

**MINUTES OF THE  
DISTRICT SITE COUNCIL OF  
DISTRICT 497- LAWRENCE PUBLIC SCHOOLS**

April 18, 2019

Reports and Information

- Welcome/Introductions

The meeting began with Dr. Anna Stubblefield welcoming the group.

- Reports and Information

**Administrative Openings/New Hires**

We have several open positions due to retirements and/or resignations. David Cunningham shared that we had several top notch candidates apply for the open positions.

Elementary Level-

- Principal at Woodlawn – Jeanne Fridell (retiring at the end of the school year)  
*Jayci Hamm hired to start July 1, 2019 (current LVS Assistant Principal)*
- Principal at Prairie Park- David Williams (resigned- relocating)  
*Shannon Harrelson hired to start July 1, 2019 (Current Principal in Iowa)*
- Principal at Sunflower- Howard Diacon (retiring at the end of the school year)  
*Melissa Blevins hired to start July 1, 2019 (Current Principal in Topeka)*

Secondary Level-

- Assistant Principal at BMMS- Anita Carlson (retiring at end of the school year)  
*Carissa Miles hired to start July 1, 2019 (current teacher/AVID coord. at WMS)*
- Assistant Principal at LMCMS- Barb Williams (resigned)  
*Currently interviewing*
- Associate Principal at FSHS-Steve Heffernan (returning to a teaching position)  
*Currently interviewing internal candidates*
- Assistant Principal at LVS- Jayci Hamm (accepted Principal position at WL)  
*Currently interviewing*

District Level-

- Executive Director, Research, Evaluation and Accountability- Terry McEwen  
(retired in mid- January 2019)  
*Zachary Conrad hired to start July 1, 2019 (Bob Winkler has been assisting us during this interim time)*

\*During the meeting on April 18, the specific names had not been announced.

## **Strategic Plan Update**

Strategy Teams organized around each of the five strategic planning themes and they have drafted objectives. The teams are now meeting with advisory, employee, and student groups to gather input. The next step will be the formulation of initiatives and action steps. While this language has not been finalized yet, here's a draft of the themes and objectives:

### Theme 1: Guaranteed and Cohesive Curriculum

1. Establish an aligned curriculum scope and sequence of standards for PK-12+ in all educational settings.
2. Establish a core body of culturally sustainable primary and supplemental resources to support effective implementation of the aligned curriculum.

### Theme 2: Student-Centered Learning

1. Increase student engagement and access through an effective and proactive tiered system of supports that meets student's individual needs (academic, social, and emotional/behavioral needs).
2. Expand PK-12+ college and career readiness opportunities.

### Theme 3: Social/Emotional Support and Safety for Students

1. Increase the implementation and effectiveness of behavioral models and interventions to support the individual social and emotional needs of all students.
2. Increase engagement and connection of all students to their school, peers, and community in a safe and secure educational setting.

### Theme 4: Effective and Committed Employees

1. Expand recruitment in all employee groups, focusing on areas that data indicate as high-need.
2. Increase the retention of highly-effective staff in all employee groups through leadership that fosters an inclusive and supportive culture.

\*The group engaged in a conversation regarding recruitment/hiring efforts of more diverse candidates. It was explained that sending our staff to recruitment fairs at HBCU's (historically black colleges & universities) has not yielded us any gains in hiring (no true motive/reason to leave their comfort zone to come to KS). This past year, we were able to utilize and build on a few new actions/opportunities-

- Onsite Career Fair (reached more diverse candidates with diverse experiences)
  - Hired several teachers (early February) who were in the process of moving to the area
  - Able to leverage our relationships with colleges/universities in the surrounding area to advertise event in addition to local media and print.

- AMPLIFY Kansas City Conference
  - This conference, hosted by Kauffman Foundation, focuses on developing a new and safe space for educators of color as a response to the community desire for higher quality and more diverse teachers.
  - Through the 10-15 staff that attended this conference- connections were made and individuals have reached out to HR Dept indicating their interest/desire to work for LPS

#### Theme 5: Data-based Decisions

1. Establish a commitment and responsibility to use data to make instructional decisions.
2. Increase the use of data to make programmatic, resource and policy decisions.

Deputy Superintendent Stubblefield reiterated that Equity will be embedded in all themes. As the process continues, student voices will be incorporated.

#### **KESA Update**

We are in Year 2 of this new accreditation process. Part of this process involves areas of compliance, foundational structures and collaborating with the OVT. Our annual outside visitation team (OVT) was here April 5, 2019. Assistant Superintendent Jerri Kemble provided information that Deputy Superintendent Stubblefield shared with the group –

- Overall the site visit went very well
- Equity-LPS is definitely further along than other districts in regards to our equity work
- OVT feels that we are in a good place but made some suggestions-
  - Curriculum- need to look at not being so narrowly focused on standards and incorporate 21<sup>st</sup> century learning
  - Individual Plans of Study- At the secondary level- need to be mindful and intentional with these plans
  - Addressing Chronic Absenteeism
  - LVS- exploring what can be added/incorporated to provide multi-tiered levels of support/resources (just like in the brick and mortar buildings- providing that “human touch” element  
(There was a discussion regarding BSAPP (Base State Aid Per Pupil) is \$4,165. LVS has different rates- \$5,000 FT student and \$1,700 PT student)

## **Kansas Apollo Re-Design Update**

On April 16, 2019, the Kansas State Department of Education announced during the Kansas State Board of Education meeting that Lawrence Public Schools is one of 19 school districts selected to take part in the Apollo phase of the Kansans Can School Redesign Project. **The four schools selected to participate are Broken Arrow, Deerfield and Hillcrest Elementary Schools as well as Free State High School.**

School redesign is a process driven by four principles:

1. Student success skills: An integrated approach to developing social-emotional growth.
2. Community partnerships: Partnerships are based on mutually beneficial relationships and collaboration.
3. Personalized learning: Teachers support student choice when it comes to time, place, pace, and path.
4. Real world” applications: Project-based learning, internships, and civic engagement make learning relevant.

This vision calls for a more student-focused system that provides support and resources for individual success. Kansans have to think differently about how students are educated. The current educational system has worked well for some students, but not for all students. By personalizing education, students engage in learning that is personalized to their individual preferences and at a pace that ensures they are achieving to their fullest potential. More engagement means fewer student absences, fewer behavior referrals, and an increase in student achievement.

The Kansans Can School Redesign Project supports the state’s vision for education – Kansas leads the world in the success of each student. Kansans have shared that schools need to place an equal amount of focus on helping students develop nonacademic skills, such as social-emotional growth, as they do on developing academic skills.

Again, this process is Teacher Led/ Teacher Driven with collaboration with district administrators. With support from the Lawrence Board of Education and Lawrence Education Association, teams from each of the schools will spend the 2019-2020 school year planning in order to launch new school redesigns in the 2020-2021 school year. Determining how we (district) can support these schools and their initiatives without sacrificing the support to other schools will be vital. Looking at the budget implications (and remaining as cost neutral as possible) are the next steps after determining initiatives based on the school’s data. These schools also will serve as future demonstration sites for others to study and visit.

Apollo brings the total number of schools in the redesign process to about 150, representing 66 districts. It is the goal of the State Board and KSDE to have all 286 Kansas school districts started in the redesign process by 2026.

### Other Information

- Update on Member Terms- The term of membership for each member on DSC shall be for a period of two years, and shall be eligible for reappointment for an additional two-year term. The community members (4) must submit an application and be approved by a committee. The certified (2) and classified staff (2) are appointed by the Deputy Superintendent (or Superintendent's designee). The 2 school board members are designated by the board president.

Dawn Downing will reach out to members as their term is expiring to find out their individual plans and act accordingly. If at any time, it is determined that the time commitment is no longer feasible and individuals want to resign from the committee, a resignation letter needs to be sent to the attention of Dawn Downing. For additional information, feel free to contact Dawn Downing (downing@usd497.org).

- 2019 School Board Elections (June 3, 2019 Filing Deadline)  
We have 4 current board members whose terms are ending.  
[https://kasb.org/wp-content/uploads/2019/04/2019SchoolBoardElectionsGuideKASB\\_web.pdf](https://kasb.org/wp-content/uploads/2019/04/2019SchoolBoardElectionsGuideKASB_web.pdf)

Kelly Jones, current board member, has gladly offered herself as a resource to share the ABC's of running a campaign and what being a school board member actually entails. Feel free to contact her at Kelly.Jones@usd497.org.

- Kansas Commissioner of Education requested **parents of children age 18 and younger to participate in a statewide survey**. To better address the needs of current and future students, the Kansas State Department of Education is surveying parents and guardians of children 18 years of age or younger about their current perceptions about various post-high school opportunities. In other words, how do you as a parent or guardian define success for your child? <https://www.surveymonkey.com/r/DJ5HB5T>

Next meeting date –May 16, 2019