



January 27

2020

REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE

The Student Achievement Committee (SAC) met on Tuesday, January 21, at 4:30 PM at the Cincinnati Public Schools Education Center in the Board Office Conference Room.

ATTENDEES

Student Achievement Committee Members

Chairperson Pamela Bowers, Ryan Messer, Mike Moroski

Board Member

Carolyn Jones, ex-officio

Administration/Staff

Laura Mitchell, Superintendent; Tianay Amat, Deputy Superintendent; Emily Campbell, Director, Curriculum and Instruction; Brittney Cousins, Career Based Learning Manager; Paul McDole, Director of Human Resources; Justin Leach, Director of Testing; Shauna Murphy, Assistant Superintendent; Michael Turner, Career Tech Manager; Dawn Williams, Math Curriculum Manager

Cincinnati Federation of Teachers (CFT)

Julie Sellers

Community Members/Parents/Students

Dureka Bonds, Kate Eisenpress, Ed Paff, Craig Rozen

Election of Committee Chair

Committee member Mike Moroski nominated Pamela Bowers as Committee Chair. Committee member Ryan Messer seconded the motion. Ms. Bowers accepted the nomination and was elected Chair of the Committee for year 2020.

2020 Committee Meeting Schedule

The Committee agreed to conduct their meetings on the first Friday of each month at 2:00 PM.

Design Committee Mission Statement

Committee Chair Bowers reported that it was suggested at the January 18, 2020, Ad Hoc Committee meeting that the Committee's mission statement come from the Strategic Plan that contains the goals and the strategies. The following goal was recommended as the mission for the SAC:

Student Achievement Committee Mission

Student-Centered Decision Making—We put students first. (Goal 1)

We will ensure students are at the center of all decision making to create equitable educational opportunities and unmatched experiences that deliver results.

The Committee discussed the recommendation and talked about bulleting the mission with specific topics that SAC would be responsible for addressing. The group agreed that the responsibilities are contained in Board Bylaw 0155- Committees.

ASSIGNMENT: The Committee will recommend to the Board that the Administration assist in the drafting of a mission statement for the Committee.

ASSIGNMENT: Committee member Moroski stated that an overall mission statement is needed and that he will work on drafting a statement for discussion at the February 7, 2020, 2:00 pm SAC meeting.

Committee member Messer advised to put the Committee’s responsibilities on the District’s website to help the Board get aligned and items get delegated to the appropriate committees, as well as the public keeping the Board accountable.

Business Advisory Council (BAC)

Superintendent Mitchell reported that BAC began its mission of addressing Career Based Learning and is adding employment as a focus as well.

Ms. Cousins presented the following report to the Committee about the BAC.

Cincinnati Public Schools – Business Advisory Council 2019-2020

Mission Statement/Purpose:

Through the Career-Based Learning curriculum at Cincinnati Public Schools (CPS) , the Business Advisory Council (BAC) aims to open the door for CPS students to see post-secondary career opportunities that maximize their potential and meet our region’s workforce needs of the future. The BAC is accomplishing this by informing, hosting and curating experiential learning opportunities that connect business volunteers with CPS students to help students recognize potential career options and develop employability skills. These interactions will help students see the career opportunities that exist and the skills that they will need to fill these positions.

Membership:

The BAC is currently comprised of business and education leaders, representing the majority of the 16 nationally recognized career clusters. The Council is also supported by the district’s Career Based Learning Manager who serves as the lead point of contact for the BAC as well as Senior Leadership.

2019-2020 Cincinnati Public Schools Business Advisory Council Members

Business Advisory Council Member	Employer
Alan Abes (Chair)	Dinsmore
Douglas Adams	PNC Bank
Brian Bensman	Cintas Corporation
Jenny Berg	Leadership Council for Nonprofits
Jackie Coleman	Cincinnati/Northern Kentucky International Airport (CVG)
Gary Conley	TechSolve (retired)
Brian Bensman	Cintas Corporation
Kevin Dawson	Barnes Dennig
Adrienne Hairston	Southwest Ohio Regional Transit Authority/ Metro
Ericka Copeland- Dansby	Cincinnati Youth Collaborative
Tom Lakamp	Cincinnati Fire Department
Adison Nelson & Ebony Washington	Cincinnati Children’s Hospital Medical Center
Monica Posey	Cincinnati State Technical and Community College
John Putnam	Cincinnati Bell
Mona Morrow	WCPO-TV
Anthony Riccardi	Allied Construction Industries
Jesse Simmons	Partners for a Competitive Workforce- Supply Chain OKI
Alicia Tidwell	Genesis One Consulting
Jordan Vogel	Cincinnati USA Regional Chamber
Pat Zerbe & Deb Silverman	GE Aviation
Cincinnati Public Schools Staff	
Brittney Cousins	BAC Lead Contact, Career- Based Learning Manager
Benjamin Lindy	CPS School Board, BAC liaison
Laura Mitchell	Superintendent
Shauna Murphy	Asst. Superintendent
Kathy Wright	Principal, Hughes STEM High School
Lisa Votaw	Principal, Aiken New Tech High School

Ms. Cousins also informed the group the following overview about the **Ohio Department of Education's Mandate.**

PURPOSE OF A BUSINESS ADVISORY COUNCIL (from ODE)

Business advisory councils foster cooperation among schools, businesses and the communities they serve. This work ensures that the work of educators aligns with the needs of businesses. This cooperation can make a local education system more aware of the local labor market; promote work based experiences within businesses; and help students prepare for successful learning and employment opportunities. Business advisory councils include regional business leaders who are familiar with business and industry needs. Members partner with district leaders to plan and carry out the council's work.

ROLES OF A BUSINESS ADVISORY COUNCIL

1. To advise local school districts on changes in the economy and job market and the area in which future jobs are most likely to be available;

CPS Progress: Jordan Vogel, Cincinnati USA Regional Chamber, gave a presentation to walk through the Job Outlook 2028 report to the full committee. The council discussed the implications of the report on the CPS curriculum particularly the employment programs and the SAC membership roster.

2. To advocate for the employment skills most critical to business and industry and the development of curriculum to teach these skills;

CPS Progress: Individual council members share employer spotlights to discuss successes and challenges of the industry they represent and implications of CPS students entering into the workforce.

The larger council split into two subcommittees/work groups (programming and employment) to work more intently on the program objectives of the Career-Based Learning framework including the skills obtained through Advisory and experiential learning experiences.

3. To aid and support local school districts by offering suggestions for developing a working relationship among businesses, labor organizations and educators.

CPS Progress: Individual council members consistently utilize their network to bring additional partners to CPS to fortify existing and future programming

Ms. Cousins reported that 16 high schools will be participating in the work of the BAC.

Mr. Messer expressed concern about the impact of the BAC, the meeting time, membership of the committee, as well as the level of decision makers. He also advised to track which employers are hiring CPS students and the number of students being hired.

Ms. Cousins reported that there is now an employment subcommittee to assist in the growth of students getting jobs. She updated the group on the following pathway information.

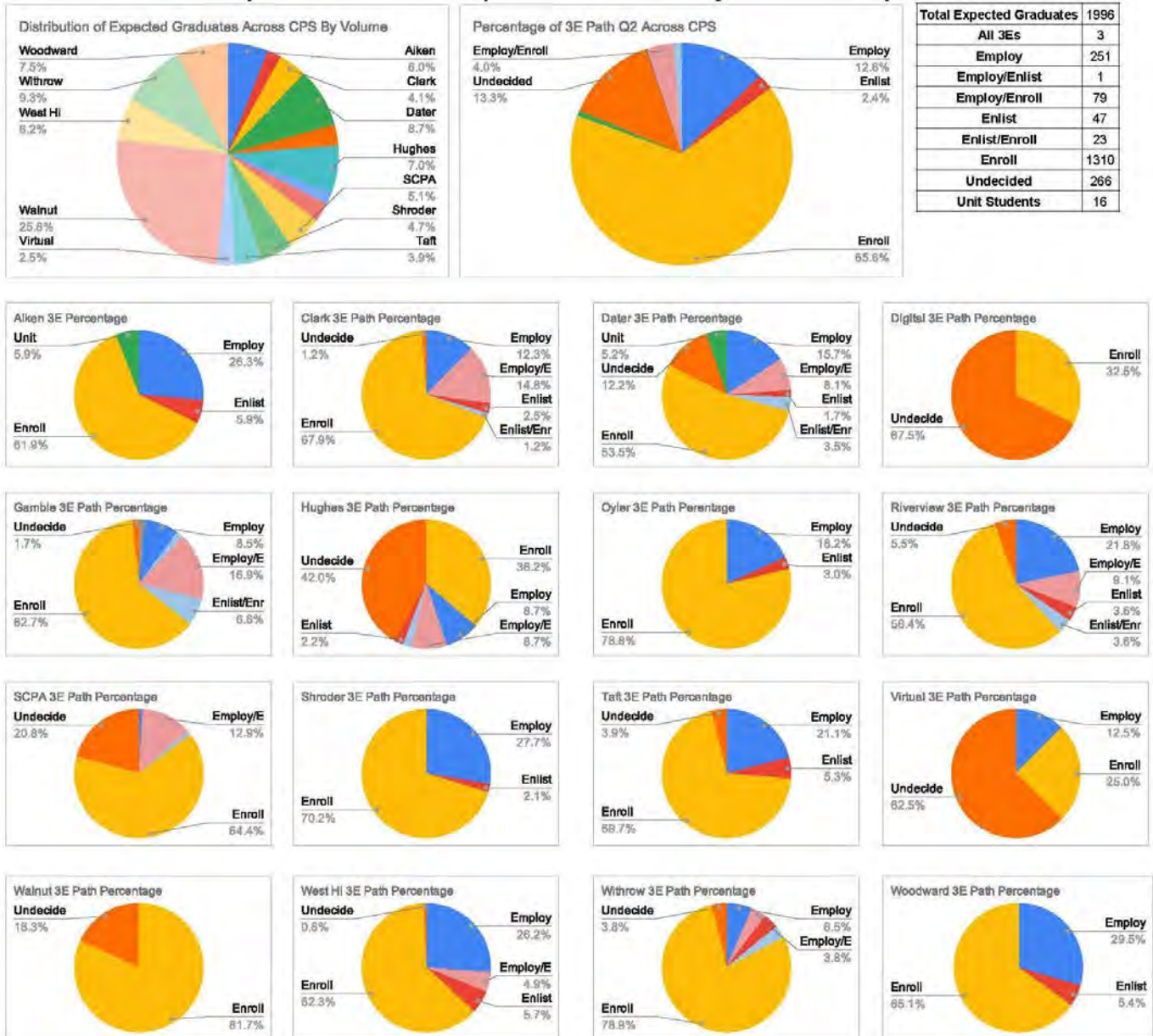
Mr. Moroski advised to do community engagement about the program and students securing jobs.

Committee member Messer recommended doing community engagement with parents and students on what they would like for career pathways. He also recommended that the Administration meet with union leaders to learn what positions are open.

Committee member Moroski advised to add individuals from the Electrical Trades to the BAC.

Chairperson Bowers inquired about the availability of data on students getting jobs. Ms. Cousins reported that she is currently gathering that information.

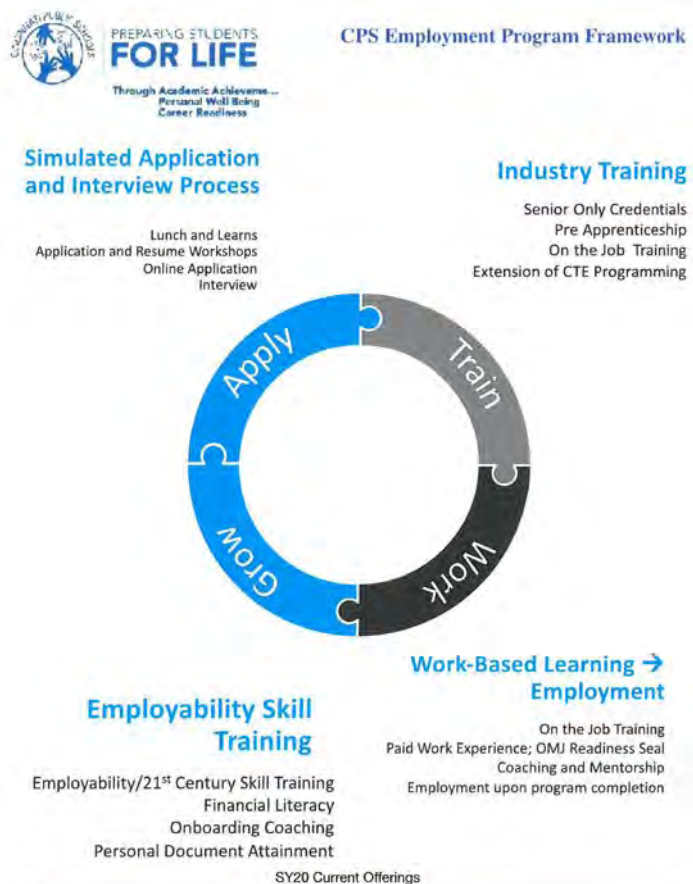
The following data tracks and includes information on *Quarter 2 3E Update – Class of 2020* and *Intended 3E Pathway Across All Expected Graduates* and the percentage of students getting jobs.



Board President Jones reported that the above document is a good tool to use for growth.

Ms. Bowers advised to celebrate students moving into employment. The Administration reported that celebrations occur at the “signing day” event.

Superintendent Mitchell updated the Committee on the following: **CPS Employment Program Framework**



Industry	School/Students	Training	Employability Skill Training	WBL/Employment
Supply Chain	Dater HS: 7	CLA/CLT (Senior Only Credential)- provided onsite by Cincinnati State	Soft Skills Training provided by StaffMark	Students work at DHL on weekends
			Financial Literacy and Accounts provided by PNC	FT/PT experiences begin in January
Cyber Security 2 Year Program	Taft HS	Coursework provided by teacher onsite leading to Cybersecurity Analyst, CompTIA and Security Plus Credentials	Soft Skills Training provided by StaffMark	Summer internships at Belcan for eligible students
	Cohort 1: 22 Cohort 2: 24		Financial Literacy and Accounts provided by CinFedtentative	Belcan will partner to place students post credential attainment and graduation
Hospitality and Tourism 2 Year Program	Dater HS: 21	Coursework provided by CTE teacher to obtain ProStart cert	Soft Skills and Financial Literacy Training provided by CRC Youth to Work Program	WBL Experience provided by CRC Youth to Work Program; Work placements vary
		Additional training provided by Cincinnati Visitor's Bureau to obtain CTA certification		FT/PT Employment begin in January
Manufacturing	Woodward HS: 2	Coursework provided by CTE teachers	Soft Skills Trainings provided by School specific Partners (Urban League and Lawn Life)	Woodward- Anchor Fluid Power
	Aiken HS: 6			Aiken- Gold Medal Manufacturing and Oak Hills Carton
Information Technology	Walnut Hills HS: 2	Training provided by Kroger Tech onsite	Training provided by Employer onsite	Kroger Tech
Healthcare 2 Year Program	Hughes HS: 10	Training provided onsite by Trihealth	Soft Skills Training provided by TriHealth onsite	WBL Experience provided by TriHealth 4 days a week
			Financial Literacy Training provided by GE Credit Union	Trihealth will partner to place students post graduation

Career Pathways and Credentialing

Mike Turner, Career Tech Manager, provided the Committee with an overview of credentials for Career Tech in the District. Mr. Turner's report included the following.

- There are approximately 20 different Career and Technical Education (CTE) Pathways in 11 different career areas that exist in 11 out of 16 high schools, and expanding to 13 out of 16 during 2020-2021 school year. Plans include expansion to all high schools over the next two years.
- Over 1,000 Career Tech students are taught by over 70 teachers
- Students can begin CTE at 7th grade
- Student access to various industry-recognized credentials in each career field
- Credentials range from one to twelve points
- Students must earn 12 points in year 2020-2021 to benefit in connection with graduation

Mr. Turner reported that Shroder has a credential for seniors only. He also reported that Walnut Hills and Spencer are challenges for Career Tech due to their areas of focus and that conversations are taking place with those schools to determine what can work. The goal is that every high school have Career Tech.

Career Pathways include Agriculture, Arts and Communication, Business, Construction, Education, Engineering, Health, Hospitality, Information Technology, Law and Public Safety, and Manufacturing.

Superintendent Mitchell reported that she is working with Cincinnati State Technical and Community College to offer a Law and Public Safety program for high school students.

Committee member Moroski enquired about offering a pathway for recording artists. Mr. Turner advised that a Media Arts pathway is being started at Oyster beginning school year 2020-2021.

When students earn industry-recognized credentials, schools and districts get credit on Ohio Report Cards for their success in preparing students for careers. <http://education.ohio.gov/Topics/Ohio-s-Graduation-Requirements/Industry-Recognized-Credentials>

Students earn industry-recognized credentials and marketable skills that make it easier to find work in growing careers. <https://www.cmjts.org/additional-services/know-before-you-go/>

District-Wide Mentors and Hiring

Committee member Moroski requested that this topic be addressed to work towards mentors being offered district-wide for school year 2020-2021.

Superintendent Mitchell recommended addressing this topic after completion of negotiations.

Superintendent Evaluation Timeline

Paul McDole, Human Resource Director, reiterated that SAC determines the evaluation platform for the Superintendent's evaluation. Ohio Revised Code and Board policy stipulate that the Superintendent must be evaluated no later than March 1.

Superintendent Mitchell reported that she provided SAC with her measures and a new evaluation document back in the fall of 2019. She will provide new SAC members with her document.

Human Resources manages the evaluation of the Superintendent and includes all Board members in the actual evaluation. The results are then forwarded to SAC and then move to the full Board for approval.

Math Curriculum Adoption Timeline - Final in February

Dawn Williams, Math Curriculum Manager, updated the Committee on the following report.

Curriculum and Instruction Department

Student Achievement Update: Math Curriculum Adoption

Date: January 21, 2020

Curriculum Adoption Timeline

Must Haves:

- ★ All green on EdReports & EQUIP rubric aligned
- ★ Continuity of curriculum in grades K-5, 6-8 & 9-12
- ★ Curriculum is responsive to varied student learning needs
- ★ Curriculum is structured enough for a novice teacher and flexible enough for an experienced teacher

Top two curriculum resources & materials by grade band with the highest rating as evidenced by the Equip rubric

- ★ **K - 5th grade**
 - Bridges - Math Learning Center (publisher)
 - Ready - Curriculum Associates (publisher)
- ★ **6th - 8th grade**
 - Envision - Pearson (publisher)
 - Open Up Resources - Open Up (publisher)
- ★ **Algebra, Geometry & Algebra II**
 - Reveal - McGraw Hill (publisher)
 - Envision - Pearson (publisher)
- ★ **Pre-Calculus, Probability & Statistics & Calculus**
 - Sullivan - Prentice Hall (publisher)

Upcoming Events

- ★ Top two curriculum resources by grade band on display at central office 12.20.2019
- ★ Request For Proposal (RFP) submitted to purchasing 12.30.2019
- ★ RFP was scheduled to be posted on 1.6.2020 but delayed because of the December holidays and vacations until **1.13.2020**
- ★ Evaluation of the RFP was initially scheduled for 1.20.2020 but because of the delay in posting the RFP, the evaluation is scheduled for **1.27.2020**
- ★ Final recommendations will be on display outside of the Curriculum & Instruction office on 1.28.2020
- ★ Memo & binders will be delivered to the Board of Education on 1.28.2020
- ★ **Final recommendation will be presented to the Board of Education 2.10.2020**

Renaming of School: John Gilligan

Board President Jones reported that the Board has been engaging with the Gilligan family for approximately two years and that she has met with the family.

She reported that Lauren Worley, former Chief Strategic Communications Engagement Officer, provided the family with a packet that outlines Board protocol and the process for addressing their request.

Ms. Jones is asking that priority be given to address the naming of the school. Mr. Morsoki agreed that the request needs to be addressed and to review research that was done on schools being named after men and women, be reviewed in the planning of resolving the request. He also advised to include CANS (Clifton Area Neighborhood School).

ASSIGNMENT: The Committee will recommend to the Board that the Administration provide the SAC with a plan/research for the naming of a school after Mr. Gilligan.

SAC Agenda February 7, 2020

The following items will be discussed at the February 7, 2020, Student Achievement Committee meeting.

- Teacher Transfer Rounds
- Process for Eliminating Items from Workplan
- Developing SAC Work Plan around Strategic Plan Priorities
- LSDMC Revision for Student Voting
- Gamble Deed for Gamble Montessori School
- Discussion ..."I E Ps for All"
- Monitor Walnut and Iowa Testing Issues

Other Business

Instructional Leadership Team (ILT)

Mr. Moroski advised the Administration to review the ILTs and use the same format that was used for the review of the LSDMCs.

The meeting adjourned at 6:16 p.m.

Student Achievement Committee

Pamela Bowers, Chair
Ryan Messer
Mike Moroski

Staff Liaisons

Laura Mitchell, Superintendent
Tianay Amat, Deputy Superintendent
Shauna Murphy, Assistant Superintendent