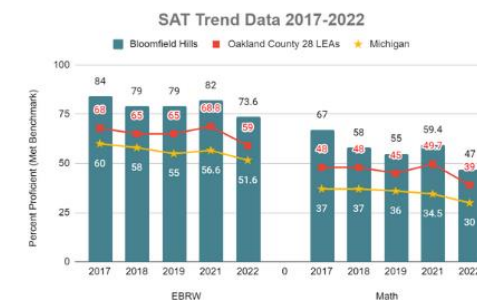
2017-2022 ELA M-Step 3-7/PSAT 8 Trend Results



2017-2022 Math M-Step 3-7/PSAT 8 Trend Results



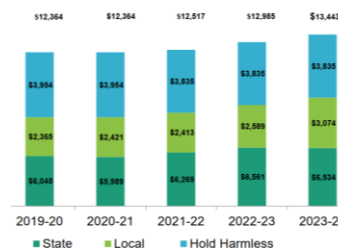
2017-2022 SAT Trend Data





1. Pass August 6, 2024 Non-Homestead and Hold-Harmless Millage Renewal.
2. Support administration of 24-25 adopted budget.
3. Support 24-25 operations projects and priorities.
4. Meet with Department Leaders to understand departmental goals.

Foundation Allowance Breakdown

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Community and Public Relations

Strong Schools



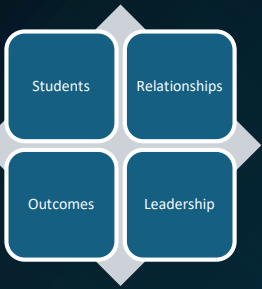
Strong Community

Visible * Accessible * Responsive

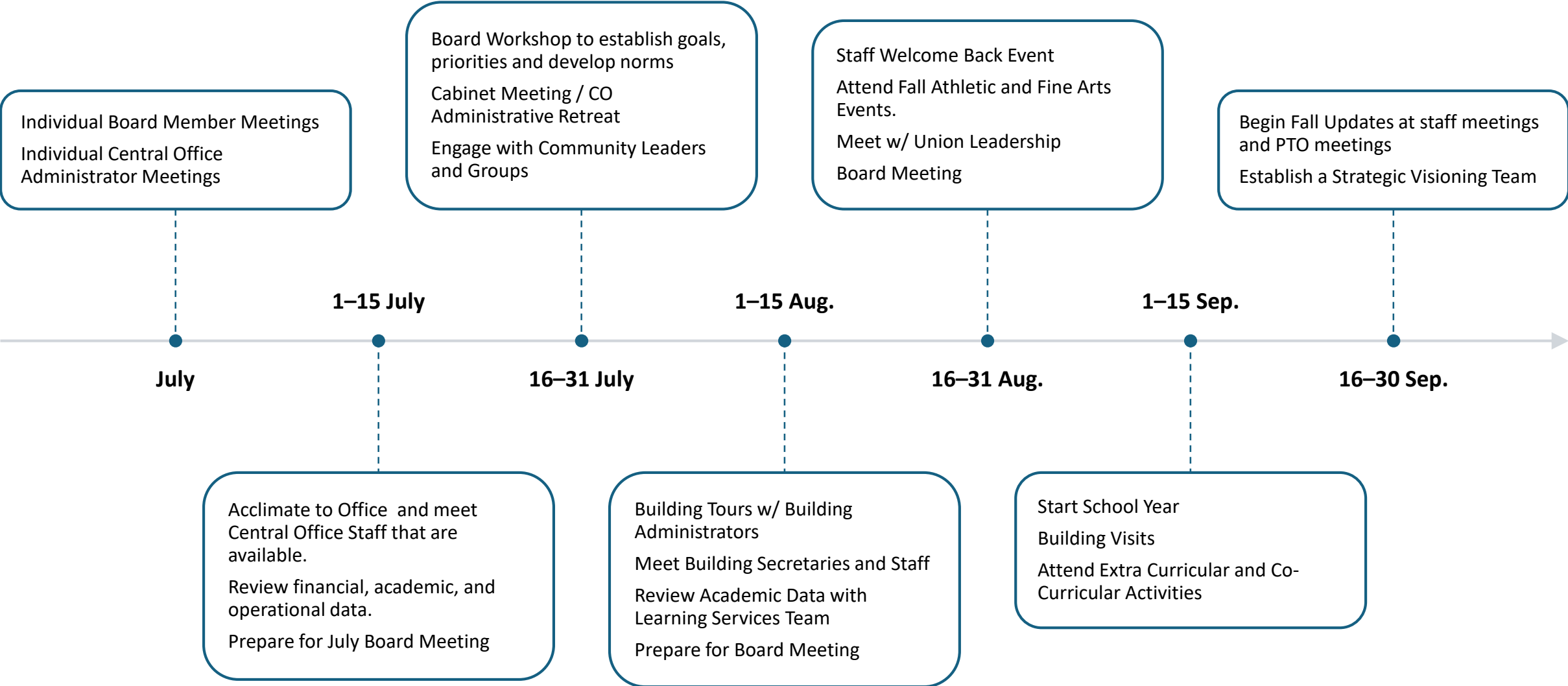
Actions:

1. Enhance the current positive relationships while seeking new and meaningful connections with business, civic, and political leadership.
2. Evaluate current communication tools and additional opportunities to communicate with constituent groups (i.e. students, parents, teachers, administrators, district staff and union leadership).

Parent Teacher Organizational Council	Bloomfield Hills High School PTO	North Hills Middle School PTO	South Hills Middle School PTO	Conant Elementary PTO	Eastover Elementary PTO
Lone Pine Elementary School PTO	Bowers Academy PTO	International Academy PTO	Wing Lake Development Center PTO	Bloomin' Preschool PTO	Bloomfield Hills Schools Foundation
Bloomfield Hills Athletic Committee	Special Education Parent Advisory Committee	Friends of the Nature Center	Friends of the Farm	Preservation Bloomfield	Bloomfield Youth Alliance
Bloomfield Township	City of Bloomfield	West Bloomfield Township	City of Troy	Birmingham Bloomfield Chamber of Commerce	Bloomfield Birmingham Coalition
Bloomfield Township Senior Center	Bloomfield Township Public Library	United Homeowners Association	Muslim Parent Organization	Interfaith Council	Rotary Club and Kiwanis



Timeline





Day 91 and Beyond

- Facilitate the development of a comprehensive Strategic Plan
- Bloomfield Hills Schools United
 - Common Plan, Common Purpose
 - Culture of collaboration
 - School System vs. System of Schools
- Celebrate successes

PREP

Kidz Zone

D/HH



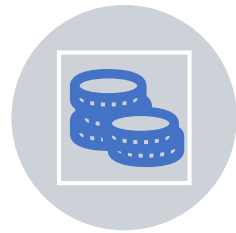
School Assignments	Elementary Schools	Middle Schools	High Schools
Elementary Schools			
Middle Schools			
High Schools			



Financial Headwinds



Federal Funding



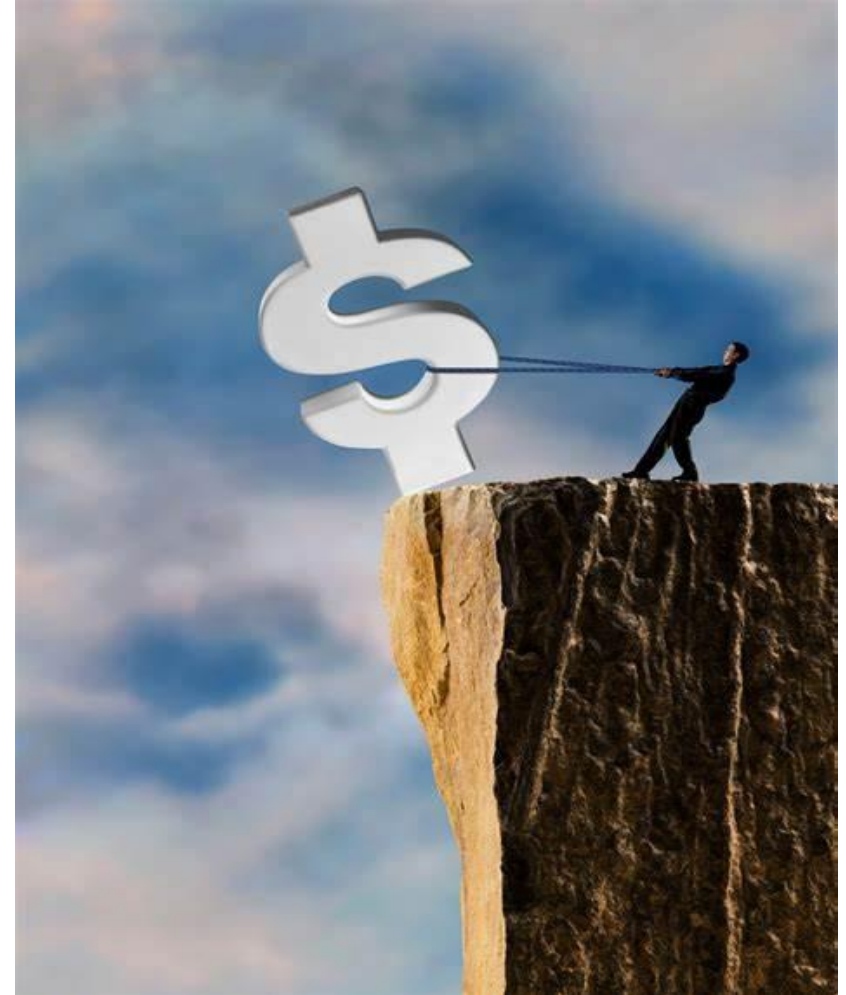
State Funding



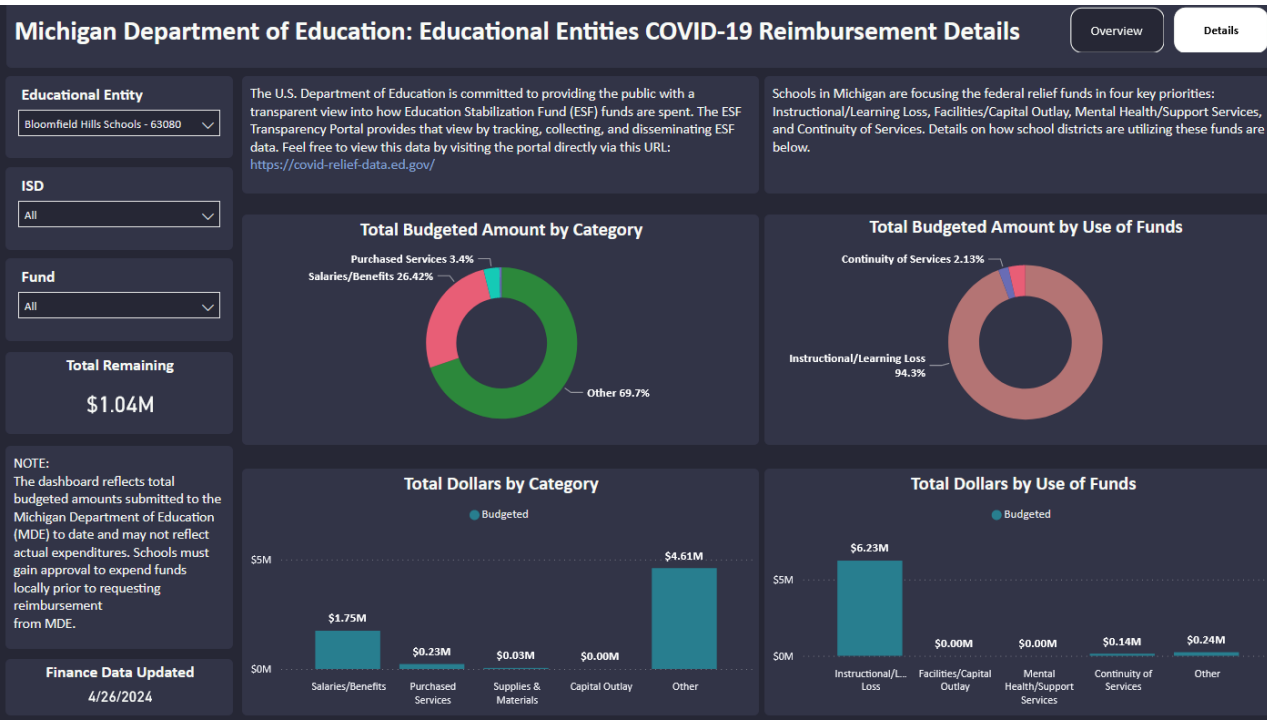
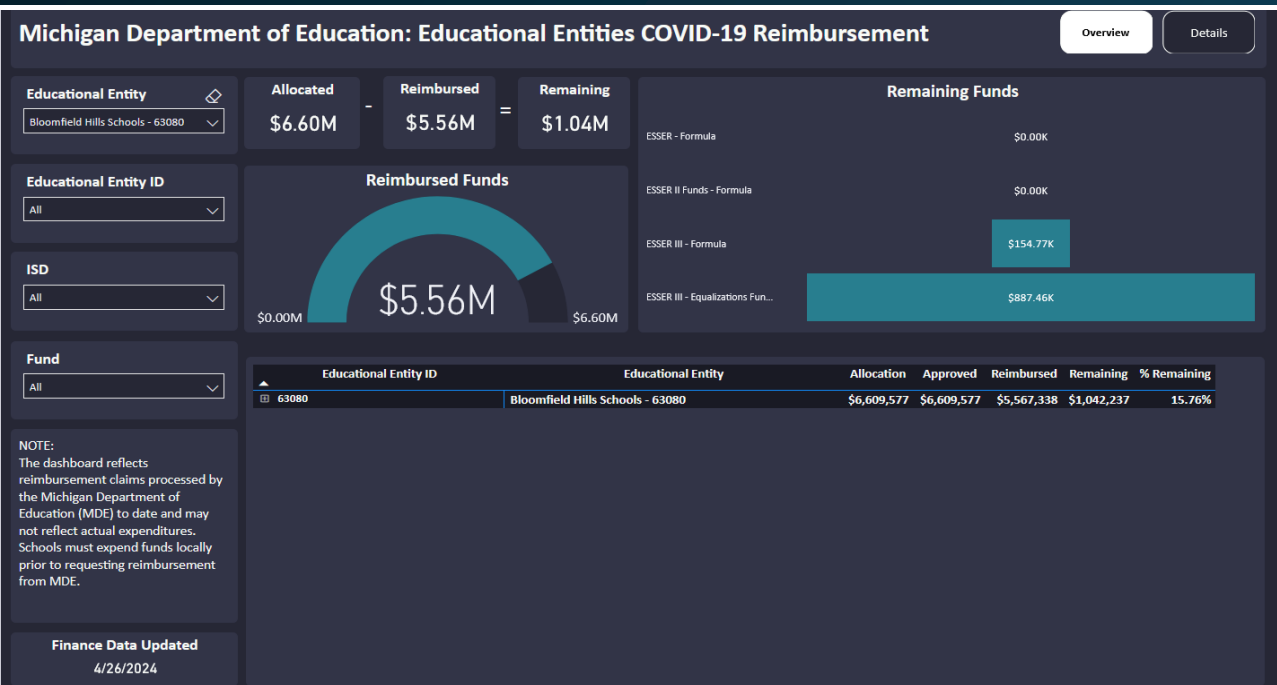
Inflation



Enrollment



Federal Funding



The U.S. Department of Education is committed to providing the public with a transparent view into how Education Stabilization Fund (ESF) funds are spent. The ESF Transparency Portal provides that view by tracking, collecting, and disseminating ESF data. Feel free to view this data by visiting the portal directly via this URL: <https://covid-relief-data.ed.gov/>

Schools in Michigan are focusing the federal relief funds in four key priorities: Instructional/Learning Loss, Facilities/Capital Outlay, Mental Health/Support Services, and Continuity of Services. Details on how school districts are utilizing these funds are below.

Total Budgeted Amount by Category

Purchased Services 3.4%

Salaries/Benefits 26.42%

Other 69.7%

Total Budgeted Amount by Use of Funds

Continuity of Services 2.13%

Instructional/Learning Loss 94.3%

Total Dollars by Category

Budgeted

\$1.75M

\$0.23M

\$0.03M

\$0.00M

\$4.61M

Total Dollars by Use of Funds

Budgeted

\$6.23M

\$0.00M

\$0.00M

\$0.14M

\$0.24M

State Funding

FY 2023-24 Through FY 2025-26 Executive Recommendation				
School Aid Fund (SAF)				
Millions of Dollars				
	FY 2023-24	FY 2024-25	FY 2025-26	
Beginning Balance	\$2,192.5	\$564.1	\$12.0	
Resources				
Consensus Revenue Estimates: January 2024	\$17,946.8	\$18,307.0	\$18,706.0	
GF/GP Grant	120.6	116.6	50.1	
Detroit Public Trust Fund	72.0	41.0	0.0	
Restricted Reserve Funds	767.8	328.1	328.1	
Federal Aid	<u>2,218.1</u>	<u>2,272.8</u>	<u>2,272.8</u>	
Total Resources	\$21,125.2	\$21,065.5	\$21,357.0	
Expenditures				
Appropriations: Ongoing	\$19,135.6	\$19,553.7	\$19,689.1	
January 2024 CREC Baseline Adjustments	57.8	99.6	--	
Appropriations: One-Time	2,324.1	953.0	--	
Supplemental: Current Law	161.1	--	--	
Proposed Supplemental (2024-3)	43.3	--	--	
Community Colleges	544.5	465.9	469.5	
Higher Education	<u>487.2</u>	<u>545.5</u>	<u>545.0</u>	
Total Expenditures	\$22,753.5	\$21,617.6	\$20,703.6	
Projected Ending Balance / (Shortfall)	\$564.1	\$12.0	\$665.5	



Sec.	APPROPRIATIONS (in thousands)
11	School Bond Loan Redemption Fund
11m	School Aid Fund Borrowing Costs
11a	Fleet Declaration of Emergency
11ab	GEER Fund Reallocation
12c	Consolidation Incentive Payments
20	Categorical Offsets Payments
21a	Participating Market Districts
22a	Proposed A Obligation Payment
22b	Discretionary Payment
22c	Foundation Allowance - Equity Payment
22d	Isolated Districts
22e	Transportation Costs
22m	Data Hub Network
23a	MI Kids Back on Track
23b	Mathematics Pathways
23c	Friends of the Children - Detroit
24	Court-Placed Children
24a	Juvenile Detention Facility Programs
25	Strict Discipline Academics Pupil Transfers
25a	Dropout Recovery Program Pupil Transfers
25b	Covenant House Academy
25c	Student Success Strategies
25m	Additional Weighted Funding for High Poverty Students
26a	Renaissance Zone Reimbursement
26b	PILT Reimbursement
26c	Promise Zone Payments
26d	Brownfield Redevelopment Reimbursements
27a	MI Future Educator Fellowship
27b	Grow Your Own Supports
27c	MI Future Educator Student Teacher Stipends
27d	Statewide Teacher Mentoring and Induction
27e	Rural Educator Credentialing Hub
27f	Administrative/Principal training on special education
27g	Student loan repayment assistance pilot
27h	Salary incentive pilot program / One-Time Foundation
27m	National Board Certification Fund
27n	SVSU Saginaw grow your own
27o	Learnier Water
27p	Instructional coaches for Hamtramck
27q	Enrollment Stability Supports
28a	Expanded Breakfast/Lunch Programs
28b	AI-Risk Programs
28c	Addressing Teen Health Centers
28d	Vision/Hearing Screening - Dental
28e	School Lunch - State
28f	School Lunch - Federal
28g	School Breakfast
28h	Local Produce
28i	Mental Health Grants and Admin
28j	TRAILS
28k	New Schools Wellness Center
28l	Mental Health and School Safety Per Pupil Payments
28m	SMART

FY2023-24 Time Categorical

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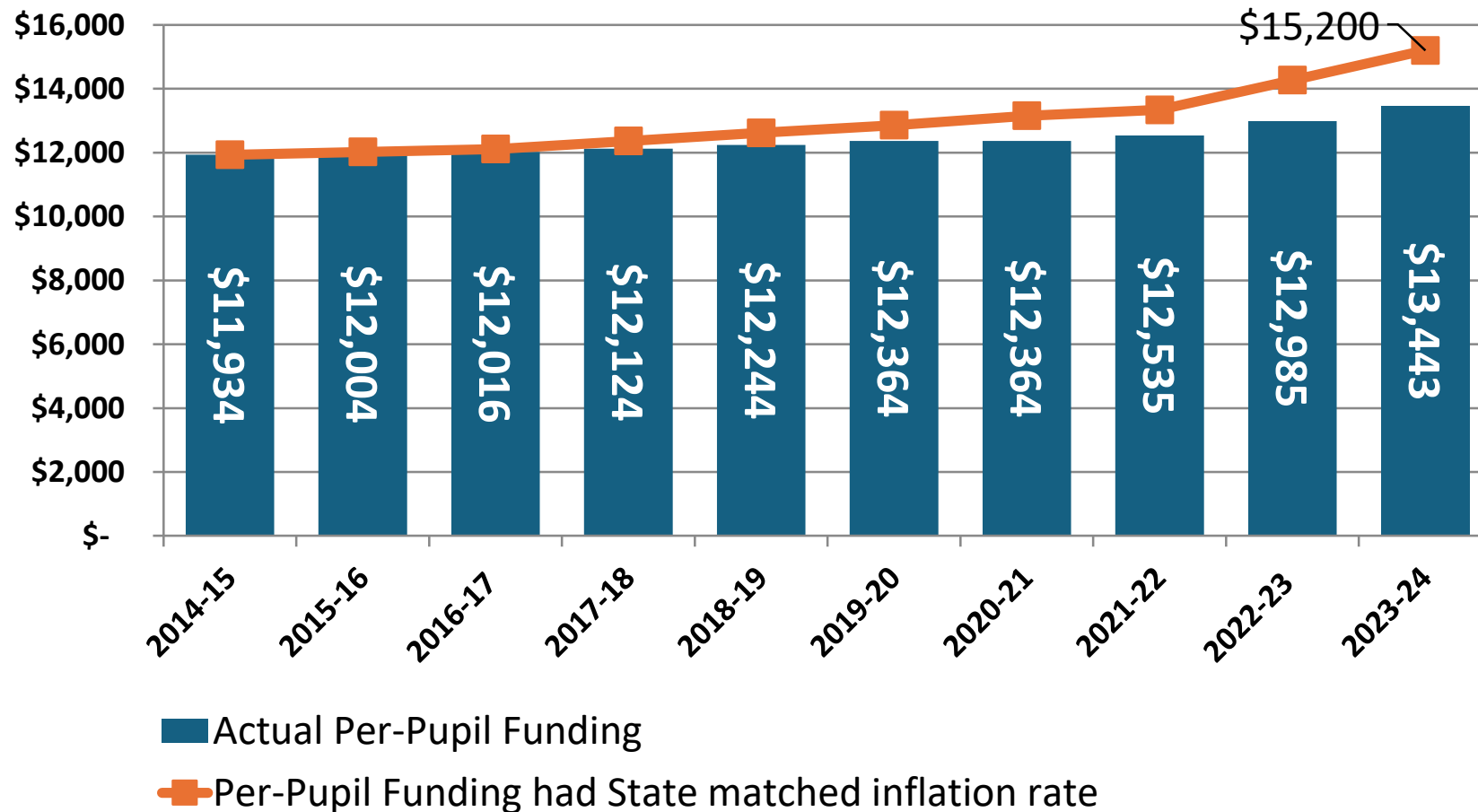
0.0 million for Early Literacy
0.0 million for MI Clean Scf
0.0 million for School Trans
8 million for an Educator C
0 million for Mentoring Gra

Sec.	APPROPRIATIONS (in thousands)
30a1	Federal Grant Funds
30a2	Other Federal Funding
41	Bilingual Education
41b	KEYS Academy (Refugees)
51a	Special Education - Federal IDEA
51a2	Special Education Foundations & Sped
51a3	Special Ed Held Homeless Prev. To ISDs
51a6	Special Ed Rule Change
51a11	Special Ed Non Sec 52 to ISDs
51c	Special Education Headlee
51d	Special Education - Other Federal
51e	Special Education Foundations
51g	Special Education Supports - Learning Library
53a	Court Placed Special Ed FTE
54	MI School for Deaf and Blind
54b	Michigan's MTSS Technical Assistance Center
54d	Early On
56	Special Ed Milage Equalization
61a	Vocational Education
61b	CTE Middle College Program
61c	CTE Equipment Upgrades
61d	CTE Incentive Payment
61e	Downriver career and technical consortium
61k	Multi Bilingual Center
61l	Schoolcraft early/middle college expansion
61m	Beecher schools
61n	Waverly High School
61o	DPS Coleman Young Elementary Infrastructure
61p	DPS Foreign Language
61q	Michigan Training Innovation Center
61r	Lansing Schools H8 Center Track
61s	Future Farmers of America
61t	Harper Woods CTE Center
61v	Romulus CTE
61w	Key Industries Pilot
62	ISO Vocational Ed Milage Reimbursement
65	Detroit Pre-College K-12 Engineering Program
67	Michigan College Access Network (MCAN)
67c	Developer Academy
67f	FAFSA Completion Challenge
67g	Ready Rosie
74	Bus Driver Safety
74a	School Bus Inspection Program
74b	Electric Bus Grants
81	ISO General Operations
94	AP, IB, CLEP Assessments
94a	CEPI - State
94b	CEPI - Federal
94c	MI-RI Partnership
95b	EVAAS
97a	Navigate 360
97b	School Safety Commission
97g	Statewide Security Operations Center
97h	Zero Eyes
97i	Student Safety Early Interventions
97k	Student Advocacy Hotline
97n	Deafblind education

97i	Zero Eyes
97j	Student Safety Early Interventions
97k	Student Advocacy Hotline
97l	Deafblind education
97m	Peer Mentoring
97n	Michigan Virtual University
98d	Michigan Learning Channel
99a	Heroes Circle
99b	Code.org / Project Lead the Way
99c	Teaching diverse histories pilot
99d	Arboretum Detroit
99f	Crofton district roof
99g	Helping women period pilot
99h	First Robotics
99m	Shawnee RE SA CTE
99n	Lansing CTE center
99o	MI-STEM Council Grants
99p	Algebra Nation
99q	Imagine Learning
99r	Teach for America
99s	Project SEARCH
99t	Hispanic Collaborative
99u	Junior Achievement - NEW
99v	Boys and Girls Club SE MI
99w	City Year fellowship
99x	Wayne-Westland Drivers training grants
99y	Deafblind Drivers training grants
99z	Boys and Girls Club of Grand Rapids

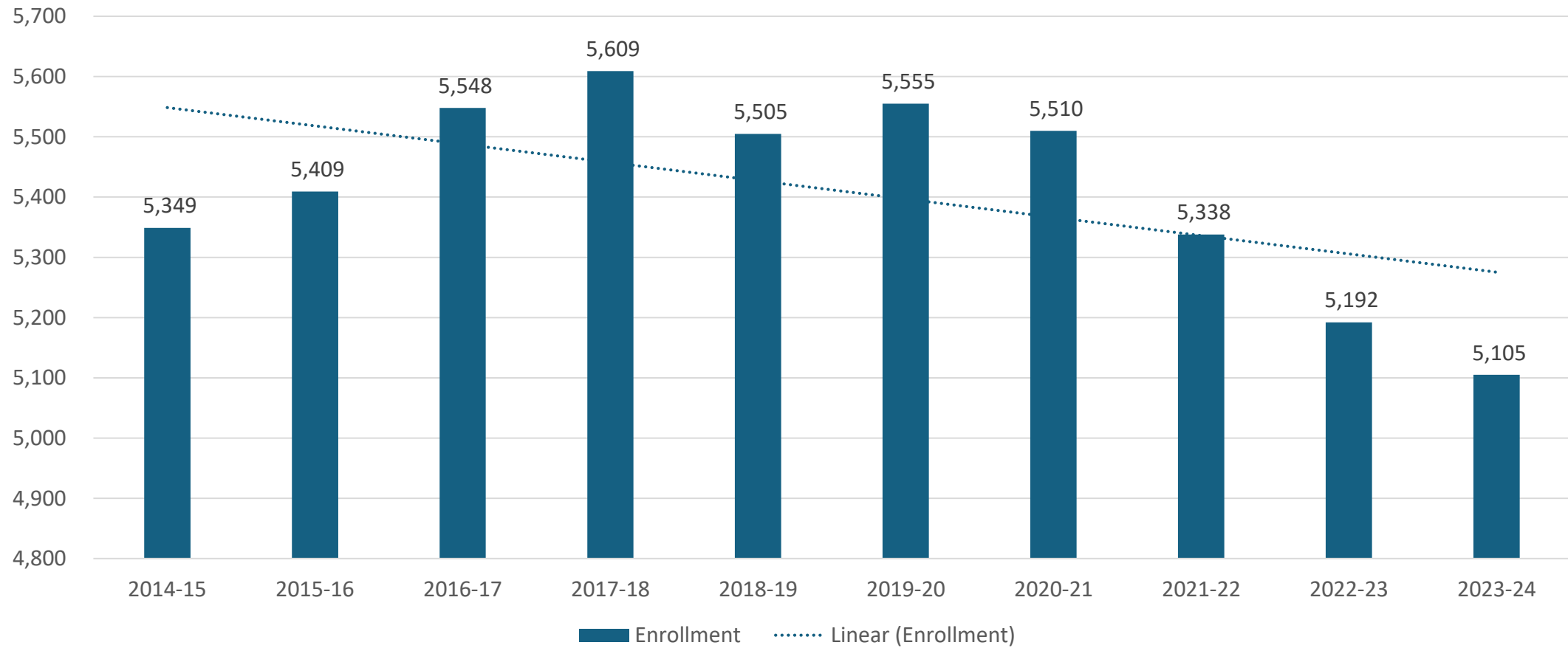
Sec.	APPROPRIATIONS (in thousands)
99f	Esopointe high school pool
104	Student Assessments - State
104a	Student Assessments - Federal
104f	Digital Literacy Program
104h	Benchmark Assessments
107	Adult Education
107a	Adult Education Pilots
147a	MPERS Cost Offset
147a(2)	MPERS Normal Cost Offset
147a(3)	MPERS Cost Offset - ISDs and District Libraries
147a(4)	MPERS Cost Offset - 20.00% Rate Cap Offset
147c	MPERS UAL Rate Stabilization Payment
147e	MPERS Transition Costs
147f	MPERS One-Time Payment
152a	Data Collection and Reporting Costs
152b	Nonpublic School Reimbursements

Inflationary Impact



This \$1,757 per-pupil deficit equates to approximately **\$9 million** in lower revenue for Bloomfield Hills School District in this school year.

Enrollment



Questions

