

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 7, 2017**

Special meeting of the Board of School Directors called to order by President Sain at 5:38 PM.

Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

December 1, 2017

TO THE MEMBERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held at 5:30 PM, on Thursday, December 7, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of:

1. Action on Recommended Administrative Appointments
2. Action in the matter of an appeal of disciplinary action under Appendix A of the Rules of the Milwaukee Board of School Directors.

In regard to item 1, above, the Board may retire to executive session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), which allows a governing body to go into closed session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

In regard to items 2 above, the Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(f), which allows a governing body to consider disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, and §19.85(1)(g), which allows a governing body to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session.

JACQUELINE M. MANN, PH.D.
Board Clerk

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(Item 1) Action on Recommended Administrative Appointments

Background

One key administrative appointment was not ready to be reported to the Committee on Accountability, Finance and Personnel at the November 14, 2017, meeting. The Administration is, therefore, requesting that the following individual be promoted or appointed to the classification indicated.

| Codes | Name | Position and Location | Salary |
|---------|------------------|---|-------------------------------------|
| (5)(nr) | Thomas Conjurski | Chief Financial Officer Office of the Chief of Finance | Schedule 03, Range 18A \$145,617 |

Codes

5 White
nr Non-resident

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Authorized expenditures already approved in the FY18 budget.

Superintendent's Recommendation

The Superintendent recommends that the Board authorize the individual presented above to be promoted or appointed to the classification indicated, to be effective upon approval by the Board.

Director Bonds moved to retire to Executive session. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — 0.

The Board retired to executive session at 5:38 PM.

The Board reconvened in open session at 6:43 PM.

The Board recessed at 6:45 PM.

The Board reconvened in open session at 7:00 PM.

Director Harris moved to adopt the Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Harris, Phillips, Voss, Sain — 5.
Noes — Directors Báez, Bonds, Miller, Woodward — 4.

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(Item 2) Action on an Appeal of Disciplinary Action under Appendix A of the Rules of the Milwaukee Board of School Directors.

Director Báez moved to retire to executive session, pursuant to Wisconsin Statutes §19.85(1)(f). The motion prevailed, the vote being as follows:

Ayes — Directors Báez, bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, Sain — 9.
Noes — 0.

The Board retired to executive session at 7:29 PM.

The Board adjourned from executive session at 8:16 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 2017**

Special meeting of the Board of School Directors called to order by President Sain at 5:34 PM.

Present — Directors Falk, Phillips, Voss, Woodward, and President Sain — 5.
Absent and Excused — Directors Báez, Bonds, Harris, and Miller — 4.

The Board Clerk read the following call of the meeting:

December 15, 2017

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held at 5:30 p.m. on Tuesday, December 19, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of deliberating and of taking action in the matter of an appeal of disciplinary action under Appendix A of the Rules of the Milwaukee Board of School Directors.

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(f), which allows a governing body to consider disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, and §19.85(1)(g), which allows a governing body to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Appeal of Disciplinary Hearing under Appendix A of the Rules of the Milwaukee Board of School Directors

Director Falk moved to retire to executive session pursuant to Wisconsin Statutes §19.85(1)(f). The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Phillips, Voss, Woodward, and President Sain — 5.
Noes — 0.

The Board retired to executive session at 5:41 PM.

The Board reconvened in open session at 6:38 PM.

Director Falk moved to uphold the recommendation of the Independent Hearing Officer. The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Phillips, Voss, and President Sain — 4.
Noes — Director Woodward — 1.

The Board adjourned at 6:39 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 21, 2017**

Special meeting of the Board of School Directors called to order by President Sain at 5:36 PM.

Present — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Absent and Excused — Directors Bonds and Miller — 2

The Board Clerk read the following call of the meeting:

December 14, 2017

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held at 5:30 PM on Thursday, December 21, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel regarding litigation in which the Board is or is likely to become involved.

Pursuant to Wisconsin Statutes, Section 19.85(1)(g), the Board may retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take any action on matters discussed in executive session; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, PH.D.
Board Clerk

Director Báez moved to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(g). The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7
Noes — 0.

The Board retired to Executive Session at 5:41 PM.

The Board adjourned from Executive Session at 6:50 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN DECEMBER 21, 2017

Regular meeting of the Board of School Directors called to order by President Sain at 7:00 PM.

Present — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Absent and Excused — Directors Bonds and Miller — 2.

President Sain requested a moment of silence to commemorate the passing of five members of our MPS family.

- Cierra Lawson, a ninth-grade student at Bay View High School, who passed away on December 15, 2017;
- Dojaon Webster, a ninth-grade student at Washington High School, who passed away on December 14, 2017;
- Kou Yang , a teacher at River Trail, who passed away on November 18, 2017;
- Katherine Fabian, a teacher from Jeremiah Curtain, who passed away on November 29, 2017; and
- Tom Konowalski, a teacher from Milwaukee Tech, who passed away on December 2, 2017.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Lucinda J. Gordon (Posthumous)

Background

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to posthumously present the “Excellence in Education Award” to:

Lucinda J. Gordon

Lucinda Jackson Jacobs Gordon, a native of Chester, Pennsylvania, came to Milwaukee as a field-placement student assigned to the Milwaukee County Bureau of Child Welfare in 1942. Mrs. Gordon was completing the last requirement needed to earn a Masters of Social Work from Smith College in Northampton, Massachusetts. Mrs. Gordon’s undergraduate degree had been in education; however, upon graduation from Chester State Teachers College, she was unable to obtain a teaching position with the Chester, PA, public school system because of her color. Undaunted by this discrimination based on her race, Mrs. Gordon proceeded to seek another opportunity that would make her even more marketable.

Mrs. Gordon was diminutive in physical stature, but enormous in terms of her interests, vision, intellect, abilities, and energy. A dynamic personality, she possessed the ability to marshal the necessary resources to implement her vision of a school for teenage parents. Prior to the establishment of the Lady Pitts School for Teenage Parents in the late 1960s, girls were expelled from school because of pregnancy, leaving them without high-school diplomas and the necessary skills to parent a new life and to care for themselves. It was obvious to Mrs. Gordon that the policy and practice of prohibiting school-age parents from pursuing a public school education had a disastrous impact upon the community. The consequences of this policy was that the city, state, region, and nation were being denied potential leaders and, thus, contributions for the larger good.

Mrs. Gordon's tenacity and unrelenting drive resulted in the establishment of the Lady Pitts School for Teenage Parents. Students had access to health, counseling, and other services, in addition to a quality education. Mrs. Gordon served as the Lady Pitts School's first principal for a number of years. In this role, she touched many, many lives, not just those of the students, but of the staff as well as families. At her memorial service, one of the speakers, a retired MPS principal, made a moving tribute to Mrs. Gordon as her life-long mentor. That person was Janie Hatton, a former teacher at Lady Pitts School and a recipient of the National Secondary Principal of the Year Award.

Before establishing Lady Pitts, Mrs. Gordon worked for the Bureau of Child Welfare and other organizations such as the Milwaukee Urban League, as the Director of Community Services. She also held several leadership roles with the NAACP. In addition to supporting education with her time, talent, and financial resources, Mrs. Gordon was active in supporting all of the arts, specifically, the Milwaukee Art Museum by helping to form the African American Art Alliance.

Mrs. Gordon's activism related to education and the performing arts and music continued until she was well into her nineties. She began to slow down around the age of 97 or 98. She has left a legacy: many of the students who attended Lady Pitts went on to earn degrees from area colleges and universities. We are grateful for Mrs. Lucinda Gordon's vision for a school for teenage parents. Today, pregnancy is no longer a barrier to public education or other opportunities to pursue a dream.

The Milwaukee Board of School Directors recognizes and honors Lucinda J. Gordon posthumously for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of November 2017 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

The Superintendent's report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the District's goals of academic achievement, student, family and community engagement, and effective and efficient operations. Activities from late November through mid-December are included in the following report.

MPS Equity, Education & Empowerment Speaker Series

I gave remarks to welcome Dr. Decoteau Irby, keynote speaker at our MPS Equity, Education & Empowerment Speaker Series event at South Division. His presentation was titled "A Eulogy for 'Back in the Day': Meeting Young People Where They Are." There was much enthusiasm at the launch event for the speaker series, and people are already looking forward to the next speaker! More information will be forthcoming in the near future.

Plan for Progress

I addressed school leaders at the Principal's Leadership Institute (PLI) with a Plan for Progress on One Calendar alignment, program/placement alignment, transportation supports, showcasing student success, budget carousels, long-range considerations and next steps. This information was also shared with parent coordinators at their monthly meeting.

Aspen Institute

I traveled to Baltimore for the Aspen Urban Superintendents' Retreat. This was an excellent networking and development opportunity for superintendents, with many great take-a-ways for our district. Several districts want to visit Milwaukee to learn about our BLMA department and the work that we're doing with our young men, as well as to learn about our FAFSA and college/career strategies. We've also been invited to learn from other districts about their Pathway schools, strategies for suspension reduction, attendance, and more.

Meetings from late November through mid-December

(1) I continue to meet with Vincent Lyles, CEO of the Boys & Girls Clubs of Greater Milwaukee to discuss our Community Learning Center partnership.

(2) I met with Dr. Vicki Martin and Julia Taylor to discuss the Bradley Tech Strategic Plan.

(3) I attended a meeting at Northwestern Mutual with the Goal 2 Executive Committee members comprising Bill Berezowitz, Mayor Tom Barrett, John Schlifske, Jami Racette, Rachel Lander, Audrey Borland, and Jan Haven to discuss the Reading Foundations Collateral and project on early literacy.

(4) I co-hosted the Morning with Meralis citywide celebration event honoring City Year of Milwaukee's new Executive Director and Vice President, Meralis Hood.

(5) My staff and I met with UW-Madison's Senior Associate, Dean Carolyn Kelly, and the University's Spaces Project Director, Annalee Good, regarding their proposal to MPS for the Online Academy for Advanced Learners.

(6) I attended the United Way's board meeting and gave an update on our volunteer-engagement efforts, which have increased by 39% over this same time period last year. The number of community groups and workplaces has increased 28% over this same time period. As of the end of November, 21,261 hours have been contributed to our Season of Caring efforts (92% of goal)!

(7) I attended the American Heart Association's 2017 Volunteer Vision & Recognition Event, where MPS was honored for its efforts with this year's Heart Walk!

(8) Dr. Juan Báez and I had an introductory meeting with Jorge Franco, Chairman, President, and CEO of the Hispanic Chamber of Commerce of Wisconsin, to establish a relationship and discuss potential collaboration opportunities with our Black and Latino Male Achievement (BLMA) department.

(9) I participated in a Milwaukee Succeeds partnership meeting as a panelist with Dr. Bill Hughes, Vincent Lyles, and Dr. Vicki Martin. The purposes of the meeting were to present the StriveTogether 2018-2023 Strategic Plan, to share national opportunities to grow capacities that will strengthen our work locally, and to provide an understanding of the importance of equity and eliminating disparities as key to successful outcomes for all kids. There were many great take-aways from this meeting.

(10) I met with Principal Arrington, Dr. Cotton, and BLMA staff on the African American Institute curriculum, followed by my standing meeting with the MTEA and a call with DPI regarding having licensed special education teachers.

(11) I attended and gave remarks at the MPS Foundation's Annual Business Meeting.

(12) I spoke to the Senior Men's Club at the Milwaukee Jewish Community Center about MPS. I received such a warm welcome, and it was an amazing opportunity to dialogue with them around important issues in education, including teacher recruitment, mentoring, and internship/apprenticeship opportunities for the district.

(13) Our Fall Public Education Leadership Institute (PELP) Triad meeting was held in conjunction with the Guilford County and Nashville districts. We each discussed one of our problems of practice and theory of action related to the components of our strategy and walked through the process of implementing the strategy.

Events/Programs/Announcements

Students Get Free Books to Build Home Libraries

More than 5,000 MPS students received free books to help build their own home libraries and to develop their reading skills through the My Very Own Library (MVOL) literacy initiative. The program was founded by New Jersey school volunteer Anne Feeley, who was dedicated to putting books into the hands of children in need. This is the third year of the initiative in the city of Milwaukee.

A special event for the MVOL program was held at Longfellow Elementary. During a student assembly, students heard from the Love of Reading panel, which included students and Scholastic author Allan Woodrow. Children were able to hear how reading has impacted upon the lives of the students and author on the panel and also had the chance to ask questions about their favorite books. Authors Varian Johnson and Tommy Greenwald also visited schools along with book distributions.

Milwaukee is one of only seven communities selected to take part in the MVOL program, which is supported by the United Way of Greater Milwaukee & Waukesha County; the family and friends of the late MVOL founder Anne Feeley; Milwaukee Public Schools; and Scholastic Book Fairs. Inaugural partners United Way of Greater Milwaukee & Waukesha County and Milwaukee Public Schools continue to support MVOL at MPS schools. A contribution from the Zilber Foundation allowed the program to add additional schools.

During the last school year, the My Very Own Library program distributed 34,200 books to MPS students. This year, 14 schools will receive books: Auer Avenue School, Brown Street Academy, Doerfler School, Hopkins Lloyd Community School, Jackson Early Childhood and Elementary School, Kagel School, Kluge School, Lancaster School, Longfellow School, Milwaukee College Prep Lloyd, Milwaukee College Prep North, James Whitcomb Riley School, Townsend Street School, and Clement J. Zablocki School.

MPS Donates and Packs Lunches for Homeless Shelter

Several dozen students and employees from MPS Central Services banded together to pack lunches for residents at the Guest House of Milwaukee. All of the bread, lunchmeat, cheese, fruit, and other items were purchased through cash donations from MPS employees, which totaled nearly \$600. Sandwiches were crafted by students in the Community Assessment Training Program, who are learning career skills that will help them directly transition to the workforce after graduation. Employees assisted with packing and wrote friendly notes to the residents who receive the lunches.

The Guest House of Milwaukee, Milwaukee's largest publicly-funded homeless shelter, is located at 1216 N. 13th Street. It provides permanent housing, mental-health and substance-abuse treatment, and prevention services. Founded in 1982, the Guest House has been a leader in providing solutions to Milwaukee's homeless citizens for more than 30 years.

Awards/Recognition

Dr. Martin Luther King, Jr., Contest Winners

This year's MLK contests have produced amazing entries from more students than we have seen in many years. Selecting winners was extremely difficult this year due to the increase in the quantity and quality of submissions for the art, speech and writing competitions. We are happy to recognize the following students for their outstanding work around this year's theme, Take a Stand for Truth and Justice.

Speech Contest

This year's speeches were highlighted by many personal stories of taking a stand and a call to action to improve our community. The students who qualified participated in the second round competition at We Energies on Saturday, December 2. The finalists will move on to the MLK Day celebration on January 14, 2018, at the Marcus Center.

| <u>Grades</u> | <u>Name</u> | <u>School</u> |
|---------------|--------------------|---------------------------------------|
| K-2 | Inezmari Chico | Curtin Leadership Academy |
| K-2 | Josiah Franklin | Elm Creative Arts School |
| K-2 | Zadayne Miller | Milwaukee Parkside School of the Arts |
| K-2 | Kamari Nash-Miles | Holmes School |
| K-2 | Christian Wilder | Atonement Lutheran School |
| 3-4 | Amir Johnkin | Elm Creative Arts School |
| 3-4 | Benji Johnston | Eastbrook Academy |
| 3-4 | Salma Lewis | Golda Meir Lower Campus |
| 3-4 | Joyonna Petty | Lowell International School |
| 3-4 | Nyla Ryles | Emerson Elementary School |
| 5-6 | Alejandra Anderson | Curtin Leadership Academy |
| 5-6 | Kaylie Deluna | Victory Elementary School |
| 5-6 | Brandon Gorton | Cooper Elementary School |

| <u>Grades</u> | <u>Name</u> | <u>School</u> |
|---------------|--------------------|--|
| 5-6 | Katelen Pickens | Emerson Elementary School |
| 5-6 | Chloe Reader | Alcott Elementary School |
| 7-8 | Amillia Bell | Golda Meir Lower Campus |
| 7-8 | Terynn Erby-Walker | Golda Meir Upper Campus |
| 7-8 | Demi Figueroa | Curtin Leadership Academy |
| 7-8 | Angela Gorton | Cooper Elementary School |
| 7-8 | Jona'e Smith | Milwaukee Environmental Science |
| 9-10 | Ameen Atta | Salam High School |
| 9-10 | Cheyene Lee | Hmong American Peace Academy |
| 9-10 | Akili Pleas-Carnie | Rufus King IB High School |
| 9-10 | Marvell Reed | Obama School of Career & Technical Ed. |
| 9-10 | Iman Snobar | Reagan IB High School |
| 11-12 | Ahmad Blake | Obama School of Career & Technical Ed. |
| 11-12 | Perrion Bohannon | Vincent High School |
| 11-12 | Ariana Cawthorn | Eastbrook Academy |
| 11-12 | Roy Christensen | Golda Meir Upper Campus |
| 11-12 | Daniel Montalvo | Reagan IB High School |
| 11-12 | Biluge Ntabala | Milwaukee High School of the Arts |

Art Contest

More than 170 students from 30 schools participated in the Dr. Martin Luther King, Jr., Art Contest. The following students and their artwork will be honored at the January 14, 2018, celebration.

| <u>1st Place</u> | <u>2nd Place</u> | <u>3rd Place</u> |
|--|--|--|
| | <u>Grades 9-12</u> | |
| Ayah Amer 10 th Grade Salaam | Kylie Bowen 9 th Grade Milw School of Languages | Grace Newton 12 th Grade Reagan HS |
| | <u>Grades 6-8</u> | |
| Ruttana Chanhdara 8 th Grade Milw School of Languages | Yoana Perez Morales 8 th Grade Lincoln Center of the Arts | April Barillas 7 th Grade Golda Meir |
| | <u>Grades 3-5</u> | |
| Salina Tagliavia 5 th Grade Alcott | Leah Serdynski 4 th Grade Spanish Immersion | Analia Roman 4 th Grade Spanish Immersion |
| | <u>Grades K-2</u> | |
| Joshua Rivera Mercado 2 nd Grade Vieau | Briana Davis 1 st Grade Burbank | Eduardo Villegas Sanchez 2 nd Grade Vieau |
| | <u>Grades 6-8</u> | |
| Ruttana Chanhdara 8 th Grade Milw School of Languages | Yoana Perez Morales 8 th Grade Lincoln Center of the Arts | April Barillas 7 th Grade Golda Meir |
| | <u>Grades 3-5</u> | |
| Salina Tagliavia 5 th Grade Alcott | Leah Serdynski 4 th Grade Spanish Immersion | Analia Roman 4 th Grade Spanish Immersion |
| | <u>Grades K-2</u> | |
| Joshua Rivera Mercado 2 nd Grade Vieau | Briana Davis 1 st Grade Burbank | Eduardo Villegas Sanchez 2 nd Grade Vieau |

Writing Contest

Below are the winners of the 35th annual Dr. Martin Luther King, Jr., Essay contest.

Grades K-1 Group Project Winner
Burbank, Grade 1 — Christine Sylvester

| <u>Place</u> | <u>Name</u> | <u>Grade</u> | <u>School</u> |
|---------------------|--------------------------|--------------|-----------------------------------|
| <u>Grades 2-3</u> | | | |
| 1 st | Miriam Webb | 3 | Golda Meir |
| 2 nd | Nikyonna McDaniels | 3 | Emerson |
| 3 rd | Sophia Wood | 3 | Trowbridge |
| <u>Grades 4-5</u> | | | |
| 1 st | Nicolas Holtzman | 4 | Milwaukee German Immersion |
| 2 nd | Nancy Thao | 4 | Bruce Elementary |
| 3 rd | Lalaya Clay | 5 | Elm Creative Arts |
| <u>Grade 6</u> | | | |
| 1 st | Tatiana Dockery | 6 | Keefe |
| 2 nd | Golden Brown | 6 | Golda Meir |
| 3 rd | Nakiyah Gooden-Alexander | 6 | Keefe |
| <u>Grades 7-8</u> | | | |
| 1 st | Faith Abdirahmn | 7 | Salaam |
| 2 nd | Daisy Kiekhofer | 8 | Golda Meir |
| 3 rd | Vaughn Smith | 8 | Golda Meir |
| <u>Grades 9-10</u> | | | |
| 1 st | Christian Delfose | 9 | Rufus King HS |
| 2 nd | Christian Kind | 10 | Milwaukee High School of the Arts |
| 3 rd | Eleajah Thompson | 10 | Milwaukee High School of the Arts |
| <u>Grades 11-12</u> | | | |
| 1 st | Amani Omari | 12 | Salaam |
| 2 nd | Lauren O’Hear | 11 | Ronald Reagan HS |
| 3 rd | Tien Vo | 12 | Ronald Reagan HS |

15th Annual MPS Drumline Competition

The 15th Annual MPS Drumline Competition was held at Milwaukee High School of the Arts this month. Eleven MPS teams competed in this year’s event. This is just one example of the many talents that our students possess. As a district, we continue to strive to provide more opportunities for students to excel both in and out of the classroom.

High School Division Winners

- 1st Place.....Rufus King High School Varsity Drumline
- 2nd Place.....Riverside University High School Drumline
- 3rd PlaceMilwaukee High School of the Arts Drum line

Middle School Division Winners

- 1st Place.....Golda Meir School
- 2nd Place.....Parkside School of the Arts
- 3rd PlaceHumboldt Park School

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(Item 2) Report with Possible Action on Student Enrollment Update from Disaster Areas, Puerto Rico

Background

In September 2017, the Board directed the Administration to perform an assessment of, and communicate plans to support, the enrollment of students from Puerto Rico and other areas experiencing natural disasters. The Department of Student Services worked together with the Office of Bilingual/Multicultural Education-LAU Compliance and the Office of College and Career Readiness to enroll students from Puerto Rico after Hurricane Maria. Many of the families that arrived from Puerto Rico

after Hurricane Maria qualified as homeless under the definition of homeless provided by the McKinney-Vento Act. Due to the hardship situation suffered from Hurricane Maria, the families had lost their housing and are now living doubled-up with friends or family members in the Milwaukee area. Through the McKinney-Vento Act, the families qualify for the Homeless Education Program, making the children eligible for immediate enrollment without any paperwork. The staff from the LAU Compliance Office met with the families to provide them with the appropriate educational program. The students were placed either in our English as a Second Language (ESL) or in the bilingual education program.

The families who qualified as homeless received backpacks, school supplies, and donated items, such as hats and scarves from the Homeless Education Program. The names of the students were sent to the school social worker for follow-up and to provide them with services as needed, such as additional school supplies, waivers of school fees, uniforms, referrals to community resources, and transportation as the families move to new locations.

Families were also referred to visit the following community agencies for services:

- Lady of Charities, Urban Threads, and St. Vincent De Paul for clothing and furniture;
- United Migrant Organization Services (UMOS) for housing, food stamps, health services, and employment; and
- Various food pantries.

A total of 270 students were enrolled from Puerto Rico into the Milwaukee Public Schools after Hurricane Maria. There were 227 students enrolled through the LAU Compliance Office, and there were 43 students enrolled directly through the schools. The attached list indicates where children were assigned:

Elementary Schools.....ALBA, Allen-Field, Doerfler, Forest Home Avenue, La Escuela Fratney, Greenfield, Hayes, Kagel, Lincoln Avenue, Longfellow, Milwaukee Spanish Immersion, Mitchell, Pierce, Riley, Rogers, Vieau

Middle Schools.....Audubon, Lincoln Center of the Arts, Wedgewood

High SchoolsPulaski, Riverside, South

Once a student has been enrolled into a high school through the Department of Student Services or the LAU Compliance Office, the student’s transcript is evaluated at the school by the school counselor. The student is scheduled into the appropriate classes based on the transcript and the district’s graduation requirements. Any transcripts in a language other than English or that are from outside the United States are translated and evaluated by a contracted service at no cost to the families. Students that do not have transcripts usually have some other forms of documentation, such as report cards, from which the school counselor can appropriately schedule the student.

In the event a student would not have any documentation, the school counselor will talk with the student and family to best schedule them into the appropriate classes until some documentation can be secured. In the event that no documentation is secured, a student may take a competency exam for each of the courses required for graduation and receive credit for that course with a passing grade on the exam. Students that are unable to secure any documentation, are 17.5 years of age or older, and may not be able to meet the graduation requirements through traditional course work or the competency exams may be enrolled into the GEDO #2 program and may still earn regular MPS diplomas upon successful completion of the program. Per Wisconsin Statutes, §118.33, and Administrative Policy 7.37, both grade-level and graduation status are based on credit attainment.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

No Fiscal Impact.

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(Item 3) Action on the FY18 Protocols and Calendar for Completing the Evaluation Process for the Superintendent of Schools and Related Documents

Background

In accordance with the terms and conditions of the Superintendent's employment agreement with the Milwaukee Board of School Directors, the Superintendent of Schools is submitting the following documents for approval to be used during the FY18 evaluation process:

1. Protocols and Calendar
2. Master Action Rubric
3. Evaluation Rating Form

These documents were developed collaboratively at board retreats facilitated by the Panasonic Foundation. Subsequent follow-up and subcommittees' work to carry out suggested adjustments to the documents as discussed at the board retreats included representation of the Board, of the Office of the Superintendent/ Administration, of the Office of Board Governance, and of the Office of Accountability and Efficiency. These documents are in alignment with the district goals as well as the operational plan (8 Big Ideas).

As requested during the board retreats, and as was implemented as part of last year's evaluation process, an electronic version of the Evaluation Rating Form will again be developed through Qualtrics.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

No fiscal impact. Costs associated with developing an electronic version of the Evaluation Rating Form as requested by the Board will be minimal and absorbed within existing budgets.

Implementation and Assessment Plan

Upon approval by the Board, the updated FY18 protocols and calendar for completing the evaluation process and updated master action rubric and evaluation rating form will become part of the Superintendent's annual evaluation process.

Recommendation

That the Board determine how it wishes to proceed with this item.

Director Sain moved to approve the item, with the exception of the calendar and protocols. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7
Noes — 0.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/DIRECTOR, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

The Board's Legislative Policy Specialist presented the monthly update on legislative activities affecting MPS.

With the year coming to a close, a brief review of the status of education-related legislation was provided, along with an update on the first meeting of state's blue-ribbon commission on public education. An update on the 2017 property tax levy was also provided.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Current Project Updates

School Resource Officer (SRO) Evaluation

1. Background

At its meeting on July 27, 2017, the Board directed the Office of Accountability and Efficiency (OAE) to engage an external evaluator to conduct an evaluation of the School Resource Officer (SRO) Program. The Board also directed that a preliminary report be brought back to the Board in December and a final report in May 2018.

2. Update and Preliminary Report

The OAE has been working jointly with the Administration and the Milwaukee Police Department to engage an external evaluator. A request for proposal (RFP) was drafted and released using the District's standard evaluator-selection process used by the Office of Innovation and Information, Department of Research and Evaluation. The District received two responses, and a selection was made to begin the work of accomplishing the following goals:

- Interviews and/or focus groups with the program's participants and stakeholders;
- Literature review;
- Gap analysis between current and best practice;
- Gap analysis between required systems to support best practices and current systems;
- Opportunity/risk/threat analysis of best practices in local SRO environment;
- Return on investment and/or projected benefits of implementing best practices detailed;
- Recommendations in the form of a plan to implement best practices in considering benefits and effort; and
- Final evaluation report and presentation.

Pursuant to Administrative Policy 2.15, Research and Survey Proposals, and Administrative Policy 6.31, Professional Research Activities — Certificated Staff, the OAE and the selected evaluator are engaging the staff of the Department of Research and Assessment in their formal review process. This process will ensure adequate design, the protection of human and student rights, and logistical considerations to ensure minimum disruption of district, school, and classroom operations.

This review by the research staff will take place on January 19, 2018, per their regular review schedule, and the work of the evaluation will begin shortly thereafter.

Five-year Forecast

Update

The OAE continues to work with the Office of Finance’s Department of Financial Planning and Budget Services to update the district’s Five-year Forecast. The team is working to update enrollment projections, to review anticipated increases in healthcare costs, and to analyze compensation increases for district employees. The team is also reviewing updated information from the Department of Public Instruction regarding revenue adjustments to better forecast the district’s long-term sustainability. The forecast will be brought forward jointly through the Committee on Strategic Planning and Budget in January 2018.

Facilities Smartsheet Automated Report System

Update

The OAE worked with the Department of Facilities and Maintenance to create and implement an automated report-delivery system for administrators who conduct on-site building-conditions assessments. Administrators fill out the form via Smartsheet while visiting school facilities and rate issues such as cleanliness, curb appeal, lavatories, etc., as well as any potential issues at the facility. The OAE developed a program that would automatically generate any findings in a submitted form and alert the supervisor so action could be taken. This code was developed at no additional cost, as it uses current in-house technology and creates a framework for future automation projects.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

* * * * *

REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented five expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Báez moved to accept the reports of the Independent Hearing Officers of November 30, 2017, and December 5, 7, and 15, 2017. The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Noes — 0.

* * * * *

REPORTS OF STANDING COMMITTEES

No items from the reports of the standing committees were set aside for separate consideration.

On the motion of Director Voss, the Committee Reports were approved, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Noes — 0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report

Classified Personnel Transactions

| Ethnic Code | Name | Position and Salary | Date |
|----------------|-------------------------|--|------------|
| | | New Hires | |
| 5 | Benjamin Baptist | Boiler Attendant Trainee \$32,863.74 | 10/23/2017 |
| 4 | Leonel Nava Hernandez | Boiler Attendant Trainee \$32,863.74 | 10/23/2017 |
| 2 | Tiawana Alexander | Children's Health Assistant \$17,166.44 | 10/30/2017 |
| 2 | LaShawndra Cooper | Children's Health Assistant \$17,168.76 | 11/14/2017 |
| 2 | Nijah Junior | Children's Health Assistant \$17,168.76 | 11/21/2017 |
| 2 | Rhonda Robinson | Children's Health Assistant \$17,168.76 | 11/21/2017 |
| 4 | Yesenia Torres Aguilar | Children's Health Assistant \$17,166.44 | 10/16/2017 |
| 2 | Shequitta Clark | Food Service Assistant \$11.14 per hour | 11/08/2017 |
| 4 | Juan Cruz Rodriguez | Food Service Assistant \$11.14 per hour | 11/08/2017 |
| 2 | Krystal Jasper | Food Service Assistant \$11.14 per hour | 11/08/2017 |
| 2 | Shina King | Food Service Assistant \$11.14 per hour | 11/08/2017 |
| 2 | Lashawn Pitts | Food Service Assistant \$11.14 per hour | 11/08/2017 |
| 2 | Shala Sisk | Food Service Assistant \$11.14 per hour | 11/08/2017 |
| 2 | Andrea Strong | Food Service Assistant \$11.14 per hour | 11/08/2017 |
| 2 | Kanique Williams | Food Service Assistant \$11.14 per hour | 11/08/2017 |
| 2 | Lynise Thompson | Human Resources Assistant \$32,722.00 | 11/20/2017 |
| 4 | Maricela Aguilar Monroy | Para Ed Assistant \$18,243.72 | 10/27/2017 |
| 5 | Richard Dehnel | Para Ed Assistant \$18,243.72 | 11/20/2017 |
| 2 | Alfreda Ellis | Para Ed Assistant \$18,243.72 | 11/15/2017 |
| 2 | Brittany Gee | Para Ed Assistant \$18,243.72 | 11/15/2017 |
| 2 | Gregory George IV | Para Ed Assistant \$18,243.72 | 11/13/2017 |

| Ethnic Code | Name | Position and Salary | Date |
|-------------|--------------------|---|------------|
| 2 | Claire Goyette | Para Ed Assistant \$18,243.72 | 11/13/2017 |
| 2 | Kyara Harris | Para Ed Assistant \$19,433.04 | 11/07/2017 |
| 4 | Jonathan Martinez | Para Ed Assistant \$18,243.72 | 10/30/2017 |
| 2 | Shaprice Moore | Para Ed Assistant \$18,243.72 | 10/31/2017 |
| 2 | Sheila Morgan | Para Ed Assistant \$18,243.72 | 10/26/2017 |
| 5 | Meghan Newton | Para Ed Assistant \$18,243.72 | 10/30/2017 |
| 2 | Anthony Nwakaku | Para Ed Assistant \$18,243.72 | 11/15/2017 |
| 4 | Isamil Reyes | Para Ed Assistant \$19,074.00 | 10/26/2017 |
| 2 | Gigi Shuttlesworth | Para Ed Assistant \$18,243.72 | 11/20/2017 |
| 2 | Annic Sowers | Para Ed Assistant \$18,243.72 | 11/20/2017 |
| 4 | Morena Washington | Para Ed Assistant \$18,243.72 | 10/23/2017 |
| 2 | Larry Williams II | Para Ed Assistant \$18,243.72 | 10/23/2017 |
| 2 | D'Angelo Boston | School Safety Assistant \$22,729.00 | 10/30/2017 |
| 2 | Walter Gilmore | School Safety Assistant \$22,729.00 | 10/30/2017 |
| 2 | Roena Johnson | School Safety Assistant \$22,729.00 | 10/30/2017 |
| Promotions | | | |
| 2 | Derrick Bey | Boiler Attendant Trainee \$34,206.90 | 11/07/2017 |
| 2 | Annga Brown | Boiler Attendant Trainee \$32,863.74 | 10/23/2017 |
| 2 | Carlos Eiland | Boiler Attendant Trainee \$34,206.90 | 11/20/2017 |
| 2 | Anthony Ensley | Boiler Attendant Trainee \$32,863.74 | 10/23/2017 |
| 2 | Jacqueline Fayne | Boiler Attendant Trainee \$34,206.90 | 10/23/2017 |
| 2 | Marvin Jenkins | Boiler Attendant Trainee \$34,206.90 | 11/06/2017 |
| 2 | Isaac McGinty | Boiler Attendant Trainee \$32,863.74 | 10/23/2017 |
| 5 | Harold Pick | Boiler Attendant Trainee \$32,863.74 | 10/23/2017 |
| 5 | Cory Polakowski | Boiler Attendant Trainee \$32,863.74 | 10/23/2017 |
| 2 | Trina Richardson | Boiler Attendant Trainee \$34,206.90 | 10/23/2017 |
| 2 | Arnell Spruell | Boiler Attendant Trainee \$32,863.74 | 10/23/2017 |
| 2 | Taiwan Anderson | Boiler Attendant \$37,627.46 | 11/20/2017 |
| 5 | James Annunziato | Para Ed Assistant \$20,072.58 | 10/30/2017 |
| 2 | Justine Hall | Para Ed Assistant \$20,075.58 | 11/20/2017 |

| Ethnic Code | Name | Position and Salary | Date |
|-------------|------------------|--|------------|
| 2 | Patricia Alaka | School Secretary I — 10-month \$31,217.00 | 11/01/2017 |
| 2 | Michael Henry | School Engineer I \$41,535.00 | 11/20/2017 |
| 5 | Mitchell Lask | School Engineer I \$41,535.00 | 11/20/2017 |
| 2 | Moses Lewis | School Engineer I \$41,535.00 | 11/20/2017 |
| 2 | Derrick McCall | School Engineer I \$41,535.00 | 11/20/2017 |
| 5 | Patrick Brennan | School Engineer II \$45,294.60 | 11/06/2017 |
| 2 | Rickey Gray | School Engineer II \$45,294.60 | 11/06/2017 |
| 5 | Daniel Hill | School Engineer II \$45,294.60 | 11/06/2017 |
| 2 | Aimee Jones | School Engineer II \$45,294.60 | 11/06/2017 |
| 2 | Timothy Stovall | School Engineer II \$47,620.30 | 11/06/2017 |
| 2 | Dia Haney | School Engineer III \$49,142.08 | 11/06/2017 |
| 5 | Scott Sullivan | School Engineer III \$49,142.08 | 11/20/2017 |
| 2 | Willie Lipson | School Engineer III — 250,000 Ft \$51,225.46 Rehires | 11/07/2017 |
| 2 | Tamitha Barker | Food Service Assistant \$11.52 per hour | 11/06/2017 |
| 2 | Sharita Thomas | Food Service Assistant \$11.14 per hour | 11/08/2017 |
| 2 | Brandi Byrd | Para Ed Assistant \$18,243.72 | 11/01/2017 |
| 2 | Simone Coleman | Para Ed Assistant \$18,243.72 | 10/30/2017 |
| 2 | Tashiana Webb | Para Ed Assistant \$18,243.72 | 11/06/2017 |
| 2 | Ranetta Williams | Para Ed Assistant \$18,243.72 | 11/15/2017 |
| 2 | Cherica Morrise | School Safety Assistant \$23,276.17 | 10/30/2017 |
| 5 | Jodi Ellis | School Secretary I — 12-month \$37,639.00 | 10/30/2017 |

Codes

- (1) Native American
- (2) African American
- (3) Asian/Oriental/Pacific Islander
- (4) Hispanic
- (5) White
- (6) Other
- (7) Two or More Ethnic Codes

Action on Certificated Appointments**Teachers**

| Codes | Name and Appointment | Division | Salary | Effective Date |
|-------|--|----------|-------------|----------------|
| 4,r | Costilla, Robert Gen Elem & K8 — All Grades | B | \$42,459.00 | 11/13/2017 |
| 5,r | Jones, Elliot Gen Elem & K8 — All Grades | B | \$41,311.00 | 11/6/2017 |
| 6,r | O'Neill, Kenya Math | B | \$41,311.00 | 11/13/2017 |
| 5,r | Oteman, Quinn Multicategorical Comp Sen | B | \$41,311.00 | 11/6/2017 |
| 5,nr | Panetta, Julie SAGE | B | \$45,322.00 | 10/16/2017 |
| 2,r | Terry, Artist Gen Elem & K8 — All Grades | B | \$41,311.00 | 11/15/2017 |

Teachers — IB Calendar

| Codes | Name and Appointment | Division | Salary | Effective Date |
|-------|---|----------|-------------|----------------|
| 5,r | Leisten, Margaret IDEA Central Service | B | \$48,324.00 | 11/13/2017 |
| 4,r | Torres, Guadalupe Bilingual | B | \$51,673.34 | 10/16/2017 |

Occupational Therapist

| Codes | Name and Appointment | Division | Salary | Effective Date |
|-------|---|----------|-------------|----------------|
| 5,nr | Pust, Melissa Occupational Therapist | E | \$45,377.00 | 11/1/2017 |

Permit Teachers

| Codes | Name and Appointment | Division | Salary | Effective Date |
|-------|---|----------|-------------|----------------|
| 5,r | Lengal, Laurine Gen Elem & K8 — All Grades | B | \$44,311.00 | 10/16/2017 |
| 4,r | Reyes, Alberto Gen Elem & K8 — All Grades | B | \$41,311.00 | 10/16/2017 |
| 4,nr | Robles, Nora Bilingual Education | B | \$41,311.00 | 10/30/2017 |
| 4,r | Roman, Angel Special Ed Multicategorical | B | \$41,311.00 | 10/23/2017 |
| 2,r | Teran, Ishshah AMP Art | B | \$41,311.00 | 11/1/2017 |
| 2,r | Thierry, Athena NA | B | \$41,311.00 | 11/2/2017 |
| 5,r | Woehler, Lauren AMP Art | B | \$41,311.00 | 10/16/2017 |

Permit Teachers — IB Calendar

| Codes | Name and Appointment | Division | Salary | Effective Date |
|-------|---|----------|-------------|----------------|
| 2,r | Jordan, Lawrence Special Ed Multicategorical | B | \$41,311.00 | 10/17/2017 |
| 5,nr | O'Connor, Natalie Science | B | \$41,311.00 | 10/30/2017 |
| 4,r | Rosales, Jose Foreign Language | B | \$41,311.00 | 11/6/2017 |

Codes and Counts

| | | |
|------|---------------------------------------|----|
| (nr) | Non-Residents | |
| (r) | Residents | |
| (1) | Native American | 0 |
| (2) | African American..... | 4 |
| (3) | Asian/Oriental/Pacific Islander | 0 |
| (4) | Hispanic | 6 |
| (5) | White..... | 8 |
| (6) | Other | 1 |
| (7) | Two or More Ethnic Codes | 0 |
| | Males..... | 9 |
| | Females | 10 |

Certificated Leaves of Absence

| | <u>Present Assignment</u> | <u>Effective From</u> |
|-------------------------------------|---------------------------|-----------------------|
| <u>Personal Leave, January 2018</u> | | |
| Jenny Sagrillo | Riverside | 01/25/2018 |
| <u>Illness Leave, October 2017</u> | | |
| Kelly Pifer | Audubon | 10/17/2017 |
| Mark C. Anderson | Bradley Tech | 10/26/2017 |
| Traci Fernandez | Bradley Tech | 10/27/2017 |
| LaCari Gant | Carson | 10/30/2017 |
| <u>Illness Leave, November 2017</u> | | |
| Sarah McGinnis | Lincoln Ave. | 11/06/2017 |
| James Metz | Milw. School of Languages | 11/15/2017 |
| Sharlane Brown | Roosevelt | 11/23/2017 |

Report on Certificated Resignations and Retirements

| Reason | Yrs Svc | Ethnic Code | Name | Position | Location | Effective Date |
|---------------------------|---------|-------------|---------------------|----------|----------------|----------------|
| Certificated Resignations | | | | | | |
| Personal | 0.8 | 5 | Gail Behrns | Teacher | Washington HS | 10/20/2017 |
| Personal | 2.4 | 5 | Thomas Bigus | Teacher | Central Svcs | 11/02/2017 |
| Other Work | 10.2 | 6 | Tamekia Brownmikker | Teacher | Metcalfe | 11/03/2017 |
| Personal | 0.2 | 5 | Jessie Buhrow | Teacher | Thurston Woods | 10/24/2017 |
| Personal | 23.9 | 5 | Jerry Cigliana | Teacher | Central Svcs | 11/06/2017 |
| Other Work | 0.9 | 5 | Jon Paul Da Prato | Teacher | JMAC | 11/17/2017 |
| Other Work | 16.2 | 5 | Kristine Gettelman | Coach | Innovation | 11/10/2017 |
| Personal | 0.1 | 5 | Elizabeth Groat | Teacher | Carson | 10/18/2017 |
| Personal | 25.1 | 5 | Susan Janowski | Teacher | Central Svcs | 10/23/2017 |
| Personal | 5.2 | 5 | Kim Krause | Teacher | Green Bay | 11/03/2017 |
| Other Work | 1.9 | 5 | Kathy Kreie | Teacher | Douglas | 11/10/2017 |
| Personal | 14.9 | 5 | Jennifer Krutina | Teacher | Central Svcs | 06/13/2017 |
| Other Work | 5.2 | 2 | Marcelia Nicholson | Teacher | Carver | 11/21/2017 |
| Personal | 2.2 | 5 | Amanda Ray | Teacher | 95th Street | 10/27/2017 |
| Personal | 0.2 | 5 | James Richie | Teacher | Victory | 11/10/2017 |
| Personal | 5.1 | 5 | David Strelnick | Teacher | Marshall | 11/10/2017 |
| Personal | 18.9 | 2 | Craig Tate | Teacher | Rufus King MS | 10/20/2017 |
| Other Work | 0.2 | 2 | Shamaura Ward | Teacher | Douglas | 11/17/2017 |
| Personal | 16.1 | 2 | Ada Whitehurst | Teacher | Central Svcs | 11/11/2017 |
| Personal | 7.1 | 5 | Fawn Wosika | Teacher | Hamilton | 11/03/2017 |
| Classified Retirements | | | | | | |
| Retire | 26.5 | 5 | Vicki Callan | Para | Central Svcs | 11/01/2017 |

Affirmative Action Report

The Affirmative Action monthly transaction report for November 2017 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed above, to be effective upon approval by the Board.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

Your Committee recommends that the Board approve the following individuals be promoted or appointed to the classifications indicated, to be effective upon approval by the Board.

| Code | Name | Position | Salary |
|--------|------------------------|---|-------------------------------------|
| (4)(r) | Maria Gonzalez Edwards | Principal III, HS — Riverside High School Office of the Chief of School Administration | Schedule 03, Range 15A \$123,949 |
| (5)(r) | Bradley Christensen | Principal III, Elementary — Forest Home Office of the Chief of School Administration | Schedule 03, Range 14T \$98,679 |
| (2)(r) | Carlos Hubbard | Assistant Principal, Elementary — Hopkins Office of the Chief of School Administration | Schedule 03, Range 10C \$80,623 |
| (2)(r) | Mulunda Jones | Assistant Principal, Elementary — Lancaster Office of the Chief of School Administration | Schedule 03, Range 10C \$79,957 |
| (5)(r) | Mark Kubicek | Assistant Principal, Elementary — Burdick Office of the Chief of School Administration | Schedule 03, Range 10C \$74,270 |
| (5)(r) | Erika Minzlaff | Assistant Principal, Elementary — Clarke Office of the Chief of School Administration | Schedule 03, Range 10C \$74,270 |
| (3)(r) | Sangita Nayak | Assistant Principal, Elementary — Riley Office of the Chief of School Administration | Schedule 03, Range 10C \$74,270 |
| (5)(r) | Jennifer Klein | Dean of Students — Audubon Middle School Office of the Chief of School Administration | Schedule 03, Range 06C \$72,710 |
| (2)(r) | Althea Speaks | Employment Relations Specialist II Office of the Chief of Human Resources | Schedule 03, Range 09A \$69,055 |
| (2)(r) | Vickie LeFlore | Planning Assistant III College & Career Readiness Office of the Chief of Academics | Schedule 03, Range 02A \$58,169 |
| (2)(r) | Shaneila Agnew | Planning Assistant III College & Career Readiness Office of the Chief of Academics | Schedule 03, Range 02A \$44,000 |

Recommended Re-assignments

Your Committee recommends that the following individuals be re-appointed to the classifications indicated, to be effective upon approval by the Board.

| Code | Name | Position | Salary |
|--------|----------------|---|-----------|
| (2)(r) | Tiffany Fisher | Principal, Middle IB — Roosevelt Middle School Office of the Chief of School Administration | \$112,596 |
| (2)(r) | Ebbie Wells | Principal II, Elementary — Sherman Elementary Office of the Chief of School Administration | \$105,566 |
| (5)(r) | Lisa Rosenberg | Assistant Principal In Charge — Fairview Elementary Office of the Chief of School Administration | \$86,933 |

| Code | Name | Position | Salary |
|--------|------------|--|----------|
| (2)(r) | Robin Swan | Assistant Principal In Charge — River Trail Elementary Office of the Chief of School Administration | \$91,931 |

Recommended LTE Contracts

Your Committee recommends that the Board review and approve the following LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b).

| Code | Name | Position | Salary and Dates |
|---------|----------------------|---|--------------------------------|
| (5)(nr) | Robin Le Duc | Adjunct Instructor Office of the Chief of Human Resources | \$50.00 9/19/17 to 3/19/18 |
| (6)(r) | Ali Hatab | Administrator Coach & Mentor Office of the Chief of School Administration | \$40.00 10/01/17 to 4/01/18 |
| (4)(nr) | Hector Valdez | Nutrition Support Office of the Chief of Operations | \$35.00 11/13/17 to 5/31/18 |
| (2)(r) | Montreal Cain | Makers Space: Multi-Media Office of the Chief of School Administration | \$30.00 10/23/17 to 5/30/18 |
| (5)(nr) | Delphine Gurzynski | Sub Benefit Associate Office of the Chief of Human Resources | \$30.00 11/14/17 to 2/14/18 |
| (2)(nr) | Willie Hill | Independent Hearing Officer Office of the Chief of School Administration | \$30.00 8/17/17 to 2/07/18 |
| (5)(nr) | Robin Le Duc | Adjunct Instructor Office of the Chief of Human Resources | \$30.00 9/19/17 to 3/19/18 |
| (2)(r) | Jacquay Eichelberger | Board Staff Assistant Office of Board Governance | \$27.00 10/17/17 to 4/17/18 |
| (2)(r) | Ayanna Jordan Bost | Smart Spaces Classroom Facilitator Office of the Chief of Academics | \$25.00 9/01/17 to 8/30/18 |
| (2)(r) | Aria Washington | Juvenile Education Treatment Initiative Program Office of the Chief of School Administration | \$25.00 9/11/17 to 3/11/18 |
| (4)(r) | Rachel Ramirez | Project Lead The Way/Artistic/Media Coordinator Office of the Chief of School Administration | \$21.00 8/7/17 to 5/31/18 |

Codes

| | |
|----|---------------------------------|
| nr | Non-Residents |
| r | Residents |
| 1 | Native American |
| 2 | African American |
| 3 | Asian/Oriental/Pacific Islander |
| 4 | Hispanic |
| 5 | White |
| 6 | Other |
| 7 | Two or More Ethnic Codes |

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

B5748, B5749 Authorization to Extend Two Blanket Agreements with American Lithography and Publishing, Inc., for Printing and Mailing of Four Seasonal Recreation Guides

The Administration is requesting authorization to extend two blanket agreements with American Lithography and Publishing, Inc., (“American Litho”) to provide printing and mailing of the Department of Recreation and Community Services’s four seasonal recreation guides.

American Litho was chosen pursuant to RFBs 5748 and 5749. The original blanket agreements provided for two one-year options to extend if certain performance metrics were met. American Litho has met the performance metrics codified in each blanket agreement; therefore, MPS is exercising the first option year for each agreement.

Each extension will run from January 1, 2018, through December 31, 2018. The total cost of printing will not exceed \$163,780 in this extension year. (The cost of printing is dependent on the size of the guide: printing of 72-page guides would cost \$155,620, while printing of 80-page guides would cost \$163,780.) The total cost of mailing is fixed and will not exceed \$18,316.

Budget Code: CSV-0-0-PRC-RC-EADV (Community Recreation — Official Advertising).....\$182,096

American Lithography and Publishing, Inc.

Prime Contractor Information

Certified HUB Vendor?No
Total # of Employees21
Total # of Minorities5
Total # of Women2

HUB Participation

Required..... 0%
Proposed 0%
\$ Value.....\$0

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment (B5748 only).....200
Student Career -awareness Commitment (both B5748 and B5749) 10

Report on Change Orders in Excess of \$25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceeds \$25,000.

Contract: C26327

Smart Interpreting Services, Inc., d/b/a Professional Interpreting Enterprise

This contract was executed in July of 2017 on behalf of the Department of Specialized Services. Contractor provides in-person American Sign Language interpretation, as needed, for deaf MPS students. The need for these services has increased, as this contract is also used by the Office of Human Resources to support interpretation needs for deaf MPS employees. An additional \$29,999 was added to the contract to support these additional needs through the end of the contract term on June 30, 2018.

| | | |
|-------------------------------|----|--------|
| Original Contract Amount..... | \$ | 20,000 |
| Increase..... | \$ | 29,999 |
| Adjusted Contract Amount..... | \$ | 49,999 |

— — —

Contract: C026622

Boys and Girls Club of Greater Milwaukee, Inc.

In July 2017, the Board approved a contract with the Boys & Girls Clubs of Greater of Greater Milwaukee, Inc., to provide a Community Learning Center (CLC) at Dr. George Washington Carver Academy of Mathematics and Science. Funds were added to the contract in the amount of \$31,000 to provide additional programming and services to the students attending this CLC.

| | | |
|-------------------------------|----|----------------|
| Original Contract Amount..... | \$ | 75,000 |
| Increase..... | \$ | 31,000 |
| Adjusted Contract Amount..... | \$ | <u>106,000</u> |

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly report on contracts awarded with a value under \$50,000 and cumulative total report, and the report on monthly grant awards are attached to the minutes of your Committee’s meeting. These are informational reports, and no action is required.

Donations

| Location | Donor | Amount | Gift or Purpose |
|------------------------------|---|------------|----------------------------------|
| <i>Monetary Donations</i> | | | |
| Gwen T. Jackson School | USAgain, LLC. | \$30.04 | General School Supplies |
| Bethune Academy | Lynn Leopold | \$450.00 | Bus Donation |
| Academy of Accelerated Lrng. | Pete Abraham/Badgerland Striders, Inc | \$300.00 | Athletic Program |
| Academy of Accelerated Lrng. | Milwaukee Art Museum | \$572.75 | Donation for 3rd-grade Classroom |
| Burbank School | James F Alioto | \$50.00 | General School Supplies |
| Bay View HS | Class of 1963* | \$1,000.00 | Scholarship Fund |
| Bay View HS | Dale & Barbara Pforr* | \$50.00 | Scholarship Fund |
| Elm Creative Arts School | Anonymous Donor | \$80.00 | Field Trip Cathedral Square |
| Lloyd Barbee Montessori | Oneida Nation | \$650.00 | Seed Grant |
| German Imm. School | YourCause, LLC.* | \$16.00 | Classroom Supplies |
| Meir School | Donors Choose | \$990.00 | Bus Funds |
| Meir School | DISTek Integration, Inc. | \$100.00 | General School Supplies |
| Hamilton HS | UW-Madison Orthopedics and Rehabilitation | \$400.00 | Athletic Program |
| Washington HS of I.T. | Community Financial Services Center | \$205.00 | Support Boys’ Basketball Team |
| Washington HS of I.T. | 414 Wireless, LLC | \$500.00 | Support Boys’ Basketball Team |
| Washington HS of I.T. | Mykal & Betty Riley | \$3,000.00 | Support Boys’ Basketball Team |
| Washington HS of I.T. | Corbitt Trucking, LLC | \$1,000.00 | Support Boys’ Basketball Team |
| King Elem School | Brewers Community Foundation | \$2,700.00 | General School Supplies |
| Lowell School | North Shore Educators Ins. Agency LLC | \$200.00 | IB Luncheons |
| Maryland Avenue School | Sweet Water | \$2,500.00 | Water Stewardship Funding |
| Bradley Trade & Tech | Clutch Corp. | \$200.00 | General School Supplies |
| Bradley Trade & Tech | Clutch Corp. | \$200.00 | General School Supplies |
| Bradley Trade & Tech | Clutch Corp. | \$275.00 | General School Supplies |
| North Division HS | National Medical Fellowships, Inc. | \$1,000.00 | General School Supplies |
| North Division HS | Joseph Gerharz | \$500.00 | Health & Welding Programs |
| Riley School | Nancy E Luedtke | \$200.00 | General School Supplies |
| King HS | Sports-Football Boys | \$150.00 | Support Football Team |
| King HS | Kathleen J. Dreyer | \$3,000.00 | Support Football Team |

| Location | Donor | Amount | Gift or Purpose |
|---------------------------------|--|--------------------|-----------------------------------|
| King HS | Marquette E. Baylor | \$100.00 | Support Football Team |
| King HS | Hudl Fundraising LLC | \$2,779.20 | General School Supplies |
| King HS | Ms. Ann O'Neil | \$100.00 | Music Supplies |
| King HS | Clubs-Friends of Islam | \$50.00 | Club Support |
| King HS | General School-Guidance | \$60.00 | Pizza |
| King HS | Ms. Jennifer Schlegel | \$150.00 | Music Supplies |
| River Trail School | Gift/Donations | \$50.00 | General School Supplies |
| Story School | Stefanovich Insurance Agency | \$201.28 | Mindfulness Program Supplies |
| Trowbridge School | Mark Webster | \$50.00 | Madison Field Trip |
| Trowbridge School | Michael T Jones | \$100.00 | Madison Field Trip |
| Trowbridge School | Charles Henderson | \$100.00 | Madison Field Trip |
| Grant School | PPG Foundation | \$2,000.00 | All Hands Boat Works Project |
| <i>Total Monetary Donations</i> | | <i>\$26,059.27</i> | |
| <i>Non-Monetary Donations</i> | | | |
| Webster School | Aurora Health Care | \$400.00 | Personal Hygiene Products |
| Ninety-fifth Street School | Donors Choose | \$254.00 | Speech Therapy Supplies/Materials |
| Franklin School | Donors Choose | \$600.41 | Math & Reading Materials |
| Burbank School | Martin Luther Lutheran Church | \$100.00 | Shelving Unit |
| Burbank School | Pamela Lockett | \$200.00 | PBIS Incentives & School Supplies |
| Burbank School | Karen Ivory | \$25.00 | Boys' Clothing |
| Burbank School | Shawn Owen | \$25.00 | Boys' Clothing |
| Bruce School | Jo-Ann Stores, LLC/Kids In Need Foundation | \$13,858.26 | School Education Supplies |
| Forest Home Avenue School | Northwestern Mutual | \$1,450.00 | Conference Table With Chairs |
| Forest Home Avenue School | Northwestern Mutual | \$1,625.00 | Milwaukee Wave Tickets |
| French Imm. School | Jean Bianchi | \$400.00 | Nap Mats for K4 Students |
| German Imm. School | Milwaukee Bucks | \$1,000.00 | 50 Bucks' Tickets |
| Meir School | Donors Choose | \$688.35 | Books |
| Goodrich School | Donors Choose | \$230.77 | Personalized Learning Supplies |
| Goodrich School | Donors Choose | \$283.27 | Classroom Materials |
| Goodrich School | Donors Choose | \$246.48 | Supplies for Classroom |
| Goodrich School | Donors Choose | \$299.97 | Headphones for Classroom |
| Goodrich School | Donors Choose | \$425.60 | Classroom Project Supplies |
| Goodrich School | Donors Choose | \$383.47 | Supplies for Classroom |
| Hawthorne School | Donors Choose | \$583.32 | Printer and Ink |
| Kluge School | Donors Choose | \$340.00 | Nonfiction Classroom Books |
| Lincoln MS | Cheryl Arnold | \$36.00 | Payment to Adaptive Athletics |
| Lowell School | Donors Choose | \$655.77 | Literacy & Math Station Items |
| Manitoba School | Donors Choose | \$1,261.73 | Ink, Dollhouse, Blocks, Games |
| Manitoba School | Donors Choose | \$256.83 | Fall Classroom Supplies |
| Manitoba School | Donors Choose | \$462.79 | Furniture for Reading Center |
| Manitoba School | Donors Choose | \$1,270.20 | iPad and Chairs |
| Manitoba School | Donors Choose | \$1,274.67 | Table, Chairs, Tablet, Ink |
| Ralph Metcalfe School | Milwaukee Chapter of The Links | \$182.00 | Providing Bus for Civil Ceremony |
| North Division HS | Donors Choose | \$390.29 | Drumline Cymbals |
| Sherman School | Linda's Kids Inc. | \$66.00 | School Education Support |
| Milw. Sign Language School | Donors Choose | \$393.00 | Flexible Classroom Seating |
| Ronald Reagan HS | Anonymous | \$400.00 | Swim Team Supplies |

| Location | Donor | Amount | Gift or Purpose |
|---|----------------------|--------------------|-----------------------------|
| Ronald Reagan HS | Tom Gulland | \$783.55 | Football Supplies |
| Thoreau School | Labels for Education | \$25.00 | School Education Support |
| Thurston Woods | Donors Choose | \$461.97 | Sand and Water Play Project |
| <i>Total Non-Monetary Donations</i> | | <i>\$31,338.70</i> | |
| <i>Total Value of Donations for December 2017</i> | | <i>\$57,397.97</i> | |
| <i>*Donations from MPS Alumni</i> | | <i>\$1,066.00</i> | |

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachments to the minutes of your Committee’s meeting.

Committee’s Recommendation

Your Committee recommends that the Board:

1. authorize the purchase as presented above and in the attachments to the minutes of your Committee’s meeting; and
2. accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

(Item 4) Action on Monthly Facilities Matters: FMS Award of Professional Services

Background

Recommended for the Board’s approval at this meeting are:

- Action Fire and Alarm, Inc. for testing, repairing, and recharging fire extinguishers and fire-suppression systems at all MPS Sites;
Code: BLD 00 BOP DW ECTS \$ 114,000.00.
- A/E Graphics for project engineering & design services for printing and distribution services as needed for various projects;
Code: Various, not to exceed \$ 150,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures:

- Total professional services contracts requested \$264,000.00

Implementation and Assessment Plan

Upon approval by the Board, professional services contracts will be implemented.

Committee’s Recommendation

Your Committee recommends that the Board authorize the professional services contracts as attached to the minutes of your Committee’s meeting.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

(Item 5) Action on the Award of Professional Services Contracts

Background

Recommended for the Board’s approval at this meeting are the following professional services contracts:

- The Hays Group of Wisconsin, LLC, for employee benefits broker/consultant services;
OBA-0-0-EMB-DW-ECTS..... \$ 450,000
- Occupational Health Centers of the Southwest P.A., for occupational medical services;
DWC-0-0-EMB-DW-ECTS..... \$ 509,001
- Goodwill Talentbridge LLC, for contingent staffing services;
SFS-0-0-HRO-HR-ECTS..... \$ 25,000
Varies by location receiving services \$ 3,823,700

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee’s meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments to the minutes of your Committee’s meeting.

Committee’s Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to the minutes of your Committee’s meeting.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Requests

Background

The Administration had originally submitted this item to the Committee on Accountability, Finance, and Personnel at its meeting on November 14, 2017, with the recommendation that the Board authorize the following exception-to-bid request:

- Milwaukee Education Partnership for Membership/Dues - Individual Staff Development;
SDV-0-0-CTG-DW-EIDU \$ 75,000

At that meeting, the Committee took action to forward the item to the Board without recommendation. At its regular meeting on November 30, 2017, the Board took action to refer this item back to the Committee on Accountability, Finance, and Personnel for further consideration at its December 2017 meeting

The Administration is requesting authorization to extend the contract with Milwaukee Education Partnership, Inc., (“MEP”), to support MPS’s efforts to enhance the quality of teaching and learning in Milwaukee Public Schools. The broad initiative of the MEP is to ensure that every child in MPS is performing at or above grade level in reading, writing, mathematics, and science through shared responsibility for student success. The framework for the initiative is a balanced, comprehensive literacy program that provides skills development across all curricular areas and focuses on reading, writing, listening, speaking, deep thinking, and research skills. Programmatic initiatives include teacher and administrator professional development as well as student character and academic-skills enhancement.

The Board has supported the work of the Milwaukee Education Partnership from its inception and maintains an MEP representative.

The original contract provided for two one-year options to extend if certain performance metrics were met. MEP has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

The second contract extension will run from December 1, 2017, through June 30, 2018.

The total cost of the contract in this extension year will not exceed \$75,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Approval of this exception-to-bid request authorizes expenditures as indicated in the attachments to the minutes of your Committee’s meeting.

Implementation and Assessment Plan

Upon the Board’s approval of the exception-to-bid request, the contract will begin as indicated in the attachments to the minutes of your Committee’s meeting.

Committee’s Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contract with Milwaukee Education Partnership, Inc., for teaching and learning enhancement services, SDV-0-0-CTG-DW-EIDU = \$75,000.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

(Item 7) Action on Request to Waive Administrative Policy 3.09(9)(e) and Extend a Blanket Agreement with Paragon Development Systems, Inc., for Computers

Background

The Administration is requesting authorization to waive the three-year-term limit of Administrative Policy 3.09(9)(e) and extend the blanket agreement with Paragon Development Systems, Inc., to provide Windows-based computers to all MPS schools and departments.

This vendor was chosen pursuant to RFB 5600. The original blanket agreement was authorized by the Board in November of 2011 for a five-year initial term with the option to extend for up to two additional one-year terms, the first of which was authorized by the Board in December of 2016. This will be the final additional one-year term.

Originally authorized for an estimated spend of \$21 million over all seven possible contract years, the Administration returned to the Board in July of 2013 to request additional funds. At that time, the amount authorized against the blanket agreement was increased to \$33 million. Of those funds, approximately \$8.5 million remains available, mainly given the shift from large-scale computer purchases for classrooms to Chromebooks. As such, the Administration is not requesting any increase in funds.

This final extension term will run from February 13, 2018, through February 12, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

There is no fiscal impact associated with this item.

Paragon Development Systems, Inc.

| | |
|---|-----|
| HUB Participation | |
| Required | 0% |
| Proposed | 0% |
| \$ Value | N/A |
| Student Engagement (hours 12-month contract) | |
| Paid Student Employment-hour Commitment | 0 |
| Student Career-awareness Commitment | 0 |

Implementation and Assessment Plan

Upon approval by the Board, the extension will begin as indicated in the attachments to the minutes of your Committee’s meeting.

Committee’s Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension as set forth in the attachment to the minutes of your Committee’s meeting.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

(Item 8) Action on a Request to Rename Howard Avenue Montessori School and the Dover Street School facility to Bay View Montessori Lower Campus and Bay View Montessori Upper Campus, Respectively

Background

In December 2014, the Board approved the establishment of Howard Avenue Montessori as a K-6 school. In February 2017, the Milwaukee Board of School Directors approved the expansion of Howard Avenue Montessori School into the Dover Street School facility for the 2018-2019 school year. Based on this action, the school community is requesting a name change to reflect the merger of the two campuses. The request is that the Howard building be renamed Bay View Montessori Lower Campus and that the Dover building be renamed Bay View Montessori Upper Campus.

On November 27, 2017, Principal Heidi E. Panosh and SEC Chair Jessica Hinojosa submitted a letter to the Superintendent requesting that the schools be renamed Bay View Montessori Lower Campus and Bay View Montessori Upper Campus. The school administration had surveyed parents, students, and staff in regard to this proposed name change with the options of: Bay View Montessori School, Garden View Montessori School, Howard Montessori School, and Lake View Montessori School. The majority of the school’s stakeholders chose Bay View Montessori Lower and Upper Campus.

Howard Avenue also meets the criteria set forth in Administrative Policy 5.01, Facilities, which includes a section (6) on the naming of school facilities:

- b. Changing the name of a school building shall be limited to elementary and middle schools. The recommendation of a name change shall be brought to the Board through the local governance structure of the school.

The Administration has adhered to Administrative Policy 5.01, especially relative to allowing school communities pursuing a name change the autonomy to select one through a collaborative process through the local governance structure of the school and bringing proposed name changes to the Board for approval.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with the name change will be absorbed in the school’s FY18 budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with the school to implement the name change.

Committee’s Recommendation

Your Committee recommends that the Board approve the renaming of Howard Avenue Montessori School and the Dover Street School facility to Bay View Montessori Lower Campus and Bay View Montessori Upper Campus, respectively.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

(Item 9) Action on Resolution 1718R-003 by Directors Falk and Harris Regarding an Inventory of District Property of Artistic, Historic, or Monetary Value

Background

At the Board's regular meeting of July 27, 2017, Resolution 1718R-003 by Directors Falk and Harris, directing the Administration and the Office of Accountability and Efficiency to develop a comprehensive plan to conduct an inventory of district property of artistic, historic, or monetary value, was referred to the Committee on Accountability, Finance and Personnel. The Resolved portion of the resolution reads:

RESOLVED, That the Board direct the Administration and the Office of Accountability and Efficiency to develop and present to the Board a comprehensive plan to conduct an inventory of district property of artistic, historic, or monetary value; and be it

FURTHER RESOLVED, That the Administration and the Office of Accountability and Efficiency determine the best way to preserve and store such property once inventoried; and be it

FURTHER RESOLVED, That the Office of Board Governance, in conjunction with the Administration and the Office of Accountability and Efficiency develop policies and procedures governing the inventory, retention, archiving, loaning, donation, and sale of district property; and be it

FURTHER RESOLVED, That the development of these policies and procedures include:

- applicable Wisconsin Statutes;
- a review of existing policies of other Wisconsin school districts and municipalities;
- the applicable policies and procedures of the Milwaukee Schools Historical Society, Milwaukee County Historical Society, Milwaukee Public Library, Wisconsin Historical Society, and other relevant organizations; and
- any other resources deemed appropriate; and be it

FURTHER RESOLVED, That, these policies and procedures include measures to ensure that all property is appropriately cataloged in the district's repository of assets, inclusive of events such as school closings, staff changes, changes to schools' names, and changes to educational programs; and be it

FURTHER RESOLVED, That the comprehensive plan and proposed policy be brought back to the Board for referral no later than the December 2017 Board cycle.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.16, District Accountability System

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Administration will proceed as directed by the Board.

Committee's Recommendation

Your Committee recommends that Resolution 1718R-003 by Directors Falk and Harris, directing the Administration and the Office of Accountability and Efficiency to develop and present a comprehensive plan to conduct an inventory of district property of artistic, historic, or monetary value, be adopted by the Board, with a report to be brought back to the Board in March 2018.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

(Item 10) Action on Resolution 1718R-004 by Directors Phillips and Voss Regarding School Nutrition**Background**

On September 28, 2017, the Board deferred action on Resolution 1718R-004 by Directors Phillips and Voss, regarding school nutrition, to allow the Administration additional time to complete the analysis and to conduct listening sessions.

The Resolved portion of the resolution reads:

RESOLVED, That the Milwaukee Board of School Directors directs the Superintendent or designee to:

1. create a non-repeating three-week school nutrition menu cycle with hot meals for breakfast that:
 - limits processed, high-sugar offerings, and
 - increases the availability of fresh fruits and vegetables, including offering fresh fruit at breakfast at a minimum of two times a week and at lunch a minimum of three times a week;
2. supply trays and/or plates, rather than cardboard or tin cups, which will decrease food waste during school breakfast and school lunch;
3. establish regular communication between community members and school nutrition leadership in order to seek and foster input from students, parents, teachers, and staff on school menus; and
4. maximize meal time with lunch away from the desk and breakfast in the classroom and provide school lunch times on school websites.

A variety of methods was used to gather input on the MPS School Nutrition Program, including four student focus groups; online student surveys; and listening sessions. A dedicated email address was established and advertised on the district's website to give those who could not attend a listening session a way to provide input. Approximately 100 students participated in the focus groups, and nearly 16,000 MPS students completed the online survey during National School Lunch Week. The Administration conducted nine listening sessions on the MPS School Nutrition Program. Nearly 200 parents, students, staff, and community members attended these sessions and provided input.

One station focused on identifying the best methods for establishing consistent communication with SNS (School Nutrition Services) relative to the breakfast and lunch programs. Potential methods included comment boxes, tasting stations, student focus groups, student surveys, social media, and appointments with dietitians. Tasting sessions was the most popular method selected, followed by social media, student focus groups, and student surveys.

Another station focused on preferences related to trays and utensils. Based on the input for this station, SNS recently ordered a sturdier five-compartment tray for traditional cooking sites that meet eco-friendly and compostable/recyclable standards. It is expected to arrive at MPS schools later this school year.

All the data and input were reviewed by the Department of Innovation Development and compiled in a report titled "Results from the Nutrition Resolution Focus Groups, Student Survey, and Listening Sessions" (attached to the minutes of your Committee's meeting).

As a result of all the data, feedback, and analysis, SNS will continue the three-week traditional breakfast menu cycle, which provides hot meals a minimum of twice a week. SNS will move towards an 11-day breakfast in the classroom cycle menu, offering additional choices of reduced-sugar and whole-grain cereals and crackers, replacing a whole-grain cracker with a protein item a minimum of once per week, and offering a choice of fresh fruit a minimum of two times per week. Both menus provide students with one cup of fruit daily for breakfast. At lunch, fresh fruits and vegetables are offered a minimum of three times per week.

Each school administrator governs meal times and length of service based on the scheduled curriculum. Posting lunch times on school websites could unknowingly cause safety concerns by identifying the approximate times large numbers of students would be gathered in one location. The lunch schedule may vary during the school year due to testing or unforeseen circumstances. Because all 160 schools are responsible for updating their own websites, ensuring consistency in updating this information would be difficult. In alignment with the resolution, the Administration will continue to work with school leaders to maximize the lunch period.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

Initial adjustments to the SNS budget include a tray upgrade for an increased annual cost of \$10,300 and a utensil upgrade with an increased annual cost of approximately \$206,000. Refrigerators needed to support the addition of fresh fruit to the serving line will be a one-time additional cost of about \$543,000. The total estimated additional costs for the first year will be \$759,300. Year two and beyond will have an estimated additional total annual increased cost of \$216,300. SNS will cover these costs through its operating budget and applied surplus.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin implementation.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt Resolution 1718R-004 as amended below:

RESOLVED, That the Milwaukee Board of School Directors directs the Superintendent or designee to:

 1. create a non-repeating three-week school nutrition menu cycle with hot meals for traditional breakfast and move towards an eleven-day breakfast in the classroom cycle menu that:
 - limits processed, high-sugar offerings, and
 - increases the availability of fresh fruits and vegetables, including offering fresh fruit at breakfast at a minimum of two times a week, and maintains the availability of fresh fruits and vegetables at lunch a minimum of three times a week;
 2. supply compostable/recyclable trays and/or plates, ~~rather than cardboard or tin~~ cup, which will decrease food waste during school breakfast and school lunch;
 3. establish regular communication between community members and school nutrition leadership in order to seek and foster input from students, parents, teachers, and staff on school menus; and
 4. maximize meal time with lunch away from the desk and breakfast in the classroom ~~and provide school lunch times on school websites.~~
2. direct that quarterly updates on the implementation of the resolution to be brought to the Board through committee.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Báez presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Action on Resolution 1718R-012 by Director Voss Regarding Administrative Procedure 8.20

Background

At its regulated November 2017 meeting, the Board referred Resolution 1718R-012 by Director Voss, regarding Administrative Procedure 8.20, School Uniforms, to the Committee on Legislation, Rules and Policies:

WHEREAS, The vision of Milwaukee Public Schools states, “The district and its schools will collaborate with students, families, and the community for the benefit of all”; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The Eight Big Ideas operational plan includes improve organizational processes as a strategic objective in the area of effective and efficient operations with the aim for Milwaukee Public Schools to be a leader in using best practices, systems, and processes equitably and efficiently to align and maximize resources; and

WHEREAS, On February 23, 2017, the Board adopted Administrative Procedure 8.20, Uniforms and Student Dress Code; and

WHEREAS, Administrative Procedure 8.20(4)(a) states,

Permission for a school to opt-out of the uniform policy shall be granted as follows:

- (1) The school shall support its request to opt out of the uniform policy by producing documentation detailing 66 percent of the school community’s agreement among parents and the school governance council.
- (2) A written exemption letter shall be filed with the school’s Regional Superintendent, stating the reasons for its decision by April 1 of the initial implementation year and every year thereafter by January 1. The Regional Superintendent must approve the request to opt out. The decision to opt out will not be put into effect until the following school year.

and

WHEREAS, Producing documentation detailing 66 percent of the school community’s agreement consumes time and resources for schools, school leaders, school personnel, and members of the school community; and

WHEREAS, The current procedure does not provide students and families with the opportunity to be fully informed about a school’s uniform status prior to enrolling in school through early admissions; and

WHEREAS, An annual change to a school’s uniform opt-out status may result in increased costs and confusion for the school and school community’s members; now, therefore be it

RESOLVED, That Administrative Procedure 8.20(4)(a)(2) be amended to read as follows:

A written exemption letter shall be filed with the school’s Regional Superintendent by April 1 of the initial implementation year and by January 1 every five years thereafter, unless the school’s School Engagement Council votes to file a written exemption letter sooner. The Regional Superintendent must approve the request to opt out. The decision to opt out will not be put into effect until the following school year.

and be it

FURTHER RESOLVED, That any school-wide requests to opt out that have been approved for the 2017–18 school year be valid for five years; and be it

FURTHER RESOLVED, That in documentation detailing the school community’s agreement for a school to opt-out of the uniform policy, the school community’s agreement or disagreement with the school’s request to opt out be calculated by considering only those community members who provide active agreement or active disagreement rather than passive agreement or passive disagreement; and be it

FURTHER RESOLVED, That the Administration be directed to inform all school leaders and school communities of changes to the procedure no later than January 1, 2018.

The resolution is aimed at amending the portion of Administrative Procedure 8.20(4)(a) that focuses on the opt-out component that is part of the MPS uniform policy. Currently, schools must conduct a yearly vote of parents/guardians detailing 66% of the school community’s agreement to opt out of the district’s uniform policy.

To achieve greater efficiencies, the resolution suggests that this process take place every five-years, instead of every year. Thus, any school’s request to opt out that were approved for the 2017-18 school year would be valid for five years.

The Administration supports the intent of the resolution.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.20, Uniforms and Student Dress Code

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will make the necessary changes to Administrative Procedure 8.20, School Uniforms, and submit them through the normal LRP item-referral process.

Committee’s Recommendation

Your Committee recommends adoption of Resolution 1718R-012 by Director Voss regarding Administrative Procedure 8.20, School Uniforms.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Harris presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

Background

1. Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

2. There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

- Indicator #1: Graduation Rates
- Indicator #2: Drop-Out Rates
- Indicator #3: Assessments
- Indicator #4: Suspension/Expulsion
- Indicator #5: Educational Placement Ages 6-21
- Indicator #6: Educational Placements Ages 3-5
- Indicator #7: Preschool Outcomes
- Indicator #8: Parent Involvement
- Indicator #9: Inappropriate Identification in Special Education
- Indicator #10: Inappropriate Identification in Specific Disabilities Categories
- Indicator #11: Timely Evaluation
- Indicator #12: Preschool Transition Part C, Part B
- Indicator #13: Transition Goals Ages 16 and over
- Indicator #14: Post School Outcomes
- Indicator #15: Resolution Sessions
- Indicator #16: Mediation
- Indicator #17: State Systemic Improvement Plan

LRE for Higher Outcomes

3. As part of the LRE’s focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports quarterly to the Administration the district percentages of students who are receiving special education services in the least restrictive environment (LRE). The Department of Specialized Services’s plan is to educate students with disabilities, in accordance with their individual education programs (IEPs), in the regular education environment with their non-disabled peers.

LRE Data

4. Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin’s data for this indicator provide each school district with the target in each of the following categories:

- Indicator 5A Percent of students with IEPs ages 6 through 21 who were served inside the regular class 80% or more of the day
- Indicator 5B Percent of students with IEPs ages 6 through 21 who were served inside the regular class less than 40% of the day
- Indicator 5C Percent of students with IEPs ages 6 through 21 who were served in separate schools, residential facilities, or homebound/hospital placements.

5. The information below compares MPS’s LRE data-relative services, as defined by DPI, with Wisconsin’s target percentages. The MPS’s percent includes all students who have IEPs, including speech and language services.

| | | | |
|-------------------------------------|------------|-----------|-----------|
| State of Wisconsin’s Target 2016-17 | 5A: 68.40% | 5B: 8.30% | 5C: 1.00% |
| MPS August 2017* | 74.76% | 24.53% | 0.71% |
| MPS September 2017 | 74.92 | 19.16 | 0.59 |
| MPS October 2017 | 74.88% | 18.86% | 0.61% |
| MPS November 2017 | 75.05% | 18.89% | 0.54% |

*Please note, the numbers for MPS’s August LRE are from the schools on the Early Start Calendar. At the time of the August report there were 10,773 students with disabilities enrolled in Milwaukee Public Schools. At the time of November’s report, there were 13,767 students with disabilities enrolled.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01, Student Nondiscrimination

Fiscal Impact Statement

No Fiscal Impact

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(Item 2) Report with Possible Action on Community Schools in MPS

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

Background

The Milwaukee Community Schools Partnership (MCSP) is a collective strategy to transform schools into a place where students, families, staff, and the surrounding community can work together to ensure every that student is successful.

MPS works collaboratively with the United Way of Greater Milwaukee & Waukesha County and the Milwaukee Teachers' Education Association in the implementation of this locally-developed model in eight MPS schools:

- Auer Avenue Elementary
- Bradley Tech High School
- Browning Elementary
- Hopkins-Lloyd Elementary
- James Madison Academic Campus
- Lincoln Avenue Elementary
- Longfellow Elementary
- South Division High School

Community Schools is a proven model to increase a school's capacity to better engage and align partnerships centered on the self-identified, real-time priorities of schools and communities. The MCSP's model places the focus on the whole child by providing academic supports, social and emotional learning, health and wellness, family and community engagement, and a safe and supportive climate.

Work this year continues to focus on the four critical action steps — engage, aspire, prioritize, and align. An external evaluator has been secured to help ensure fidelity to the model for all schools, to measure impact, and to provide recommendations for continuous improvement.

Additionally, a Community Leadership Council has been meeting quarterly to support this work at a citywide level. The MCSP Community Leadership Council, which is a diverse group of individuals representing various community and faith-based organizations, philanthropies, businesses, institutions of higher education, and family and youth leaders, helps to guide the vision of the Milwaukee Community Schools Partnership, to identify the long-term results, to engage in relevant policy advocacy, and to provide organizational and financial sustainability.

This Council has identified a scale-up plan over the next five years that includes adding new community schools each year, as well as building capacity for those new schools via a readiness cohort.

A short video depicting community schools in action will be shared and can be found online under Milwaukee Community Schools Partnership at <https://www.unitedwaygmwc.org/Videos>.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

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(Item 3) Report with Possible Action on District Family and Community Engagement Activities

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

Background

As family and community engagement continues to be a priority at MPS, districtwide efforts are increasing to support schools in implementing the six standards of engagement. For the third year, MPS has started the school year with a Family Interest Survey designed to solicit input from families to assist with designing activities for the year. This survey also services to fulfil Wisconsin Statute 119.16(14), regarding a survey of parents.

This year, more than 10,000 families completed the Family Interest Survey. Demographics of those completing the survey were

- 83% female;
- 16% male;
- 37% Black/African-American;
- 27% Latino;
- 22% White;
- 7% of Mixed Race;
- 5% Asian;
- 1% American Indian/Native; and
- 21% who had a child receiving special education services.

All but three schools had at least one survey completed. Schools with the highest number of surveys completed include Allen-Field, AAL, Humboldt Park, Greenfield, Parkside, Mitchell, Longfellow, Milwaukee School of Languages, and Garland School.

Responses to the survey included:

- 98% of families agreed or strongly agreed that their schools are welcoming to families.
- The top workshops that families said they would attend were:
- 36% of families said they want to volunteer for field trips, and 25% said they want to volunteer in a classroom.
- 32% of families said the best way to notify them of school activities is via text message, 19% said via email, and another 19% said via flyer sent home with child.
- Regardless of day (Monday-Friday), over 65% of families surveyed said evening activities were preferable between 5 and 8 p.m.
- Of those surveyed, 17% prefer school activities be presented in Spanish, 82% preferred English.
- We also asked those surveyed if they knew their schools had a parent coordinator. 28% said they did not.

Every school received a personalized report of the results specific to that school. Depending on those responses, parent coordinators are working to use this input in programming and communication channels throughout the year.

In addition to continuing to support school-based family- and community-engagement efforts, the district strives to increase family voice in decision-making. The District Advisory Council has had over 100 attendees at both its October and November meetings this year. Agenda items to date have included family leadership training, bell and bus schedules, executive committee elections, and the long-range Facilities Master Plan. This year, families are also taking action via *ad hoc* committees on topics including human trafficking and bullying prevention.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.03, Parent Empowerment

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(Item 4) Action on Resolution 1718R-013 by Director Voss Regarding School Graduation Ceremonies

Background

At its regular November 2017 meeting, the Board referred Resolution 1718R-013 by Director Voss to the Committee on Parent and Community Engagement:

WHEREAS, The vision of Milwaukee Public Schools states, “The district and its schools will collaborate with students, families, and the community for the benefit of all”; and

WHEREAS, Administrative Policy 1.01 Vision, Mission, Core Beliefs, states that “Involved families are integral to increasing student achievement” as a core belief and “Student, family, and community engagement” as a goal; and

WHEREAS, Administrative Policy 9.04, Community Involvement in Decision Making, states, “That the school program can better meet the educational needs of children when school personnel recognize that parents and other citizens of the community should serve in a cooperating role of identifying educational needs and the broad goals of achievement for their children”; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The Eight Big Ideas operational plan includes rethinking high schools as a strategic objective in the area of academic achievement, with the aim that all Milwaukee Public Schools students will graduate on time with personalized pathways to success in college, career, and life; and

WHEREAS, High-school graduation ceremonies are a celebration not only of students’ achievement, but also of student, family, and community engagement; and

WHEREAS, The ceremony is a time for family and friends to give honor to graduates’ accomplishments; and

WHEREAS, The graduation ceremony is the closest thing that most American students have to a rite of passage; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a procedure for scheduling MPS high-school graduation ceremonies on days and at times that are conducive to the highest possible participation by all members of a school community, including students, families, and staff; and be it

FURTHER RESOLVED, That the new procedure include evening or weekend times as the first option for MPS high-school graduation ceremonies; and be it

FURTHER RESOLVED, That the new procedure be implemented in the 2017-18 school year.

The resolution directs the Administration to develop a procedure for scheduling MPS high-school graduation ceremonies on days and at times that are conducive to the highest participation by all members of the school community. The resolution directs that the new procedure be implemented during the 2017-18 school year.

While the Administration is agreeable in terms of developing a new procedure consistent with the resolution, the scheduling and corresponding contracts with venues for the 2017-18 graduations have already been finalized. Thus, the Administration is recommending adoption of the resolution, amended to reflect implementation for the 2018-19 school year.

The proposed amended Resolved portion reads as follows:

RESOLVED, That the Board direct the Administration to develop a procedure for scheduling MPS high-school graduation ceremonies on days and at times that are conducive to the highest possible participation by all members of a school community, including students, families, and staff; and be it

FURTHER RESOLVED, That the new procedure include evening or weekend times as the first option for MPS high-school graduation ceremonies; and be it
 FURTHER RESOLVED, That the new procedure be implemented in the ~~2017-18~~ 2018-19 school year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin working on developing the procedure for implementation in the 2018-19 school year.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-013, regarding school graduation ceremonies, as amended, with implementation to begin in the 2018-19 school year.

Adopted with the roll call vote to approve the balance of the Committee reports.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Voss presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action on the Transformation Network

Background

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

Administration's Report

MPS Equity Problem of Practice: MPS has neither consistently nor effectively engaged all of our students of color in an environment conducive to learning.

The Transformation Network is an innovative and differentiated approach to using an equitable lens to allocate district resources, supports, and opportunities based on the needs of all stakeholders in our district.

data-driven instruction and inquiry is a precise and systematic approach to improving student learning throughout the year. The inquiry cycle of data-driven instruction, which includes assessment, analysis, and action, is a key framework for school-wide support of all student success. (Engage NY)

The Instructional Leadership Directors (ILD) use the data-inquiry cycle with all school leaders. This inquiry cycle has allowed principal supervisors and principals to determine a focus area based on data to implement support and to analyze the student impact for learning.

The data inquiry cycle is a four-step process:

- Analyze evidence to develop problems of practice: gather and analyze evidence to identify students’ learning problems and problems of teaching practice.
- Determine a focus: analyze evidence to identify an instructional leadership focus.
- Implement and support: engage in a series of learning sessions centered on the principal’s area of focus.
- Analyze the impact: analyze the results of the instructional leadership inquiry.

This inquiry cycle is aligned to support the overall development and monitoring of the school improvement plan and the support for each school’s problem of practice.

The system of support is centered on developing and supporting the growth and capacity of school leaders to improve student achievement in our district.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

NA

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(Item 2) Report with Possible Action on State Report Cards Results

Background

As part of the state accountability system, the Department of Public Instruction produces report cards for every publicly funded school and district in Wisconsin. These Accountability Report Cards include data on multiple indicators for multiple years across four Priority Areas (Student Achievement, Growth, Closing Gaps, and On-track and Post-secondary Success). In addition, given the impact on student success, the Accountability Report Cards also measure chronic absenteeism and dropout rates. This presentation of the State School Report Card results fulfills the requirement in the 2015 Wisconsin Act 55 for the public reporting of state report card results.

State District Report Card

| Summary of Overall Accountability Ratings for Schools in the District | | | |
|---|-------------------|-----|--------------------|
| Rating Category | Number of Schools | | Percent of Schools |
| Significantly Exceeds Expectations | 4 | +1 | 2.5% |
| Exceeds Expectations | 25 | +4 | 15.9% |
| Meets Expectations | 29 | -2 | 18.5% |
| Meets Few Expectations | 34 | -7 | 21.7% |
| Fails to Meet Expectations | 46 | +4* | 29.3% |
| Alternate Accountability — Satisfactory Progress | 9 | +6 | 5.7% |
| Alternate Accountability — Needs Improvement | 10 | -1 | 6.4% |
| Alternate Accountability — No Score | 0 | 0 | 0.0% |

*Four of these schools closed in June 2017

Overall Score — Wisconsin

| | | |
|---------|------|------------------------|
| 2015-16 | 55.3 | Meets Few Expectations |
| 2016-17 | 56.0 | Meets Few Expectations |

| Priority Areas | | District | | State | |
|--|-----------|-------------|------------|-------------|------------|
| | | Score | Max Score | Score | Max Score |
| Student Achievement | -0.7 | 35.2 | 100 | 66.7 | 100 |
| English Language Arts (ELA) Achievement | | 19.7 | 50 | 34.3 | 50 |
| Mathematics Achievement | | 15.5 | 50 | 32.4 | 50 |
| District Growth | +1.0 | 61.3 | 100 | 66.0 | 100 |
| English Language Arts (ELA) Growth | | 32.1 | 50 | 33.0 | 50 |
| Mathematics Growth | | 29.2 | 50 | 33.0 | 50 |
| Closing Gaps | +1.4 | 58.8 | 100 | 61.7 | 100 |
| English Language Arts (ELA) Achievement Gaps | | 16.4 | 25 | 17.3 | 25 |
| Mathematics Achievement Gaps | | 16.7 | 25 | 16.8 | 25 |
| Graduation Rate Gaps | | 25.7 | 50 | 27.6 | 50 |
| On-Track and Postsecondary Readiness | No Change | 68.0 | 100 | 86.5 | 100 |
| Graduation Rate | | 26.4 | 40 | 36.4 | 40 |
| Attendance Rate | | 35.1 | 40 | 37.1 | 40 |
| 3 rd -Grade English Language Arts (ELA) Achievement | | 3.8 | 10 | 7.0 | 10 |
| 8 th -Grade Mathematics Achievement | | 2.7 | 10 | 6.0 | 10 |

Updates

- 2015-16 graduation rate improved from 57.9 (WISEdash) to 60.9%
- 2015-16 dropout rate dropped from 7.2% (WISEdash) to 5.1 %
- 23 schools had value-added scores that had +/-10-point or greater change in both overall and growth scores from 2015-16 report cards. These are considered outliers, and care should be taken in the interpretation of scores.

Engagement Indicators

| | |
|-------------------------------|------------------------|
| Student Engagement Indicators | Total Deductions: -5 |
| Absenteeism Rate (goal <13%) | Goal not met: -5 |
| Dropout Rate (goal <6%) | Goal met: no deduction |

- 74 schools received absenteeism deductions
- 9 schools received dropout deductions

Next Steps

- Decreasing absenteeism
- Moving students from Basic to Proficient in both English language arts and math
- Moving students from Below Basic to Basic in both English language arts and math

Fall 2017

- To better predict Wisconsin Forward Exam and ACT Aspire results, the percentile rank for On-Target has been adjusted in STAR
 - Reading and Early Literacy => 60th Percentile
 - Math => 75th Percentile

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

NA

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(Item 3) Action on a Request to Approve the District's Contracted Schools' Educational Programming Priorities

Background

On November 17, 2016, the Milwaukee Board of School Directors received a report on the Milwaukee Public Schools' (MPS's) charter school programs and the chartering process. At that time, the Board approved the active process of requests for proposals for educational programming that meets the district's needs and priorities.

In an effort to continue to be a quality authorizer and contracting partner, MPS engages in authorizing charter schools and entering into contracts with partners as a means to foster high-quality schools that meet the district's identified needs and clearly prioritizes a commitment to education through its authorizing and contracting practices.

The Administration, through the Department of Contracted School Services (CSS), supports the development, successful implementation, and ongoing accountability of charter schools, partnership schools, and other contracted educational programs within MPS. CSS is responsible for the continual oversight, performance evaluation, and compliance monitoring of these schools' contracts and programmatic outcomes. CSS promotes innovative educational opportunities by recruiting and retaining high-quality charter and partnership schools, while providing assistance and accountability which supports the schools' ability to effectively meet students' needs.

CSS works to create a collaborative culture in which high-quality charter and partnership schools are given autonomy to effectively implement their educational programs, while being held accountable for results which ultimately have a positive impact on the entire school district. MPS's current portfolio of charter and partnership schools provides a variety of educational options for families.

As the district's needs continue to change and grow over time, MPS continues to work to ensure that the district offers a continuum of services that meet the changing needs of the families and students in the district. The Administration has determined that the district's educational programming needs for schools at this time include, but may not be limited to, virtual schools, schools that provide alternative and appropriate instruction for students with disabilities, schools that provide alternative and appropriate services for students experiencing behavioral challenges, schools that provide services for students that are at risk of not graduating, and schools that provide services and instructional opportunities for students outside of the traditional school day.

These types of school options would meet immediate needs and demands of current students in the district and could likely increase enrollment and/or re-enrollment of students who are currently not enrolled in, or engaged with, MPS. As such, the Administration proposes that it will proceed with active solicitation through requests for proposals, and such other means as permitted, and will accept proposals that may meet these, or other, educational programming needs.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
 Goal 2, Student, Family and Community Engagement
 Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will proceed with active solicitation through requests for proposals, and such other means as permitted, and will invite and accept proposals that meet these, or other, educational programming needs.

Committee's Recommendation

Your Committee recommends:

1. that the Board approve the priorities for the District's contracted schools' educational programming, with the programming needs addressed in paragraph #5 of this item amended to read as follows:

...that the district's educational programming needs for schools at this time include, but may not be limited to, virtual schools, schools that provide alternative and appropriate instruction for students with disabilities, schools that provide alternative and appropriate services for students experiencing behavioral challenges, and schools that meet the needs of English-language learners through bilingual and dual-language programs, as well as all other students.
2. that the Administration bring back an item regarding these priorities to the Board by the February 2018 board cycle for further discussion.

Adopted with the roll call vote to approve the balance of the Committee reports.

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(Item 4) Action on J-Term and Summer Academy

Background

Milwaukee Public Schools offers summer extended-learning opportunities that provide academic and other learning supports to the youth in the city. For the summer of 2018, MPS will offer J-Term, which will run June 4-29, 2018, and Summer Academy, which will run July 2-27, 2018. Elementary students attend Monday through Friday from 7:30 to 11:30 a.m., and high-school students attend Monday through Friday from 8:30 a.m. to 12:30 p.m.

Students in high school will have opportunities to strengthen or enhance skills, to recover credits, to acquire credits, and to engage in career-based learning experiences. Offerings include both core courses and electives. Students will also have the ability to enroll in face-to-face credit recovery, Edgenuity online credit recovery, and credit acceleration. Students in the GEDO #2 and Competency programs with two or fewer requirements for graduation can enroll in the summer with the goal to graduate.

Freshman Bridge will be offered at 21 high schools. Freshman Bridge allows incoming freshman opportunities to meet ninth-grade teachers and classmates, to engage in academic activities, to connect to upperclassmen, to learn about the freshman experience, to acquire tools and strategies to navigate freshman year with success, and to identify extracurricular areas of interest.

Grade 8 promotional programming will have a curricular focus on document-based questions and transition to algebra. The growth of social-emotional competencies will be fostered by ropes-and-challenges activities and Restorative Practices.

Middle-school programming will be more of a camp-like experience integrating science, technology, engineering, and math (STEM) into cross-curricular lessons and experiences.

Middle School Bridge will be offered at seven middle schools. The Middle School Bridge experiences allow incoming sixth-grade students and their parents opportunities to form a realistic expectation of what middle school will be like, to build a sense of community, to explore extra-curricular activities, and to learn how middle school is different from elementary school.

Elementary summer areas of instructional focus include literacy through the content area of science, and Engage NY math lessons. Social-emotional areas of focus include scheduled "brain breaks" (15 minutes

of engaging games) and growth mindset lessons. Programming will be offered in the areas of bilingual, ESL, Montessori, and arts.

Extended School Year (ESY) services are provided to qualifying students, as mandated in their Individualized Education Plans (IEPs), during both J-Term and Summer Academy. Ropes and Challenges, Schlitz Audubon Nature Programs, and Discovery World Mobile Lab opportunities are built into the curriculum.

The School-to-Work Transition Program prepares students with special education needs for the transition from school to the adult world of work and community living. High-school students have the opportunity to explore a variety of careers while learning appropriate work behaviors.

Summer Adventures focus on Wisconsin's unique heritage, STEM/STEAM, the natural environment, insects, life cycles, farm life, and integration of arts. Students will engage with community partners through field trips and on-site activities for more student engagement.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

Funding for the Summer Academy totals \$3.3 million from Board funds and \$1.1 million from extension funds. Funding for J-Term is included in the 2017-18 amended budget and totals \$2 million and \$800,000 from extension. Costs for summer programs, including Bridge programs held in July, will be determined through the 2018-2019 budget process. Allocation of funding is coordinated by the Department of College and Career Readiness within the Office of Academics.

Implementation and Assessment Plan

Upon approval, Administration will begin preparing for implementation in the summer of 2018. All summer school programs are contingent upon funding, enrollment, and Facilities and Maintenance Services's building-modifications projects. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the 2018 Summer Academy Plan.

Adopted with the roll call vote to approve the balance of the Committee reports.

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(Item 5) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School (Grades 9-12), Rufus King International High School (Grades 9-12), and Casimir Pulaski High School (Grades 9-12) for the 2018-19 School year

Background

2001 Wisconsin Act 16 requires school boards to start school terms after September 1, unless a school board submits a request to the Department of Public Instruction stating the reasons why it would like the school term to start earlier. The Department of Public Instruction may grant a request if it determines that there are compelling reasons for doing so.

By approving the Administration's recommendation, the Milwaukee Board of School Directors will move to submit a request to the Department of Public Instruction for an early start date (no earlier than August 6, 2018) for the 2018-19 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School. All three schools have requested early start dates for the 2018-19 school year. The request will cite the fact that the post-September 1, 2018, start date conflicts with the curricular requirements of the International Baccalaureate (IB) program.

The district made this request on behalf of these schools for the 2017-18 school year, and it was granted by the DPI.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

The item does not authorize expenditures. Ronald Wilson Reagan College Preparatory School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School agree to pay any additional costs incurred as a result of this unique school year.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2018, deadline for an early start date for the 2018-19 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

Committee's Recommendation

Your Committee recommends that the Board approve this request for an early start date (no earlier than August 6, 2018) for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School, and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2018, deadline for an early start date for the 2018-19 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

Adopted with the roll call vote to approve the balance of the Committee reports.

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REGULAR ITEMS OF BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the Milwaukee Education Partnership (MEP), to the Title I District Advisory Council, and to the MPS Head Start Policy Council.

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(Item B) Monthly Report of the President of the Milwaukee Board of School Directors

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of December 2017 included the following:

Academic Achievement

- Visited various schools, including Maple Tree, Hawthorne, and River Trail
- Attended the skills competition at Bradley Tech High School

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:

- Danae Davis, Executive Director, Milwaukee Succeeds
- Ashanti Hamilton, President, Milwaukee Common Council
- David Bowen, State Representative
- Joshua Parish, Captain, Milwaukee Fire Department
- Attended various district events, including the Black and Latino Male Achievement Mentor Luncheon
- Attended the Milwaukee Education Partnership's meeting
- Attended various community-based events, including the Milwaukee County Office on African American Affairs Youth Re-engagement Session

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
 - Darienne Driver, Ed.D., Superintendent
 - Jacqueline Mann, Ph.D., Board Clerk/Director, Office of Board Governance
 - Larry Miller, Vice-President, Milwaukee Board of School Directors
- Met with the Panasonic Foundation to discuss partnership with MPS

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RESOLUTIONS

Director Tony Báez, having previously given notice of his intent in the call of the meeting, moved to suspend Board Rule 1.10(1), which prescribes that "...[u]nless otherwise provided in [the Board's] rules, all communications (except communications from city and county departments and communications from the Board's administrative officers), petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board..." in order to take up immediate consideration of Resolution 1718R-014, below, and to receive public testimony on this Resolution, pursuant to Board Rule 1.09(2).

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain – 7
Noes — 0.

Resolution 1718R-014

By Director Báez

WHEREAS, On October 26, 2017, the Board adopted Budget Amendment #4 to reallocate funds not to exceed \$200,000 from contract services and to direct them to fund tuition assistance for up to 50 MPS paraprofessionals, to begin in January 2018; and

WHEREAS, The purpose of the amendment, as discussed at the Board's meeting, was to facilitate the completion of teacher licensure in the greatest areas of need, with a focus on bilingual education and special education; and

WHEREAS, The amendment provided for tuition assistance (as opposed to tuition reimbursement) as an incentive to paraprofessionals who may be ready to attain their teaching licenses or may be very close to doing so because of the credits or degrees which they already hold; and

WHEREAS, This assistance is designed to get paraprofessionals into the classroom as teachers as soon as possible;

WHEREAS, The Milwaukee Public Schools University (MPSU) is a partnership with area universities and organizations that allows MPS to offer and teach credit-level university courses that lead to specific certifications, licensures, or degrees to employees; and

WHEREAS, The MPSU strives to provide educational opportunities in high need areas and to create a pipeline of talent for MPS and career pathways for MPS employees; and

WHEREAS, The MPSU includes a comprehensive application process, parameters for employee eligibility, and supports for program participants; and

WHEREAS, The MPSU has established requirements for its students to maintain a certain grade-point average and an expectation for its students to remain in Milwaukee Public Schools beyond their MPSU experience; and

WHEREAS, The MPSU has an established process for participants to reimburse Milwaukee Public Schools for the cost of the program should they fail to adhere to program requirements; and

WHEREAS, The Milwaukee Teacher Education Center (MTEC) is a local not-for-profit organization that serves as an innovative, performance-based professional development center that recruits, prepares, supports, and certifies highly qualified teachers; and

WHEREAS, The MTEC offers an initial teacher certification program to prepare participants to become certified teachers in critical-need areas; and

WHEREAS, The existence of programs such as those offered by the Milwaukee Public Schools University and the Milwaukee Teacher Education Center make MPS primed to immediately implement the intent of the Board adopted Budget Amendment #4; now, therefore, be it

RESOLVED, That the Board direct the Administration to establish a MPSU program for paraprofessionals seeking teacher licensure; and be it

FURTHER RESOLVED, That the \$200,000 allocated by the Board for tuition assistance for up to 50 paraprofessionals be used to provide the program to paraprofessionals at no cost; and be it

FURTHER RESOLVED, That the Administration immediately send a communication to paraprofessionals about the availability of this opportunity and the process they must follow to apply for the program; and be it

FURTHER RESOLVED, That the Administration be directed to provide to the Board, no later than the March 2018 Board cycle, a report detailing the progress of the implementation of the program.

Director Phillips moved adoption of the resolution, amended as follows:

RESOLVED, That the Board direct the Administration to establish a ~~MPSU~~ program for paraprofessionals seeking teacher licensure; and be it

FURTHER RESOLVED, That the \$200,000 allocated by the Board for tuition assistance for up to 50 paraprofessionals be used to provide the program to paraprofessionals at no cost; and be it

FURTHER RESOLVED, That the Administration immediately send a communication to paraprofessionals about the availability of this opportunity and the process they must follow to apply for the program; and be it

FURTHER RESOLVED, That the Administration be directed to provide to the Board, no later than the ~~March~~ January 2018 Board cycle, a report detailing the progress of the implementation of the program.

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain – 7
Noes — 0

Resolution 1718R-015

By Director Voss

WHEREAS, The vision of Milwaukee Public Schools provides that “MPS will be among the highest student-growth systems in the country”; and

WHEREAS, The mission of Milwaukee Public Schools provides that “MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship”; and

WHEREAS, MPS has identified three goals that are essential to the accomplishment of the MPS’s vision and mission, the first being academic achievement; and

WHEREAS, The core beliefs of Milwaukee Public Schools provide that “Leadership, educator development, and child-driven, data-informed decision making are keys to student achievement”; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The MPS Eight Big Ideas operational plan includes closing the gap as a strategic objective in the area of academic achievement;

WHEREAS, In closing the gap, Milwaukee Public Schools aims to be a national model of excellence in educating all students by providing a rigorous academic program that ensures equitable opportunities for all children to reach their full potentials; and

WHEREAS, Administrative Policy 2.16, District Accountability Systems, states that “the primary purpose of the district Accountability System is to provide information to improve the capacity of schools to continually increase the academic performance of all students”; and

WHEREAS, Administrative Policy 7.38, Balanced Assessment System, states that “the district will also use the data for district improvement planning, school interventions, and program/policy-evaluation research”; and

WHEREAS, the Milwaukee Board of School Directors is committed to full transparency and accountability to the constituents of the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Board direct the Administration to report district-wide assessment results to the Board through the Committee on Student Achievement and Innovation on a triannual basis; and be it

FURTHER RESOLVED, That the assessment report include, but not be limited to, results that are to be:

- derived from assessments conducted as part of the MPS Balanced Assessment System, including national, state, district, and school components;
- compared with previous reporting periods; and
- disaggregated by grade, gender, disability status, English-learner status, economic status, race, ethnicity, or other relevant representations of the data; and be it

FURTHER RESOLVED, That the first assessment report be brought to the Board no later than the February 2018 Board cycle.

Referred to the Committee on Student Achievement and School Innovation.

The Board adjourned at 8:30 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

