



PLYMOUTH-CANTON
COMMUNITY SCHOOLS

GLOBALLY FOCUSED. LOCALLY CONNECTED.

**454 S. Harvey
Plymouth, Michigan**

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting.

There is a time for public participation during the meeting as indicated in the agenda item Citizens' Comment.

Citizens' Comment Cards must be submitted before the start of the Board meeting per district policy #0167.3

(Organizational) Regular Meeting, July 11, 2023 - 7:00 p.m.

Call The Meeting to Order

- o Roll Call
- o Pledge of Allegiance

Organizational Meeting

[Adoption of Organizational Meeting Agenda July 11, 2023 \(p. 3\)](#)

[Calendar of Board Meetings 2023-2024 \(p. 7\)](#)

A. Adoption of Agenda/Approval of Consent Agenda

Action Item #24-07-01

1. Human Resources

New Hires

[New Hires \(p. 8\)](#)

Resignations

[Resignations \(p. 26\)](#)

2. Approval of Minutes

[Regular Meeting Minutes - June 27, 2023 \(p. 27\)](#)

3. Final Reading Policies

[Policy #7434 - Use of Tobacco on School Premises \(p. 34\)](#)

B. Board Committee Reports/Action

1. President's Report

2. Student Performance & Achievement Committee (SPA)-Anupam Sidhu

Next Meeting: T.B.D.

3. Policy Committee-Patti McCain

Next Meeting: T..B.D.

4. Finance and Operations Committee-Patrick Kehoe

Next Meeting: August 3, 2023, at 5:00 p.m. (Tentative)

5. Student Voice in Action Committee-Shawn Wilson

Next Meeting: T.B.D.

C. Administrative Reports/Recommendations

Superintendent's Report

D. Citizens' Comments

E. Action Items/Discussion

Action Item #24-07-02: Consider Approval of a Recommendation to Retire the Canton High School Chief Mascot and Arrowhead Logo (Final Reading)

[Resolution to Retire Canton HS Mascot \(p. 38\)](#)

F. Follow-up Board Questions

[Follow-up Board Questions as of 6-27-23 \(p. 42\)](#)

G. Adjournment

District Vision: P-CCS will deliver an innovative educational experience which propels each student to excellence.

District Mission: P-CCS will develop capable, involved citizens who recognize that they are citizens of the world, use critical thinking skills, and are lifelong learners.

PLYMOUTH-CANTON COMMUNITY SCHOOLS
Plymouth, Michigan

BOARD OF EDUCATION ORGANIZATIONAL MEETING
July 11, 2023

E. J. McClendon Educational Center
454 S. Harvey, Plymouth, MI 48170
7:00 p.m.

AGENDA

- 1. Adoption of Agenda of Organizational Meeting**
- 2. Discussion of Officer Positions**
- 3. Election of Officers:**

2023-2024

President: _____

Vice-President: _____

Secretary: _____

Treasurer: _____

4. By-Laws Nos. 0164.1 and 0164.2 - Time, Place, and Notification of Meetings

It was moved by Member _____ and seconded by Member _____ to adopt the following By-Laws.

By-Law Nos. 0164.1: Regular Meetings - Time, Place, and Notification

Regular meetings of the Board of Education of the Plymouth-Canton Community Schools, Wayne and Washtenaw Counties, Michigan, shall be held on the second and fourth Tuesdays of each month. Exceptions: There will be only one meeting in July (July 11), the second August meeting will be held on the 5th Tuesday (August 29), there will be one meeting in December (December 12), and one meeting held in March (March 12) beginning at 7:00 p.m. at the following location (except as agreed herein) unless otherwise directed by a majority vote of the members:

E. J. McClendon Educational Center
454 South Harvey Street
Plymouth, Michigan 48170

By-Law No. 0164.2 Special Meetings - Time, Place, and Notification

Special meetings of the Board of Education of the Plymouth-Canton Community Schools, Wayne and Washtenaw Counties, Michigan, may be called by the President of the Board, or any two members thereof, by serving on the other members a written notice of the day, time, and place of such special meetings, or by a majority vote of the Board.

PUBLIC NOTICE of each meeting of the Board of Education shall be given by posting a copy of the NOTICE on the message board by the front entrance to the E. J. McClendon Educational Center, 454 South Harvey, Plymouth, Michigan, at least eighteen (18) hours prior to the time of the meeting. The Executive Assistant to the Board of Education or other Central Office staff in her absence shall be appointed the designee for posting notice of meetings.

Ayes: Members _____
 Nays: Members _____
 The motion was _____

It was moved by Member _____ and seconded by Member _____ to direct the Executive Assistant of the Board of Education to advertise By-Laws Nos. 0164.1 and 0164.2 in the Plymouth and Canton Observer newspapers. (4) (4)

Ayes: Members _____
 Nays: Members _____
 The motion was _____

5. Authorized Signatures for School District business:

It was moved by Member _____ and seconded by Member _____ to authorize the following signatures for School District business.

<u>Documents</u>	<u>2023-2024 Authorized Signatures</u>
A. Administrator Contracts	President, Secretary or Superintendent
B. Teacher Contracts	
(1) Probationary	President, Secretary or Superintendent
(2) Continuing Tenure	President, Secretary or Superintendent
C. Motor Vehicle Titles	Superintendent, Chief Finance and Operations Officer
D. Land Contracts	President, Secretary or Superintendent
E. Deeds to Real Estate	President, Secretary or Superintendent
F. Leases and Easements	President, Secretary, Superintendent or Chief Finance and Operations Officer
G. Deposit and Investment Accounts	President, Treasurer, Superintendent, Chief Finance and Operations Officer, Director of Finance & Accounting
H. Vendor Contracts	Superintendent, Chief Finance and Operations Officer

Ayes: Members _____
 Nays: Members _____
 The motion was _____

6. Consider the following resolutions:

A. Naming Depository, Investment of Moneys, and Naming Signatories for all Funds

It was moved by Member _____ and seconded by Member _____ that the TREASURER and/or Chief Finance and Operations Officer be authorized to deposit all monies for all funds of the Plymouth-Canton Community Schools in the following banks:

Comerica
 Community Financial Credit Union
 Fifth Third Bank
 Flagstar Bank
 J. P. Morgan Chase Bank, N.A.
 Michigan Liquid Asset Fund
 PFM Asset Management, LLC
 PNC Bank and PNC Capital Markets, LLC
 Public Trust Advisors, LLC
 U.S. Bank

and further, to invest all monies of all funds of the Plymouth-Canton Community Schools in investments authorized under Section 1223 of the Michigan School Code of 1976, as amended,

and, further, that these banks be requested, authorized, and directed to honor checks, drafts, and other orders for the payment of money drawn in the name of Plymouth-Canton Community Schools against the named funds when bearing facsimile signature of TREASURER _____ and the facsimile signature of the PRESIDENT _____,

and, further, that the Huntington National Bank, Bank of New York Mellon, and UMB Bank, N.A., be designated as the paying agents for bonds of the Plymouth-Canton Community Schools as required,

and, further, a Blanket Position Bond is required for all School District employees in the amount of \$100,000 and the cost of the Bond be provided by the School District.

Ayes: Members _____

Nays: Members _____

The motion was _____

B. Naming General Counsel

It was moved by Member _____ and seconded by Member _____ to appoint legal counsel for 2023-2024.

Collins and Blaha Law Firm, P.C. (General Counsel)

Ayes: Members _____

Nays: Members _____

The motion was _____

C. Naming Other SPECIFIC LEGAL COUNSEL as appointed by the Board of Education

It was moved by Member _____ and seconded by Member _____ to appoint other specific legal counsel as appointed by the Board of Education for 2023-2024. In addition, the Board of Education has the right to name other legal firms during the course of the year as they deem necessary.

Clark Hill, P.L.C.
Lacey & Jones, LLP
LaPointe and Associates, P.C.
Miller, Canfield, Paddock, and Stone, PLC
Thrun Law Firm, P.C.

Ayes: Members _____

Nays: Members _____

The motion was _____

D. Naming School District Auditor

It was moved by Member _____ and seconded by Member _____ to appoint Plante Moran, LLC, Certified Public Accountants, as the School District auditors for 2023-2024.

Ayes: Members _____

Nays: Members _____

The motion was _____

It was moved by Member _____ and seconded by Member _____ to appoint PFM Financial Advisors, LLC, as the School District's Bond Financial Advisor for 2023-2024.

Ayes: Members _____

Nays: Members _____

The motion was _____

7. Designate Routine Advertisement

It was moved by Member _____ and seconded by Member _____ that the Plymouth and Canton Observer, the Detroit Newspaper Agency, or the Michigan Chronicle, newspapers be designated for the following routine advertisements:

- (A) Notice of Budget Hearing and Truth in Taxation Hearing
- (B) Invitation for Bids
- (C) Request for Proposals

And, that The Plymouth and Canton Observer or The Bond Buyer or the Detroit Legal News, as required, be designated for publication of:

- (A) Call for Redemption of Bonds
- (B) Sale of Bonds
- (C) Sale of Tax Anticipation Notes

a) And, that Invitation for Bids for Major Renovations, Additions, and New Construction- P.A. 232 of July 21, 2004, requires schools to post-construction solicitations for a minimum of two (2) weeks on the State of Michigan's "SIGMA Michigan" website.

Ayes: Members _____

Nays: Members _____

The motion was _____

Move to Adopt Agenda and Consent Agenda for the Regular Meeting

E.J. McClendon Educational Center
454 S. Harvey, Plymouth, MI 48170

Meeting of the Board of Education
2023-2024
(subject to change)

DATE	TIME	MEETING TOPIC	LOCATION
July 11, 2023	7 p.m.	Organizational Meeting	E.J. McClendon Center
August 8, 2023	7 p.m.	Regular Meeting	E.J. McClendon Center
August 29, 2023	7 p.m.	Regular Meeting	E.J. McClendon Center
September 12, 2023	7 p.m.	Regular Meeting	E.J. McClendon Center
September 26, 2023	7 p.m.	Regular Meeting	E.J. McClendon Center
October 10, 2023	7 p.m.	Regular Meeting	E.J. McClendon Center
October 24, 2023	7 p.m.	Regular Meeting	E.J. McClendon Center
November 14, 2023	7 p.m.	Regular Meeting	E.J. McClendon Center
November 28, 2023	7 p.m.	Regular Meeting	E.J. McClendon Center
December 12, 2023	7 p.m.	Regular Meeting	E.J. McClendon Center
January 9, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
January 23, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
February 13, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
February 27, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
March 12, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
April 9, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
April 23, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
May 14, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
May 28, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
June 11, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center
June 25, 2024	7 p.m.	Regular Meeting	E.J. McClendon Center

Regular meetings of the Board of Education of the Plymouth-Canton Community Schools, Wayne and Washtenaw Counties, Michigan, shall be held on the second and fourth Tuesdays of each month (except 8-29-23 = 5th Tuesday) (there will be only one meeting in July (7-11-23), one meeting in December (12-12-23), and one meeting in March (3-12-24).

The Board shall comply with Subtitle A of Title II of the Americans with Disabilities Act of 1990, being Public Law 101-336, 42 USC 12101 et. Seq. or successor law. Requests for reasonable accommodation to participate in the meeting may be made by calling Diane Robertson, Executive Assistant to the Superintendent, at 734-416-3048 for voice and TDD calls or emailing Ms. Robertson at diane.robertson@pccsk12.com five days in advance of the meeting. Video recording of any open meeting is permitted with prior approval of the Superintendent. Updated 6-15-23

MEMORANDUM

TO: Monica Merritt, Superintendent
Board of Education Members

FROM: Shonta Langford
Chief Human Resource Officer

RE: STUDENT SUPPORT COORDINATOR – GALLIMORE ELEMENTARY

DATE: July 11, 2023

Attached is the resume of Zaina Gennaoui, who is being recommended as the Student Support Coordinator at Gallimore Elementary. It is the consensus of the committee that Zaina Gennaoui be appointed to the position.

BOARD RESOLUTION

It was moved by _____ and seconded by _____ that the Board of Education approves the appointment of Zaina Gennaoui to the position of Student Support Coordinator at Gallimore Elementary.

Yeas _____ Nays _____

Zaina Gennaoui

CERTIFICATION

Michigan School Administrator Certificate

Central Office Endorsement

May 2024**Michigan Provisional Elementary Certificate**

Elementary: K-5 All Subjects, K-8 All Subjects Self-Contained Classroom; 6-8 Mathematics, K-8 ESL

August 2016

EDUCATION

Michigan State University College of Education

Doctor in Educational Leadership (Ed.D)

May 2024**University of Michigan School of Education, Ann Arbor, MI**

M.A. in Educational Studies with Elementary Certification

August 2016**University of Michigan, Ann Arbor, MI**

B.A. in International Studies, Minors in Mathematics and Arab and Muslim American Studies

May 2015

TEACHING EXPERIENCE

Dodson Elementary School - Canton, MI*Third Grade Teacher, First Grade Teacher (Virtual Teacher 2020-2021)***August 2018 – present**

- Create hands-on and multimodal learning activities through whole-group and small-group instruction to engage all students, including EL students and students with special needs
- Maintain relationships with parents through several forms of communication, including a weekly newsletter
- Collaborate with grade level teachers in planning weekly instruction and enhancing new district curriculum
- Improve instructional delivery and family communication with the use of Seesaw, ClassDojo, Zoom, and Canvas
- Serve on the School Improvement Committee and Equity Committee

*English Language Development Teacher***August 2017 – June 2018**

- Provided small group instruction to 30 English Learner students of WIDA levels 1.0-2.9
- Collaborated with classroom teachers, special education teachers, and other staff to create a safe and productive learning environment for students
- Communicated activities and students work with parents on the Seesaw app using messages and videos from students
- Supported students in creating a digital portfolio of their work
- Administered WIDA testing and provide small-group support for ELs during state and national tests such as MSTEP and NWEA
- Advocated for EL students, including those who were struggling in school

Maples Elementary School - Dearborn, MI*Fifth Grade Arabic Bilingual Teacher***September 2016 – June 2017**

- Differentiated instruction for 29 EL students of various academic abilities at a Title I school
- Co-taught writing instruction by designing and implementing instruction and giving feedback to students through conferences
- Actively used Google Classroom and other technology tools in order to engage, enhance, and extend learning
- Used NWEA reports to develop academic goals with students and target needed skills in instruction
- Constructed measurable content and language objectives for every lesson to engage and empower students in their learning
- Built an interdisciplinary unit to create informational flyers on the Dakota Access Pipeline issue using Native American tribes, visual representations, and informational pieces, with writing and social studies standards, various assessments, and clear objectives

RELATED EXPERIENCE

Central Office Internship - Plymouth-Canton Community Schools**June 2022 – August 2022**

- Supported the Chief Academic Officer and Director of Elementary Education in launching the new Innovation elementary special
- Collaborated on a district religious holiday calendar and equity framework for instructional staff
- Created a distributive leadership guidebook for administrators and teacher leaders

Aspiring Administrator Academy - Wayne-RESA ISD**October 2021 – May 2022**

- Worked with Wayne County educational leaders to understand their experiences as administrators
- Shadowed in Wayne-Westland central office and a principal in Flat Rock Community Schools
- Actively participated in discussions about leadership based on research and readings

Children's Defense Fund - Washington, D.C.**May 2013 – August 2013***Youth Leadership and Development Intern*

- Prepared for and delivered training and technical assistance for support staff at national trainings
 - Started outreach to young leaders across the nation to attend conferences on community organizing
 - Attended two national trainings for the Young Advocate Leadership Training (YALT) program at Haley Farm in Tennessee with servant leaders and city youth organizers committed to child advocacy
 - Developed ideas and supported an Action Center at one of the national trainings to support community efforts in child advocacy
-

MEMORANDUM

TO: Monica Merritt, Superintendent
Board of Education Members

FROM: Shonta Langford
Chief Human Resource Officer

RE: STUDENT SUPPORT COORDINATOR

DATE: July 11, 2023

Attached is the resume of Fatima Thompson, who is being recommended as the Student Support Coordinator. It is the consensus of the committee that Fatima Thompson be appointed to the position.

BOARD RESOLUTION

It was moved by _____ and seconded by _____ that the Board of Education approves the appointment of Fatima Thompson to the position of Student Support Coordinator.

Yeas _____ Nays _____

FATIMA THOMPSON

SUMMARY

An educational leader competent in school improvement, curriculum development, whole-school change, data analysis, and cultivating a professional collaborative culture with experience in diverse settings.

LEADERSHIP ROLES

- Interim Principal, Assistant Principal
- Wayne County Aspiring Administrators Academy
- VanBuren Public Schools Principal Institute Participant
- School Improvement Co-Chair
- Restorative Practices Coordinator
- Multi-tiered System of Support (MTSS) Chair
- Student Support Specialist
- Science Curriculum Composition Coordinator
- Social Studies Curriculum Composition Coordinator
- Title I Tutoring Program Coordinator
- Extended Day Reading Program Coordinator
- Creative Inklings Summer Writing Camp Co-Director
- Instructional Coach
- Third Grade Reading Law Chair
- Instructional Coach Mentor

LEADERSHIP SKILLS

- Served as Interim and Assistant Principal (Eastpointe High School) and as interim principal of Dickinson West Elementary School and Rawsonville Elementary School as needed on an ongoing basis (Hamtramck, VanBuren)
- As Restorative Practices Coordinator trained, coached and performed purposeful observations towards program successes (Hamtramck)
- Led Whole School Change Model resulting in a 62% (2009-14) reduction in out-of-school suspension (Hamtramck)
- As MTSS Chair collect and analyze behavior, academic and social data; identified at-risk students, co-developed action plans, tracked and evaluated progress to inform next steps; regular communication with interventionists; 82% of identified students attained exit criteria of progress (Van Buren)
- Developed and facilitated building specific Response to Intervention (RTI) behavior component (Hamtramck)
- Facilitated the development of district Science and Social Studies curriculum assuring utilization of National State Common Core Standards, technology, and best practice strategies (Hamtramck)

LEADERSHIP SKILLS cont.

- Performed ongoing behavioral and achievement data analysis (Hamtramck, VanBuren)
- Organized, presented evidence and served as interviewee for Title I state audit (Hamtramck)
- As School Improvement Co-Chair, facilitated data-driven decision making, Program Evaluation and School Wide Improvement Plan composition and implementation and served on the Building Turnaround Network (BTN) (Hamtramck, VanBuren)
- Planned and coordinated extended day reading program and extracurricular programs in Math, Creative Writing and STEAM (VanBuren)
- Action For Healthy Kids Grant Coordinator; assured adherence to grade specifications, established healthy snacks program and family engagement in health and fitness (VanBuren)

STRENGTHS

Conscious awareness and application of key core competencies, strong organizational skills, team builder, motivated by challenges, rejuvenated by successes, multi-cultural awareness and responsiveness, diligent and self-motivated, student-centered, program evaluator, change agent, professional, efficient, adaptable, technologically knowledgeable, critical thinker, effective communicator, Early childhood through middle-school aged experience, AdvancED knowledgeable, Positive Behavior Intervention Support and Autism - Applied Behavior Analysis trained and a Restorative Practices Trainer.

EXPERIENCE

Assistant Principal

Eastpointe High School, Eastpointe, MI 2022 – Current

- Collect and analyze data to make informed decisions
- Determine, guide and implement plans for staff development
- Cultivate a culture of shared leadership, teamwork, respect and accountability
- Collaborate with the district curriculum coordinator regarding instructional methods, materials, strategies, and programs.
- Manage student behavior, and discipline, counseling students regarding acceptable school conduct utilizing restorative practice strategies
- Conduct teacher evaluations and reviews focusing on growth
- Guide building leadership team and professional learning community leaders
- Supervise Deans and Instructional coaches
- Perform staff observations and evaluations

Fourth Grade Self-Contained Teacher

Rawsonville Elementary, Ypsilanti, MI, 2021 – 2022

- Assure student engagement through various instructional approaches including Project Based
- Integrate 21st Century skills and best practice strategies into instruction
- Implemented a portfolio system to co-monitor (with students) student progress, showcasing achievement and fostering accountability and academic confidence
- Utilize numerous formative and summative assessment methods to evaluate student progress
- Implement individualized interventions and challenge strategies

Student Support Specialist

Rawsonville Elementary, Ypsilanti, MI, 2018 - 2021

- Use behavior data and teacher insight to identify at-risk students
- Conduct student-centered classroom observations
- Provide check-in opportunities for students in need
- Provide behavior intervention services utilizing various strategies
- Co-compose Behavior Action Plans
- Assure parental awareness and involvement through varied communications
- Utilize and mentor Restorative Practices implementations
- Assist Social Worker and CI Teachers with CI student behavior concerns
- Established on-going two-way communication with teachers of at-risk students

Instructional Coach

Rawsonville Elementary, Ypsilanti, MI, 2017 - 2018

- Engaged in regular open dialogues with the principal to identify instructional areas of needs
- Conducted classroom observations and engaged teachers in reflective feedback sessions
- Present professional development sessions (Essential Literacy Practices, Restorative Practices)
- Provided immediate feedback through running Teacher/Coach Collaboration Google document
- Modeled lessons based on collaboration discussions of needs/requests
- Assisted teachers with increasing technological usage and student engagement

Literacy Interventionist

Rawsonville Elementary, Ypsilanti, MI, 2015 – 2018

- Conduct anecdotal, formative and summative assessment data collection
- Develop data-driven targeted individualized instruction
- Implement Phonics First program in conjunction with best practice approaches
- Implement Read 180 and System 44 reading intervention programs
- Establish ongoing two-way communication with the classroom teacher

Restorative Practices (RP) Coordinator

Dickinson West Elementary School, Hamtramck, MI, 2009 – 2015

- Coordinate implementation of Whole School Change Model in Restorative Practices
- Conduct program's Essential Elements training to staff and model usage in classrooms
- Utilize classroom observations and discipline data to evaluate program success
- Construct and process Behavior Accountability Plans
- Resolve discipline referrals utilizing Restorative Practices and conflict resolution strategies
- Response to Intervention (RTI) component and Intervention Team Meetings (ITM) contributor
- Co-interview employee candidates and make recommendations
- Analyze behavior data and compose RP monthly reports to be submitted to the district's board
- M-Step building coordinator
- Run MiStar reports to analyze and compose monthly student data reports to be submitted to the district's board of education
- Measuring What Matters, Teachscape and NWEA trained
- Coordinate teacher peer observations and debriefing
- Assist the Principal in daily routines, problem-solving, budget allocations and other requested duties

Sixth Grade Self-Contained Teacher

Dickinson West Elementary School, Hamtramck, MI, 2007 – 2009

- Assure student engagement through various instructional approaches including Project Based
- Integrate 21st Century skills and best practice strategies into instruction
- Implemented a portfolio system to co-monitor(with students) student progress, showcasing achievement and fostering accountability and academic confidence
- Utilize numerous assessment methods to evaluate student progress
- Implement individualized interventions and challenge strategies
- Co-teach Math curriculum in an inclusion setting
- Implement Visual Thinking Strategies (VTS)

EDUCATION/CERTIFICATIONS

MA	- Educational Leadership, University of Michigan – Dearborn, MI, 2012
BA	- Mathematics, University of Michigan – Dearborn, MI, 2007
Teacher Certificate	- K-8 Self-Contained- All subjects; Mathematics – Michigan – Current
School Administrator Certificate	- Elementary and Secondary K-12 – Michigan – Current
Internships	- Kosciusko Middle - Hamtramck (2012), Frost Middle – Livonia (2017)

NARRATIVE

I am a visionary with the philosophy that acknowledges education as being foremost in building, guiding and strengthening individuals, communities and subsequently the world. I believe that educational facilities are the vessels in which knowledge is extended to citizens towards establishing, sustaining, and advancing their role in our society. I started my educational career as a Pre-school teacher, first through sixth-grade tutor, 4th-grade long term substitute teacher and then went on to become a sixth-grade teacher. My display of leadership skills led to a position as Restorative Practices Coordinator and prominent assistant to the principal which inspired me to acquire my MA in Educational Leadership.

As an Assistant Principal, Restorative Practices Coordinator, Student Support Specialist and Instructional Coach, I have had the opportunity to work alongside and in place of the building principal. In these roles, I also had the opportunity to work in and outside of the classroom at various grade levels, build strong relationships with families and positive productive relationships throughout the educational community through numerous official and non-official roles.

As an educator, I am dedicated to providing an array of enriched experiences that are individualized and learner-focused with the focus of academic and behavior competence. I view myself as a servant to the community whose lens is unbiased, assuring that individuals' purpose is attained or exceeded through encouragement and by providing instances that allow them to become teachers of themselves, critical thinkers, accountable, resourceful and goal seekers. As a leader, I practice purposeful data-driven proactive decision making and strive to create a positive environment of continuous learning for all constituents along with being safe and inviting for all to act as mentors and collaborators.

MEMORANDUM

TO: Monica Merritt, Superintendent
Board of Education Members

FROM: Shonta Langford
Chief Human Resource Officer

RE: STUDENT SUPPORT COORDINATOR – DODSON ELEMENTARY

DATE: July 11, 2023

Attached is the resume of Jocelyn Jocque, who is being recommended as the Student Support Coordinator at Dodson Elementary. It is the consensus of the committee that Jocelyn Jocque be appointed to the position.

BOARD RESOLUTION

It was moved by _____ and seconded by _____ that the Board of Education approves the appointment of Jocelyn Jocque to the position of Student Support Coordinator at Dodson Elementary.

Yeas _____ Nays _____

Jocelyn Jocque, MA, LPC

EXPERIENCE

Plymouth-Canton Community Schools – Behavior Support Specialist

August 2017 – Present

- Building coordinator of Social-Emotional Learning, MTSS, 504s, PBIS, and Standardized Testing
- Behavioral intervention and restorative practices
- Support for students with trauma and life challenges
- Crisis Response Team

Huron Valley Schools – Counseling Intern

September 2016 – May 2017

- Provided counseling services to students with trauma, academic difficulties, or interpersonal issues
- Assisted with standardized testing, graduation credit checks, scheduling, 504s, EDPs, and intervention

EduStaff – Substitute Teacher

September 2014 – June 2017

- Substitute teacher in various districts K-12

Franjevacna Klasicna Gimnazija – Teacher of English

September 2011 – March 2013 (Visoko, Bosnia and Herzegovina)

- Taught English: grades 9-12

EDUCATION

Eastern Michigan University – Post-Masters K-12 Certificate

June 2022-Present, Expected program completion in 2023.

Spring Arbor University – Master of Arts in Counseling (School Counseling Track)

September 2014-May 2017 GPA-3.9, Southfield Campus

Cornerstone University – Bachelor of Arts in Education-Secondary (Major-Language Arts; Minor-General Science)

September 1997-May 2001 GPA-3.7 (Magna Cum Laude), Grand Rapids, MI

Certifications

- Michigan Teaching Certificate: (BX) Language Arts 6-12, (DX) Science 6-12, (NT) School Counseling K-12
- LPC: Licensed Professional Counselor in the State of Michigan - 3,000 hours of supervision completed

MEMORANDUM

TO: Monica Merritt, Superintendent
Board of Education Members

FROM: Shonta Langford
Chief Human Resource Officer

RE: STUDENT SUPPORT COORDINATOR – SMITH ELEMENTARY

DATE: July 11, 2023

Attached is the resume of Susan Zarate, who is being recommended as the Student Support Coordinator at Smith Elementary. It is the consensus of the committee that Susan Zarate be appointed to the position.

BOARD RESOLUTION

It was moved by _____ and seconded by _____ that the Board of Education approves the appointment of Susan Zarate to the position of Student Support Coordinator at Smith Elementary.

Yeas _____ Nays _____

SUSAN ZARATE

Leadership | Visibility | Teamwork

Creating and nurturing cultures of success for school community

Reliable, collaborative, and highly motivated Elementary Principal candidate with a unique record of leadership excellence as demonstrated by student achievement, relationship building, community engagement, and exemplary communications. Goal-oriented, visible, and student-centered professional possesses natural talent for listening and deep knowledge of curriculum, instruction, and assessment.

Signature Strengths:

Student Achievement
Curriculum Development
Positive Community
Assessments
Data Analysis

School Improvement
Charlotte Danielson's Evaluation
Professional Development
Student Engagement
Goal-Setting

Positive Relationships
PLCs
Parent-Teacher Conferences
Communications
Restorative Practices

PROFESSIONAL EXPERIENCE

STUDENT SUPPORT LEADER, Smith Elementary, Plymouth-Canton Community Schools, Plymouth, MI
Dec 2022–Present

NEW TEACHER MENTOR (2022)

Served as administrator when building principal was on medical leave (December 2022 and April 2023). Collaborates with building principal and teachers on the Michigan Integrated Continuous Improvement Process (MICIP) committee. Co-facilitates MTSS monthly meetings. Co-facilitator for student 504 plans. Implements monthly PBIS school goals and incentives. Serves on the school and district's Diversity, Equity, and Inclusion Team. Points of Pride:

- Restorative Circles
- Schoolwide Student Job Coordinator
- Supervises student behaviors and discipline
- Assisted in updating the building's Comprehensive Needs Assessment
- Teacher-Mentor for Young Fives and Kindergarten grade level
- Implemented new monthly PBIS lunch program incentives (2022-present)
- Planned March 2023 Staff Professional Development

TEACHER, Smith Elementary, Plymouth-Canton Community Schools, Plymouth, MI Aug 2016–Dec 2022

NEW TEACHER MENTOR (2022)

THE LEADER IN ME BUILDING COORDINATOR (2018-2019)

ADMINISTRATIVE INTERN (March-July, 2019)

Served as 3rd Grade teacher (2016-19), Kindergarten/Young Fives teacher (2019-22). Plan and prepare for instruction based on assessment results. Collaborate with grade-level teacher teams, and serve on School

Improvement Team. Plan Leadership events, and organize and schedule Lighthouse and Student Lighthouse meetings. Attend PFO Executive and General meetings, as well as weekly staff meetings. Utilize ASSIST program to enter school improvement plan. Conduct NWEA and Benchmark Assessment System data analysis. Supervise 7 teachers serving on sub-committees. Collaborated with support team to implement building support plans; attended monthly MTSS meetings. Points of Pride:

- Wrote building's School Improvement Plan for 2019/2020.
- Assisted in writing program evaluation program.
- Helped with planning of 2017 & 2018 Leadership Day events.
- Teacher-Leader for staff lighthouse team (Leader in Me).
- Achieved Lighthouse status for *The Leader in Me* program in December 2018.
- Served on hiring committee for open positions (resource room, media specialist, 2 classroom positions).
- Planned 2019 Leadership Day.
- Coached *Girls on the Run* team- fall/spring seasons.

TEACHER

Aug 2012–Aug 2016

Hamilton Elementary, Wayne-Westland Community Schools, Westland, MI

Taught 1st, 3rd, and 4th grade students in an engaging learning environment, and assisted students in reaching academic/personal goals. Participated in Instructional Learning Cycles, attended weekly staff meetings, participated in PLCs, and attended district professional development events. Served as teacher-leader for the Student Lighthouse Team, and on the Lighthouse Team for *The Leader in Me* program. Points of Pride:

- Implemented *The Leader in Me* program with 100% staff buy-in.
- Incorporated *Teach Like a Champion* strategies into daily instruction.
- Assisted in raising achievement level by 27% in just 2 years.
- Planned leadership events.

EDUCATION | CERTIFICATIONS | ORGANIZATIONS

Master of Arts in K-12 Administration, Eastern Michigan University, Ypsilanti, MI (2019)

Bachelor of Science in Elementary Education, Eastern Michigan University, Ypsilanti, MI

Major: English Language Arts

State of MI Administrative Certificate: Elementary and Secondary Admin K-12 (ES)

State of Michigan Professional Education Certificate: Elementary K-5 All Subjects

TECHNOLOGY

Google Drive: Docs, Sheets, Forms, Classroom | Gmail | Illuminate Education | Smartboard | Zoom | Webex

SELECTED PROFESSIONAL DEVELOPMENT | PRESENTATIONS

Nonviolent Crisis Intervention Training, 2023

Equipped for Reading Success, 2022

Virtual Teaching via Zoom, Webex, and Google Classroom, Spring 2020

Restorative Practice Training, 2020

Smith Leadership Days, 2017-2019

MACUL (Michigan Association for Computer Users in Learning) (2014)

Leader in Me training (2012-Present)

Teacher to Teacher – guided reading workshop (2012-13)

Explicit Instruction conference with Anita Archer

Numeracy training with Shannon Sumulski

MEMORANDUM

TO: Monica Merritt, Superintendent
Board of Education Members

FROM: Shonta Langford
Chief Human Resource Officer

RE: EXECUTIVE DIRECTOR OF CURRICULUM, INSTRUCTION, ASSESSMENT,
AND PROFESSIONAL DEVELOPMENT

DATE: July 11, 2023

Attached is the resume of Kevin Karr, who is being recommended as the Executive Director of Curriculum, Instruction, Assessment, and Professional Development at the P-CCS Educational Support Center. It is the consensus of the committee that Kevin Karr be appointed to the position.

BOARD RESOLUTION

It was moved by _____ and seconded by _____ that the Board of Education approves the appointment of Kevin Karr to the position of Executive Director of Curriculum, Instruction, Assessment, and Professional Development at the P-CCS Educational Support Center.

Yeas _____ Nays _____

KEVIN R. KARR

OBJECTIVE	PreK-12 Teaching and Learning Leadership	
HIGHLIGHTS OF QUALIFICATIONS	• Record of success in school-based and district leadership serving diverse communities • Passionate to serve in support of students and families • Inquisitive, interested, optimistic, analytical, systems thinker • PreK – 12th experience in public education focusing on all aspects of teaching and learning • Record of measurable improvement in diverse educational settings • Comfort in using data to understand patterns and identify needs	• Experience with effective improvement planning and implementation • Adept at linking initiatives, research-based strategies, and professional development • Experience developing and maintaining building and district partnerships connected with improvement efforts • State and federal grant funding experience • Proficient with clinical supervision teacher evaluation models
EMPLOYMENT	ANN ARBOR PUBLIC SCHOOLS Ann Arbor, MI <i>Executive Director Teaching and Learning, 8/19 – present</i> • Co-oversight of Teaching & Learning in Ann Arbor Public Schools - Curriculum - Instruction - Assessment - Professional Learning • Areas of focus: - District Strategic Equity Planning Team and Implementation - District and School Improvement (MICIP) - MTSS district leadership - Equity focused professional learning - District specialty programming ○ International Baccalaureate preK – 12th grade ○ A2 STEAM ○ Freeman Environmental Education Center ○ Pathways to Success Academic Campus - Advanced Placement and International Bacclaureate exams <i>PreK-12 International Baccalaureate District Administrator, 6/14 - present</i> • Oversaw successful change process to plan, develop and implement the first pre-K – 12th grade IB continuum with all four IB programs in North America • Pre-K – 5th grade: Primary Years Programme at Mitchell Elementary School	

- 6th – 10th grade: Middle Years Programme at Scarlett Middle School and Huron High School
- 11th – 12th grade: Diploma Programme and Career-related Programme at Huron High School

Principal, Mary D. Mitchell Elementary School, 6/11 – 8/17

- School demographics: 40% Latino/Hispanic, 25% African-American, 25% Caucasian, 6% Multi-ethnic/Other, 4% Asian
- 70+% of students receive free or reduced lunch
- 40+% of students classified as English language learners
- Developed and monitored improvement plan based on current achievement trends, evidence-based interventions, and development of curriculum with an equity lens
- ***Improved achievement in first 24 months at school with significant improvement relative to State of Michigan Top to Bottom Rankings (18th to 35th percentile)***
- Developed, implemented, and supported Mitchell Scarlett Teaching Learning Collaborative (MS-TLC) “lab school” partnership with University of Michigan School of Education
- Oversaw development, approval and implementation of Schoolwide Title I program
- Successful guided Michigan Department of Education audits of building level Title I, Title III, and special education programming
- School SEL implementation of Responsive Classroom Level 1 and 2 practices
- Implemented Achievement Team process as a way to identify and address student needs, interventions, and data monitoring
- Organized data teams professional learning community as a connection to school improvement
- Collaborated to begin the Mitchell School Literacy Fund endowment: <http://tinyurl.com/mtwam2f>
- Developed and implemented enriching community partnerships with UM School of Information, UM Engineering Honor Society, Huron High School Chess Club, Community Action Network

Principal, Martin Luther King, Jr. Elementary School, 6/05 – 6/11

- School demographics: 40% Asian, 40% Caucasian, 12% Multi-ethnic/Other, 5% African-American, 3% Latino/Hispanic
- State of Michigan Beating the Odds School List, 2010 and 2011
- ***Improvement in writing as a school improvement focus area to top 1% of all schools in Michigan based on MEAP proficiency***
- Oversaw successful collaborative work designed to increase student and family engagement with Community Action Network (CAN) of Ann Arbor
- Developed building equity team through Courageous Conversations: Beyond Diversity and CARE
- Lead District Strategic Planning to implement Personalized Learning Plans for all students

Principal, Northside Elementary School, 4/99-6/05

- School demographics: 45% Caucasian, 26% Asian, 21% African-American, 7% Multi-ethnic/Other, 1% Latino/Hispanic
- ***MEAP Reading scores raised from 50% to 96% passing through improvement planning and implementation***
- Improved climate of school using Northside PRIDE program, a building developed positive behavior support program
- Oversaw building Title I program and state audit
- Developed and implemented community connections to the benefit of the building program with University of Michigan Housing, General Motors, University Bank, Campbell Ewald advertising, University of Michigan SMaRT program, University of Michigan K-Grads program

Teacher, Ann Arbor Public Schools, Northside Elementary School, 1991-99

- District Language Arts Steering Committee
- Literacy Collaborative training

- Eastern Michigan Writing Project participant
- Multicultural Literature Workshop participant

EDUCATIONAL CONSULTANT

5/13 - present

- Advise and mentor school administrators connected to school management, school improvement, personnel evaluation, and curriculum implementation

OTHER RELEVANT EXPERIENCE	UNIVERSITY OF MICHIGAN SCHOOL OF EDUCATION <i>Dean Search Committee, 2016</i>	Ann Arbor, MI
	EASTERN MICHIGAN UNIVERSITY <i>College of Education</i> <i>Educational Media and Technology (EDMT) Advisory Committee, 2010-13</i>	Ypsilanti, MI
	EASTERN MICHIGAN UNIVERSITY ADJUNCT LECTURER <i>Educational Leadership (EDMT) 518, Multimedia Technology for School Administrators, 7/05-8/05, 7/06-8/06</i>	Ypsilanti, Michigan
	LESLIE SCIENCE AND NATURE CENTER <i>Board of Advisors, 2000-03</i>	Ann Arbor, MI
	AMERICAN WILDERNESS LEADERSHIP SCHOOL <i>Participant, 1994</i>	Jackson, WY
EDUCATION	EASTERN MICHIGAN UNIVERSITY Master of Arts in Educational Leadership • Research projects: classroom models for gifted learners; teachers' perceptions of site-based management • Course work in technology planning, school finance, community education, collaborative governance and clinical supervision	Ypsilanti, MI
	UNIVERSITY OF MICHIGAN Bachelor of Arts in Education	Ann Arbor, MI
CERTIFICATION	Administrative: Elementary and Secondary Administration (K-12) Expiration 6/30/2024	
	Teacher: State of Michigan Elementary Professional Education Certificate (grades K-5, all subjects; grades 6-8, language arts, science, social studies)	
PUBLICATIONS	<u>EFFECTS OF A UNIVERSITY-SCHOOL PARTNERED AFTER-SCHOOL PROGRAM ON INDIVIDUAL, SCHOOL AND FAMILY OUTCOMES.</u> Provenzano, A., Spencer, M., Hopkins, M., Ellis, J., Reischl, C., Karr, K., Savas, S.A. (2019) Journal of the Society for Social Work and Research.	
	FEELING "AT HOME" AT SCHOOL: INCLUSIVE SCHOOL-COMMUNITY BUILDING Khasnabis, D., Hanna, M.O., Toriche, G., & Karr, K. (2018). National Association for Bilingual Education, Perspectives, 41(1).	
	HONORING SCHOOL DIVERSITY: PROGRAMMING TO BUILD COMMUNITIES Khasnabis, D, Hannah, M, Troiche, G, & Karr, K. National Association for Bilingual Education, Perspectives, March 2018.	
	CULTIVATING A SCHOOL-UNIVERSITY PARTNERSHIP FOR TEACHER LEARNING Reischl, C, Khasnabis, D, Karr, K. Financial and Legal Issues in School (Education 555), Kappan, May 2017	

PRESENTATIONS

IS YOUR DISTRICT READY FOR REMOTE LEARNING: A PANEL DISCUSSION

Harrington, C., Riersen, G., Karr, K., Hood, J., Hyliard, D., Michigan Association of School Board Annual Leadership Conference (online), 11/7/20

DESIGN PRINCIPLES FOR IMPLEMENTING THE IB CONTINUUM WITH ACCESS AND EQUITY

Karr, K., Khasnabis, D., International Baccalaureate Global Continuum Conference: https://issuu.com/mulgrave/docs/ib_continuum_booklet 4/27/19, Vancouver, BC, Canada

DESIGN PRINCIPLES FOR IMPLEMENTING THE IB CONTINUUM WITH ACCESS AND EQUITY

Karr, K., Khasnabis, D., Reischl, C., Rothman, W., Peterson, J., Schwamb, J. International Baccalaureate Global Conference 7/27/18, San Diego, CA

INSTRUCTIONAL USE OF LITERACY DATA @ MITCHELL SCHOOL

Karr, K. Teaching Language Literacy and Academic Content to Linguistically Diverse Learners (Education 490), University of Michigan School of Education 1/11/16, Ann Arbor, MI

COLLABORATIVE STRUCTURES AND PRACTICES THAT PROMOTE CHILDREN'S GROWTH WITHIN A SCHOOL/UNIVERSITY PARTNERSHIP

Reischl, C, Karr, K. Financial and Legal Issues in School (Education 555), Michigan Institute for Educational Management (MIEM) 12/8/15, E. Lansing, MI

INSTRUCTIONAL USE OF LITERACY DATA @ MITCHELL SCHOOL

Karr, K. Teaching Language Literacy, and Academic Content to Linguistically Diverse Learners (Education 490), University of Michigan School of Education 10/21/14, Ann Arbor, MI

SCHOOL IMPROVEMENT AND SCHOOL BUDGETS ... IN THAT ORDER!

Karr, K. Financial and Legal Issues in School (Education 555), University of Michigan School of Education 3/20/13, Ann Arbor, MI

STRUCTURES AND PRACTICES THAT SUPPORT THE COMPLEX VENTURE OF UNIVERSITY-SCHOOL PARTNERSHIPS

Reischl, C., Khasnabis, D., Boerst, T., Daniel, E., Hatt, E., Karr, K., Peterson, J., Stull, M., Vazquez, G. American Association of Colleges for Teacher Education Annual Conference (AACTE) 3/1/13, Orlando, FL

COMMUNICATION FORUMS FOR ADMINISTRATORS

Margerum-Leys, J. & Karr, K. Michigan Association for Computer Users in Learning Annual Conference (MACUL) 3/15/07, Detroit, MI

MINING STUDENT PERFORMANCE DATA WITH EXCEL

Karr, K. & Margerum-Leys, J. Michigan Association for Computer Users in Learning Annual Conference (MACUL) 3/9/06, Grand Rapids, MI

HOW DOES THE WORD GET OUT: TECHNOLOGIES FOR COMMUNICATION

Margerum-Leys, J. & Karr, K. Michigan Association for Computer Users in Learning Annual Conference (MACUL) 3/18/05, Detroit, MI

ONCE A YEAR IS NOT ENOUGH: MONITORING SCHOOL LEVEL ACHIEVEMENT DATA THROUGHOUT THE YEAR

Dickinson-Kelley, L., Landefeld, J., Karr, K., Jackson, R., Shiffler, N. Michigan School Testing Conference 3/2/05, Ann Arbor, MI

USING FILEMAKER TO STREAMLINE TEACHER EVALUATION: AN ADMINISTRATOR SESSION

Margerum-Leys, J. & Karr, K. Michigan Association for Computer Users in Learning Annual Conference (MACUL) 3/12/04, Grand Rapids, MI

EFFECTIVE DATA PRESENTATION: LIVENING THE UNLEAVENED
Margerum-Leys, J. & Karr, K. Michigan Association for Computer Users in
Learning Annual Conference (MACUL) 3/8/02, Grand Rapids, MI

AN ADMINISTRATOR'S GUIDE TO HANDHELD COMPUTING
Margerum-Leys, J. & Karr, K. Michigan Association for Computer Users in
Learning Annual Conference (MACUL) 3/16/01, Detroit, MI

TECHNOLOGY AND THE CURRICULUM: NOT A SPECIAL!
Karr, K. Michigan Association for Computer Users in Learning Annual
Conference (MACUL) 3/12/99, Detroit, MI

EMATES AND THE WORLD WIDE WEB
Karr, K. March Into Technology Conference 3/98, Ann Arbor, MI

HONORS

Ann Arbor Public Schools Celebration of Excellence Award, 2013
Loyal Luikart Award, University of Michigan, 1990
Michigan Marching Band Alumni Scholarship, 1989
Patty Mills Exemplary Citizenship Award, 1986
Saline Alumni Scholarship, 1986
American Legion School Award Medal, 1982

PROFESSIONAL
REFERENCES

SUBMITTED AS PART OF APPLICATION

2022/2023 SCHOOL YEAR

NAME, ASSIGNMENT, DATE OF HIRE

REASON, EFFECTIVE DATE

RESIGNATIONS

BIECKER, DIAN
(0.8) CULINARY ARTS
SALEM
11/15/2010

Resignation effective June 27, 2023.

WEAVER, HEATHER
ASSISTIVE TECHNOLOGY SPECIALIST/SPEC ED
CURRICULUM CENTER
04/08/2013

Resignation effective July 13, 2023.

MOTION:

AUTOMATICALLY ACCEPT AS PART OF THE CONSENT AGENDA ACTION.

"Move that the Board of Education approve the above Leaves, Resignations and Retirements as listed above."

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PLYMOUTH-CANTON COMMUNITY SCHOOLS
Plymouth, Michigan

BOARD OF EDUCATION REGULAR MEETING MINUTES

June 27, 2023

The Board of Education of the Plymouth-Canton Community Schools, Wayne and Washtenaw Counties, Michigan, met in a Regular Meeting on Tuesday, June 27, 2023, at 7:00 p.m. at the E. J. McClendon Educational Center, 454 S. Harvey Street, Plymouth, Michigan, 48170.

President Wilson called the Regular Meeting to order at 7:01 p.m. in the Boardroom.

Present: Members Christenson, Kehoe, McCoin, Picard, Westra, and Wilson

Absent: Member Sidhu

Administrators Present: Dr. Monica L. Merritt, Superintendent of Schools
Dr. Liz Vartanian-Gibbs, Assistant Superintendent of Student & Family Engagement
Ms. Deborah Piesz, Chief Finance & Operations Officer
Ms. Bethany Rayl, Chief Academic & Innovation Officer
Ms. Shonta Langford, Chief Human Resource Officer
Mr. Tim Gruszczynski, Director of Facilities & Capital Projects
Mr. Rich Welch, Director of Operations
Mr. Randy Rice, Supervisor of Custodial Operations
Dr. Deirdre Brady, Director of Curriculum, Instruction, & Professional Development
Mr. Jonathan Flukes, Director of Data, Assessment, Research, & Evaluation
Ms. Maureen Molloy, Executive Director of Elementary Education
Mr. Anthony Ruela, Executive Director of Middle School Education
Mr. Hal Heard, Executive Director of High School Education

Others Present: Mr. Kyle Fellenbaum, ABM Regional Vice-President
Ms. Melissa Mascarello, ABM Account Manager
Mr. Josh Patterson, SVA Student Representative

President Wilson led the Pledge of Allegiance.

A. Adoption of the Agenda/Approval of the Consent Agenda

Action Item #23-06-86: It was moved by Member Kehoe and seconded by Member Christenson to adopt the Agenda and the Consent Agenda as presented. The Consent Agenda consisted of New Hires, Leaves, Resignations, Retirements, Tenure Recommendations, Recalls, Regular Meeting Minutes of June 13, 2023, First Reading Policies, and Final Reading Policies.

Ayes: Members Christenson, Kehoe, McCoin, Westra, and Wilson

Nays: Member Picard

The motion was carried 5-1

New Hires

Abbate, Rebecca	Occupational Therapy Dodson/Gallimore	Effective 8-28-23
Beatty, Nicole	Physics Plymouth High School	Effective 8-28-23
Boyer, Pamela	Speech Pathologist Eriksson Elementary School	Effective 8-28-23
Brekke, Grace	Elementary Classroom Field Elementary School	Effective 8-28-23
Bushey, Michelle	Resource Room Salem High School	Effective 8-28-23
Emil, Lisa	Elementary Classroom Field Elementary School	Effective 8-28-23

Garczynski, Erica	Speech Pathologist Dodson Elementary School	Effective 8-28-23
Kalkun, Christy	Media Specialist Hulsing Elementary School	Effective 8-28-23
Kelsey, Devin	Math Salem High School	Effective 8-28-23
McKelvey, Crystal	(0.8) Occupational Therapy Farrand/Hulsing Elementary Schools	Effective 8-28-23
McNamara, Ainsley	Speech Pathologist Plymouth/Canton High Schools	Effective 8-28-23
Nicolussi, Amanda	Occupational Therapy Allen Early Learning Academy	Effective 8-28-23
Schrepferman, Katie	Elementary Classroom Hoben Elementary School	Effective 8-28-23
Shafer, Richard	ASD Coach Discovery Middle School	Effective 8-28-23
Song, Jonathan	Math Plymouth High School	Effective 8-28-23
Theisen, Trent	Math Canton High School	Effective 8-28-23
Tupper, Kelli	Elementary Classroom Bentley Elementary School	Effective 8-28-23
Winston, Alexia	Nurse Isbister/Eriksson Elementary Schools	Effective 8-28-23
Lilly, Denise	Executive Director of Elementary Education Administration Building	Effective 7-1-23
Anglin, Gregory	Principal Plymouth High School	Effective 7-1-23
Bullock, Kaelyn	Technology Integration Specialist Educational Support Center	Effective 7-7-23
Latour, Edward	Principal Bentley Elementary School	Effective 7-1-23
Lee, Michelle	Principal Eriksson Elementary School	Effective 7-10-23
Calzone, Patrick	Assistant Principal West Middle School	Effective 7-1-23

Leaves

Calzone, Patrick	Dean of Student Support Discovery Middle School	Professional Growth Leave of Absence Effective 2023-2024 School Year
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Resignations

Bridges, Deonna	Spanish West Middle School	Resignation Effective 6-14-23
Sokol, Rachel	Behavior Support Specialist Isbister Elementary School	Resignation Effective 8-22-23
Starks, Felicia	Counselor (Non-Instructional) Canton High School	Resignation Effective 6-30-23

Retirements

Steele, David	English Canton High School	Retirement Effect 6-30-23
Frader, Sheri	Employment Coordinator Administration Building	Retirement Effective 6-30-23

Tenure Recommendations

Meza-Cunningham, Delia	Elementary Classroom Hoben Elementary School	Tenure Effective 6-30-23
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Recalls

Torres Garduno, Veronicz	Healthcare Technician Liberty Middle School	Recall Effective 6-27-23
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Approval of Minutes

The Regular Meeting Minutes of June 13, 2023, were approved as presented.

First Reading Policies

- Policy #7434 – Use of Tobacco on School Premises

Final Reading Policies

- Policy #1615, #3215, #4215 – Use of Tobacco (Administrators, Professional Staff, & Support Staff)
- Policy #5111 – Eligibility of Resident/Non-Resident Students
- Policy #5512 – Use of Tobacco by Students

B. Celebrating Success

Vice President Christenson presented the Mary Beth Carroll Extra Miler Award to Mr. Larry Price, Plymouth High School teacher and faculty advisor for the Queer Youth Committee. Throughout his career, Mr. Price has gone above and beyond to support and mentor students, providing a safe space for students to gather and connect. Ms. Laurie Mayers and Mr. George Belvitch, members of the Plymouth-Canton PFLAG organization, thanked Mr. Price for his support and dedication over the years.

C. Board Committee Reports/ActionPresident's Report - Shawn Wilson

President Wilson provided a brief description of each Board officer's role and reminded all members that the Board will vote for 2023-2024 officers at the July 11, 2023, Organizational meeting. Board members were given an opportunity to express their interest in officer roles.

Student Performance and Achievement Committee (SPA) - Anupam Sidhu

Ms. Beth Rayl shared that the SPA committee has not met since the last Board meeting. The next SPA Committee meeting will be announced and posted on the district website after the 2023-2024 calendar has been approved at the July 11, 2023, Organizational Board meeting.

Policy Advisory Committee - Patti McCoin

Trustee McCoin shared that the Policy Committee met this evening and discussed a district technology policy. She thanked Mr. Mark Salzer, Director of Integrated Technology Systems, for attending to provide an overview and answer questions regarding artificial intelligence. The next Policy Committee meeting will be announced and posted on the district website after the 2023-2024 calendar has been approved at the July 11, 2023 Board meeting.

Finance and Operations Committee - Patrick Kehoe

Treasurer Kehoe shared that the F&O Committee met on June 22, 2023, and reviewed upcoming 2020 bond projects being considered this fall, including an addition at Phase Three and a new high school auditorium. The Committee also reviewed custodial and transportation presentations, May financial statements, the final fiscal year amendment, and a fuel management storage upgrade. The next Finance and Operations meeting will be announced and posted on the district website after the 2023-2024 Board meeting calendar has been approved.

Student Voice in Action Committee - Shawn Wilson

Mr. Josh Patterson, SVA Committee Student Co-chair, shared that the Committee has not met since the last Board meeting. The next SVA meeting will be announced and posted on the district website after the 2023-2024 Board calendar has been approved.

D. Administrative Reports/Recommendations**Superintendent's Report – Dr. Monica Merritt**

Superintendent Merritt reflected on a few districtwide highlights and achievements from the 2022-2023 school year. She spoke about the implementation of the P-CCS Dynamic Plan, the formation of the Early Middle College, the positive feedback received from the launch of the first P-CCS Magazine, and the creation of the district's Learner Profile, which highlights skills and characteristics to deliver to every student before they graduate. Additionally, she spoke about multiple emotional and mental health resources provided through the Department of Student and Family Engagement to lift up P-CCS families in times of need. She stressed how proud she is of the many initiatives and expanded student opportunities provided this year, which help fulfill the objectives of the Dynamic Plan. She also expressed sincere appreciation to all P-CCS staff members for their essential role in the success of our students this school year.

Finally, she shared information regarding multiple camps and academies being offered to district students this summer and invited Board members to reach out if they would like to visit any of the summer programs.

Finance and Operations – Deborah Piesz**Custodial Key Performance Indicators (Presentation)**

Mr. Kyle Fellenbaum, ABM Industries Regional Vice-President of Operations; Ms. Melissa Mascarello, ABM Industries Account Manager; Mr. Rich Welch, P-CCS Director of Operations; and Mr. Randy Rice, P-CCS Supervisor of Custodial Operations, provide third-quarter Custodial Key Performance Indicators. Month-to-month inspection scores were reviewed and compared to the same quarter in 2022. Over 1,500 inspections were completed this quarter, with an average score of 92.67%. ABM is fully staffed and continues to have low turnover rates. ABM staff member, Mr. Derrick Gillery, received the Golden Apple Award for going above and beyond on a daily basis. Assistant Account Managers, Mr. Matt McDonnell, Ms. Cassandra Neff, and Ms. Kenyati White were also recognized for their hard work and dedication. ABM has contributed \$20,000 for P-CCS student scholarships.

Board members were given an opportunity to comment and ask questions.

2022-2023 Final Budget Amendment (Presentation)

Ms. Debbie Piesz, Chief Finance and Operations Officer, presented an overview of the 2022-2023 Final Budget Amendment. She thanked Ms. Sneha Emmadi, Director of Finance and Accounting, Ms. Jody Malbon, Associate Director of Finance and Accounting, and Ms. Annette Jory, Executive Assistant, for their dedication and hard work during the busy budget season. She reviewed audited financial statements for the year ended 2023, provided a general and other funds summary, and shared information on the district's current fund balance, projected to be 17.5%. The official budget book will be available for review on the district website tomorrow.

Board members were given an opportunity to comment and ask questions.

Final Reading Resolutions

- **Action Item #23-06-87:** It was moved by Member Kehoe and seconded by Member Picard to approve a Resolution to adopt the 2022-2023 Final Budget Amendment. (First and Final Reading)

Ayes: Members Christenson, Kehoe, McCain, Picard, Westra, and Wilson

Nays: None

The motion was carried 6-0

- **Action Item #23-06-88:** It was moved by Member Kehoe and seconded by Member Westra to approve a Resolution to Adopt the 2023-2024 Budget for General Operating Funds & Other Funds (First and Final Reading)

Ayes: Members Christenson, Kehoe, McCain, Picard, Westra, and Wilson

Nays: None

The motion was carried 6-0

- **Action Item #23-06-89:** It was moved by Member Kehoe and seconded by Member Picard to approve a Resolution for a Property Sale Agreement for the property located at 987 Mill Street (Former Operations Building) to Bidigare Contractors, Inc. in the amount of \$500,000. Legal counsel has reviewed this agreement, and due diligence requirements have been completed. The Board has met regarding this purchase in closed session, with legal counsel in attendance, as allowed under attorney-client privilege. (Final Reading)

Ayes: Members Christenson, Kehoe, McCoin, Picard, Westra, and Wilson
Nays: None
The motion was carried 6-0
- **Action Item #23-06-90:** It was moved by Member Kehoe and seconded by Member Christenson to approve a Resolution for a Property Sale Agreement for the property located at 40260 Five Mile Road (Tanger Center Property) to Toll Brothers, Inc., in the amount of \$1,406,000. Legal counsel has reviewed this agreement, and due diligence requirements have been completed. The Board has met regarding this purchase in closed session, with legal counsel in attendance, as allowed under attorney-client privilege. (Final Reading)

Ayes: Members Christenson, Kehoe, McCoin, Picard, Westra, and Wilson
Nays: None
The motion was carried 6-0
- **Action Item #23-06-91:** It was moved by Member Kehoe and seconded by Member Christenson to approve a Resolution for the Purchase of 20 Double French Horns for the P-CCS Fine Arts Program to replace old instruments that are beyond repair. The new instruments will be shared between the middle and high school buildings. Taylor Music, Inc., the lowest bidder, is the recommended vendor at a cost of \$62,820. (Final Reading)

Ayes: Members Christenson, Kehoe, McCoin, Picard, Westra, and Wilson
Nays: None
The motion was carried 6-0
- **Action Item #23-06-92:** It was moved by Member Kehoe and seconded by Member Westra to approve a Resolution for Safety & Security Recommended Purchases. P-CCS has identified a need for the following additional safety and security enhancements which were recommended as the result of a recent third-party safety and security assessment conducted by Secure Education Consultants (SEC) and internal assessments: Code Blue Emergency Call Boxes, Installation of Access Control Security Enhancements for Extended Day Programs, Shooter Detection Systems, Installation of Secure Vestibule Cameras and Officer Monitoring Equipment, and Installation of Building Entry Emergency Identifiers. Safeware, Inc. is the recommended vendor for this purchase in an amount not to exceed \$1,899,300. This purchase will be funded with Section 97 funds. (Final Reading)

Ayes: Members Christenson, Kehoe, McCoin, Picard, Westra, and Wilson
Nays: None
The motion was carried 6-0
- **Action Item #23-06-93:** It was moved by Member Kehoe and seconded by Member Picard to approve a Resolution to purchase three Electronic Exterior Building Signs for Isbister Elementary School, Pioneer Middle School, and Starkweather Academy. The recommended signs will provide a consistent look throughout the district and are similar to signs installed at #EL-1 and #EL-2 buildings. It is recommended that three Daktronics Galaxy Outdoor Electronic Message Centers be purchased at a cost of \$116,854. This expense will be paid with 2020 and 2023 Bond. (Final Reading)

Ayes: Members Christenson, Kehoe, McCoin, Picard, Westra, and Wilson
Nays: None
The motion was carried 6-0
- **Action Item #23-06-94:** It was moved by Member Kehoe and seconded by Member Westra to approve a Resolution for the Purchase of a Replacement Underground Storage Tank Fuel Management System. The UST located at the district's transportation yard is 35 years old and has recently experienced a failure. In order to comply with state regulations and allow for a quick purchase, this recommendation is being presented as a first and final reading at an estimated cost of \$119,727.28 from Phoenix Environmental, Inc. It will be paid from the general fund operations budget. (First and Final Reading)

Ayes: Members Christenson, Kehoe, McCoin, Picard, Westra, and Wilson
 Nays: None
 The motion was carried 6-0

Teaching and Learning – Beth Rayl

2022-2023 (98b) Goals and Benchmark Assessment Spring Report & Data Review (Strategic Goal: P-CCS will increase achievement for all students and close achievement gaps) (Presentation)

Ms. Bethany Rayl, Chief Academic and Innovation Officer, introduced the following Teaching and Learning Team staff members who assisted in providing an overview of end-of-year data that impacts student achievement, including social-emotional learning, attendance, and behavior: Mr. Johnathan Flukes, Director of Data, Assessment, Research, & Evaluation; Dr. Deirdre Brady, Director of Curriculum, Instruction, & Professional Development; Ms. Maureen Molloy, Executive Director of Elementary Education; Mr. Anthony Ruela, Executive Director of Middle School Education; and Mr. Hal Heard, Executive Director of High School Education. The presentation provided the following highlights:

- An end-of-year update on progress toward the Benchmark Assessment Goals
- An overview of additional data sets that inform the district's Comprehensive Needs Assessment (CNA)
- A demonstrated connection between data and the 2022-2023 Teaching and Learning Goals
- Reconfirm the mode of instruction for 2022-2023 and the current use of ESSER funds
- A review of the programs implemented to align the goals of the district's Dynamic Plan and meet students' needs.

The review also provided a breakdown of data and key findings based on demographics, grade level, and mode of instruction. The NWEA data provides a benchmark assessment that measures student achievement and growth and allows the district to examine its students' growth compared to students nationwide. The Teacher on Special Assignment for Student Academic Support Program (TOSA) received positive feedback from staff and students at all grade levels. Next steps were outlined, including refining the data collection process, continuing small group instruction, and evaluating which programs are working and which should be discontinued.

Board members were given an opportunity to comment and ask questions.

Final Reading Resolutions

- **Action Item #23-95:** It was moved by Member Kehoe and seconded by Member Westra to approve a Resolution to purchase curriculum materials for enCORE TechTown. This purchase would cover the cost of a program pilot with 74 students and nine teachers in our Cognitive Impaired (CI) and Autism Spectrum (ASD) programs. Year one costs would include teacher and student licenses, classroom materials, a literature library for each classroom, student workbooks, manipulative kits, teacher professional development, and ongoing teacher coaching for a total cost of \$74,171.64. There would be a reoccurring cost of \$26,566 for student subscriptions, which would be included in future Special Education Department budgets. This program will be implemented during the 2023-2024 school year and beyond. (Final Reading)

Ayes: Members Christenson, Kehoe, McCoin, Picard, Westra, and Wilson
 Nays: None
 The motion was carried 6-0

- **Action Item #23-06-96:** It was moved by Member Kehoe and seconded by Christenson to approve a Resolution to Purchase Curriculum Materials Introduction to Psychology to align with American Psychology Association standards. After reviewing three different psychology resources using our textbook evaluation process, the team recommends the *Thinking About Psychology* Textbook (4th Edition-2019) by Bedford Freeman and Worth (BFW). The total cost for this recommendation and accompanying resources would be \$5,727.50. This purchase would include a class set of fourth textbooks for each of the four classrooms and digital access to online resources for five years. These textbooks will be implemented during the 2023-2024 school year and beyond. (Final Reading)

Ayes: Members Christenson, Kehoe, McCoin, Picard, Westra, and Wilson
 Nays: None
 The motion was carried 6-0

- **Action Item #23-06-97:** It was moved by Member Kehoe and seconded by Member Westra to approve a Resolution to purchase Curriculum Materials for Practical Assessment Exploration Systems (PAES). This program would serve 11th and 12th-grade students in the CI Programs and post-secondary students in the

GOALS Program. This purchase would cover the cost of all curriculum, assessment, and data collection materials, along with professional development, for a total cost of \$36,530.60 and a recurring cost of \$1,000 for consumable materials. This purchase would be paid for with future Special Education Department budgets. (Final Reading)

Ayes: Members Christenson, Kehoe, McCain, Picard, Westra, and Wilson

Nays: None

The motion was carried 6-0

E. Citizens' Comments

- Mr. Steve Robb, Ms. Jodi Ring, Ms. Karen Stemberger, and Mr. Phil Venables spoke on the Canon High School Mascot.

F. Discussion / Action Items

Canton High School Mascot

Superintendent Merritt provided an overview of the process followed by the Mascot and Logo Committee to decide the future of the Canton High School's current mascot and logo. The Committee conducted a review consistent with Board Policy #7250 and the administrative guidelines accompanying that policy, which requires the district to eliminate mascots based on a protected class, including race and ancestry. The Committee also reviewed the strategic themes and goals of the Dynamic Plan, which seeks to ensure all students have what they need to be successful and feel safe, respected, valued, and represented. The Committee also reviewed research and recommendations from State and Federal Native American organizations, the Michigan Department of Education and Civil Rights, educators, State and National Psychology Associations, and results from a community survey. At the conclusion of its work, the Committee brought forward the recommendation to retire the Chief mascot and arrowhead logo, and allow for a new mascot to be chosen by the student body. According to district policy/guidelines, Superintendent Merritt has reviewed the steps taken by the committee and is forwarding the recommendation to the Board of Education for consideration and final approval. She thanked committee members for their work and participation.

First Reading Resolution

- Consider Approval of a Resolution to Retire the Canton High School Chief Mascot and Arrowhead Logo and allow for a new mascot to be chosen by the student body. Additionally, it is recommended that the red and white color scheme currently in use by Canton High School will remain the same (First Reading)

Board Members were given an opportunity to comment and ask questions.

F. Follow-up Board Questions

- Member Kehoe asked that the Board be provided with a copy of "next steps" as outlined in the 98 Goals and Benchmark Assessment Presentation.
- Member Westra asked that the Board be provided with a copy of the Canton High School fight song.

H. Adjournment

President Wilson adjourned the Regular Meeting at 9:25 p.m.

Anupam Chugh Sidhu
Secretary, Board of Education

PLYMOUTH-CANTON COMMUNITY SCHOOLS
Plymouth, Michigan

M E M O

MEMO TO: Members of the Board of Education
Monica Merritt, Superintendent

FROM: Shonta Langford, Chief Human Resource Officer

DATE: July 11, 2023

SUBJECT: **Policy 7434- Use of Tobacco on School Premises**

Date to Administrator for review: April 2023 Reviewed by: Shonta Langford/Legal

Date reviewed and approved by the Policy Advisory Committee: May 23, 2023

This policy from NEOLA:

☐	reflects current state of the law and should be adopted to have accurate policies
☒	is recommended but not required
☐	is optional

This policy is being brought to the Board of Education for second reading.

KEY IDEA:

This policy has been revised to include updated language regarding use of tobacco on school premises.

RECOMMENDED RESOLUTION

It was moved by member _____ and seconded by member _____ to approve the second reading of **Policy 7434** for the Plymouth-Canton Community Schools.

Ayes: _____

Nays: _____

The Motion was: _____

Attachments X New/Revised/Replacement Policy

Book	Policy Manual
Section	37-2 Ready for Production 2023
Title	Vol. 37, No. 2 - Tobacco - February 2023 Revised USE OF TOBACCO ON SCHOOL PREMISES
Code	po7434
Status	
Adopted	August 23, 1993
Last Revised	March 23, 2021

Revised Policy - Vol. 37, No. 2

7434 - USE OF TOBACCO ON SCHOOL PREMISES

The Board of Education believes that the right of persons to use tobacco products must be balanced against the right of those who do not use tobacco products to breathe air untainted by tobacco products, including secondhand smoke and vapor/aerosol exposure.

In order to protect students and employees who choose not to use tobacco products from an environment noxious to them and potentially damaging to their health, the Board prohibits the use of tobacco products on District premises (owned or leased), in District vehicles, at all school-sponsored events, and in all school buildings owned and/or operated by the District.

For purposes of this policy:

- A. "electronic smoking device" means any device that may be used to deliver any aerosolized or vaporized substance to the person inhaling from the device including, but not limited to, an e-cigarette (including, but not limited to, "JUUL", "NJOY," "BREEZE," "Puff Bar," etc.), e-cigar, e-pipe, vape pen, or e-hookah. ~~"tobacco product" means a preparation of tobacco to be inhaled, chewed, or placed in a person's mouth;~~

Electronic smoking device includes any component, part, or accessory of the device, and also includes any substance that may be aerosolized or vaporized by such device, whether or not the substance contains nicotine. Electronic smoking device does not include drugs, devices, or combination products authorized for sale by the U.S. Food and Drug Administration, as those terms are defined in the Federal Food, Drug, and Cosmetic Act

- B. "off-campus, schools-sponsored event" means any event sponsored by the school or School District that is not on school property including, but not limited to, sporting events, day camps, field trips, dances, or theatrical productions;

- C. "tobacco industry" means manufacturers, distributors, or wholesalers of tobacco products or tobacco-related devices (e.g., Juul, Altria);

This includes parent companies and subsidiaries.

- D. "tobacco product" means 1) any product containing, made of, or derived from tobacco or nicotine (including synthetic nicotine) that is intended for human consumption or is likely to be consumed, whether inhaled, absorbed, or ingested by any other means including, but not limited to, a cigarette, a cigar, pipe tobacco, chewing tobacco, snuff, or snus; 2) any electronic smoking device and any substances that may be aerosolized or vaporized by such device, whether or not the substance contains nicotine; 3) or any component, part, or accessory of 1) or 2) whether or not any of these contains tobacco or nicotine including, but not limited to, filters, rolling papers, blunt or hemp wraps, hookahs, and pipes (Tobacco product does not mean drugs, devices, or combination products authorized for sale by the U.S. Food and Drug Administration, as those terms are defined in the Federal Food, Drug, and Cosmetic Act.);

- E. "use of a tobacco product" means any of the following:

1. inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated product containing, made, or derived from nicotine, tobacco, marijuana, or other plant, whether natural or synthetic, that is intended for inhalation (use of a tobacco product includes using an electronic smoking device) ~~the carrying by a person of a lighted cigar, cigarette, pipe, or other lighted smoking device;~~
2. the ~~inhaling or~~ chewing of a tobacco product;
3. the placing of a tobacco product within a person's mouth.

~~4. () the use or smoking of electronic, "vapor," or other substitute forms of cigarettes, clove cigarettes or other lighted smoking devices for burning tobacco or any other substance.~~

~~[] The term "tobacco" includes any product that contains tobacco, is derived from tobacco, contains nicotine, or e-cigarettes and other electronic smoking devices (including but not limited to "JUUL's"), but does not include any cessation product approved by the United States Food and Drug Administration for use as a medical treatment to reduce or eliminate nicotine or tobacco dependence.~~

In order to protect students and staff who choose not to use tobacco products from an environment noxious to them, and because the Board does not condone smoking and/or the use of tobacco and tobacco products, the Board prohibits the use (x), consumption, display, activation, promotion, or sale (x), or possession, [END OF OPTIONS] of tobacco products or tobacco substitute products at all times (x) (twenty-four hours a day, seven days a week) [END OF OPTION] within any enclosed facility owned, or leased, or contracted for by the Board-District, and in the areas directly or indirectly under the control of the Board immediately adjacent to locations of ingress or egress to such facilities. This prohibition extends to any Board-District-owned and/or operated vehicles used to transport students and to all other Board-District-owned and/or operated vehicles. Such prohibition also applies to:

- A. (x) school grounds,
- B. x(x) athletic facilities,
- C. x(x) any school-related event,
- D. (x) on or off Board premises,
- E. () except at designated times (), and in designated areas as defined in statute.

~~[] It is allowable for possession or use a product that has been approved by the U.S. Food and Drug Administration for sale as a tobacco cessation or dependence product and is being marketed and sold solely for such an approved purpose.~~

~~[] Tobacco products may be used in designated outdoor areas on school property on Saturdays, Sundays, and after 6 p.m. on days during which there are regularly scheduled school hours.~~

~~[] Tobacco products may be used at nondistrict special events held during nonschool hours with no students present and with the permission of the Superintendent. The special events special events supervisor shall submit a written request and justification to permit smoking at the event. The Superintendent may deny permission.~~

Advertising/Promotion

In accordance with Policy 9700.01, tobacco product advertising is prohibited on school grounds, in all school-sponsored publications, and at all school-sponsored events.

x] The promotion of tobacco products, including clothing, bags, lighters, gear, technology accessories, signs, structures, vehicles, fliers, other personal articles, or any other product or paraphernalia is not permitted on school grounds, in school or District-owned vehicles, or at school or District-sponsored events. Tobacco may not be advertised or promoted on school property or at school controlled events. Therefore, signs, clothing, bags, accessories, and other items promoting tobacco or containing tobacco branding are prohibited on school property and at school-controlled events.

[x] No one on behalf of the District may solicit or accept any contributions, gifts, or money from the tobacco industry - to include, but not be limited to, donations, monies for sponsorships/scholarships, advertising, promotions, loans or support for equipment, uniforms, and sports and/or training facilities.

[x] Tobacco companies/products may not sponsor any school activity or project.

Enforcement

[x] Violations of this policy may result in removal from school property or from the school activity in accordance with Policy 9150 – School Visitors.

[x] The Superintendent shall designate the individuals and the methods to monitor compliance with this policy.

[] Exceptions

It shall not be considered a violation of this policy:

- ~~A. for any person to possess or provide to any other person (but not inhale or ingest) Traditional tobacco products (excluding electronic smoking devices) as part of an Indigenous practice or a lawfully recognized religious, spiritual, or cultural ceremony or practice;~~
- ~~B. for Traditional tobacco products to be burned (but not inhaled or ingested) as part of an educational experience related to Indigenous tobacco practices, provided that the activity is conducted by an employee or an approved visitor and that it has been pre-approved by administrators; or~~

~~X for tobacco products to be displayed (but not used, inhaled, or ingested) in an instructional activity related to tobacco product education for employees, administrators, and parents or guardians, but not students, provided that the activity is conducted by an employee or an approved visitor and that it has been pre-approved by administrators.~~

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Legal

- M.C.L. 333.12601 et seq.
- M.C.L. 380.1170
- M.C.L. 750.473
- 20 U.S.C. 6081 et seq.
- MDE Board Policy on 24/7 Tobacco-Free Schools
- U.S.D.O.E. Memorandum, 1995

PLYMOUTH-CANTON COMMUNITY SCHOOLS
Plymouth, Michigan

TO: Members of the Board of Education
FROM: Dr. Monica L. Merritt, Superintendent
DATE: July 11, 2023

RE: Consider Approval of a Recommendation to Retire the Canton High School Chief Mascot and Arrowhead Logo and allow for a new mascot to be chosen by the student body. (Final Reading)

OVERVIEW:

Pursuant to the Administrative Guideline of Board Policy 7250.01, a citizens' advisory committee was seated to gather information and make a recommendation on a student-led proposal to consider a name change for the Canton High School mascot and logo. Based on all information gathered, the committee deliberated on the following three options:

1. Retire the mascot and arrowhead logo
2. Retire arrowhead logo, and retain "Chiefs" mascot
3. Keep the mascot and logo

The committee took multiple sources of information into account while deliberating on its recommendation.

1. Board Policy 7250.01 and P-CCS Dynamic Plan 2021-27

[Renaming existing facilities/mascots/logos](#)

[Administrative Guideline 7250.01](#) "Mascots or logos based on a protected class, as that term is defined in Board Policy 1662, will be prohibited. Protected classes include race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, or genetic information."

[P-CCS Dynamic Plan](#) "All P-CCS students and staff will report they feel physically, psychologically, and emotionally safe and represented at school."

2. Student Proposals

Two groups of students from PCEP submitted proposals to the Board of Education requesting that the Board change the mascot of Canton High School from its current mascot, the "Chiefs," based on the problematic nature of the term. Students pointed out in the submission, "Chiefs" is an example of cultural appropriation, which is "the unacknowledged or inappropriate adoption of the customs, practices, ideas, etc. of one people or society."

- 2020-2021 Student Proposal: The Canton Chiefs: Promoting Inclusivity in the Plymouth-Canton Community
- October 25, 2022 Student Proposal to change Canton High School Mascot

3. Community Survey

- The committee administered a survey to gather input from the community. A total of 6,206 survey responses were recorded.
- Overall, there is greater support for removing the Native American imagery (including the arrowhead logo) than for changing the “Chiefs” name.
- That said, just over half of all respondents indicated they are not supportive of any changing of the mascot or logo as of the time of the survey.
- Current staff members (e.g., faculty, administrators, and other staff) are the most supportive of changing both the mascot and the logo.
- Respondents who did not attend P-CCS schools (e.g., parents, staff/faculty, community members) are generally more supportive of and open to change compared to current and former students.
- Current P-CCS students (grades 6-12) also appear to be open to changing both the mascot and logo. When compared to other groups, they more frequently expressed they “don’t care either way” or that they “need more information before deciding.”
- Former P-CCS students (i.e., alumni) are the least supportive group in changing the mascot and logo. They were far less likely than other groups to indicate they “don’t care” and did not require “more information.”

4. Research and Resolutions

In 2003, the Michigan State Board of Education passed a resolution that “strongly recommend[ed] the elimination of American Indian mascots, nicknames, logos, fight songs, insignias, antics, and team descriptors by all Michigan schools.” (<https://www.michigan.gov/-/media/Project/Websites/mde/Year/2016/06/29/mascotsres.pdf?rev=9a10a4dc5cb84cf494f4c0b984d48fc4>).

In 2005, the American Psychological Association issued a resolution stating that the use of “American Indian mascots, symbols, images, and personalities” had a negative impact on the mental health and psychological behavior of American Indian people. (<https://www.apa.org/about/policy/mascots.pdf>)

In 2005, the National Congress of American Indians (NCAI), which was founded in 1944 and is the oldest and largest national organization of American Indian and Alaska Native tribal governments, resolved that “the use of ‘Native American’ sports mascots, logos, or symbols perpetuates stereotypes of American Indians that are very harmful.” The NCAI resolved that it “oppose[s] the use of racist and demeaning ‘Indian’ sports mascots” (https://www.ncai.org/attachments/Resolution_dZoHILXNEzXOuYlebzAihFwqFzfNnTHD

[GJVwjaujdNvnsFtxUVd_TUL-05-087.pdf](#)). The NCAI maintains a National School Mascot Tracking Database, which tracks more than two dozen Native “themed” mascots at the K-12 level. The Tracker was last updated on April 5, 2023, and indicates that 181 total schools and 91 total school districts currently use “Chiefs” as a mascot. (https://www.ncai.org/NCAI_School_Mascot_Tracking_Database_-_Overview_and_Numbers.pdf)

In 2013, the NCAI issued a resolution Commending Efforts to Eliminate Racist Stereotypes in Sports and Calling on the U.S. President and Congress to Combat These Continuing Affronts to Native Peoples. This resolution recognized that from 1970 to 2013, over 2,000 “Native themed” mascots and logos were eliminated from educational athletic programs. At that time, the NCAI stated that nearly 1,000 of these race-based stereotypes still existed in educational and professional sports. (https://www.ncai.org/attachments/Resolution_OYdGFAZFMqQHjpvyNLplcWKmsrTcaUnlcqeMnyetmhetMvicyVZn_TUL-13-050%20Final.pdf).

In 2013, the Michigan Department of Civil Rights (MDCR) filed a complaint with the U.S. Department of Education asking for an order “prohibiting the use of American Indian mascots, names, nicknames, slogans, chants, and/or imagery.” MDCR stated that “A growing and unrebuted body of evidence now establishes that the use of American Indian imagery reinforces stereotypes in a way that negatively impacts the potential for achievement by students with American Indian ancestry. Continued use of American Indian mascots, names, nicknames, logos, slogans, chants, and/or other imagery creates a hostile environment and denies equal rights to all current and future American Indian students and must therefore cease.” (<https://www.michigan.gov/mdcr/news/releases/2013/02/08/indian-mascots>).

In 2014, NCAI issued a resolution calling for Support for the Elimination of Race-Based Native Logos, Mascots, and Names by State Athletic Associations Receiving Federal Funds, which again called for “educational institutions and national sports franchises to cease their use of such race-based Native logos, mascots, and names in the effort to remove these stereotypes and raise the self-esteem of Native students so they have the same opportunity as their non-Native peers to achieve academically without discrimination.” (https://www.ncai.org/attachments/Resolution_PIOTyCBrsZgeRUWGXctEQQatJwQYwrGBPhJAcdTqCuFEHMIlavuO_ANC-14-018.pdf).

In 2022, various schools in Michigan have undergone an identity transformation- from Native American imagery and slurs to something racially sensitive. <https://www.bridgemi.com/talent-education/michigan-schools-ditching-native-american-nicknames-casino-fund-aid>

In 2023, the Michigan Association of School Psychologists (MASP), issued a statement in support of the 2014 NCAI resolution. MASP noted that the United Tribes of Michigan issued Resolution #512070511 condemning the use of Native American “themed” mascots. MASP recommends “the immediate retirement of American Indian mascots,

symbols, images, and personalities by schools, colleges, universities, athletic teams, and organizations.”

(<https://drive.google.com/file/d/1ag-UgsifMX5PVPVDotFA7JkembzhKJlx/view>).

After reviewing all factors considered by the committee, I am advancing the committee’s recommendation that the “Chiefs” mascot and arrowhead logo be retired and allow for a new mascot to be chosen by the student body, and that the red and white color scheme utilized by Canton High School remain.

Recommended Resolution

It was moved by Member _____ and seconded by Member _____ to approve a recommendation to Retire the Canton High School Chief Mascot and Arrowhead Logo and allow for a new mascot to be chosen by the student body. Additionally, it is recommended that the red and white color scheme currently in use by Canton High School will remain the same. (Final Reading)

Ayes: _____

Nays: _____

The Motion was _____

Follow-up Board Questions (as of 6-27-23)

- Member Kehoe asked that the Board be provided with a copy of “next steps” as outlined in the 98 Goals and Benchmark Assessment Presentation.
- Member Westra asked that the Board be provided with a copy of the Canton High School fight song.