

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

May 16, 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 new hires due to retirements and/or resignations. David Cunningham shared the following-

Secondary Level-

- Principal at LHS- (Matt Brungardt resigning at end of the school year)  
***Cynthia Johnson- Interim Principal effective July 1, 2019***
- Assistant Principal at LHS- (Interim Assistant Principal since late fall 2018)  
***Quentin Rials- moves from Interim to permanent effective July 1, 2019***
- Associate Principal at FSHS- (Steve Heffernan returned to the classroom)  
***Amy McAnarney- moves from Assistant Principal effective July 1, 2019***
- Assistant Principal at FSHS- (Opening due to Amy McAnarney's movement)  
***Jeff Harkin- transfer from LMCMS effective July 1, 2019***
- Principal at LMCMS (Due to Jeff Harkin's departure)  
***Sabrina Tillman Winfrey- Interim Principal effective July 1, 2019***
- Assistant Principal at LMCMS-(Barb Williams resigned)  
***Timothy Leffert, effective July 1, 2019***
- Coordinator of Virtual Education-(Departure of Jayci Hamm)  
***Candace Stewart, effective July 1, 2019***

**Policy Updates**

David Cunningham, Executive Director of Human Resources, shared that the policy committee was starting to look into revising and/or implementing two policies- Dress Code and Equity.

In most situations, an issue arises that leads to needing to implement a change or needing to determine a solution. The current student dress code is gender based. The rules, infractions and/or penalties are more targeted towards females (What they can/cannot wear). The tentative date is July/August 2019 for revisions.

It is important for the equity policy to be sustainable and implementable and act as a guide. As such, several district administrators and board members will be attending the 2019 Equity Leaders Institute-Moving Beyond Critical Reflection to Critical Action: Policy and School Governance (hosted by Midwest and Plains Equity Assistance

Center), September 16-17, in Indianapolis, Indiana. There is no timeline at this point regarding having this in place by a certain date.

### **Negotiations Update**

The district and LEA engages in Negotiations yearly. By law, a 3-year contract can be determined and agreed upon. However, with the uncertainty of finances, our board is not interested/able to lock-in a multi-year contract.

Due to how the process went last year, (lots of frustration and tension), the district and LEA decided to try a different approach. They want to collectively be one team working together instead of two separate teams looking out for individual interests.

They are utilizing Interest Based Bargaining (IBB). IBB is a collaborative approach to collective bargaining. As a group, they are coming with common interests and problem solving for the district as a whole vs individual needs.

The Negotiations team is comprised of 17 people- Superintendent, Deputy Superintendent, Exec Director of Human Resources, Director of Human Resources, 3 Board Members, LEA President, High School principal, Middle School Principal, Elementary School Principal, 6 Certified Staff.

To date, the group has met twice and undergone IBB training. Training in IBB is designed to provide negotiating teams with tools and techniques to improve communication and develop collaboration between the parties to obtain the best possible outcome in negotiations. During this joint training, the parties will learn the steps of interest based bargaining, practice techniques and use the IBB process. There are 7 more meetings between now and July 25<sup>th</sup>. The meetings are 4 hours each.

The team is planning to create a short video to share with staff (prior to them leaving for summer vacation) regarding the following –

- What is IBB?
- Why was it chosen to use this year?
- Goals with IBB?
- Timeline and meeting locations?

### **Strategic Plan Update**

#### Recap-

At the January 28 Board meeting, the services of Greenway Strategy Group (GSG) were approved to assist with the design, development and implementation of a process to determine strategic direction for the district. The work will culminate in a five-year plan, which includes establishing short-term priorities and goals for the 2019-2020 school year, as well as a comprehensive

direction for school years 2020-21 through 2023-24.

GSG analyzed district student academic data, survey results, and feedback collected during the Superintendent's fall Listening and Learning Tour. Next, Superintendent Dr. Anthony Lewis invited student, teacher and staff, school board, parent, and community representatives to a Design Team meeting to review the data analysis and discuss priority student outcomes. The district's Executive Leadership Team grouped the Design Team's input into five priority student outcomes and five strategic themes. These make up a draft Strategic Planning Framework.

The school board on February 25 agreed to share the draft framework with the community for feedback. The district hosted five forums: two for high school students, one for teachers and staff, and two open to the community. In addition, the district invited feedback via an online survey.

On March 25, GSG shared with the school board highlights of the feedback received and a revised Strategic Planning Framework incorporating that feedback.

GSG trained district Strategy Team leaders for each of the five themes. They worked with their teams for eight weeks to brainstorm ideas around objectives, and initiatives, reaching out to experts and stakeholder groups for additional input throughout the process. The Strategy Teams shared their progress with the Executive Leadership Team on April 11. The draft objectives were then shared with principals and staff, district Equity Advisory Council, District Equity Leadership Team Advisory, and District Site Council committees.

On May 2, Strategy Team leaders presented their proposed initiatives to the Executive Leadership Team who decided on a total of 20. The first phase of nine initiatives have been identified and were shared with the Board on May 13.

While the objectives outline what the community wants to see happen in its schools, the initiatives show how the district will accomplish it. Phase one initiatives involve curriculum standards, instructional resources, student supports, instructional framework, teacher observation and feedback, adult connections with safety, climate and culture, data use in decision making, and resource allocation.

#### What's Next-

Next, the district will form action teams for each of the nine phase-one initiatives. The teams will participate in training to analyze gaps between the current state of the district and the community's vision for its future. The teams also will develop engagement plans, budgets, and performance indicators. The board will consider final approval of the strategic plan June 24.

*See attached PowerPoint presentation*

Discussion ensued regarding how will the district be held accountable and how progress will be monitored. Dr. Stubblefield explained that is the next step. May and June the teams will be working to develop the monitoring process and the performance indicators for student outcomes and objectives.

The group also engaged in dialogue surrounding the family and community engagement/parent leadership piece and how that fits into the plan. A member expressed that she felt like the district was missing a huge opportunity to engage by not having this more visible and integrated in the strategic themes. Dr. Stubblefield agreed that the family/community engagement was a huge piece and that natural connections would be seen/made and that it would be more visible/demonstrated in the How (details). It will all be flushed out and made more specific/concrete in the action steps. Dr. Stubblefield agreed to share this perspective with the Executive Leadership Team.

Equity was also discussed in regards to it being embedded throughout the objectives/initiatives. We will not be doing equity in isolation!

Dr. Stubblefield also reiterated that the Strategic Plan would be a fluid document. It acts as our guide but the process would be tweaked and adjusted as needed and the document updated accordingly.

### **KESA Update**

This was Year 2 of this new accreditation process. The 2 R's that the district focused on were Relationships and Relevance. In addition to each school having goals related to Relationships and Relevance, the district also had specific goals-

#### Relationship -

During the 2018-2019 academic year, Lawrence Public Schools will engage students, staff, school families, and community members providing them with opportunities to share input in district decision-making through various avenues. (Utilizing the District Site Council was included as one of the many action steps)

#### Relevance -

During the 2018-2019 academic year, Lawrence Public Schools will develop, align and implement consistent and equitable curriculum, instruction and assessment to raise the achievement of all students as evidenced by state and nationally normed measures.

Year 2 has been full and productive. Our annual outside visitation team (OVT) was here April 5, 2019. There were areas where we as a district are ahead of the game (specifically Equity) and there are others areas that can still be tweaked and improved-

- 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

Mrs. Kemble will keep the group abreast of timelines and progress.

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

On April 16, 2019, the Kansas State Department of Education announced that Lawrence Public Schools was one of 19 school districts selected to take part in the Apollo phase of the Kansas 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.

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.

There are 5 phases for the Project Timeline-

1. Mission Inception (April- July 2019)
2. Building the Launch Pad (August-November 2019)
3. Designing the Rocket (December 2019- February 2020)
4. Building the Rocket (March – May 2020)
5. Show and Launch (June- August 2020)

Phase 1 revolves around orientation to the process, organizing for next year, and communicating with stakeholders.

### Upcoming Summer Tasks-

- Each school- select a Pilot and Co-Pilot
- Participate in a book study- The New School Rules by Kim and Gonzales Black
- Calendar the events for Redesign for 2019-20
- Calendar a climate survey for fall and spring

Link to video shared at meeting-

[https://drive.google.com/file/d/19b\\_WQOqjzEf6yIb0h-8EW14c8UyKWOPu/view?usp=sharing](https://drive.google.com/file/d/19b_WQOqjzEf6yIb0h-8EW14c8UyKWOPu/view?usp=sharing)

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.

### **2019-20 Meeting Dates/Times**

Jerri Kemble, Assistant Superintendent- Leading, Learning & Technology, will resume oversight of this committee starting with the 2019-20 school year.

As such, she will send out a doodle poll regarding dates/times regarding meetings for next year (Sept – May).

- Additional Information Shared

The group was reminded about the 2019 School Board Elections. We have 4 current board members whose terms are ending. To date, 4 people have filed to run for a seat on the school board. June 3<sup>rd</sup> is the filing deadline.

Link to the KASB School Board Election Guide

[https://kasb.org/wp-content/uploads/2019/04/2019SchoolBoardElectionsGuideKASB\\_web.pdf](https://kasb.org/wp-content/uploads/2019/04/2019SchoolBoardElectionsGuideKASB_web.pdf)

The committee was invited to the a public meeting with Kansas Association of School Boards staff and Superintendent Anthony Lewis where they will share information about running for office and serving on a school board. The meeting is scheduled for **May 16, 6:30-7:30 p.m.** at the district office.

Kelli Magnuson shared an article with the group from the Seattle Times entitled, 'Teachers visit Families at home in 700 communities nationwide.' (Article attached)

As the meeting concluded, Dr. Stubblefield thanked everyone for their commitment and participation and wished everyone an enjoyable summer.

Next meeting date –Fall 2019 (TBD)