

REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE

The Student Achievement Committee (SAC) met on Monday, June 26, 2017 at 11:30 AM at the Cincinnati Public Schools Education Center in the Board Office Conference Room.

ATTENDEES

Student Achievement Committee Members

Chairperson Eve Bolton, Elisa Hoffman, Daniel Minera

Administrators

Kelley Bagayoko, Early Childhood Education; Cheryl Broadnax, Assistant Superintendent, Early Childhood; Jenny Mauch, Principal, Pleasant Ridge Montessori; Laura Mitchell, Deputy Superintendent; Amy Uecker, Assistant Principal, Dater High School

Cincinnati Federation of Teachers

Julie Sellers, President

Accelerate Great Schools

Brian Neal, Chief Executive Officer

Community Members/Board Candidates/Parents

Jacqueline Amos, Pete Dillon, Marcia Futel, Desiree Futel, Howard Konicov

Equity

Jenny Mauch, Principal, Pleasant Ridge Montessori

Laura Mitchell, Deputy Superintendent

Deputy Superintendent Mitchell reported that several months ago the Administration was charged with developing an Equity Plan. Meetings and retreats were held to begin this process, which included outside consultants. One of the consultants prepared a plan for a desk review that included writing of an equity plan. However, Mrs. Mitchell knew that Pleasant Ridge Montessori, under the guidance of Principal Jenny Mauch, has done a lot of work on equity with the school's very diverse student population of 652 students. Therefore, she felt it made sense to utilize this internal resource.

Principal Mauch presented to the Committee Pleasant Ridge Montessori's journey, which she said is divided into three categories: Early Stages, Adjustment, and Refined Approach.

Early Stages

2009 – 2011:

- Principal trained in expert cadre work at Mayerson Academy
- Partnered for presentation at Diversity Institute

2012:

- Principal analysis of school data, history, etc. presented in 3-year plan during interview with LSDMC referenced Woven Traditions professional development with staff

2012 – 2013:

- Woven Traditions spoke with LSDMC Cultural Sub-Committee, Too broad—implementation with team that was not trained in the work of cultural competency could lead to confusion

2013-2014:

- Trained volunteer cohort in spring and summer

Adjustment

2014-2015:

- Follow up support with cohort; tried to utilize cohort members to begin to train staff
- Community “Soul Searching” led to community support for Cultural Competency Training; Woven Traditions attended Listening Sessions
- Cultural Partner Team established with School Resource Coordinator
- Plan for following year created with Woven Traditions
- Administration met with CEO of Did You Know Publishing twice a month for planning and development

2015-2016:

- Certificated Staff professional development during staff meetings and partial time during PD Days
- Parent/Caregiver Trainings on Saturdays
- Civil Service professional development (IPPs on the same day as staff, office staff during retreat in the summer)
- Cultural Partner Team formed – tied into RCIC process and goals formed
- Administration met with CEO of Did You Know Publishing twice a month for planning and development

Refined Approach

2016-2017:

- Certificated and Civil Service Staff professional development
- Cultural Partner Team fully functioning
- Administration met with CEO of Did You Know Publishing twice a month for planning and development
- Development of 3-year plan

Principal Mauch hopes by sharing her school’s history that the next process will not be so haphazard. Pleasant Ridge Montessori understands that this is a work in progress and is continuing to grow.

Committee member Hoffman asked how this information can be passed to other schools and districtwide. Deputy Superintendent Mitchell responded that it’s important to Listen, Learn, and Lead and presented the Proposed Equity Framework.

Listen – External Consultant

- Host listening sessions with students, parents, community members, teachers, principals, and civil service staff.

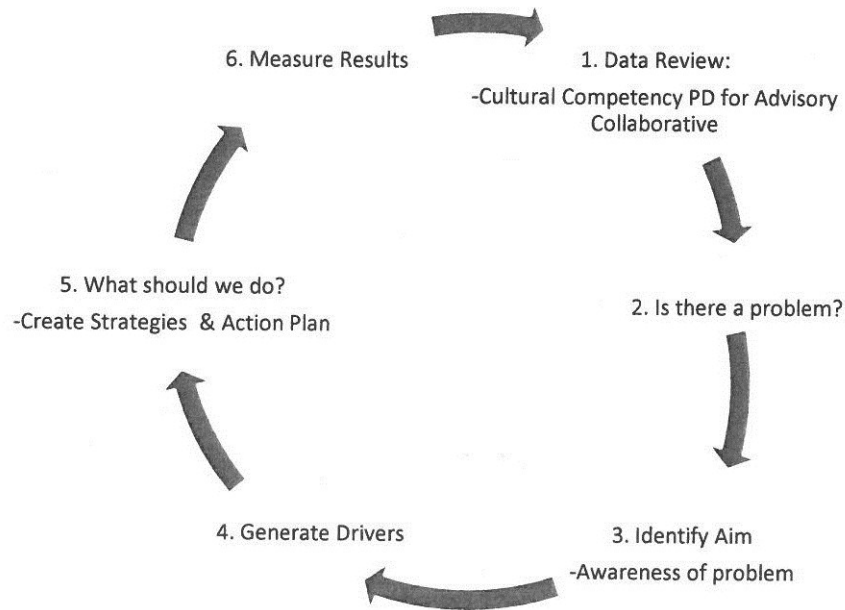
Learn – External Consultant of Objective CPS CO

- Review and Analyze a variety of data and information related to: achievement, graduation, discipline, attendance, staffing, resource allocation, family and community engagement, procedures, processes, materials...Listening session learnings.
- Launch a school equity survey and central office survey.

Lead

- Establish an Equity Advisory Collaborative comprised of students, parents, community members, teachers, principals, civil service staff, central office, and external consultant.

- Develop goals, benchmarks, measures and an equity implementation guide.
- Design an Equity Dashboard and Quarterly Score Card.



This helps to identify a set of questions that can be used every time a decision needs to be made.

Principal Mauch believes looking through an equity lens that is aided by a developed sense of cultural competency is important.

Committee member Minera stated that the most basic unit is the personal unit—in this case the principal was well versed and had the idea and the drive. The first step is to identify the schools because one-size does not fit all. A robust profile of each school and what they are going through is needed.

Committee member Hoffman stated that equity isn’t just about race and income and there is a need for a method to measure the progress. She used the example of activities offered at some of the schools. Some of them are free of charge, while others charge a fee to participate. This can be an equity issue.

ESSA (Every Student Succeeds Act) Update

Committee Chairperson Bolton reported that the Ohio ESSA implementation has been delayed, and there will be another draft version.

On June 14, 2017, the Cross Boundary Leadership Team from the CLC alliance met with Deputy Superintendent Mitchell, Assistant Superintendent Broadnax, and Barb Mattei-Smith, Director of Performance and Accountability, to prepare input and analysis of the evolving ESSA draft, as well as determine what to oppose and offer alternatives.

The group will meet again on Wednesday, July 12, 2017 at 8 a.m. at the Rawson House.

Plans of Action

Bullying

An assignment was made to the Policy Committee to determine what is being done regarding bullying at sporting events, which branched into at ALL events. Committee member Hoffman said the Policy Committee does not want to duplicate what the Student Achievement Committee is doing regarding bullying. She shared that the Policy Committee will be working to determine what is currently in place and how policies and processes for both events and during less supervised time for students. They will be looking at policy and seeking out best practices.

Committee Chairperson Bolton stated the Student Achievement Committee reviews the Student Code of Conduct every year. There is a need for all buildings to ensure that bullying is reported as bullying and not classified as harassment or something else. The proper reporting is most important and should be part of the training piece.

Committee member Minera said he loves what the Policy Committee is doing. He believes it is necessary to connect students to a positive message and/or utilizing reformative practices.

Mrs. Hoffman suggested the District look at how other districts report bullying and stated that making it as easy as possible to report is important.

High School Start Times

Committee member Hoffman said the Committee understands that there are many obstacles to changing start times; however, the assignment was to look differently to determine how CPS could rearrange them to make it happen. The District needs to start thinking differently about how to make it happen, and not just say that it cannot happen.

Improvement Science Goals

Assistant Superintendent Broadnax reported that this work is moving along and they are right in line with much of the equity work. They are building prototypes, and continuing with the academic piece. The program is expanding to multiple schools this year. Children's Hospital Medical Center is providing help with the processes and structures.

Parent Family Involvement

Mrs. Broadnax reported there is a need to find different approaches to engage parents, and that this is an equity piece. She shared with the Committee that Dara Jenkins, District Resource Coordinator, is going to where the parents are instead of holding meetings and inviting them. Ms. Jenkins uses the CLCs at 10 different schools for events to attend.

Medical Consent Forms

The percentage of forms that are returned per building is low for various reasons. Mrs. Hoffman stated that the form itself is confusing and may need an explanation letter or some key to describe the forms. This is a parent engagement issue, and also an equity issue. There is a need to streamline the process.

Julie Sellers, CFT President, suggested checking the flow of all the forms and how to communicate to the teachers. She said that sometimes they are not told what to do with the forms after they are collected.

Safety within a Mile

Safety within a Mile means within the District-determined boundary distance for transport, students will be picked up in targeted neighborhoods if seating is available on the provided bus. Mrs. Mitchell

reported that this program will continue in targeted neighborhoods. Committee member Minera stated that it is crucial in some neighborhoods and suggested the District find a way to reinstitute the Walking School Bus program.

Tracking Inconsistencies and Access to Data

This area requires further review.

Truancy/Attendance and Enrollment

There will be changes due to ESSA, and requires further review.

Math

Mr. Minera questioned what programs are working and what are available. At the SAC meeting in September, the Administration will provide a report.

Accelerator and Phalen Update

Brian Neal, Chief Executive Officer

Mr. Neal reported that lots of great things are happening for Accelerator. They recently moved to a larger location that's accessible to the main library downtown, and also hired additional staff.

Committee Chairperson Bolton inquired of Mr. Neal as to the possible funds that may be available from Accelerator to CPS. Mr. Neal mentioned an upcoming Accelerator Board meeting.

Two years ago, Accelerator sat down with CPS and asked what was needed. The answer was assistance with the overcrowding on the West Side. Phalen is looking at the logistics of the old Quebec school site, which is an 8-acre property. Mr. Neal reported that there is a group on the West Side suggesting an equestrian center. There are conversations happening, and lots of momentum.

Other Business

Committee member Hoffman shared information on a Blended Learning success story at St. Joseph Catholic School. She questioned if CPS can learn anything from them considering that the demographics of that school mirror the demographics of Hays-Porter.

Deputy Superintendent Mitchell reported that she and CPS' Blended Coordinator took a tour and determined that what is being done is on par with what is being done at CPS schools.

Mr. Neal will find out what testing was done at St. Joseph Catholic School and report back to the Committee.

The meeting adjourned at 1:24 PM.

Student Achievement Committee

Eve Bolton, Chair
Elisa Hoffman
Daniel Minera

Staff Liaisons

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