

## **FOR INFORMATIONAL PURPOSES ONLY DUE TO LACK OF QUORUM AT MEETING**

### **REPORT OF THE STRATEGIC ENGAGEMENT AND PLANNING COMMITTEE**

The Strategic Engagement and Planning Committee (StEP) was scheduled to meet on Tuesday, September 4, 2018, 4:00 P.M. at the Cincinnati Public Schools Education Center in Conference Room 1-A. Due to lack of a quorum, an official meeting was not held; however members stayed for informational purposes.

#### **ATTENDEES**

##### StEP Committee Members

Board Members Eve Bolton, Ericka Copeland-Dansby, *absent*; Ryan Messer, *absent*

Milbeth Allen, Olivia Ballard, Michael Beck, Pamela Bowers, David Brenner, Marlena Brookfield, Virginia Corsini, Kate Eisenpress, Valda Freeman-Karmo, Kent Friel, Marcia Futel, Kathryne Gardette, Heather Gerker, Carol Gibbs, David Hapner, Kareem Moffett, Betsy Newman, Craig Rozen, Vanessa White, Susan Wilke, Flora Young

##### Administration/Staff

Laura Mitchell, Superintendent; Jennifer Wagner, Treasurer; Lauren Worley, Chief Strategic Communications Engagement Officer

##### Community Member

Anna Kelma, Audrey Treasure

#### **Welcome**

Committee Co-Chairperson Eve Bolton welcomed everyone back to the second meeting of the year.

#### **Ice Breaker: Round the Table**

Committee members introduced themselves and talked about their interests of being on the Committee, areas of expertise/careers, family members who attend or have attended CPS, and their neighborhoods.

Valda Freeman-Karmo

- 3 children in CPS—Walnut (Multiple Handicap), AMIS, Shroder (Autism)
- LSDMCs at Hoffman/Evanston, AMIS, Parker Woods
- Northside All need a “fair shake”
- There should be beliefs in public schools
- GE Sigma Black Belt
- Strategic Planning Experience

Sue Wilke

- Lives in Northside
- Northside Education Committee Chair, LSDMC
- Interests: education, equity, diversity issues, strategic planning
- Retired from P&G

Kate Eisenpress

- Employment: Community Learning Institute

- Lives in West End
- Interests: education, equity and social justice for schools; Ohio ESSA Plan

#### Kareem Moffett

- 3 Children at CPS—2 graduates, 1 senior
- LSDMC Chair at Withrow
- Lives in Avondale
- PhD in Education
- Teaches math at Cincinnati State
- Consulting Business

#### Ginni Corsini

- Works in advertising
- Interests—Promoting great work and programs that CPS has in place
- Want all to know what’s happening at CPS

#### David Hapner

- Engineering/started advanced technology program at Woodward
- 3 Children graduated from CPS—Clark, SCPA, and Walnut
- LSDMC for Clark
- Member Hyde Park Neighborhood Council
- Building Sub at Hyde Park

#### Yolanda Lawson

- 5 kids at CPS—Withrow, Hughes, Clark, Walnut, Spencer, Shroder
- Cincinnati Coordinator for OSU’s Young Scholars Program
- Expertise: College Access

#### Milbeth Allen

- Intervention Specialist at John P. Parker
- CFT Building Rep
- 3<sup>rd</sup> VP for CFT for Community
- Top Interest: keeping things fair with teachers/buildings fair/parents and students getting what they need

#### Olivia Ballard

- Lives in Mt. Lookout
- 1 Daughter, attends Spencer, attended North Avondale for 6 years
- Attorney
- Worked previously in science and drug development innovation
- Interests: all aspects of STEM, not just science, but technology (broad scope)—anything that teaches students how to execute a process and be a part of the process

#### Pamela Bowers

- Director of Central Clinic, LEAD Agency for CPS
- 2 Students—1 graduated from SCPA, 1 attends Gamble
- Interests: advocates for children and families, bringing awareness to mental health, education around substance disorders

#### Marcia Futel

- Financial Planner – Own business
- Does work related to IT
- Strengths: attention to detail; able to “connect the dots”
- Interests: education in all aspects, give students great start in life
- 3 CPS Graduates

Mary Well Schlueter

- CEO for Partnership for Innovation in Education (PIE)
- 4 children attend CPS—1 graduated, 3 attend Walnut Hills
- Lives in Hyde Park
- Interest: looking for innovative strategic partnerships within CPS

Carol Gibbs

- President, COE – Mt. Auburn Community Development Corporation
- LSDMC Chair, Taft Elementary
- Started in mid 80's working with CPS
- She and her children graduated from CPS
- Interests: community/parent involvement

Craig Rozen

- Lives in Oakley, was Oakley Community Council President and Vice President
- Served on various CPS committee for organizations
- LSDMC Chair
- 2 children attend CPS
- Interests: education and growth
- Professional career – business development and community engagement, consulting business

Kathryne Gardette

- Not a CPS graduate, but mother was CPS teacher
- Live in Walnut Hills, was President of Redevelopment Foundation
- Worked with LSDMC when they were founded; was on Windsor LSDMC
- Passion: how can be collaborative so all children living in community have equitable education and opportunities

Tim'm West

- Lives in Northside
- On Community Council Education Committee
- Appointed person for Chase LSDMC
- On board for Wordplay
- Hip Hop Artist, releasing album in a month
- Expertise: college access, retention curriculum development
- Bring to table: expertise from what other districts are doing, has been to many cities

Marlena Brookfield

- West High Graduate
- Daughter attends Dater High School
- Interest: better community engagement
- Concerned about equitable distribution of course offerings/ high school and elementary schools

Stacey Hill-Simmons

- Principal at Evanston Academy, Representing CAAS
- Long standing principal, see both sides of the table
- 2 CPS Students—Walnut Hills 9<sup>th</sup> grader (was present at the meeting), and Hyde Park 5<sup>th</sup> grader

Kent Friel

- Lives in Mt. Lookout
- Involved in Woodward Career Tech for 17 years
- Interest: helping kids who are not succeeding in life in getting a good education
- Retired business owner
- 3 Children and 2 grandchildren graduated from CPS

Kathy Young

- CPS graduate
- Children graduated from CPS
- Retired from CPS
- Interest: schools being able to take care of students and families – do what is necessary
- Impressed last month with Superintendent Mitchell’s presentation – August Opening of Schools
- District is moving in the right direction

David Brenner

- CPS Graduate
- 4 Children attend CPS—8<sup>th</sup> grader at Walnut Hills; 1<sup>st</sup>, 4<sup>th</sup>, and 6<sup>th</sup> graders at Sands Montessori
- LSDMC Chair, second term at Sands
- Profession: Information Technology, does strategic planning
- Strengths: big picture thinking, problem solving, etc.
- Passion: make sure District is equitable for all CPS students
- Space being available for growing population – all students, and space available for programs that students are attracted to

Vanessa White

- Grandfather retired from CPS (35 years) – boiler operator at CPS
- Her mother and her mother’s eight siblings are CPS graduates
- Vanessa’s siblings are graduates of CPS
- Vanessa’s 5 children – 4 CPS Graduates
- 2 Grandchildren—at Carthage and Woodford Paidiea
- Interests: perception matching reality of what is going on in the District; community
- Former CPS Board member
- Expertise: strategic and systems level thinking

Jennifer Wagner, Treasurer

- Employed 25 years with CPS
- Excited about strategic initiatives Superintendent Mitchell is working on

Laura Mitchell, Superintendent

- Lives in Walnut Hills
- Granddaughter, 3<sup>rd</sup> grade, attends Hyde Park
- Interests: safety of students, kids happy while at school, kids discovering their dreams and passions, provide pathways for kids to get to where they want to be/do

Eve Bolton, Board Member

- 11 years on Board
- Co-Chair of StEP
- Interests: move StEP along to get an idea of where the District is in the next 2-5 years or longer
- CPS Graduate—Aiken
- Teaching History in the Wyoming School District brings the suburban piece—know what CPS students are competing against
- Interests: equity, glad to be here

Lauren Worley

- Lives in Northside
- Passion: telling CPS’ great stories; engaging more people in community to do it
- non parent

Audrey Treasure

- With Cincinnati Business Committee (CBC)
- Representing business in community

- Want outcomes for every student at CPS

Simone

- Stacey Hill-Simmons' daughter
- Honors Freshman at Walnut Hills, plays tennis

### **Results of Scheduling Responses**

Ms. Bolton informed the group that meeting times that members presented were reviewed and Tuesdays at four o'clock was the popular time for members to meet.

She also reported that times submitted will also be valuable in determining meeting dates upon forming work groups.

The next meetings will be October 16 and 30, November 20 and December 4, 2018, 4:00 p.m. It is possible that there will be no December meeting.

### **Review of the February 2018 Superintendent Scorecard**

Mrs. Mitchell reviewed with the group her 2017-2018 Evaluation Score Card that guided her work. The scorecard was based on the Board's goals and accountability measures in the following areas:

- Superintendent Competencies of *Results Orientation, Strategic Orientation, Collaboration and Influence, Team Leadership, Developing Organizational Capabilities, Change Leadership and Inclusiveness, and Progress Toward Board Goals (2018-2019)*
- Transitional measures and results of *Strategic Visioning, Instruction, Management, Talent Development, and Community Building*.

Superintendent Mitchell reviewed and provided Committee members with a copy of her "CPS Whole System Measures" report of projects that the Performance Leadership Team will be working on for school year 2018-2019.

A copy of the document is available in the Board office.

The Committee discussed the sharing of Board work information. Ms. Bolton advised that the information is available on Committee work plans, agendas and the Board's meeting agendas.

The Committee expressed concern about the 65 percent graduation goal and would like to know the percentage of students that are not graduating and what plans are in place to address their appropriate needs so they can graduate.

The Committee talked about having goals and initiatives for special needs students.

**ACTION:** Co-Chair Bolton advised the Administration to present State Representative Mike Duffey's explanation on House Bill 591, legislation that would reform Ohio's school district report cards. Duffy stated that the bill is designed to create a report card system that is understandable, provides value and can be trusted by school districts, parents and legislators.

### **Report, Discuss and Analyze the Results of Submitted SWOT (Strengths, Weaknesses, Opportunities, Threats) Items**

The Committee reviewed the four areas and worked in groups in order to pull out redundancies for use in identifying common SWOT's.

ACTION: Board staff will create a chart outlining the commonalities for the Committee's discussion at the October 16, 2018, 4:00 pm, StEP meeting.

Please find attached a copy of the groups SWOT items.

### **List and Share the Strategic Plans You Discovered and Their Link**

The StEP members were tasked at their August 7, 2018 meeting to research strategic plans for other school districts, in preparation for today's meeting.

ACTION: Committee members will email their strategic plan information/links to Board staff for preparation of discussion at the StEP meeting on October 16, 2018.

### **Overview of Documents and Topics for Next Time**

Ms. Bolton provided the Committee with the following documents that talked about raising student achievement in high-poverty schools and equity.

- [\*Developing School Leaders: Tough Questions for Tough Times. October 2009 Volume 67 Number 2\*](#)

Leaders in high-performing/high-poverty schools begin by asking questions. The questions leaders ask fall into three interrelated domains: (1) building the necessary leadership capacity; (2) focusing the staff's everyday core work on student, professional, and system learning; and (3) creating and fostering a safe, healthy, and supportive learning environment for all. In tough times like these, their questions may provide valuable guidance for other school leaders facing their own challenges and opportunities.

Ms. Bolton advised the Committee to read the section: *Asking the Right Questions*. The full article is available on the above link or in the Board office.

- [\*U.S. Department of Education: 2013-2014 Civil Rights Data Collection: A FIRST LOOK\*](#)  
The document is a survey of all public schools and school districts in the United States. The CRDC measures student access to courses, programs, instructional and other staff, and resources—as well as school climate factors, such as student discipline and bullying and harassment—that impact education equity and opportunity for students.

The article is available on the above link or in the Board office.

- [\*U.S. Department of Education's Office for Civil Rights Guidance: An Update\*](#)  
The article describes OCR's efforts to enforce such laws through guidance, enforcement, and transparency. It concludes with a brief discussion of what school districts can expect when OCR initiates an investigation.

The article is available on the above link or in the Board office.

### **Overview of Documents and Topics for Next Time**

The Committee will discuss the following documents at the StEP meeting on October 16, 2018.

- District Whole Child Initiative FY16
- Disrupting Poverty
- Equity Education – Key Data Highlights on Equity and Opportunity Gaps in Our Nation’s Public Schools

### **Other Business**

#### **Parking After Hours**

The Committee expressed concern about being able to park when other meetings are going on at the Education Center.

**ACTION:** Ms. Bolton/Board Staff will follow up with the Administration to learn about events that are scheduled on StEP meeting days in order to gauge parking for the members.

The next StEP Committee meeting will be on Tuesday, October 16, 2018, 4:00 p.m.

The discussion ended at 6:00 PM.