

## **REGULAR MONTHLY BOARD MEETING**

September 3, 2020

6:00 PM

Educational Support Center Board Meeting Room 3600-52<sup>nd</sup> Street Kenosha, Wisconsin

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Regular School Board Meeting September 3, 2020 (Rescheduled from September 1, 2020) Educational Support Center 6:00 PM

I.	Pledge of Allegiance	
II.	Roll Call of Members	
III.	Introduction, Welcome and Comments by Student Ambassador	
IV.	Awards/Recognition	
V.	Administrative and Supervisory Appointments	
VI.	Superintendent's Report	
VII.	Legislative Report	
VIII.	Views and Comments by the Public	
IX.	Remarks by the President	
Χ.	Consent Agenda	
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## Kenosha Unified School District Kenosha, WI September 3, 2020

## The Office of Human Resources recommends the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE
Appointment	Ade	Elizabeth	Strange Elementary School	Cross Categorical	Instructional	08/26/2020	1
Appointment	Anderson	Ceanna	Lincoln Middle School	Security	ESP	08/31/2020	1
Appointment	Biddle	Analise	Tremper High School	Science	Instructional	08/26/2020	1
Appointment	Bingen	Kaila	Fine Arts	Elementary Orchestra	Instructional	08/26/2020	1
Appointment	Buika	Katlyn	Hillcrest School	Social Studies	Instructional	08/26/2020	1
Appointment	Corwith	Elizabeth	Somers Elementary School	Grade 1	Instructional	08/26/2020	1
Appointment	Cushman	Casey	Tremper High School	Technology Education	Instructional	08/26/2020	1
Appointment	DeRango	Kaitlyn	Wilson Elementary School	Special Education	ESP	08/03/2020	1
Appointment	Dorst	Christian	Lance Middle School	Science	Instructional	08/26/2020	1
Appointment	Erickson	Emily	Student Support/Guidance	Psychologist	Instructional	08/26/2020	1
Appointment	Fabiano	Deanna	Lance Middle School	English	Instructional	08/26/2020	1
Appointment	Fieldler	Allison	Somers Elementary School	Kindergarten	Instructional	08/26/2020	1
Appointment	Freeman	Aaron	Bullen Middle School	Dual Spanish	Instructional	08/26/2020	1
Appointment	Gardner	Nathan	Indian Trail HS & Academy	Instrumental Music	Instructional	08/26/2020	1
Appointment	Gonzalez	Mitzi	Lincoln Middle School	ESL Other Language	Instructional	08/26/2020	0.5
Appointment	Griffin	Kelli	Bradford High School	Special Education	ESP	08/31/2020	1
Appointment	Haim	Lea	Pleasant Prairie Elementary	Special Education	ESP	08/31/2020	1
Appointment	Hall	Karyn	Lincoln Middle School	Cross Categorical	Instructional	08/26/2020	1
Appointment	Kotten	Leann	Strange Elementary School	Cross Categorical	Instructional	08/26/2020	1
Appointment	Kvitek	April	Jeffery Elementary School	Classroom	ESP	08/31/2020	1
Appointment	Landherr	Alexis	Athletics/Health/Physical Ed	Administrative Specialist (12 MO)	ASP	08/12/2020	1
Appointment	Lawler	Jacob	Indian Trail Academy	Math	Instructional	08/26/2020	0.5
Appointment	Lee	Trinity	Lincoln Middle School	Art	Instructional	08/26/2020	1
Appointment	Lopez	Maya	Lincoln Middle School	English	Instructional	08/26/2020	1
Appointment	Lord	Erica	McKinley Elementary School	Information/Health Services	ESP	08/31/2020	1
Appointment	Ludwig	Andrew	Bradford High School	Cross Categorical	Instructional	08/26/2020	1
Appointment	Lynch	William	Bradford High School	Security	ESP	08/31/2020	1
Appointment	Malsack	Rachel	Grant Elementary School	Administrative Specialist (10 MO)	ASP	08/12/2020	1
Appointment	Manjarrez	Melissa	Stocker Elementary School	E.C.	Instructional	08/26/2020	1
Appointment	McGee	Kayleigh	Teaching and Learning	Administrative Support (12 MO)	ASP	08/10/2020	1
Appointment	Mozinski	Susan	Bose Elementary School	Elementary Principal	AST	08/19/2020	1
Appointment	Musick	Seth	Hillcrest School	Science	Instructional	08/26/2020	1
Appointment	Nash	Eric	Finance Department	Administrative Specialist (12 MO)	ASP	08/03/2020	1

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## The Office of Human Resources recommends the following actions:

Appointment	Nora	Kristina	Forest Park Elementary School	E.D.	Instructional	08/26/2020	1
Appointment	Owens	Daniel	Indian Trail HS & Academy	Guidance-Comprehensive High School	Instructional	08/12/2020	1
Appointment	Piehler	Austin	Lance Middle School	Special Education	ESP	08/31/2020	1
Appointment	Poupart	Laken	Lance Middle School	Classroom	ESP	08/31/2020	1
Appointment	Quinn	Jessica	Chavez Learning Station	Family Service Provider	ESP	08/31/2020	1
Appointment	Rivera	Julie	Tremper High School	Administrative Support (10 MO)	ASP	08/12/2020	1
Appointment	Roberts	Dakota	Wilson Elementary School	Special Education	ESP	08/03/2020	1
Appointment	Roochnik	Samuel	Indian Trail HS & Academy	Intervention Specialist	Instructional	08/26/2020	1
Appointment	Sabin	Jessica	Dimensions of Learning	Kindergarten	Instructional	08/26/2020	1
Appointment	Sabourin	Maria	Lincoln Middle School	Physical Education	Instructional	08/26/2020	1
Appointment	Schroeder	Melissa	KTEC West	Social Studies	Instructional	08/26/2020	1
Appointment	Sheahan-Spector	Molly	Indian Trail HS & Academy	Instructional Coach	Instructional	08/26/2020	1
Appointment	Skendziel	Kimberly	Mahone Middle School	Special Education	ESP	08/31/2020	1
Appointment	Slamann	Brice	Tremper High School	Cross Categorical	Instructional	08/26/2020	1
Appointment	Sowma	Jeremy	Lincoln Middle School	L.D.	Instructional	08/26/2020	1
Appointment	Stein	Jennifer	Washington Middle School	Science	Instructional	08/26/2020	1
Appointment	Steren	Lynne	EBSOLA DL	Intervention Specialist	Instructional	08/26/2020	0.2
Appointment	Stone	Valerie	Tremper High School	Earth/Space Science	Instructional	08/26/2020	1
Appointment	Talley	Michael	KTEC West	Night Custodian - Second Shift	Facilities	08/05/2020	1
Appointment	Taylor	Jazmine	Bradford High School	Dance/English	Instructional	08/26/2020	1
Appointment	Torres	Gina	McKinley Elementary School	Administrative Specialist (10 MO)	ASP	08/12/2020	1
Appointment	Urbanski	Brooke	Bullen Middle School	Grade 6	Instructional	08/26/2020	1
Appointment	Villalobos-Rodriguez	Cassandra	Tremper High School	Security	ESP	08/31/2020	1
Appointment	Walton	Jaclyn	Grewenow Elementary School	Administrative Specialist (10 MO)	ASP	08/12/2020	1
Appointment	Wandsnider	Rebecca	Department of Special Education	Specially Designed Physical Education	Instructional	08/26/2020	1
Appointment	Weathersby	Tamara	Lincoln Middle School	Cross Categorical	Instructional	08/26/2020	1
Appointment	Young	Heather	Roosevelt Elementary School	Administrative Specialist (10 MO)	ASP	08/12/2020	1
Resignation	Biehn	Jacob	Department of Special Education	E.C. Program Support	Instructional	07/27/2020	1
Resignation	Dombrowski	Josie	4K Program	4K Program	Instructional	08/08/2020	1
Resignation	Franke	Trisha	Jeffery Elementary School	C.D.S.	Instructional	08/26/2020	1
Resignation	Frankson	Erin	Tremper High School	Biology/Life Science	Instructional	08/11/2020	1
Resignation	Garner	Sabrina	Lincoln Middle School	Guidance	Instructional	08/11/2020	1
Resignation	Gerdes	Tamara	Mahone Middle School	Science	Instructional	08/04/2020	1
Resignation	Gierach	Suzanne	Indian Trail HS & Academy	C.D.S.	Instructional	08/04/2020	1
Resignation	Golm	Janet	Stocker Elementary School	Grade 2	Instructional	08/14/2020	1

## Kenosha Unified School District Kenosha, WI September 3, 2020

## The Office of Human Resources recommends the following actions:

Resignation	Greenup	Amy	Bullen Middle School	Cross Categorical	Instructional	07/20/2020	1
Resignation	Kavalauskas	Amy	4K Program	4K Program	Instructional	08/11/2020	0.5
Resignation	Krueger	Adam	Student Support/Guidance	Psychologist	Instructional	07/21/2020	1
Resignation	Leable	Andrea	Brass Community School	Grade 3	Instructional	08/12/2020	1
Resignation	Mozinski	Susan	Bose Elementary School	Instructional Coach	Instructional	08/19/2020	1
Resignation	Packard	Gina	Tremper High School	Cross Categorical	Instructional	08/26/2020	1
Resignation	Rhey	Emma	Grant Elementary School	Special Education	ESP	08/13/2020	1
Resignation	Robinson	Jennifer	Department of Special Education	Special Health Care Nurse	Instructional	08/13/2020	1
Resignation	Roethlisberger	Elise	Office of Student Support	Guidance	Instructional	08/17/2020	1
Resignation	Sanchez	Michael	Jefferson Elementary School	Grade 5	Instructional	08/11/2020	1
Resignation	Williams	Joseph	Lincoln Middle School	Social Studies	Instructional	08/07/2020	1
Resignation	Yusk	Meghan	Tremper High School	French	Instructional	07/29/2020	1
Resignation	Zei	Margaret	Bose Elementary School	Elementary Principal	AST	08/05/2020	1
Retirement	Anderson	Lynette	Lakeview Technology Academy	Guidance	Instructional	08/14/2020	1
Retirement	Bohning	Mary	KTEC East	Intervention Specialist	Instructional	08/03/2020	1
Retirement	Kresse	Julie	Prairie Lane Elementary	Grade 3	Instructional	08/05/2020	1
Retirement	Lawler	Edward	Vernon Elementary School	Grade 4	Instructional	09/06/2020	1
Retirement	Lehrke	Rosemarie	Nash Elementary School	Special Education	ESP	10/05/2020	1
Retirement	Parrish	Lori	Jeffery Elementary School	Information/Health Services	ESP	11/25/2020	1
Separation	Giannini	James	Pleasant Prairie Elementary	Head Custodian	Facilities	07/31/2020	1

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### SPECIAL MEETING & EXECUTIVE SESSION OF THE KENOSHA UNIFIED SCHOOL BOARD HELD JULY 28, 2020

A special meeting of the Kenosha Unified School Board was held on Tuesday, July 28, 2020, in Room 153 at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 6:15 P.M. with the following members present: Mr. Battle, Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, Mr. Wade, and Mr. Duncan. Dr. Savaglio-Jarvis, Attorney Shana Lewis (virtually) from Strang, Patteson, Renning, Lewis & Lacy, and Dr. Bethany Ormseth (virtually), Principal at LakeView Technology Academy, were also present.

- Mr. Duncan, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.
- Mr. Duncan announced that an executive session had been scheduled to follow this special meeting for the purpose of Items Relating to Students Requiring Confidentiality by Law, Personnel: Problems, and Other: Deliberating or Negotiating Whenever Competitive or Bargaining Reasons Requires a Closed Session.
  - Mr. Wade moved that the executive session be held. Mr. Garcia seconded the motion.

Roll call vote. Ayes: Mr. Battle, Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, Mr. Wade, and Mr. Duncan. Noes: None. Unanimously approved.

# 1. Other: Deliberating or Negotiating Whenever Competitive or Bargaining Reasons Requires a Closed Session

Mr. Tarik Hamdan, Chief Financial Officer, arrived at 6:16 P.M. Attorney Lewis and Mr. Hamdan updated board members on the status of an ongoing negotiation for services.

Attorney Lewis and Mr. Hamdan departed at 6:26 P.M.

#### 2. Items Relating to Students Requiring Confidentiality by Law

Dr. Ormseth presented information on an out of district expulsion.

Dr. Savaglio-Jarvis and Dr. Ormseth departed the meeting at 6:30 P.M.

Mrs. Modder moved to approve Administration's recommendation with respect to the acceptance of the out of district expulsion with the additional condition that the student is provided and participate in alcohol and other drug abuse counselling via eSchool. Mr. Wade seconded the motion. Unanimously approved.

### 3. Personnel: Problems

Dr. Savaglio-Jarvis returned to the meeting at 6:31 P.M. and updated the board on several employee relations matters.

Mr. Wade moved to adjourn the meeting. Ms. Adams seconded the motion. Unanimously approved.

Meeting adjourned at 6:33 P.M.

Stacy Schroeder Busby School Board Secretary

### REGULAR MEETING OF THE KENOSHA UNIFIED SCHOOL BOARD HELD JULY 28, 2020

A regular meeting of the Kenosha Unified School Board was held on Tuesday, July 28, 2020, at 7:00 P.M. in the Board Room of the Educational Support Center. Mr. Duncan, President, presided.

The meeting was called to order at 7:00 P.M. with the following Board members present: Mr. Battle, Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, Mr. Wade, and Mr. Duncan. Dr. Savaglio-Jarvis was also present.

Mr. Duncan, President, opened the meeting by announcing that this was a regular meeting of the School Board of Kenosha Unified School District. Notice of this regular meeting was given to the public by forwarding the complete agenda to all requesting radio stations and newspapers. Copies of the complete agenda are available for inspection at all public schools and at the Superintendent's office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's office.

There was not a student ambassador present.

There were no awards or recognitions.

There were no Administrative or Supervisory Appointments.

Dr. Savaglio-Jarvis gave the Superintendent's Report.

Ms. Adams moved to amend the order of the agenda to move New Business agenda item A – Return 2020 Plan to New Business agenda item I (end of agenda). Mrs. Modder seconded the motion. Unanimously approved.

Mrs. Modder gave the legislative report.

Views and comments were made by the public. Mr. Duncan noted that views and comments submitted electronically would be addressed at the end of the meeting.

Remarks by the President were made by Mr. Duncan.

Board members considered the following Consent-Approve items:

Consent-Approve item X-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations and Separations.

Consent-Approve item X-B – Minutes of the 6/18/20, 7/16/20 and 7/20/20 Special Meetings, 6/23/20 Special Meeting and Executive Session and 6/23/20 Regular Meeting.

Consent-Approve item X-C – Summary of Receipts, Wire Transfers, and Check Registers submitted by Mrs. Lisa Salo, Accounting Manager; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Sue Savaglio-Jarvis, excerpts follow:

"It is recommended that the June 2020 cash receipt deposits totaling \$864,565.43, and cash receipt wire transfers-in totaling \$50,716,161.74, be approved.

Check numbers 593348 through 594572 (net of voided batches) totaling \$6,726,660.55, and general operating wire transfers-out totaling \$3,349,874.95, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the June 2020 net payroll and benefit EFT batches totaling \$19,798,935.11, and net payroll check batches totaling \$11,969.01, be approved."

Consent-Approve item X-D – Revision of School Board Policy 8720 – Special School Board Meetings submitted by Dr. Savaglio-Jarvis, excerpts follow:

"On February 6, 2020, 2019 Wisconsin Act 96 (Act 96) became effective. Act 96 takes an important step in modernizing the manner by which school boards may be notified of upcoming meetings.

In its previous form, Wis. Stat. § 120.11(2) provided that if a school board planned to hold a special meeting, the board clerk, in the clerk's absence, the board president must notify each school board member, in writing, of the time and the place of a special meeting of the school board at least twenty-four (24) hours before said meeting. Further, these notices were required to be delivered personally to each board member or mailed via first class mail to each board member's residence.

Act 96 updates these notification requirements to provide more commonly utilized means of communication. At its core, Act 96:

- Requires the clerk or, in the clerk's absence, the president to notify each school board member of the meeting in a manner likely to give the member notice of the meeting;
- Specifies that the date, time and place for the meeting must be set by the clerk or, in the clerk's absence, the president; and
- Provides that, if the clerk, or in the clerk's absence, the president determines that providing notice at least twenty-four (24) hours before the meeting is, for good cause shown by the clerk or president, impossible or impractical, the clerk or president may notify each school board member of the date, time, and place of the meeting less than twenty-four (24), but not less than two hours before the meeting.

Policy 8720 – Special School Board Meetings has been revised to reflect the modernization by which school boards may be notified of upcoming meetings pursuant to Act 96. At the June 23, 2020, regular board meeting, the board approved revised Policy 8720 – Special School Board Meetings as a first reading with the change of "but not less than 2 hours" to "but not less than 12 hours" in the second sentence of the second paragraph of Policy 8720. Said change has been made in the attached revised policy.

It is recommended that Policy 8720 – Special School Board Meetings be approved as a second reading at the July 28, 2020 regular school board meeting."

Consent-Approve item-E – Policy 6620 – Library Resources submitted by Mrs. Christine O'Regan, Teacher Consultant – Library Media; Mrs. Ann Fredriksson, Coordinator of Library Media and Instructional Technology; Mrs. Julie Housaman, Chief Academic Officer; and Dr. Savaglio-Jarvis, excerpts follow:

"School Board Policy 6620—Library Resources (Appendix A)—was originally approved in 2000 and was later revised in 2002 and 2012. Since that time there has been a shift in guidance from the American Library Association (ALA) and the Office of Intellectual Freedom.

These professional library agencies, upon current research, have provided recommendations for district school library resource policies. In review of these resources, the goal is to align School Board Policy 6620 to the recommended guidance offered.

The proposed revisions to School Board Policy 6620—Library Resources—are based upon:

- Recommendations from Selection & Reconsideration Policy Toolkit for Public, School & Academic Libraries, American Library Association, December 8, 2016 (Appendix B).
- Input and feedback from Kenosha Unified School District library media teachers representing elementary, middle, and high school library learning commons.
- Kenosha Unified School District School Board Policy 5110.1—Student Equal Opportunity and Nondiscrimination in Education (Appendix C).

At the June 23, 2020, regular board meeting, the board approved revised Policy 6620 as a first reading. Administration recommends that the Board of Education approve the revised Kenosha Unified School District Policy and Rule 6620—Library Resources—as a second reading on July 28, 2020."

Mr. Wade moved to approve the consent agenda. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis introduced Attorney Ron Stadler from Jackson Lewis. S.C., and he presented the Revisions of School Board Policies 4111, 5110.1, 5110.2, and 5111 submitted Dr. Savaglio-Jarvis, excerpts follow:

Review of the following policies have come before the board on August 20, 2019, October 9, 2019, November 19, 2019, December 10, 2019, and February 19, 2020:

- Policy 4111 Employee Anti-Harassment;
- Policy 5110.1 Student Equal Opportunity and Non Discrimination in Education;
- Policy 5110.2 Non Discrimination Guidelines Related to Student Who are Transgender and Students Non Confirming to Gender Role Stereotypes; and
- Policy 5111- Bullying.

Attorney Ron Stadler from Jackson Lewis, P.C. advised and assisted the school board during their working sessions relative to these policies.

In May the Department of Education issued new regulations addressing required policies and procedures under Title IX which addresses non-discrimination in education. Additionally, the United States Supreme Court issued a new, landmark decision in Bostock v. Clayton County that recognized that sexual orientation and transgender status are protected within the meaning of title VII's prohibition against sex-based discrimination. This same language is found in Title IX.

The new Title IX policies and procedures are required to be implemented by August 14, 2020. Because of these changes noted above, Attorney Stadler has incorporated the necessary updates to the four policies.

Policy 5110.1 – Student Equal Opportunity and Non-Discrimination Education was approved as a second reading at the December 10, 2019 regular school board meeting. Remaining policies 4111, 5110.2 and 5111 have all been approved as a first reading; however, due to the additional Title IX revisions, the policies are being brought forward again for a first and second read.

Administration's recommendation is that revised school board policies 4111, 5110.1, 5110.2, and 5111 be approved as a first reading at the July 28, 2020 regular school board meeting and as a second reading at the August 25, 2020 regular school board meeting."

The following additional revisions were suggested by board members in relation to Policy 4111 – Employee Anti-Harassment:

- On page two of the policy second from last paragraph, where it states "sexual relationships between staff members, where one has supervisory responsibilities over the other, are highly discouraged", replace the word "highly" with a stronger word such as "totally" and/or "firmly";
- In the first paragraph of the Rule, change "should" to "shall" when referencing the responding to a harassment claim within 30 days;
  - Throughout the policy, capitalize "superintendent"; and
  - Throughout the policy, add "or designee" when referencing the CHRO.

There following additional revision was suggested by a board member in relation to Policy 5110.1 – Student Equal Opportunity and Non-Discrimination in Education:

• Replace "should" or "may" with "will" or "shall" throughout policy.

The following additional revision was suggested by a board member in relation to Policy 5110.2 – Nondiscrimination Guidelines Related to Students Who Are Transgender and Students Non-Conforming to Gender Role Stereotypes:

• On page one of policy - third paragraph under SCOPE. Change "in a timely manner" to "within 15 days";

The following additional revision was suggested by a board member in relation to Policy 5111 – Bullying:

On page two in the fourth paragraph, change "may" to "will".

Ms. Stevens moved to approve revised school board policies 4111, 5110.1, 5110.2, and 5111 as a first reading. Mr. Battle seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the NEA Local President Release Grant - Addendum to Teacher Contract, excerpts follow:

"In December 2019, Tanya Kitts-Lewinsky, President of the Kenosha Education Association (KEA) informed the District that the KEA had been invited to apply for a three-year part-time release grant for the union president through the National Education Association (NEA). The grant would allow the President to reduce her teaching contract to .5 FTE for the 2020-21 school year and allow her to engage in KEA activities during the .5 release time. The intended benefits of those activities include improved communication, educator morale, collaboration and problem-solving, teacher retention and public relations.

The District met and communicated with KEA leadership during the winter and spring of the 2019-20 school year. Tanya Kitts-Lewinski informed KUSD administration that in April 2020 she had been awarded the grant.

It is recommended that the Board of Education approve the proposed Addendum to the Teacher Contract between the Kenosha Unified School District and Tanya Kitts-Lewinski for the 2020-2021 school year."

Mr. Wade moved to approve the proposed Addendum to the Teacher Contract between the Kenosha Unified School District and Tanya Kitts-Lewinski for the 2020-2021 school year. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented Policy and Rule 1520 – Distribution of Marketing Materials to Students submitted by Mrs. Tanya Ruder, Chief Communications Officer, and Dr. Savaglio-Jarvis, excerpts follow:

"Policy 1520 was developed to give the superintendent or his/her designee guidance in approving materials that are distributed to students by schools from outside organizations. Currently, the policy requires review of the materials which, if approved, are then copied and delivered to schools by organizations where school administrative support professionals who then distribute to classroom staff who distribute to students via weekly folders.

To alleviate this unnecessary burden for our staff and community members, we would like to move to a virtual backpack system. This will allow organizations to submit fliers for review that, if approved, will be posted on the Community Connection portion of the website. Schools will then share a "Virtual Backpack" link in their weekly e-newsletters so families are aware of what is being offered by our community partners, organizations and others. Per policy, we will require organizations to provide fliers in English and Spanish, as well as to drop off at least 20 hard copies in both English and Spanish to have on hand in the school office for families that may not have access to technology.

In addition, schools should not have to run fliers through the district office for approval for events being held by their buildings (e.g. assembly, spirit week, etc.). As such, the internal request section has been removed so they may communicate with families as they see fit.

The overall goal for this change is to alleviate burden on our schools, streamline the process of approval to distribution for our community partners, and reduce the amount of paperwork parents/guardians receive through the use of technology.

Administration recommends that the Board approve revised Policy and Rule 1520 on July 28, 2020, and a second reading on Aug. 25, 2020."

Ms. Stevens moved to approve revised Policy and Rule 1520 as a first reading. Mr. Garcia seconded the motion. Unanimously.

Dr. Savaglio-Jarvis presented Revision of School Board Policy 8850 – School Board Committees, excerpts follow:

"As a follow up to the October 15, 2019 special school board meeting, October 21, 2019 reminder included in the board calendar document, and the June 19, 2020 email where board members were asked to share thoughts and recommendations in regards to Policy 8850 – School Board Committees, attached is the proposed revised policy to be considered as a first reading.

Suggested additions to the policy include:

- An addition of two District staff members added to the committees:
- Committee meetings will be held quarterly each school year on the second Tuesday
   October, February, April and June, unless otherwise noted, instead of monthly; and
- Attendance expectation of committee members will be changed from 80% expectancy to missing no more than one meeting per year

It is recommended that Policy 8850 – School Board Committees be approved as a first reading at the July 28, 2020 regular school board meeting and as a second reading at the August 25, 2020 regular school board reading."

The following additional revisions to Policy 8850 – School Board Committees were suggested by board members:

- In the first paragraph of the policy, remove "as" from the added language "engage as stakeholders in issues"
- In the second paragraph of the policy, do not remove "with option of renewal at the chairs discretion";
- In the sixth paragraph of the policy, change the word "intermediary" to "avenue" or "liaison":
- Above the last paragraph of page one of the policy, insert the following sentence: "Minutes shall be kept of all standing committee meetings";
- In the last paragraph on page one of the policy, change "Board committee meetings" to "Board standing committee and ad hoc committees";
- In A-2 of the Rule, include "teachers";
- In B-3 of the Rule, do not remove "The committee chairs";
- In the Personnel Committee organizational chart, keep the last strikeout with the exception of removing "or policy".

Ms. Adams moved to approve revised Policy 8850 – School Board Committees as a first reading with the suggested changes. Mr. Wade seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Adoption of Kindergarten Through Grade 12 Art Materials submitted by Mr. Scott Plank, Coordinator of Fine Arts; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

"Kenosha Unified School District School Board Policy 6300—Curriculum Development and Improvement—outlines the five phases of the curriculum development cycle (Appendix A). The policy states, "In Phase 3 the curriculum design team will determine the curriculum resources and professional learning needs that are critical to advance the curriculum development process to Phase 4." A teacher team, under the leadership of the coordinator of fine arts from the Office of Teaching and Learning, recently completed Phase 3 of the curriculum development cycle for elementary music materials.

In the fall of the 2017-18 school year, the kindergarten through grade 12 art team began the curriculum writing process (Appendix C). The National Coalition for Core Arts Standards, adopted by the Board in June 2017, were used as the foundation for the curriculum writing process.

Initially, there was not a recommendation for curricular resources for visual art as an appropriate platform was not available. Kenosha Unified School District art teachers have had opportunities to connect with professional development from the Art of Education University (Art Ed Pro), and when the company rolled out their curricular resource platform (Flex Curriculum) there was an immediate interest from all of the teachers. Since this is a sole source product with no competing products or platforms, the district has not done a request for proposal (Appendix D).

All of the art teachers received preliminary training on the platform during May 2020 and were given full access to explore and evaluate for the duration of the month. After the demo period, art teachers provided feedback via a Google form followed by a full department roundtable discussion. The teachers unanimously requested that the district move forward with adoption.

Administration recommends that the Board of Education grant approval to purchase kindergarten through grade 12 Art of Education University curriculum materials as outlined in this report, including Appendix C, showing an estimated purchased cost of \$143,543.00 for a 7-year contract for online resources."

Mr. Wade moved to approve the purchase of the kindergarten through grade 12 Art of Education University curriculum materials as outlined in the report, including Appendix C, showing an estimated purchased cost of \$143,543.00 for a 7-year contract for online resources. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented Act 55 – Notice of Academic Standards submitted by Ms. Luanne Rohde, Director of Early Education; Mrs. Christine Pratt, Coordinator of Science; Mrs. Susan Mirsky, Coordinator of English/Language Arts; Mrs. Jennifer Lawler, Coordinator

of Mathematics; Mr. Che Kirby, Coordinator of Educator Effectiveness and Social Studies; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

"On July 12, 2015, the Wisconsin 2015-17 State Budget Bill, Act 55, was signed into law. It requires Kenosha Unified School District to provide the parents and guardians of all enrolled students with notice of the academic standards in mathematics, science, reading and writing, geography, and history that have been adopted by the school board and that will be in effect during each school year. Accordingly, the district academic standards that will be in effect in these specific content areas for the 2020-21 school year are listed below. Electronic links to the detailed version of the applicable standards are provided pursuant to section 120.12(13) and section 118.30(1g)(a)1 of the state statutes.

Additionally, with regard to emphasizing content-area literacy in all subjects, the Kenosha Unified School District has adopted the Common Core Standards for Disciplinary Literacy.

Administration recommends that the Board of Education approve the annual declaration and parent notice of the district's student academic standards that will be in effect for the 2020-21 school year at the July 28, 2020, board meeting."

Ms. Adams moved to approve the annual declaration and parent notice of the district's student academic standards that will be in effect for the 2020-21 school year. Ms. Stevens seconded the motion. Unanimously approved.

Dr. Savaglio-Jarvis presented the Education for Employment Plan submitted by Mr. Edward Kupka, Coordinator of Student Support; Mrs. Cheryl Kothe, Coordinator of Career and Technical Education; Mrs. Jenny Schmidt, Director of Special Education and Student Support; Mrs. Housaman; and Dr. Savaglio-Jarvis, excerpts follow:

"The Wisconsin Department of Public Instruction (DPI) has revised the Education for Employment (E4E) administrative rule or Chapter PI 26 (Appendix A). The purpose of E4E programs is to prepare elementary and secondary pupils for employment, to promote cooperation between business and industry and public schools, and to establish a role for public schools in the economic development of Wisconsin.

The district ACP leadership team had provided guidance on the implementation and input on marketing and communication information to schools, students, and families. In 2019-20 the leadership shifted to school teams. School teams were led by a school administrator and assembled at each middle and high school with the expectation to meet four times annually and to document meeting minutes.

This review is an information update to the school board about Kenosha Unified School District's Education for Employment Plan as required by WI PI 26.03.

This is an informational report."

Dr. Savaglio-Jarvis presented the Restraint and Seclusion Report submitted by Mrs. Laura Sawyer, Research Analyst; Mr. Kristopher Keckler, Chief Information Officer; Mrs. Schmidt; and Dr. Savaglio-Jarvis, excerpts follow:

"By October 1, Wisconsin requires each school district to report the district restraint and seclusion data annually, to the school board. Districts must submit the number of incidents of physical restraint and seclusion, the total number of students involved in the incidents, and the number of students with disabilities who were involved in the incidents. The report to the school board contains the same data as required in the U.S. Department Office of Civil Rights Cyclical Data Collection (CRDC) on physical restraint and seclusion. A new requirement of Act 118 calls for the respective data to be forwarded to the State Superintendent of Public Instruction, prior to December 1 of that year after the local School Board receives the report.

Districts are required to report on two (2) types of restraint: mechanical and physical, and seclusion, detailing both the number of students (by disability status) and number of incidents. For example, the use of handcuffs by police officers would constitute a mechanical restraint and schools are required to fully document identified instances. Both a summary report and a full 140 building level report are attached. For the 2019-20 school year, KUSD had 3 incidents of mechanical restraint, 100 incidents of physical restraint, and 151 incidents of seclusion.

The use of handcuffs by school resource officers (police) and other police officials while on school property or during school functions have been identified as mechanical restraint. Those cases would be the direct result of the state expectation to ensure that any police involved use of handcuffs or other restraint are documented and reported. Police officers receive their own training and tactics related to the decision or need to apply some form of restraint.

This report is for informational purposes only."

Dr. Savaglio-Jarvis presented the Renewal of Southeastern Wisconsin School Alliance Membership submitted by Mr. Hamdan and Dr. Savaglio-Jarvis, excerpts follow:

"For the past seventeen (17) years, the District has participated in the Southeastern Wisconsin School Alliance (SWSA) which provides school leaders and parents with objective, non-partisan information, and training needed to be strong advocates for educational excellence. The SWSA serves over 30 urban and suburban school districts with a combined enrollment of more than 220,000 students.

The mission of the Southeastern Wisconsin Schools Alliance is to advocate for the benefit of all students by driving education policies supporting strong public schools to ensure world-class practices, economic vitality, and community well-being.

The SWSA meets at least once a month and the annual membership fee is \$3,200. Attachment A is the letter from the fiscal agent, the required resolution to be approved by the Board in order to participate in the alliance, and the 66.0301 Agreement which authorizes the School District of South Milwaukee as the fiscal agent to manage the SWSA funds. Attachment B is the 2020-21 Proposed Annual Budget for the SWSA, the projected participating member school districts with payment schedule, and the 2019-20 Annual Report for the SWSA.

Administration recommends that the Board approve the attached resolution and membership in SWSA for the 2020-2021 fiscal year and authorization of Board Officers and District Administration to execute any and all documents related to the renewal."

Mrs. Modder moved to approve the attached resolution and membership in SWSA for the 2020-2021 fiscal year and authorization of Board Officers and District Administration to execute any and all documents related to the renewal. Ms. Stevens seconded the motion. Unanimously approved.

The board recessed at 8:49 PM and reconvened at 8:55 PM.

Dr. Savaglio-Jarvis introduced the Return 2020 Plan, excerpts follow:

"As the nation is responding to the unprecedented challenges brought upon us by the COVID-19 pandemic, thousands of schools have been forced to shut down, create virtual learning, home-based learning experiences throughout our communities. Meeting these challenges requires leadership from all entities including educators, medical professionals, parents, community members, boards of education and other vital stakeholders. Schools and systems across the nation found themselves having to reinvent end-of-year learning and summer learning.

Many districts are realizing that there is little reason to believe that a "normal" school year is within reach. What has taken place is what we are calling virtual learning brought on by limited movement and stay at home orders in March. The spectrum of virtual learning ranged from drive by course work pick up of materials to Google Meet check ins, to online lessons and video conference calls all of which, with good intentions, were meant to keep the continuity of learning happening for students.

In order to support a RETURN 2020 school year plan, the District created dedicated teams of experts to handle the complexity of determining how to best educate students in the safest ways possible going forward. The core work teams recognized that there is not a one-size-fits-all answer. It took creativity and a great deal of planning to ensure we meet the needs of all students.

The RETURN 2020 core workgroups spent countless hours researching, meeting, writing, presenting, adjusting and finalizing this plan to get to its current state. This was done in conjunction with staff, Board members, parents, students and others who provided feedback during reactor group meetings or listening sessions.

The District understands the 2020-21 school year comes with many varying opinions for many solid reasons. On behalf of the core workgroups, administration recommends that the Board of Education spend time considering the RETURN 2020 Plan and the contents contain herein; as well as all other factors that come into play in order to make the best decision for all staff, students and families."

Ms. Sue Valeri, Chief of School Leadership; Mr. Keckler, Mrs. Housaman; Mrs. Fredriksson; Ms. Wendy Tindall, Regional Coordinator for Elementary School Leadership; and Mrs. Schmidt gave a Return 2020 PowerPoint presentation which covered the following topics: survey data: second parent survey and staff survey, virtual learning in September,

2020 vs. virtual learning in March-June 2020, KUSD curriculum, digital tools, student supports, Seesaw, Google Classroom, student supports, sample schedules, learning environment for students with IEPs, additional services, learning environment for English learners, staff instructional expectations student learning expectations, and point of reference.

Mr. Battle moved to approve the Return 2020 plan which gives the option of virtual or in-person learning. Mr. Wade seconded the motion.

Roll call: Ayes: Mr. Battle and. Mr. Wade. Noes: Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, and Mr. Duncan. Motion failed.

Ms. Adams moved to return to school as fully virtual for students with a return date for in-person to be determined. Ms. Stevens seconded the motion.

Roll call: Ayes: Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, and Mr. Duncan. Noes: Mr. Battle and Mr. Wade. Motion carried.

Mrs. Modder noted the views and comments submitted electronically. Mr. Duncan indicated that the comments will be posted on the district's website for viewing.

Ms. Stevens moved to adjourn the meeting. Mr. Garcia seconded the motion. Unanimously approved.

Meeting adjourned at 10:28 P.M.

Stacy Schroeder Busby School Board Secretary

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#### Kenosha Unified School District Kenosha, Wisconsin Summary of Cash Receipts and Disbursements September 3, 2020

CASH RECEIPTS	reference	total
July 2020 Wire Transfers-In, to Johnson Bank from	n:	
WI Department of Public Instruction	state aids register receipts	\$ 3,673,037.53
WI Department of Justice - Office of School Safety	School Safety Grant	110,059.49
Johnson Bank	account interest	267.85
Bank (RevTrak)	district web store receipts (net of fees)	22,618.48
Retired & Active Leave Benefit Participants	premium reimbursements	32,721.56
WI Department of Revenue	exempt computer state aid	389,422.63
HHS	head start grant	234,560.77
Various Sources	small miscellaneous grants / refunds / rebates	535,467.12
Total Incoming Wire Transfers		4,998,155.43
July 2020 Deposits to Johnson Bank - All Funds: General operating and food services receipts	(excluding credit cards)	212,573.65
TOTAL JULY CASH RECEIPTS		\$ 5,210,729.08
CASH DISBURSEMENTS	reference	total
July 2020 Wire Transfers-Out, from Johnson Bank	to:	
Payroll & Benefit wires	net payrolls by EFT	<b>*</b> 44 044 400 04
Individual Employee Bank Accounts	(net of reversals)	\$ 11,011,196.61
WI Department of Revenue	state payroll taxes	119,887.17
WI Department of Revenue	state wage attachments	501.80
IRS	federal payroll taxes	958,113.05
Delta Dental	dental insurance premiums	238,913.83
Diversified Benefits Services	flexible spending account claims	5,263.34
Employee Trust Funds	wisconsin retirement system	4,502,545.20
NVA	vision insurance premiums	20,722.85
Optum	HSA	1,795,264.59
Various	TSA payments	124,062.53
Subtotal		18,776,470.97
General Operating Wires		
US Bank	purchasing card payment-individuals	170,651.38
Kenosha Area Business Alliance	LakeView lease payment	16,666.67
Johnson Bank	banking fees	992.86
United Healthcare	health insurance premiums	6,565,440.16
Subtotal		6,753,751.07
Total Outgoing Wire Transfers		\$ 25,530,222.04
July 2020 Check Registers - All Funds:		
Net payrolls by paper check	Register# 01013DP, 01614P 01015DP	\$ 1,998.21
General operating and food services	Check# 594573 thru Check# 595403 (net of void batches)	9,483,517.84
Total Check Registers		\$ 9,485,516.05
TOTAL JULY CASH DISBURSEMENTS		\$ 35,015,738.09

<sup>\*</sup>See attached supplemental report for purchasing card transaction information

## Transaction Summary by Merchant

Merchant Name	Total	
FILTRATION CONCEPTS INC	\$	14,513.08
3654 INTERSTATE	\$	11,642.79
USMARKERBOARD	\$	8,223.25
IN *GROHS ELECTRIC LLC	\$	7,713.04
HIGHWAY C SERVICE INC	\$	6,235.40
HALLMAN LINDSAY PAINTS -	\$	5,107.45
HAJOCA KENOSHA PC354	\$	4,743.68
TRANE SUPPLY-116407	\$	4,498.71
BUILDERS HARDWARE AND HOL	\$	4,375.00
DSPS EPAY ISE	\$	4,200.00
JMB & ASSOCIATES	\$	3,584.28
MCCOTTER ENERGY SERVICE L	\$	3,178.58
RAYNER AND RINN SCOTT INC	\$	3,020.80
MENARDS KENOSHA WI	\$	2,971.59
CHESTER ELECTRONIC SUPPLY	\$	2,720.14
PROJECT LEAD THE WAY, INC	\$	2,700.00
UNION GROVE LUMBER	\$	2,473.10
GRAINGER	\$	2,417.65
L AND S ELECTRIC INC	\$	2,382.00
SAN-A-CARE	\$	2,373.49
IN *A BEEP, LLC	\$	2,262.80
SOLUTION TREE INC	\$	2,138.82
USPS.COM POSTAL STORE	\$	2,040.40
MUSIC CENTER INC	\$	1,978.98
STERICYCLE	\$	1,822.59
KENOSHA COUNTY HEALTH DEP	\$	1,780.50
MENARDS RACINE WI	\$	1,746.61
MOLLOY COLLEGE CONTINUING	\$	1,700.00
PAYPAL *READINGWRIT	\$	1,700.00
PAYPAL *WEI	\$	1,676.00
SHIFFLER EQUIPMENT	\$	1,490.90
ULINE *SHIP SUPPLIES	\$	1,472.00
KROMER CO. LLC	\$	1,386.73
PRAIRIE SIDE TRUE VALUE	\$	1,380.00
LOWES #02560*	\$	1,340.63
CUSTOM EDUCATION SOLUT	\$	1,340.15
HOMEDEPOT.COM	\$	1,221.97
KITCHEN CUBES LLC	\$	1,184.99
UT K-16 CENTER	\$	1,170.00
FIRST SUPPLY LLC #2033	\$	1,164.14
ZORN COMPRESSOR & EQUIPM	\$	1,155.81
IN *ECONO SEWER AND DRAIN	\$	1,012.85
HILTI INC	\$	1,004.00
FULL COMPASS SYSTEMS	\$	951.00
DASH MEDICAL GLOVES	\$	940.30
COMMITTEE FOR CHILDREN	\$	903.09
RUTGERS NB SUMMER API	\$	900.00

## Transaction Summary by Merchant

Merchant Name	Total	
PAT S SERVICES INC	\$	887.50
REINDERS BRISTOL	\$	887.12
AED SUPERSTORE	\$	861.50
WOODWORKERS HARDWARE I	\$	841.61
NATIONAL HEAD START ASSO	\$	840.00
ZOGICS.COM	\$	799.50
PAUL REILLY CO ILLINOIS	\$	794.20
SP * BLOXELS	\$	750.00
WWW.KENNYPRODUCTS.COM	\$	748.00
JOHNSTONE SUPPLY	\$	719.42
EAST INSTI* GRANDVILLE	\$	665.00
PAYPAL *USPS STORE	\$	661.80
PBBS EQUIPMENT CORP	\$	643.76
REVERE ELECTRIC SUPPLY CO	\$	636.90
BLAIN'S FARM & FLEET	\$	622.42
SAFETREEPPE.COM	\$	597.95
LOYOLA CHGO CAS	\$	595.00
FASTENAL COMPANY 01WIKEN	\$	584.85
MENARDS LOVELAND OH	\$	582.00
AMAZON.COM*MS5ZJ7YM2 AMZN	\$	573.12
RESTAURANTS & CATERING	\$	571.45
VIKING ELECTRIC-MILWAUKEE	\$	569.61
NASSP PRODUCT & SERVICE	\$	564.00
AMZN MKTP US*MS5084K50	\$	563.90
UALR BURSAR	\$	550.00
VEHICLE MAINT. & FUEL	\$	536.23
MCMASTER-CARR	\$	530.26
CONNEY SAFETY	\$	509.68
ROCHESTER 100, INC	\$	507.50
INVIGORATE EDUCATION	\$	505.75
HARD ROCK SAWING & DRILL	\$	500.00
THE BOOMERANG PROJECT	\$	500.00
4IMPRINT	\$	495.61
ROCKLER	\$	494.99
FARM & FLEET STURTEVANT	\$	437.96
USPS PO 5642800260	\$	434.86
COSTCO WHSE #1198	\$	426.23
WASBO FOUNDATION	\$	425.00
CAROLINA BIOLOGIC SUPPLY	\$	375.97
ZOOM.US	\$	368.33
HARBOR FREIGHT TOOLS 358	\$	354.97
AMAZON.COM*MV32C7331	\$	312.00
MHFA - LMS	\$	300.00
SP * PACKAGINGSUPPLIES	\$	293.35
UBREAKIFIX - OAK CREEK	\$	279.51
AT&T*BILL PAYMENT	\$	274.95
VISTAPR*VISTAPRINT.COM	\$	273.79

## Transaction Summary by Merchant

Merchant Name	Total	
FACEBK 3JRTKRN882	\$	266.77
GOOGLE *ADS9789384311	\$	266.76
WAL-MART #1167	\$	250.87
GOLF TEAM PRODUCTS	\$	249.00
TARGET.COM *	\$	248.50
IN *CHARACTERSTRONG, LLC	\$	245.00
WALMART.COM	\$	244.29
INDUSTRIAL CONTROLS	\$	242.24
LEARNING A-Z, LLC	\$	230.90
MEIJER # 284	\$	226.46
AMAZON.COM*MS8P90QX1 AMZN	\$	225.07
AMERLIBASSOC ECOMMERCE	\$	198.00
SHERWIN WILLIAMS 703481	\$	194.45
EPSON *STORE	\$	188.27
KIMBALL MIDWEST PAYEEZY	\$	185.48
AMZN MKTP US*MS0P82VQ1	\$	176.17
SPEEDY METALS - WEBSITE	\$	174.38
THINK SOCIAL PUBLISHING,	\$	172.39
AMZN MKTP US*MS5T71EA0	\$	169.99
AMAZON.COM*MJ63U4960	\$	160.31
SAMS CLUB #6331	\$	154.12
AMZN MKTP US*MS6843JV2	\$	154.00
S & S SALES CORP	\$	151.11
DICKOW CYZAK TILE CARP	\$	149.45
SPECTRUM	\$	135.66
WISCONSIN ASSOCIATION OF	\$	135.00
HYDRO-FLO PRODUCTS INC	\$	130.73
SPRAY PARTS JENSEN	\$	126.06
TEACHSTONE TRAINING	\$	125.00
AMAZON PRIME*MS8HR3F00	\$	119.00
FESTIVAL FOODS	\$	107.30
AIRGAS USA, LLC	\$	101.86
NATL ALLIANCE PUBLIC	\$	100.00
TESOL INTERNATIONAL ASSOC	\$	99.00
MICHAELS #9490	\$	97.53
KRANZ INC.	\$	91.81
WIKKI STIX CORP	\$	86.21
TOWN & COUNTRY GLASS INC	\$	85.55
JON DON ECOMM #999	\$	85.29
VIKING ELECTRIC - KENOSHA	\$	84.55
DSPS E SERVICE FEE COM	\$	84.00
OFFICEMAX/DEPOT 6358	\$	82.95
FEDEX 394092451510	\$	81.60
AMZN MKTP US*MS6H46TG1	\$	80.76
IN *SQUARE SCRUB LLC	\$	79.77
SHERWIN WILLIAMS 703180	\$	76.95
WM SUPERCENTER #1167	\$	73.81

## Transaction Summary by Merchant

Merchant Name	Total	
MARRIOTT DRYWALL MATERIAL	\$	72.50
DOLLAR TREE, INC.	\$	65.54
AMERICAN RED CROSS	\$	60.00
MAILCHIMP	\$	59.99
SPOTIFY AD STUDIO	\$	54.32
BREAKOUT	\$	52.50
DOA WISGLP RAFFLE LICENSE	\$	51.00
PICK N SAVE #871	\$	48.61
OFFICE DEPOT #3260	\$	47.65
DOLLAR TREE	\$	47.15
V BELT GLOBAL SUPPLY	\$	45.60
AMAZON.COM*MS5ND83O0 AMZN	\$	42.15
HOBBY LOBBY #350	\$	39.97
AMZN MKTP US*MJ3JT1N20	\$	39.95
AMZN MKTP US*MJ96L5HF1	\$	39.95
SMK*WUFOO.COM CHARGE	\$	39.00
ASCD	\$	38.95
AMZN MKTP US*MJ9PZ0PS0	\$	33.98
PIGGLY WIGGLY #209	\$	31.79
ADOBE STOCK	\$	31.64
LYNCH ISUZU TRUCK CTR	\$	31.59
TARGET 00022517	\$	30.58
WPY*3D INSTITUTE	\$	29.99
AMZN MKTP US*MJ6NL2HK1	\$	25.50
PALMEN BUICK GMC CADIL	\$	24.35
VENT A KILN CORP	\$	23.95
AMAZON.COM*MS0IJ24C2 AMZN	\$	23.58
AMAZON.COM*MS09Q5RQ2	\$	23.06
APPLE.COM/BILL	\$	18.74
AMZN MKTP US*MS9F86B61	\$	17.92
THE HOME DEPOT #4926	\$	16.97
SCHOOL CASH SUPPLIES	\$	12.29
FEDEX 940488292840	\$	10.54
CALENDLY	\$	10.00
WEBCONNEX, LLC	\$	5.94
PIGGLY WIGGLY #209 SSS	\$	(1.66)
PARTY CITY BOPIS	\$	(17.04)
SMARTSIGN	\$	(27.72)
FESTIVAL FOODS SSS	\$	(31.65)
AMER LIB ASSOC-CAREER	\$	(234.00)
NATIONAL COUNCIL OF SUPER	\$	(245.00)
MILWAUKEE BREWERS BOX OFF	\$	(1,420.00)
US Bank Purchasing Card Payment - Individuals	\$	170,651.38

#### KENOSHA UNIFIED SCHOOL DISTRICT

Kenosha, Wisconsin September 3, 2020

#### Administrative Recommendation

It is recommended that the July 2020 cash receipt deposits totaling \$212,573.65, and cash receipt wire transfers-in totaling \$4,998,155.43, be approved.

Check numbers 594573 through 595403 (net of voided batches) totaling \$9,483,517.84, and general operating wire transfers-out totaling \$6,753,751.07, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the July 2020 net payroll and benefit EFT batches totaling \$18,776,470.97, and net payroll check batches totaling \$1,998.21, be approved.

Dr. Sue Savaglio-Jarvis Superintendent of Schools

Tarik Hamdan Chief Financial Officer

Lisa M. Salo, CPA Accounting Manager



September 3, 2020

#### POLICY AND RULE 1520 – DISTRIBUTION OF MARKETING MATERIALS TO STUDENTS

#### **Background:**

Policy 1520 was developed to give the superintendent or his/her designee guidance in approving materials that are distributed to students by schools from outside organizations. Currently, the policy requires review of the materials which, if approved, are then copied and delivered to schools by organizations where school administrative support professionals who then distribute to classroom staff who distribute to students via weekly folders.

To alleviate this unnecessary burden for our staff and community members, we would like to move to a virtual backpack system. This will allow organizations to submit fliers for review that, if approved, will be posted on the Community Connection portion of the website. Schools will then share a "Virtual Backpack" link in their weekly e-newsletters so families are aware of what is being offered by our community partners, organizations and others. Per policy, we will require organizations to provide fliers in English and Spanish, as well as to drop off at least 20 hard copies in both English and Spanish to have on hand in the school office for families that may not have access to technology.

In addition, schools should not have to run fliers through the district office for approval for events being held by their buildings (e.g. assembly, spirit week, etc.). As such, the internal request section has been removed so they may communicate with families as they see fit.

The overall goal for this change is to alleviate burden on our schools, streamline the process of approval to distribution for our community partners, and reduce the amount of paperwork parents/guardians receive through the use of technology.

#### **Administration Recommendation:**

Administration recommends that Board approve revised Policy and Rule 1520 as a second reading on Sept. 3, 2020.

Dr. Sue Savaglio-Jarvis Superintendent of Schools Tanya Ruder Chief Communications Office

## POLICY 1520 DISTRIBUTION OF MARKETING MATERIALS TO STUDENTS

Any individual or organization wishing to notify students of upcoming events is subject to this policy.

Distribution of marketing materials shall be classified as either internal requests or external requests. Upon approval from the superintendent or his/her designee, distribution of marketing materials shall take place via the district's Community Connection webpage and be regularly shared by schools via a "Virtual Backpack" link in school e-newsletters, along with a notice that a limited number of hard copies are available in school offices. may take place via the following:

- District website
- School websites
  - Channel 20
  - Social media sites (KUSD-sponsored events only)
  - Elementary folders

In all cases, notification of the following is <u>not</u> permitted:

- 1. Material that is primarily of a commercial nature, including material that primarily seeks to advertise products or services of outside businesses
- 2. Material that is insulting or violates the rights of others, including material that is libelous, invades the privacy of others, infringes on a copyright or is in any way prohibited by state or federal law
- 3. Material that is socially inappropriate or inappropriate due to the maturity level of the students, including material that is obscene, pornographic, lewd, vulgar, indecent or insulting to any group or individual
- 4. Material that may incite a person/people to commit illegal acts or violate school board policy
- 5. Material that is likely to cause substantial disruption or interferes with the orderly operation and discipline of the district, school or school activities

LEGAL REF.: Wisconsin Statutes

Section 118.12(1) [Promotions in the schools]

120.12(2) [Board duty; supervision over the schools]

CROSS REF.:

1410, Free Materials

1510, Advertising/Promotions

AFFIRMED: February 25, 2003

REVISED: March 25, 2003

December 19, 2006 September 28, 2010 June 25, 2013 **September 3, 2020** 

## RULE 1520 DISTRIBUTION OF MARKETING MATERIALS TO STUDENTS

The superintendent or his/her designee is responsible for reviewing and approving all materials that will be distributed widely to students.

#### I. INTERNAL REQUESTS

Distribution of marketing materials must be done in accordance with adopted policies, rules and procedures. Internal requests may be approved if the following are true:

- The materials are an extension of the school's curriculum
- The event is educationally beneficial to students
- The materials provide information about the school's operations, programs or events

#### **H.** EXTERNAL REQUESTS

Distribution of materials must be done in accordance with adopted policies, rules and procedures. Distribution shall not be construed as an endorsement or approval of the materials by the district. Recognizing the primary mission of the district is to meet the educational needs of its students, the district reserves the right to deny requests. No student may be required, coerced or harassed to accept the materials. Requests may be approved if ALL of the following are true:

- The event is free
- The event is educationally beneficial to students
- The event is age-appropriate for students at the discretion of the superintendent or his/her designee
- The material contains the disclaimer, "This material and/or activity is not sponsored by KUSD or its personnel." This must be located on the front of the material in 12-point font or larger
- Materials are submitted for review one month prior to the event
- Distribution guidelines provided upon approval are followed
- The requesting organization provides the materials in English and Spanish
- The requesting organization agrees to deliver at least 20 copies in both English and Spanish to schools to make available to families who may not have access to technology
- The individual or organization seeking approval provides and delivers all printed copies for distribution

Distribution requests that are denied may be considered for placement on the Events for Youth webpage of kusd.edu if:

- The event is educationally beneficial to students (academic/athleticconsidered)
- The material contains the disclaimer, "This material and/or activity is not sponsored by KUSD or its personnel." This must be located on the front of the material in 12 point font or larger
- Materials are submitted for review one month prior to the event

The superintendent and/**or** his/her designee reserves the right to deny requests based on the guidelines above and **in** the best interest of students/families of KUSD.

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### Kenosha Unified School District Kenosha, Wisconsin

September 3, 2020

# Reconsideration/Discussion/Action - School 2020 Reopening Plan, Including Virtual and In-Person Instruction and Fall 2020 Return to WIAA Sports

#### Background

As the nation is responding to the unprecedented challenges brought upon us by the COVID-19 pandemic, thousands of schools were forced to shut down and create virtual learning experiences. Meeting these challenges requires leadership from all entities, including educators, medical professionals, parents, community members, boards of education and other vital stakeholders. Schools across the nation found themselves having to reinvent end-of-year learning and summer learning.

Many districts are realizing there is little reason to believe that a "normal" school year is within reach. In an effort to develop a plan for fall of 2020, the District created dedicated teams of experts to determine how to best educate students in the safest ways possible. The core work teams recognized that there is not a one-size-fits-all answer, and as such the <a href="Return 2020 plan">Return 2020 plan</a> was created. It took creativity and a great deal of planning to ensure the needs of all students could be met.

The RETURN 2020 core workgroups spent countless hours researching, meeting, writing, presenting, adjusting and finalizing this plan to get it to its current state. This was done in conjunction with staff, Board members, parents, students and others who provided feedback during reactor group meetings or listening sessions.

#### Timeline

### July 28, 2020

At its July 28, 2020, board meeting, the board considered the attached report (Attachment A).

The following motions were voted on at the July 28, 2020, regular school board meeting:

Mr. Battle moved to approve the Return 2020 plan which gives the option of virtual or inperson learning. Mr. Wade seconded the motion.

Roll call: Ayes: Mr. Battle and. Mr. Wade. Noes: Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, and Mr. Duncan. Motion failed.

Ms. Adams moved to return to school as fully virtual for students with a return date for inperson to be determined. Ms. Stevens seconded the motion.

Roll call: Ayes: Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, and Mr. Duncan. Noes: Mr. Battle and Mr. Wade. Motion carried.

### **August 18, 2020**

The following motions were voted on at the August 18, 2020, special school board meeting:

Mrs. Modder moved to rescind the motion made at the July 28, 2020, meeting for students to return to school fully virtual with a return date for in person to be determined. Mr. Wade seconded.

Roll call: Ayes: Mr. Battle, Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, Mr. Wade and Mr. Duncan. Noes: None. Unanimously approved.

Ms. Adams moved to approve the original Return 2020 plan presented at the July 28, 2020 meeting which offers an in person or virtual learning option with a school start date to be moved to September 14, 2020, and also approve the WIAA's recommendation of a seasonal start date of August 24, 2020, for girls swimming and diving, boys and girls cross country, girls golf and girls tennis and a September 7, 2020, start date for football, boys and girls volleyball and boys soccer. If a COVID surge outbreak shall occur, this issue should be revisited. Mr. Wade seconded the motion.

Roll call: Ayes: Mr. Battle, Ms. Stevens, Mrs. Modder, Mr. Garcia, Ms. Adams, Mr. Wade and Mr. Duncan. Noes: None. Unanimously approved.

#### August 21, 2020

On August 21, 2020, the Wisconsin Education Association Council (WEAC) submitted a letter claiming that the notice for the August 18, 2020, School Board meeting did not provide notice "in such a form as is reasonably likely to apprise members of the public" of the subject matter of the meeting as required in Wis. Stat. 19.84(2). In order to comply with the requirements of state statute, the Return 2020 plan, which includes virtual and in-person learning, as well as a return to WIAA fall sports is being revisited to allow the board to reconsider the motions made at the August 18, 2020, special school board meeting and new motions to be made and voted upon.

#### Recommendation

Administration recommends that the Board of Education approve the School 2020 reopening plan, including virtual and in-person instruction as well as the fall 2020 return to WIAA sports as contained in the following links.

- Return 2020 plan English
- Return 2020 plan Spanish
- Request to Provide WIAA Fall Sports

Dr. Sue Savaglio-Jarvis Superintendent of Schools

Susan Valeri Chief of School Leadership

Julie Housaman Chief Academic Officer

Tanya Ruder Chief Communication Officer

Kris Keckler Chief Information Officer

Tarik Hamdan Chief Financial Officer

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### Kenosha Unified School District Kenosha, Wisconsin

### September 3, 2020 Informational Report

### BEFORE AND AFTER SCHOOL ACTIVITIES, CLUBS AND OTHER SPORTS

Kenosha Unified School District provides a wide variety of before and after school activities for students. Due to health and wellness concerns related to the spread of COVID 19 before and after school activities, clubs and events will not offer in-person meetings, performances or attend competitions for the duration of the public health crisis, unless those groups are able to provide a health safety plan to mitigate risks for students, directors, advisors and club leaders. All activities, clubs and other sports, if offered, may begin on or after September 14, 2020.

### **Health Safety Plan**

For activities, clubs and other sports in which a virtual option is not possible, advisors for all before and after school activities, clubs and other sports shall develop a written health safety plan in collaboration with like activity, club or sports advisors or coaches to offer in-person activities, clubs or other sports for students. Health safety plans shall include the following information: health screening requirements prior to gathering, activity, club or sport specific information, protocols for all meetings, guidelines for safe sharing of equipment or materials and when applicable procedures for hydration. The plans shall also include the specific responsibilities for all advisors, coaches, etc. to ensure the health safety plan is implemented accordingly.

### **EXAMPLES OF ACTIVITIES, CLUBS AND OTHER SPORTS**

Following are examples of activities, clubs and other sports. This is not an exhaustive list and principals/supervisors will work with the activity, club or sport leader to determine whether or not to cancel, offer the activity virtually or to develop a health safety plan and specific responsibilities for leaders to ensure the safety plan is implemented according to that plan for the duration of the public health crisis.

### **Cheerleading and Dance**

The Wisconsin Association of Cheer and Pom Coaches (WACPC) is a non-profit organization comprised of cheer and dance coaches throughout the state of Wisconsin. The organization hosts a variety of competitions and other events with the goal to improve cheer and dance programs in the state. Cheerleading and dance shall follow the guidelines developed by WACPC listed in Appendix A and Appendix B.

### Festivals, Theater and Art Shows

The Wisconsin State Music Association (WSMA) has tentatively communicated that they will not be partnering with districts for in-person festivals and student activities for the 2020-2021

school year. As a result, districts will not have access to scheduling software or state approved adjudicators which are essential to plan for and offer solo and ensemble and large group festivals. For this reason, Solo and Ensemble and Large Group Festivals will potentially be cancelled for the upcoming school year.

Band, orchestra, choir and theater directors shall provide virtual meetings for the following: jazz ensembles, madrigal singers, chamber orchestra, golden strings and theater. Performance options will be explored and implemented whenever possible.

Annual fine arts events including Jazz Ensemble, Band-O-Rama, Choral Fest, Orchestra Fest and the Kenosha Public Museum Art Show will be cancelled for the 2020-2021 school year.

Opportunities for alternate theater performances are being explored and the schedule will be communicated as directors reimagine the programming for this year.

### Elementary, Middle and High School Intramurals

Intramurals are often, but not always team-based sports that are scheduled for a finite time period and take place either before or after school. Group size will vary depending on the type of activity.

### **Middle School Sports**

Middle school sports are part of the District athletic program, although they are not sanctioned as a WIAA sport, and their function is to physically, mentally and academically prepare our young athletes for WIAA sports as they enter high school. Two coaches are allocated for each middle school sport. Football and girls softball are offered in the fall. Teams will follow all current KUSD imposed safety guidelines based on WIAA and CDC guidance.

### School-based Clubs

In person club offerings vary from school to school. DECA, FBLA, FCCLA, HOSA, SkillsUSA, SMV and archery are examples of clubs.

This is an informational report.

Dr. Sue Savaglio-Jarvis Ms. Julie Housaman Superintendent of Schools Chief Academic Officer

Ms. Cheryl Kothe Mr. Scott Plank

Coordinator of Career and Technical Coordinator of Fine Arts

Education

Ms. Susan Valeri Ms. Kim Fischer

Chief of School Leadership Regional Coordinator of School Leadership

### Wisconsin Association of Cheer & Pom Coaches

### Fall Recommendations Cheer

**July 2020** 

### **OVERVIEW**

Every school district/program should consult with their local health department to determine which risk level to start this program safely. Continued consultation with the local health department should be used to determine when progression to the next risk level can be initiated.

### RECOMMENDATIONS

### Pre-Workout/Pre-Contest Screening:

- Athletes and coaches should check their temperature at home before attending practices or games. If a student
  athlete or a coaching staff member has a temperature of 100.4 degrees or above, they should not attend
  practices or games.
- Ensure that individual(s) with symptoms do not return to practice until:
  - O They are free of fever (less than 100.4°F) AND respiratory symptoms (for example, cough, shortness of breath) for at least three days (72 hours) without the use of fever-reducing medicine; AND
  - Ten days have passed since symptoms first appeared.
- Any person with symptoms of respiratory illness should not be allowed to take part in workouts until they are
  free of fever and respiratory symptoms for at least three days without the use of fever-reducing medicine AND
  ten days have passed since symptoms first appeared. They should contact their primary care provider or other
  appropriate healthcare professional for guidance. Written medical clearance is required to return to activity.
- A record should be kept of all individuals present at team activities.
- Vulnerable individuals can resume public interactions, but should practice social distancing, minimizing exposure to social settings where distancing may not be practical, unless precautionary measures are observed.

### Sport Specific Information

### Social distancing:

- Practice Coaches are responsible for ensuring social distancing is maintained between cheerleaders as much as possible. This means additional spacing between cheerleaders while practicing or changing drills. No congregating of cheerleaders while waiting to enter a drill or waiting in line to use an apparatus (i.e. tumbl trak, crash mats, etc.). Workouts should be conducted in 'pods' of athletes, with the same 5-10 cheerleaders always working out together. When working out with partners, the partners should be the same until the risk level becomes lowest. This ensures more limited exposure if someone develops an infection.
- Locker Rooms Should not be used during higher Risk Levels. Students should report to workouts in proper gear and immediately return home to shower, clean clothes and equipment at the end of every workout.

- **Sidelines** Cheerleader's items should be lined up against the wall or in the hallway at least six feet apart. (see Gym Bag below) Athletes should maintain social distancing unless they are actively participating in the practice.
- Competition Floor Only essential personnel are permitted in the competitive area. These are defined as cheerleaders, coaches, athletic trainers, and judges. All others, i.e., managers, video personnel, media personnel, etc. are considered non-essential personnel and are to be outside of the competition area.
- **Spectators** Spectators should practice social distancing between different household units and accept personal responsibility for public health guidelines.
- Coach conferences/Team Huddles Encourage limiting the number of individuals in a conference to those who must be in close proximity for these discussions. It is encouraged that coaches wear a mask. Team huddles should be conducted using social distancing guidelines.
- Team handshakes Teams shall NOT exchange handshakes before, during, or following the practice.

### **Practice and Meet Protocols:**

- Masks Cheerleaders are not required to wear cloth face coverings but may do so if they desire. They should consider wearing cloth facial covering while in the facility, but not while participating on the equipment as the mask could come off, move, or become a distraction and increase the risk of injury. Coaches and others are encouraged to wear masks especially when not able to maintain social distancing. If an individual would like to wear a mask on the floor or in a meeting, they may do so. There is no prohibition on the color of the mask. Spectators, workers, and others are encouraged to wear masks and they are expected to follow social distancing guidelines.
- Cheerleader habits If an athlete puts their hands/fingers in their mouth or spits on their hands, practice is stopped, and the athlete must sanitize their hands and/or any equipment touched. Coaches should work to discourage these habits.
- Hand sanitizer and/or sanitizing wipes Cheerleaders, coaches, and officials are encouraged to provide their own hand sanitizer (at least 60% alcohol) and/or sanitizing wipes. As recommended by the WIAA SMAC, using hand sanitizer (at least 60% alcohol) before and after each session, drill, or rotation. Additionally, emphasize to all to avoid touching their face. (See Gym Bag below).
- **Disinfectant wipes** Cheerleaders are encouraged to provide their own disinfectant wipes to disinfect your feet can be alcohol wipes. These will be used when entering, after each event and before exiting.
- Coach Whistles Use hand-held whistles or air horns as opposed to regular whistles when possible.

### **Equipment** (see Gym Bag below):

- Wristbands/Braces Cheerleaders should use their own wristbands/braces.
- **Towels** Cheerleaders should use their own towel.
- Athletic tape Cheerleaders should have their own roll of athletic tape.
- Equipment needs to be sanitized Contact equipment manufacturers for specifics on proper cleaning protocols for their equipment. Continued use of disinfectant chemicals may reduce the life of the product. The application of disinfectant chemicals may have unintended results and place the cheerleader at risk of injury. Work with your administration to establish appropriate use of chemicals and cleaning protocols.
- What kinds or brands of sanitizer should we be using The WIAA SMAC recommends referencing and utilizing EPA registered disinfectants. All equipment may be wiped with listed disinfectants and a damp cloth.

### **Hydration:**

- All students shall bring their own water bottle. Water bottles must not be shared.
- Hydration stations (water cows, water trough, water fountains, etc.) should NOT be utilized.

### COVID-19 Coach:

- Designate a coach to be responsible for responding to COVID-19 concerns.
- All coaches, staff, officials, and families should know who this person is and how to contact them.
- Train coaches, officials, and staff on all safety protocols. Conduct training virtually, or ensure that social distancing is maintained during training.

### **Considerations for Cheerleading Practice:**

- *High Risk Level* Drills that can be done during the High risk level to reduce exposure with social distancing or individually with no sharing of equipment or the ability to clean the equipment between use by competitors.
  - Cheerleaders may do tumbling drills without partners. It is encouraged that cheerleaders only drill their individually acquired tumbling skills, that they may safely perform on their own, without a spotter.
  - Solo cardio conditioning (i.e. single person calisthenics)
  - Weight lifting
  - O Modify drills or activities to limit/reduce potential violations of social distancing requirements including but not limited to: high fives, huddles, and team meetings.
- Moderate Risk Level Drills that can be done during the Moderate risk level to reduce exposure, which
  involve close, sustained contact, but with protective equipment in place that may reduce the likelihood
  of respiratory particle transmission between participants OR intermittent close contact OR group drills
  OR sports that use equipment that can be cleaned between participants.
  - O Cheerleaders may drill tumbling skills with a partner, and may use a spotter for safety
  - Remain with one practice partner/one spotter/no switching partners
  - Solo cardio conditioning (i.e. single person calisthenics)
  - O Modify drills or activities to limit/reduce potential violations of social distancing requirements including but not limited to: high fives, huddles, and team meetings.
- Low Risk Level Drills that can be done during the Low risk level to reduce exposure, which involve close, sustained contact between participants, lack of significant protective barriers, and high probability that respiratory particles will be transmitted between participants.
  - O Cheerleaders may practice and drill with teammates
  - Cheerleaders may use multiple partners and spotters during practice
  - Team cardio conditioning
  - O Modify drills or activities to limit/reduce potential violations of social distancing requirements including but not limited to: high fives, huddles, and team meetings.

### **Gym Bag** – Supplies needed for your personal gym bag:

- 1. A reusable cloth facial covering The mask must be worn when entering and exiting the venue. Once you have entered the workout area, you can put your mask into a resealable plastic bag inside your gym bag. However, you must abide by the at least 6' distancing rule at all times while in the workout area.
- 2. Wristbands and any braces that are normally used during practices will stay in your gym bag.
- 3. Personal bottle of hand sanitizer less chance of possible cross contamination and less time standing around waiting to use a shared gym bottle be sure to have this inside a Ziploc bag, in case it leaks. This will be used before each event and when exiting the building.
- 4. Shoes must be worn at all times.
- 5. 1 ½" white athletic tape, pre-wrap, and any other tape you normally use during practice.
- 6. Fingernail clippers flat edge instead of round because they are for cutting rips.

- 7. Personal water bottles for drinking—the water fountains will not be in use because of CDC guidelines. Bring two bottles if you think you will drink that much water. Label all bottles and keep with your belongings.
- 8. Your shoes will also be stored in your gym bag, in a separate compartment or bag that is inside your gym bag. Prevent possible cross contamination with other items in the gym bag.
- 9. Towels that are normally used during practices will stay in your gym bag.

Everything inside the gym bag must be disinfected after every practice – before you return to the gym again. Be sure the disinfectant doesn't contain bleach, it could ruin your bag. Be sure to spray the inside and the outside of the bag as well. This is for everyone's protection, we don't want to take a chance of carrying any potential virus back and forth.

### Wisconsin Association of Cheer & Pom Coaches

### Fall Recommendations DANCE

**July 2020** 

### **OVERVIEW**

Every school district/program should consult with their local health department to determine which risk level to start this program safely. Continued consultation with the local health department should be used to determine when progression to the next risk level can be initiated.

### RECOMMENDATIONS

### Pre-Workout/Pre-Contest Screening:

- Athletes and coaches should check their temperature at home before attending practices or games. If a student athlete or a coaching staff member has a temperature of 100.4 degrees or above, they should not attend practices or games.
- Ensure that individual(s) with symptoms do not return to practice until:
  - O They are free of fever (less than 100.4°F) AND respiratory symptoms (for example, cough, shortness of breath) for at least three days (72 hours) without the use of fever-reducing medicine; AND
  - Ten days have passed since symptoms first appeared.
- Any person with symptoms of respiratory illness should not be allowed to take part in workouts until they are
  free of fever and respiratory symptoms for at least three days without the use of fever-reducing medicine AND
  ten days have passed since symptoms first appeared. They should contact their primary care provider or other
  appropriate healthcare professional for guidance. Written medical clearance is required to return to activity.
- A record should be kept of all individuals present at team activities.
- Vulnerable individuals can resume public interactions, but should practice social distancing, minimizing exposure to social settings where distancing may not be practical, unless precautionary measures are observed.

### Sport Specific Information

### Social distancing:

- Practice Coaches are responsible for ensuring social distancing is maintained between dancers as
  much as possible. This means additional spacing between dancers while practicing or changing drills. No
  congregating of dancers while waiting to enter a drill or waiting in line to use mats, etc. Workouts should
  be conducted in 'pods' of athletes, with the same 5-10 dancers always working out together. When
  working out with partners, the partners should be the same until the risk level becomes lowest. This
  ensures more limited exposure if someone develops an infection.
- Locker Rooms Should not be used during higher Risk Levels. Students should report to workouts in proper gear and immediately return home to shower, clean clothes and equipment at the end of every workout.
- **Sidelines** Dancer's items should be lined up against the wall or in the hallway at least six feet apart. (see Gym Bag below) Athletes should maintain social distancing unless they are actively participating in the practice.

- **Competition Floor** Only essential personnel are permitted in the competitive area. These are defined as dancers, coaches, athletic trainers, and judges. All others, i.e., managers, video personnel, media personnel, etc. are considered non-essential personnel and are to be outside of the competition area.
- **Spectators** Spectators should practice social distancing between different household units and accept personal responsibility for public health guidelines.
- Coach conferences/Team Talks Encourage limiting the number of individuals in a conference to those who must be in close proximity for these discussions. It is encouraged that coaches wear a mask. Team huddles should be conducted using social distancing guidelines.
- **Team handshakes** Teams shall NOT exchange handshakes, hugs, etc. before, during, or following the practice.

### **Practice and Meet Protocols:**

- Masks Dancers are not required to wear cloth face coverings but may do so if they desire. They should consider wearing cloth facial covering while in the facility, but not while participating on the equipment/mats as the mask could come off, move, or become a distraction and increase the risk of injury. Coaches and others are encouraged to wear masks especially when not able to maintain social distancing. If an individual would like to wear a mask on the floor or in a meeting, they may do so. There is no prohibition on the color of the mask. Spectators, workers, and others are encouraged to wear masks and they are expected to follow social distancing guidelines. No masks may be worn in routines that involve stunting/lifting. Any mask worn during a routine that does not involve stunting/lifting, but involves tumbling, must be taped and secure. (latest recommendations from NFHS)
- Dancer habits If an athlete puts their hands/fingers in their mouth or spits on their hands, practice is stopped, and the athlete must sanitize their hands and/or any equipment touched. Coaches should work to discourage these habits.
- Hand sanitizer and/or sanitizing wipes Dancers, coaches, and officials are encouraged to provide their own hand sanitizer (at least 60% alcohol) and/or sanitizing wipes. As recommended by the WIAA SMAC, using hand sanitizer (at least 60% alcohol) before and after each session, drill, or rotation. Additionally, emphasize to all to avoid touching their face. (See Gym Bag below).
- **Disinfectant wipes** Dancers are encouraged to provide their own disinfectant wipes to disinfect their feet can be alcohol wipes. These will be used when entering, after each event and before exiting.
- Coach Whistles Use hand-held whistles or air horns as opposed to regular whistles when possible.

### **Equipment** (see Gym Bag below):

- Wristbands/Braces Dancers should use their own wristbands/braces.
- **Towels** Dancers should use their own towel.
- Athletic tape Dancers should have their own roll(s) of athletic tape.
- **Equipment needs to be sanitized** Contact equipment manufacturers for specifics on proper cleaning protocols for their equipment. Continued use of disinfectant chemicals may reduce the life of the product. The application of disinfectant chemicals may have unintended results and place the dancer at risk of injury. Work with your administration to establish appropriate use of chemicals and cleaning protocols.
- What kinds or brands of sanitizer should we be using The WIAA SMAC recommends referencing and utilizing EPA registered disinfectants. All equipment may be wiped with listed disinfectants and a damp cloth.

### **Hydration:**

- All students shall bring their own water bottle(s). Water bottles must not be shared.
- Hydration stations (water cows, water trough, water fountains, etc.) should NOT be utilized.

### COVID-19 Coach:

- Designate a coach to be responsible for responding to COVID-19 concerns.
- All coaches, staff, officials, and families should know who this person is and how to contact them.
- Train coaches, officials, and staff on all safety protocols. Conduct training virtually, or ensure that social distancing is maintained during training.

### **Considerations for Dance Practice:**

- *High Risk Level* Drills that can be done during the High risk level to reduce exposure with social distancing or individually with no sharing of equipment or the ability to clean the equipment between use by competitors.
  - Dancers may do tumbling drills without partners. It is encouraged that dancers only drill their individually acquired tumbling skills, that they may safely perform on their own, without a spotter.
  - Solo cardio conditioning (i.e. single person calisthenics)
  - Weight lifting
  - O Modify drills or activities to limit/reduce potential violations of social distancing requirements including but not limited to: high fives, huddles, and team meetings.
- Moderate Risk Level Drills that can be done during the Moderate risk level to reduce exposure, which
  involve close, sustained contact, but with protective equipment in place that may reduce the likelihood
  of respiratory particle transmission between participants OR intermittent close contact OR group drills
  OR sports that use equipment that can be cleaned between participants.
  - O Dancers may drill tumbling skills with a partner, and may use a spotter for safety
  - Remain with one practice partner/one spotter/no switching partners
  - Solo cardio conditioning (i.e. single person calisthenics)
  - O Modify drills or activities to limit/reduce potential violations of social distancing requirements including but not limited to: high fives, huddles, and team meetings.
- Low Risk Level Drills that can be done during the Low risk level to reduce exposure, which involve close, sustained contact between participants, lack of significant protective barriers, and high probability that respiratory particles will be transmitted between participants.
  - O Dancers may practice and drill with teammates
  - O Dancers may use multiple partners and spotters during practice
  - Team cardio conditioning
  - O Modify drills or activities to limit/reduce potential violations of social distancing requirements including but not limited to: high fives, huddles, and team meetings.

### **Gym Bag** – Supplies needed for each personal gym bag:

- 1. A reusable cloth facial covering The mask must be worn when entering and exiting the venue. Once the workout area is entered, the mask can be put into a resealable plastic bag inside the gym bag. However, at least the 6' distancing rule must be observed at all times while in the workout area.
- 2. Wristbands and any braces that are normally used during practices will stay in the gym bag.
- 3. Personal bottle of hand sanitizer less chance of possible cross contamination and less time standing around waiting to use a shared gym bottle be sure to have this inside a Ziploc bag, in case it leaks. This will be used before each event and when exiting the building.
- 4. Shoes must be worn at all times.
- 5. 1 ½" white athletic tape, pre-wrap, and any other tape normally used during practice.
- 6. Fingernail clippers flat edge instead of round because they are for cutting rips.

- 7. Personal water bottles for drinking—the water fountains will not be in use because of CDC guidelines. Bring two bottles if one may not be enough. Label all bottles and keep with other belongings.
- 8. Shoes will also be stored in the gym bag, in a separate compartment or bag that is inside of the gym bag. Prevent possible cross contamination with other items in the gym bag.
- 9. Towels that are normally used during practices will stay in the gym bag.

Everything inside the gym bag must be disinfected after every practice before returning to the gym. Be sure the disinfectant doesn't contain bleach, it could ruin the bag and its contents. The bag should be sprayed both inside and out in order to prevent the potential of carrying the virus back and forth.

## Kenosha Unified School District Kenosha, Wisconsin September 3, 2020

### Revision of School Board Policy 8850 - School Board Committees

As a follow up to the October 15, 2019 special school board meeting, October 21, 2019 reminder included in the board calendar document, and the June 19, 2020 email where board members were asked to share thoughts and recommendations in regards to Policy 8850 – School Board Committees, attached is the proposed revised policy to be considered as a first reading.

Initial suggested additions to the policy included:

- An addition of two District staff members added to the committees;
- Committee meetings will be held quarterly each school year on the second Tuesday October, February, April and June, unless otherwise noted, instead of monthly; and
- Attendance expectation of committee members will be changed from 80% expectancy to missing no more than one meeting per year

The policy was approved as a first reading at the July 28, 2020 regular school board meeting and the following suggested changes made at that meeting have been incorporated into the revised policy:

- In the first paragraph of the policy, remove "as" from the added language "engage as stakeholders in issues";
- In the second paragraph of the policy, do not remove "with option of renewal at the chair's discretion":
- In the sixth paragraph of the policy, change the word "intermediary" to "avenue" or "liaison";
- Above the last paragraph of the policy, insert the following sentence: "Minutes shall be kept of all standing committee meetings.";
- In the last paragraph of the policy, change "Board committee meetings" to "Board standing committee and ad hoc committees";
- In A-2 of the Rule, include "teachers":
- In B-3 of the Rule, do not remove "The committee chairs"; and
- In the Personnel Committee organizational chart, keep the last strikeout with the exception of removing "or policy".

### Recommendation

It is recommended that Policy 8850 – School Board Committees be approved as a second reading at the September 3, 2020 regular school board meeting.

Dr. Sue Savaglio-Jarvis Superintendent of Schools

### POLICY 8850 SCHOOL BOARD COMMITTEES

The School Board believes committees can be useful in <u>contributing to</u> the decision-making process and in the conducting of Board business. By using a Board committee structure, the Board is able to <del>conduct its business in an efficient and effective manner, study</del> issues facing the District more in depth, and <u>fully engage stakeholders in issues take more ownership in things</u> happening in the District. The committee structure is designed to assist the Board in the conducting of Board business; it is not intended to <u>diminish the take away a Board's governance responsibilities member's opportunity to ask questions or to be involved in the decision making process.</u>

The Board shall have four standing committees: (1) Audit, Budget and Finance, (2) Curriculum and Program, and (3) Planning and, Facilities and Equipment, and (4) Personnel and Policy. Each standing committee shall consist of three Board members. A quorum of the committee shall include a minimum of two (2)—Board members. -The Board President shall appoint Board members to standing committees in accordance with the established procedures established in Rule 8850. -No Board member may serve on more than two standing committees and can only chair one standing committee. -The Board President shall select the committee chair. -The committee chair shallmay seek up to six qualified community members, two District staff members, and two students—to serve on the committee. Every attempt will be made to have these committees reflect the diversity of the District. Community member appointments shall be made in accordance with established procedures established in Rule 8850. -The term of appointment to a standing committee will be for two one years for community, staff and student members, with option of renewal at the chair's discretion.

Standing committees will be held quarterly each school year on the second Tuesday of the month in October, February, April and June unless otherwise noted. Whenever possible, terms will be staggered. It is expected that all committee members will miss no more than one meeting per year attend at least 80% of the meetings of the standing committee to which they have been appointed. Consistent with Board policy concerning Board officers, tThe chair of each committee may not serve as committee chair for more than two consecutive years.

The Board may <u>also</u> establish <u>other standing and temporary</u> ad-hoc committees <u>from time</u> as needed. The Board President shall make <u>such ad-hoc</u> committee appointments in the same manner as <u>other</u> standing committee appointments.

The Board President shall serve as an ex-officio member of all standing and temporary ad hoc committees of the Board.

The function of all Board committees should be fact finding, deliberating and advising, shall be advisory but in that they serve as an avenue through which the School Board will receive feedback on items brought forth by administration, which -may include specific assigned duties. Committees are not voting bodies. Requests for agenda items shall be made by Board members only in accordance with Policy 4211. —not legislating or policymaking.—Standing Board committees may not act or speak for the Board unless authorized by the Board President. Each Board committee shall be assigned specific duties.—All policy suggestionsmaking provided by actions taken by a Board committee shall be subject to ratification and approval of the Board. For policy-related items, the Board maywill have a first and second reading of the recommended policy before final policy adoption, which .—The policy readings—shall occur at separate Board meetings.

Minutes shall be kept of all standing committee meetings.

POLICY 8850 SCHOOL BOARD COMMITTEES Page 2

Public notice shall be given for all Board <u>standing and ad hoc</u> committee meetings in accordance with state law and Board policy.

LEGAL REF.: Wisconsin Statutes

Sections 19.84 [Public notice requirement] 19.85 [Reasons for closed session]

CROSS REF.: 4211 – Guidelines for staff communications to the school board

8712, School Board Meeting Agenda Preparation and Dissemination

8840, School Board Minutes 8850, School Board Committees

8810, Rules of Order

ADMINISTRATIVE REGULATIONS: None

AFFIRMED: June 8, 1993

REVISED: April 21, 1998

July 13, 1999 February 22, 2000 July 10, 2001 July 28, 2009

MayJune July XX, 2020

DELETED: June 25, 2002

REAFFIRMED: May 13, 2003

December 19, 2006

June 22, 2010

February 24, 2015

REVISED: April 21, 1998

July 13, 1999 February 22, 2000 July 10, 2001 December 19, 2006 July 28, 2009 June 22, 2010

February 24, 2015 September 3, 2020

RULE 8850 SCHOOL BOARD COMMITTEES Page 1

### A. Committee Appointment Process

- 1. The Board President shall appoint Board members to standing committees immediately following within three (3) months of the School Board's annual organizational meeting. Such appointments shall be made, in order, as follows:
  - a. by seeking volunteers and making appointments based on Board member interest
  - b. by direct appointment of Board members to specific committees
- 2. Community members, students, District staff members and teachers may be appointed to serve as members on standing committees as outlined in Board policy. -Such appointments shall be made, in order, as follows:
  - a. by <u>encouraging seeking volunteers whothat</u> reflect the diverse student population for appointment to committees by the Board President, or appointment by individual committee chairs with approval of the Board President
  - b. by <u>publicly</u> seeking volunteers <u>and making appointments for appointment to committees by the Board President</u> based on citizen interest
  - c. by direct appointment of the committee chair with approval of the Board President
  - d. by appointment of the Board President

### B. Standing Committee Operating Procedures

- 1. Whenever possible, policy any new polices of the Districtitems to be considered by the Board shall be introduced to the appropriate standing committee at a monthly quarterly committee meeting.—Any item referred to a standing committee must-shall come back to the full Board within 30 days, unless a motion by the standing committee to further review the item is determined once a review is completed.
- 2. Standing committees, unless canceled by the committee Chair or Board President shall meet at least on a once each monthquarterly basis. Additional meetings maywill be scheduled by the chair as deemed necessary.—
- 3. The committee chairs, Superintendent of Schools and designated administrators shall meet to establish meeting agendas for standing committees. This process will ensure the orderly flow of information and the effective operation of the Board and committees. Committee agenda items are limited to those referred by the Board President, committee chairs and designated administrators. Meeting agendas must be published at least five (5) working days prior to a scheduled meeting.
- 4. Administrators and other District staff, as appropriate, will-may be requested to serve in an advisory capacity to standing committees and/or to provide necessary support resources.
- 5. Committee meetings shall be conducted in accordance with *Policy 8810*, to the extent applicable.
- 6. Any Board member or citizen may attend a committee meeting a standing committee and may speak to any item on the agenda and submit a written comment regarding any agenda item to the office of the Superintendent of Schools. Said comments will be distributed to the members of the specific committee, the Board and relevant District administrators. However, only committee members may vote on agenda items.
- 7. Minutes shall be kept of all standing committee meetings. The minutes shall be distributed to all Board members in order to keep the full Board informed of matters discussed at committee meetings. Committee meeting minutes shall also be made available for inspection by the public in accordance with state law and the Board's policy on -access to

public records.

- 8. Motions that have come from committee shall appear on a regular meeting agenda Feedback that comes from a committee shall be distributed to the Board, and shall contain the committee's recommendation, and include comments of dissent, in addition to Administration's recommendation.
- 9. All committee meetings are subject to, and shall adhere to, Wisconsin's Open Meetings Law.

RULE 8850 SCHOOL BOARD COMMITTEES Page 2

C. Specific Duties of Standing Committees

### BOARD OF EDUCATION ORGANIZATIONAL CHART – COMMITTEES

### Audit, Budget and Finance Committee

- Review monthly fund statements and financial reports throughout the year Assist in the preparation and development of the Board and District's annual budget
- Review all monthly budget expenditures and all budget modifications, changes, etc., throughout the year
- •
- Review Review all-budgets related to significant grants submitted and/or awarded
- Review Review, offer ideas, and provide suggestions on all proposed Board policies related to budget and finance matters
- Review financial and program audits
- Assist in the planning and completion of the District's management, financial, and program audits, including the AASA audit
- Review<u>Review</u> any audit findings and prepare-related recommended action plans
- Strategic Plan Strategic
   planning will have a financial

### Curriculum and Program Committee

- Review annual recommendations for new curriculum resource requests
   Review all matters related to existing or new curriculum and programs
- •
- Review survey, test and evaluation results of the District Review the District's state student achievement results
- Review recommendations for request to modify the curriculum adoption and implementation cycle Monitor curriculum adoption and implementation schedule
- •
- Review all grant proposals in terms of program components
- Review teaching materials, book selections, etc.
- ReviewReview, offer ideas, and provide suggestions on all proposed Board policies related to education, teaching or support programs
- Review Review professional

### Planning and Facilities Committee, Facilities and Equipment Committee

- Review, offer ideas, and provide suggestions on the District's capital improvement budget
- Review the implementation of all expenditures related to facilities and equipment
- Review building standards for
   each type of educational facility
   Review, offer ideas, and provide
   suggestions on the District's
   technology and administrational
   computer plan
- Work with community groups to develop financial plans to implement the district's physical facilities
- Review, offer ideas, and provide suggestions on all proposed
   Board policies related to planning facilities and equipment
- Review recommendations related to school program capacity issues
- Review job cost summaries for large capital projects such as those associated with a referendum
- Periodically review major facilities programs such as safety,

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- impact as the plan proceeds toward implementation. The Audit, Budget and Finance Committee will review the strategic planning budget and implications to overall District budget.
- Review annual student enrollment projections
- Newly developed applicable
   policies should be reviewed by
   the Committee prior to the first
   reading by the Board

- <u>learning plan</u>comprehensive staff development plan and implementation
- Strategic Plan Many initiatives of Strategic Plan will have significant curriculum implications. As initiatives are identified and implemented, it is appropriate that the Curriculum and Program Committee be kept apprised of their process.
- Review, offer ideas, and provide suggestions on the District's technology and administrational computer plan
- Newly developed applicable policies should be reviewed by the Committee prior to the first reading by the Board

- security, building envelop maintenance, indoor air quality, etc.
- Review utility expenditure and consumption data as well as district energy efficiency programs
- Newly developed applicable policies should be reviewed by the Committee prior to the first reading by the Board Assist in the preparation and updating of the District's five-year capital improvement budget Review the implementation of all expenditures related to facilities and equipment Assist in establishing of building standards for each type of educational facility Review and update the District's comprehensive technology and administrational computer plan Work with community groups to develop a financial plan to accommodate the implementation of the District's physical plant plans Review all proposed Board policies related to planning facilities and equipment Strategic Plan - A portion of the strategic plan that involves facilities or accommodations within facilities will be reviewed by this committee.

RULE 8850 SCHOOL BOARD COMMITTEES Page 3

### BOARD OF EDUCATION ORGANIZATIONAL CHART – COMMITTEES

### Personnel and Policy Committee

- All employment of staff and related issues concerning staff would be addressed through this committee
- Bargaining of Labor Contracts
   All contracts that are bargained
   would be reviewed with
   recommendations forwarded to the
   full Board
- Review, offer ideas, and provide suggestions regarding staff recruitment and retention strategies all personnel transactions, job descriptions, hiring, etc.
- Review annual student enrollment projections
- Newly developed applicable
   policies should be reviewed by the
   Committee prior to the first
   reading by the Board

Newly developed policies should
receive first reading through the
Personnel and Policy Committee
when applicable
Review, offer ideas, and provide
suggestions, when applicable, on
personnel or policies resulting
from strategic planningPrepare
and update annual student
enrollment projectioPolicy
Development All policy
development would receive first
readings through Personnel and
Policy Committee

 Strategic Plan – Any issues of personnel or policy that may come out of plan will be reviewed by this

### Ad-Hoc Committee

- Ad-hoc committee(s) are appointed by the Board President
- Their responsibilities are based on the task(s) for which they are assigned
- Ad-hoc committees are not standing committees and have a limited term

School Board Policies Rules and Regulations	

### KENOSHA UNIFIED SCHOOL DISTRICT

September 3, 2020

### 2020-2023 Integrated Library Media and Technology Plan

Over the past three years, Kenosha Unified has worked to implement various components of the previous Integrated Library Media and Technology Plan. Some of the identified areas include: large expansion of the network infrastructure, including increased security with firewall and content filter replacements and increased instructional resources for teacher training. Additional technology purchases allowed a move to a more equitable distribution of technology among the student population with a comprehensive 1:1 mobile device program. Increased accuracy of device tracking and usage reporting with inventory controls. A KUSD technology leadership committee (Appendix A) has reviewed the existing plan, and provided updated revisions for the new three-year cycle. Though the state requirement for this process changed in 2013, DPI strongly encourages Local Education Agencies (LEAs) to continue the process for awareness and alignment to strategic goals and initiatives. These plans are inclusive of the required planning expectations related to funds and projects for school libraries. KUSD has supported and previously signed the Future Ready District Pledge (http://futureready.org/about-the-effort/take-thepledge/?search=&field 56d9bc8f9f5a0=WI). This pledge presents a commitment to improving the technology integration and overall support for quality digital learning. To date, over 3,400 school district superintendents have signed this pledge. This represents over 20 million students and more than 2 million educators who are working to establish quality technology integration into the learning environment. Based on a desire to define evidence-based approaches to manage this process, the U.S. Department of Education and the American Institutes for Research (AIR) published a rubric on the characteristics of Future Ready Leadership (https://tech.ed.gov/leaders/research/). Kenosha Unified leadership will continue to review and integrate the strategies for improved digital learning when possible.

### Recommendation:

Administration recommends that the Board of Education review and accept the 2020-2023 Integrated Library Media and Technology Plan at the September 3, 2020, regular Board meeting.

Dr. Sue Savaglio-Jarvis Mr. Kris Keckler

Superintendent of Schools Chief Information Officer

Mrs. Julie Housaman Mrs. Ann Fredriksson

Chief Academic Officer Coordinator for Instructional Technology & Library Media

### **Curriculum, Instruction, and Assessment**

### **GOAL 1.1**

Educators will base curriculum, instruction, and assessment on the clear expectation that all students graduate prepared for college and the workplace.

### RECOMMENDATION

Support students' learning in academic standards and college and career readiness by leveraging tools and resources available to help students meet learning goals and outcomes.

### **PRIORITY ACTIVITIES**

 Implement the Academic and Career Plans (<u>ACPs</u>) to ensure personalized support and development of pathways for all students grades 6-12.

### **GOAL 1.2**

District will provide universal access to high-quality digital tools, learning objects, and curriculum.

### RECOMMENDATION

Provide a continuum of excellent learning opportunities that are easily identified, personalized, and accessed.

### **PRIORITY ACTIVITIES**

 Provide support for instructional staff to understand the principles of Universal Design for Learning and how those principles support equitable access to connectivity, digital devices, information, resources, programming, and services that support teaching and learning.

### **GOAL 1.3**

All students have access to qualified school library media teachers who have the capacity to partner with classroom teachers to design and implement evidence-based curricula and assessments that integrate elements of deeper learning, critical thinking, information literacy, digital citizenship, creativity, innovation, and the active use of technology.

### RECOMMENDATION

Support the building of instructional partnerships as teachers and library media teachers design engaging curriculum and use collaborative spaces augmented with digital tools and resources.

### PRIORITY ACTIVITIES

- Continue training to support <u>Future Ready Librarians'</u> (Appendix B) professional practice, programs, and spaces.
- Identify, publish, and promote best practices used in the district and school library programs to engage and support student learners.

### **Personalized Professional Learning**

### **GOAL 2.1**

Teachers, administrators, and other educational professionals are self-directed in their professional practices using technology to optimize teaching and learning.

### RECOMMENDATION

Ensure educators have access to high quality digital professional learning resources and collaboration tools by creating digital professional learning communities and professional development sessions eliminating the confines of geography and time.

### PRIORITY ACTIVITIES

 Provide resources, tools, and partnerships to support facilitators in delivering face-to-face, online, and blended professional learning programs for staff members of all content areas and levels.

### **GOAL 2.2**

Educators, administrators, instructional technology teachers/consultants, technical support staff, and other appropriate staff demonstrate understanding and application of a dynamic skill set applicable to their professional learning, their professional practices, and their classroom or other workplaces.

### RECOMMENDATION

Create diverse opportunities for learning in a supportive culture encouraging innovation, exploration, and calculated risk taking, especially in the use of best practices in digitally-enabled learning environments.

### **PRIORITY ACTIVITIES**

 Provide professional development for school and district leaders, instructional staff, and technical staff in planning and implementing successful digital learning initiatives, supported by universal technology.

### **Data and Privacy**

### **GOAL 3.1**

Staff are familiar with state and federal legislation regarding the safety, security, and privacy of data.

### RECOMMENDATION

District will update policies and procedures related to data usage, privacy, and security with annual accountability measures.

### **PRIORITY ACTIVITIES**

- Create/update local policies (Appendix C), procedures, and practices to address legal, ethical, and safety issues related to the privacy and security of data, and the usage of data, technology, and the Internet based on the Family Educational Rights and Privacy Act (<u>FERPA</u>), Children's Online Privacy Protection Act (<u>COPPA</u>), and the Wisconsin Pupil Records Statute (<u>118.125</u>).
- Provide staff with an online simulation and training resource for better understanding of growing security risks as well as potential malicious online communications. KnowBe4 Phishing Data (Appendix D)
- Develop and/or adopt data management and security plans. Plans will include communication, implementation, oversight, and evaluation practices.
- Continue to provide digital privacy and security and digital footprint lessons and activities through the school library media digital citizenship instruction.
- Provide professional learning and training required to ensure educators are
  prepared to meet responsibilities related to data. Training will be based on a
  clear understanding of the data sets available in the district, the questions asked
  and answered through data, data roles and responsibilities, data uses in the
  district, and definitions of data literacy.
- Annually review the KUSD Staff and Student AUP (last updated Summer 2019)
- Implement Next Generation Firewall which supports current security standards to better protect the learning environment.
- Implement a new content filter with decryption capabilities and utilities such as an Application Manager which allows for isolating browsers when using known dangerous sites.
- Implemented an adaptive threat prevention machine learning anti-virus utility.
- Develop and Integrate a Disaster Recovery Program, to include network resilience and prioritize identified organizational needs.
- Resources:
  - https://www.setda.org/master/wp-content/uploads/2018/08/4-Cybersecurity-Concerns-for-State-Leaders.pdf
  - https://www.cosn.org/cybersecurity

### **GOAL 3.2**

Educators and support staff in the system are data-literate and understand the potential uses and misuses of data in the teaching and learning process and act accordingly.

### RECOMMENDATION

Review and update curricula annually to make effective use of evidence and data-based decision making. Data systems used by districts must meet educator and parent needs, and are understandable to them so they can support student learning.

### **PRIORITY ACTIVITIES**

- Provide training opportunities to administrators and educators on the legal and
  ethical responsibility to ensure security, accuracy, and privacy in the collection,
  analysis, exchange of, and reporting of data. Primary of this is the annual notice
  Disclosure and Confidentiality Agreement (Appendix E). All KUSD staff who
  handle and access student records will also receive additional training regarding
  the handling, curating, accessing, and sharing of confidential data. Utilize
  training videos from Wisconsin DPI related to student data confidentiality and
  providing respective access.
- Identify other industry standards for account management and profile rights for integrated systems.
- Implement data purges and deletion of data aligned to state and federal retainment schedules.

### **Technology, Networks, and Hardware**

### **GOAL 4.1**

All KUSD students and instructional staff will have a dedicated mobile device, with a respective portion assigned a mobile hotspot for dedicated Internet access.

### RECOMMENDATION

Implement a district-wide 1:1 mobile device program to support the demand for increased access to instructional materials, peer collaboration and expanded remote learning opportunities.

### PRIORITY ACTIVITIES

- Increase the mobile device inventory based on enrollment and staffing needs.
- Identify students without Internet access.
- Develop guides and instructional resources to support a 1:1 mobile device program.
- Align the technology and instructional support for increased mobile device counts.

### **GOAL 4.2**

All schools are able to meet student and staff bandwidth demand at all times throughout the school day.

### RECOMMENDATION

Implement <u>SETDA benchmarks</u> to ensure sufficient bandwidth to the edge of the building and develop an internal network and technical support sufficient to support student learning goals.

### **PRIORITY ACTIVITIES**

- Annually assess internal networks to ensure they provide sufficient speeds and throughput to support student learning goals (Appendix F). Develop network annually as needed, making use of E-Rate and other available funding.
- Provide technical support sufficient to ensure student learning and staff work is not impeded by downtime.
- Added Access Points (APs) for improvement, replacing outdated APs with more current models to be compliant with industry standards.

### **GOAL 4.3**

District leaders prepare comprehensive plans that document policies, ensure accuracy with current inventories, define upgrade and replacement schedules, identify annual budgets, and outline environmentally responsible disposal policies.

### RECOMMENDATION

Assist school districts as they develop and update infrastructure to support digital learning environments and district operations.

### **PRIORITY ACTIVITIES**

- Establish formalized and working partnerships among DPI, other agencies and educational organizations, and the private and non-profit sectors to focus on resource acquisition to enable implementation of the recommendations.
- Routinely perform needs assessments and updates of integrated school library media and technology plans in alignment with broader district-level strategic planning using tools available through DPI or other sources.

### **Budget and Resources**

### **GOAL 5.1**

Funding for digital learning is integrated across multiple budget areas, including instruction, building facilities, technology staffing, utilities, etc., where appropriate.

### RECOMMENDATION

District works to identify and secure viable funding sources for short and long-term technology purchases.

### **PRIORITY ACTIVITIES**

- Explore and utilize any available state and regional funding opportunities such as the FCC's Connect America Fund, new E-Rate initiatives, Wisconsin Public Service Commission (PSC) broadband expansion grants, the DOA BadgerNet, and others as they become available.
- Make full use of E-Rate Category 2 options for funding maintenance and network wireless improvements.
- Reuse refreshed hardware to fill other district needs.
- Monitor and manage the technology devices utilized for technology integration (Appendix G).
  - Staff and student devices are refreshed every 4 years.
  - Infrastructure components are refreshed every 5-7 years.
  - Access points are refreshed every 5-7 years.
  - Switches, controllers, routers, servers, and other network equipment refreshed every 7 years.

### **GOAL 5.2**

Ensure sufficient technical and instructional support in every school.

### RECOMMENDATION

Develop sufficient technical and instructional support, characterized by a positive service orientation, in every school. This support is proactive, providing resources, coaching, and just-in-time instruction to prepare teachers and students to use new technologies, thereby reducing the need for interventions during the learning process.

### PRIORITY ACTIVITIES

- Annually evaluate technology needs, effectiveness, and expandability.
- Collaborative working relationships with Information Services and Instructional Technology.
- Meet regularly with Instructional Technology groups which include both at the district as well as in the schools.

### Appendix A

### 2020 KUSD Technology Leadership Committee

Julie Housaman Chief Academic Officer

Kristopher Keckler Chief Information Officer

**Robert Neu** Director of Title 1/CLC Programs

**Brian Geiger** Regional Coordinator of Leadership and Learning - Secondary

Scott Kennow High School Principal

**Teresa Curley** Elementary Principal

Annie Fredriksson Coordinator of Instructional Technology and Library Media

James Hanrahan Coordinator of Operations and Applications Support

Jennifer Folkers Coordinator of Professional Learning

Jenny Schmidt Coordinator of Special Education and Student Support

Angela Becker Network Manager

**Keith Ebner** System Support Specialist

**Travis Ciesielski** Technology Support Program Manager

Christine O'Regan Library Media Teacher Consultant

Mary Salani Instructional Technology Teacher Consultant

Page Kessler Instructional Technology Teacher

**Lorena Danielson** Library Media Teacher

**Deidre Olson** Library Media Teacher

### **Appendix B**

### **Future Ready Librarian Plan**







**EMPOWERING LEADERSHIP FOR SCHOOL LIBRARIANS** THROUGH INNOVATIVE PROFESSIONAL PRACTICE

> schools in transitioning to student-centered learning and identify special ways librarians can become future ready. By aligning with strategic initiatives like FRS, librarians connect their practices, programs framework, the principles described in this document highlight how school librarians support hrough their professional practice, programs, and spaces, school librarians lead, teach, and support their school or district's Future Ready Schools® (FRS) goals. Derived from the FRS and spaces to educational innovation in schools.

Leveraging actions from the Future Ready Librarians framework puts school librarians on the leading edge of the digital transformation of learning.



Invests Strategically in Digital Resources
Leverages an understanding of school and community needs to identify and invest in digital resources such as books
and ebooks to support student learning.

## COMMUNITY PARTNERSHI

**Cultivates Community Partnerships** 

Leads in the Selection, integration, organization, and sharing of digital resources and tools to support transformational teaching and learning and develops the digital curation skills of others.

Inspires and supports the reading lives of both students and teachers
Creates inclusive collections that acknowledge and celebrate diverse experiences and provide instructional

Partners with educators to design and implement evidence-based curricula and assessments that integrate elements of deeper learning critical thinking, information literacy, digital citizenship, creativity, innovation, and the active use of

**Builds Instructional Partnerships** 

**Curates Digital Resources** 

and facilitates students to become increasingly self-directed as they create digital products of their t engage them in critical thinking, collaboration, and authentic real-world problem solving.

cuttwates partnerships within the school and local community (including families and caregivers, nonprofit organizations, government agencies, public and higher education libraries, businesses) to promote engagement and a community of readers.

# Advocates for Student Privacy Teaches and promotes student data and privacy through his or her instruction and role as an educational leader.

vision and strategic plan for digital learning and fosters a culture of teachers and learners. Leads Beyond the Library

## USE OF SPACE AND TIME

## **BUDGET AND RESOURCES**

DATA AND PRIV

COLLABORATIVE LEADERSHIP C

**Designs Collaborative Spaces**Provides flexible spaces that promote inquiry, creativity, collaboration, and community.

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## and learning to cultivate broader understanding of the skills that comprise success in a digital age (e.g., information literacy, digital citizenship, technology). ROBUST INFRASTRUCTURE ((i=1))

Facilitates Personalized Professional Learning

PERSONALIZED PROFESSIONAL LEARNING

**Empowers Students as Creators** 

Ensures Equitable Digital Access Provides and advances programming and services in Provides and advocates for equitable access to collection tools using digital resources, programming, and services in support of the school oldstrike strategic vision.

## Kenosha Unified Future Ready Librarians Documented Evidence of Accomplishment in Each Gear

Literacy	<ul> <li>Creates inclusive collections that acknowledge and celebrate diverse experiences and provide instructional opportunities to empower learners as effective users and creators of information and ideas.</li> <li>Fosters a community of life-long readers.</li> </ul>	Facilitates Professional Learning	<ul> <li>Conference attendance</li> <li>Conference presentation</li> <li>Building level PD</li> <li>One on one training</li> <li>PLNs</li> <li>District courses</li> </ul>	Leads Beyond the Library	Encourage/ support citywide, statewide and national/international committee membership     Participates in building leadership committees     Statewide reading programs
		Curates Digital/Print Resources and Tools	Core collection Online resources Resource Fair Curriculum aligned collection management Elementary library instructional program content K-12 digital citizenship program content	Advocates for Student Privacy	WI ITL Digital Citizen Standards curriculum     Password security procedures     COPPA compliant practices
		Empowers Students as Creators	Makerspaces     Flexible/multiple physical and digital spaces *See Ensures Equitable Digital Access below	Cultivates Community Partnerships	<ul> <li>Partnering with public libraries, neighboring school district, universities</li> <li>Service projects</li> <li>Parent organizations</li> <li>Night time events (reading/literacy nights, student clubs and activities)</li> </ul>
		Builds Instructional Partnerships	Participates in curricular writing teams     Integrates elements from Wisconsin Information and Technology Literacy Standards and American Association of School Librarians Standards     Virtual connections with PLN's or field experts     Collaborates with instructional staff	Invests Strategically in Digital/Print Resources	Core collection - Resource Fair Personalized building collections Digital/print Resources Strategically purchase technology/devices and tools that support curriculum Evaluation of resource usage and sustainability Acquisition and deselection of print/digital resources (core, building, and technology)
		Designs Collaborative Spaces	<ul> <li>Redesign our spaces based on Library Learning Commons philosophy</li> <li>Apply Makerspaces</li> <li>Utilize Google Apps for Education</li> </ul>	Ensures Equitable Digital Access	Address digital inequities through the circulation of devices and hotspots     24/7 access to information     Support universal design features when available     Utilize single sign on feature for universal access to digital resources

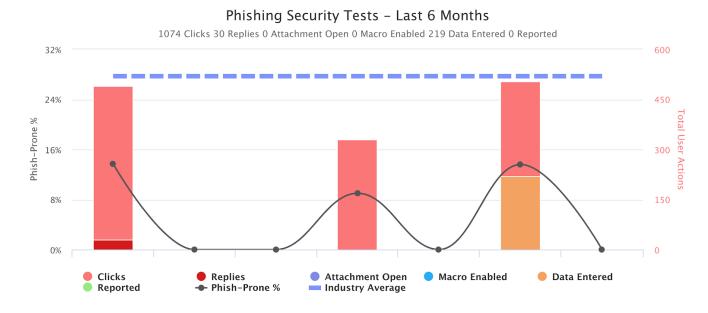
### Appendix C KUSD Technology Related Policies

Policy ID	Policy Title	Date of Last Update
<u>3531.1</u>	Copyrighted Materials	2/24/2015
<u>4226</u>	Staff Technology Acceptable Use	09/24/2019
<u>6610</u>	Selection of Instructional Materials	08/27/2019
<u>6620</u>	Library Resources	07/28/2020
6633	Student Technology Acceptable Use Policy	09/24/2019
6634	Assistive Technology	11/22/2005

### **Appendix D**

Recent implementation of a cybersecurity phishing campaign for all KUSD staff. Provides both testing through simulation as well as a variety of training resources to help reduce the percentage of staff who struggle with malicious attempts.





### Appendix E

All KUSD staff must sign the annual agreement related to data privacy and use.

### **Non-Disclosure and Confidentiality Agreement**

I understand that my access to data, information, and records (all hereinafter referred to as Information) maintained in the manual and automated information and records systems of the Kenosha Unified School District (all hereinafter referred to as Information Systems) is limited to my need for the Information in the performance of my job duties.

By electronic confirmation (e-signature), I affirm that I have been advised of, understand, and agree to the following terms and conditions of my access to Information contained in Information Systems.

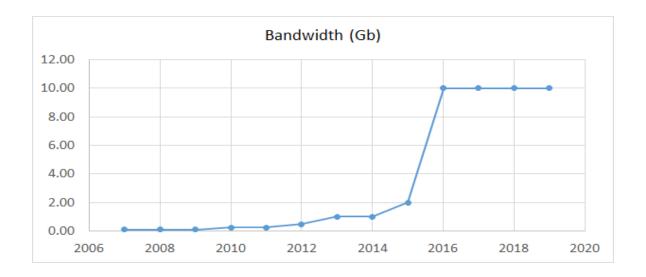
- 1. I will use my authorized access to Information Systems only in the performance of the responsibilities of my position as a member of Kenosha Unified's faculty or staff.
- 2. I will comply with all controls established by Kenosha Unified regarding the use of Information maintained within the Information Systems.
- 3. I will avoid disclosure of Information to unauthorized persons without the appropriate consent of the Information owner except as permitted under applicable district policy and/or Federal or State law. I understand and agree that my obligation to avoid such disclosure will continue even after my employment with Kenosha Unified terminates.
- 4. I will exercise care to protect Information against accidental or unauthorized access, modifications, disclosures or destruction.
- 5. When discussing Information with other employees in the course of my work, I will exercise care to keep the conversation private and not overheard by others who are not authorized to have access to such Information.
- 6. I understand that any violation of this Agreement of other district policies related to the appropriate release or disclosure of Information may result in one or more sanctions, including immediate termination of my access to Information Systems, disciplinary action up to and including termination of employment, criminal penalties, or civil liability. I further affirm that via the following links I have been given the opportunity to review federal Family Education and Rights Privacy Act (FERPA) and Wisconsin Statute 118.125 (Pupil Records), and KUSD Policy 6470 Student Records.

eSignature:	 Date stamp:	

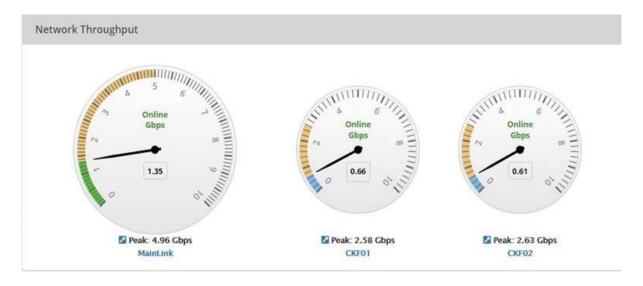
### **Appendix F**

### **KUSD Network Bandwidth Data**

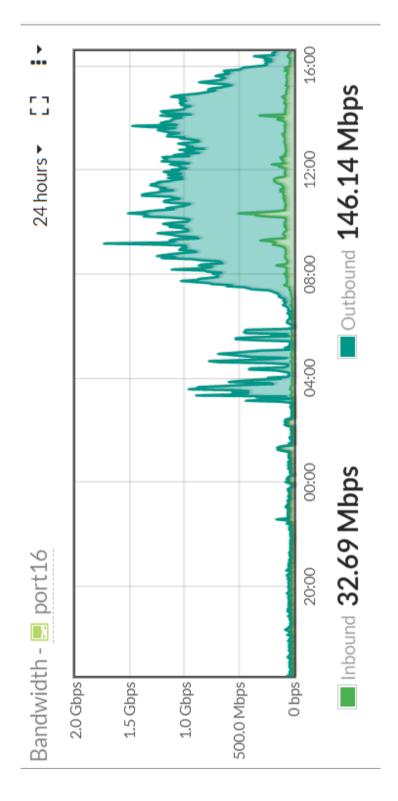
Over the past 10 years, Kenosha Unified has worked to address the exponential growth of network needs and demands. These include not only instructional usage, but also security initiatives and organizational utilities.



KUSD recently implemented a new content filter system which has capabilities to decrypt traffic and provide granular filter settings. This product runs through a load balancer to help stabilize and equally distribute network traffic.



The graph below shows a typical day in the KUSD environment (both educational and organizational traffic) with regards to bandwidth utilization. There is a steady increase at the start of each day; plateauing consistently around the 1.5 Gb marker daily. The KUSD network infrastructure was built for greater scalability as more and more items are added to the overall network load.



As part of KUSD's firewall replacement, a separate utility was implemented to provide visibility and promote accurate threat reports for incoming traffic. This allows greater awareness for handling threats and ensuring a safe and secure learning and working environment.



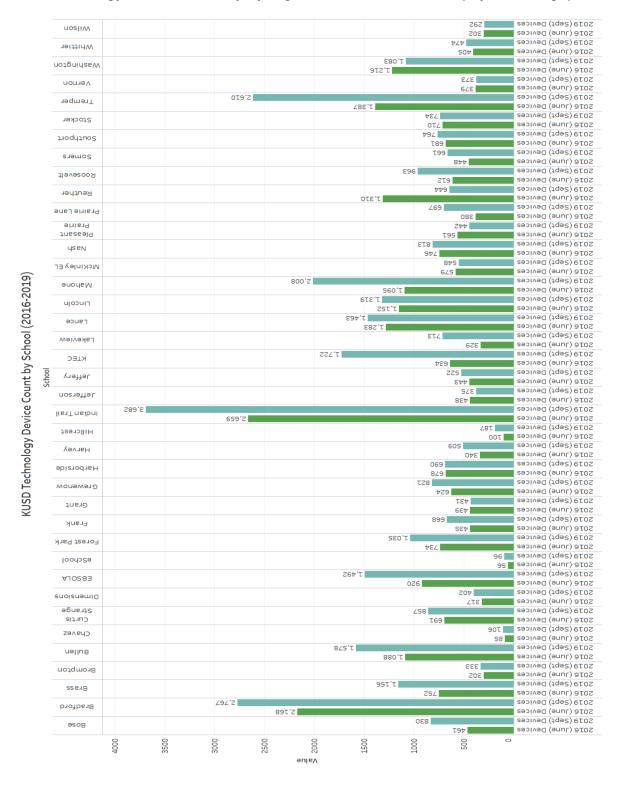
### **Appendix G**

### **KUSD Instructional Technology Resource Inventory**

KUSD utilized applicable E-Rate funding to help improve the overall network infrastructure by implementing the following:

- Upgrading the Core fiber infrastructure switching environment. This will increase
  the internal bandwidth to 10Gb to provide redundancy by adding an additional
  switch to all WAN/LAN locations.
- Upgrading LAN switches in all schools, which will increase the speed to each location from 1Gbs to 10Gbs. This will reduce the total number of switches, provide ease of management and improve power consumption.
- Installing a wireless access point in every instructional classroom within the district. Providing this environment ensures each device will have a stronger, stable and more reliable connection.
- Upgrading the final district locations related to wired consistency.

### Technology device inventory by region and school location (3-year change)



#### KENOSHA UNIFIED SCHOOL DISTRICT Kenosha, Wisconsin

September 3, 2020

#### **GANG PREVENTION EDUCATION PROGRAM**

#### Background:

The Boys & Girls Club of Kenosha (BGCK) and the Kenosha Unified School District (KUSD) have enjoyed a partnership for more than 20 years working collaboratively to address the issue of gang involvement and delinquency issues in our community. The district provides financial support the BGCK needs to monitor, supervise and mentor youth in gang prevention groups, while working on anger management, team building, job skills development, gang resistance, and social and delinquency issues.

The Boys and Girls Club of Kenosha has supervised and mentored 50 youth in gang prevention programs at our middle and high schools. The Year End Report (Attachment A) is included in this report. Even through the pandemic, the staff at the Boys and Girls Club continued to connect with our students and staff through home visits, Zoom meetings, Face-time and Google Duo.

The goals for the Gang Prevention Education Program (Attachment B) also include a plan for virtual connections with students and staff if needed. The partnership with KUSD, the juvenile justice office and the Boys and Girls Club is invaluable.

The Boys and Girls Club has included the staff names, titles, position that they hold and a brief summary of their job responsibilities (Attachment C).

The final document in this report is the Memorandum of Understanding (Attachment D) between Boys and Girls Club of Kenosha and the Kenosha Unified School District.

#### Recommendation:

Administration recommends that the School Board approve entering into a Memorandum of Understanding with the Boys and Girls Clubs of Kenosha for Gang Prevention Education Program.

Sue Savagilo-Jarvis
Superintendent of Schools

Susan Valeri Chief of School Leadership

# BOYS & GIRLS CLUB / K.U.S.D. GANG PREVENTION INITIATIVE Year End Report 2019-2020

I. Boys & Girls Club staff monitored /supervised and mentored 50 youth in gang prevention programs which met our established goal.

Boys & Girls Club staff facilitated groups with prevention activities at several schools throughout the district participated in groups using curriculum from the Boys & Girls Clubs of America's National Program STREET SMARTS that was revised in 2015. The groups facilitated in KUSD are typically held during lunch or CORE class period to decrease the amount of time taken away from academics. Youth are hand selected by staff that exhibit certain risk factors that put them at increased risk for gang involvement; such as, but not limited to: disruptive classroom behavior, family member known gang member, lack of extracurricular activities, fighting with classmates and etc. Each group contains no more than 15 students and are typically separated by gender; which allows for freer conversation between the students and staff member. Based on the feedback given from KUSD staff and members in the group appropriate Street SMART lessons are presented to address issues specific to those in the group. Once certain requirements (better classroom behavior, no major or minor infractions for an established period of time, and etc.) are met members of the group are allowed to attend incentive field trips. The Street SMART programs are also facilitated at the Boys & Girls Club weekly throughout the school year in our Teen Center in addition to the school groups. The youth remain in their groups approximately 3-6 months working on anger management, team building, job skill development, gang resistance and social and delinquency issues.

During this past school year old groups were maintained and new groups were established. The mentoring group established last year between Mahone Middle School and Indian Trail Academy ended. The mentoring program was established with Bullen middle School and Bradford High School to reach at-risk middle school students with on track high school students that attended Bullen in the past. Due to Covid-19, the face-to-face groups and mentoring at the schools were ceased. The groups were transformed into individual meetings and home visits. Others meetings were via Zoom, Facetime and Google Duo. Social distancing was practiced in every setting.

- II. Boys & Giris Club staff organized and supervised incentive based field trips for case managed youth. Trips taken this year have been Bowling, Movies, the Amazon Company, Baseball game and high school sporting events. In addition to field trips youth were provided opportunities to participate in a travel basketball team, sports offered through the Boys and Giris Club. Other trips and the Summer Youth programs were cancelled due to Covid-19. All 50 youth that participated in the gang prevention initiative experienced positive behavioral changes which may be related to the pro social activities offered at the Boys & Girls Club.
- a. We offered Boys & Girls Club sports scholarships to 25 youth who participated in a tackle football league, basketball, soccer and baseball and provided them with equipment. This year we were also able to establish a Teen Center basketball team to take part in the basketball league called Anointed Hoops. These programs build teamwork, promote confidence and provided mentoring to youth participating in the Gang prevention initiative.

Attachment A

- 22 Youth in the gang prevention program are actively participating in the summer youth b. employment program in 2020. The have been placed at several public and private businesses in Kenosha in various career fields.
- Boys & Girls Club staff maintained frequent contact with the families of program participants through home visits, weekly phone calls and activities. Some of the activities have included, but are not limited to: talent shows, college preparation, college tour informational meetings, movie nights, and held an open house to introduce more families to the activities at the Boys & Girls Club and provided referrals for additional resources within the community.
- Boys & Girls Club staff work with principals of individual schools daily to provide a continuity of IV. care for case managed youth. Gang prevention staff visits schools as requested to assist with gang involvement and delinquency issues. They help identify graffiti, provide security at sporting events, identify issues happening outside the school to ensure they are not brought into the schools, and work closely with SRO police officers at the schools to further prevent gang activity at our KUSD schools. Staff also participate in career day, speak at various school events related to gang prevention or teen violence, attend open houses at various KUSD locations. Lastly, Outreach staff are often called to the school to assist students with homework, advocate on behalf of the student or provide a listening ear during a free period.

#### **Current Progress**

#### Goal 1

•2019-2020-85% of at least 50 youth will not have a new offense based on Juvenile Intake data.

#### **Progress**

95% of youth participating have not had a new offense since the start of the program at the beginning of the 2019-2020 school year.

#### Goal 2

•2019-2020- 85 % of at least 50 youth will participate in at least four non-gang related program activities per month based on attendance taken at activities.

#### **Progress**

98% of youth have participated in at least 4 non-gang related program activities per month. The increase is due to the additional groups established in the schools have introduced many students to the various services offered by BGCK. Key activities included Street Smarts, Smart Moves, Passport to Manhood, Career Launch and Summer Youth Employment.

=2019-2020- 70% of Parents Families will increase involvement in youth care by participating in at least 2 activities per quarter based on attendance at activities.

75% of participant's families have participated in 2 activities per quarter. This is a goal we struggle with however we have made significant improvement from previous years. We believe the increase of participation was due to the increase amount of activities offered to reach more parents. The parent forums scheduled in March and May were cancelled due to Covid-19. Many parents participated in individual meetings.

#### Goal 4

▶ 2019-2020 Goal- 80% of youth will maintain or reduce their gang risk assessment score from intake to completion.

#### **Progress**

87% of youth participating decreased their gang risk assessment score from program intake to completion of program.

#### Goal 5

•2019-2020 Goal-75% of youth that participate in the program for at least three months will improve school attendance.

#### **Progress**

82% of youth that have participated have improved school attendance.

#### Goal 6

•2019-2020 goal -75% of the youth will improve their academic performance by one grade level. Progress

80% of youth participating improved their academic performance by one grade level.

GPA- Our youth's average GPA upon entry to our program was 1.6, upon exit our youth increased their

average to 2.0, 84% of the youth in this program increased their GPA, 6% remained the same, 10% increased by 0.4 or more.

### GANG PREVENTION EDUCATION PROGRAM

#### 2020-2021

#### Background:

The Boys & Girls Club of Kenosha (BGCK) and the Kenosha Unified School District (KUSD) have enjoyed a partnership for many years working collaboratively to address the issue of gang involvement and delinquency issues in our community. This partnership provides the Boys & Girls Club of Kenosha with the support they need to monitor, supervise and mentor youth in gang prevention groups, while working on anger management, team building, job skills development, gang resistance, and social and delinquency issues.

### KUSD/BGCK Gang Prevention Program Goals 2020-2021

### 2020-2021- Goal 85 percent of youth will not have a new offense while in the program

 BGCK will be able to report findings by collecting and checking data from the Juvenile Justice Office.

## 2020-2021- Goal 85 percent of youth will participate in at least four non-gang related activities per month

 BGCK will monitor activities by taking attendance at each activity. Key activities included Street Smarts, Smart Moves and Career Launch.

### 2020-2021- Goal 70 percent of parents/families will increase involvement in youth care

BGCK will monitor activities by taking attendance at each activity. Examples of
activities include family resource fairs, adult computer classes, Boys & Girls Chub
sports family days and National Night Out.

# 2020-2021- Goal 80 percent of youth will maintain or reduce their gang risk assessment score from program intake to program completion

- Participants are assessed prior to intake using gang risk assessment. Assessment ranges from 1-20 with participants scoring eight (8) or above admitted into the program.
- Progress is measured by reassessment upon program completion. Maintaining the score
  is considered little progress, reducing the score by 1-2 points is considered progress,
  reducing the score by 3 or more is considered advanced progress.

## 2020-2021- Goal - 75 percent of youth who participate in the program for at least three months will improve school attendance.

- BGCK measures progress by working with KUSD and collecting attendance.
- BGCK staff will work on strengthening the attendance percentage as academic performance increases by getting youth to school.

### 2020-2021-Goal - 75 percent of youth will improve their academic performance overall

 BGCK measures Progress by working with KUSD to collect grades, progress reports and report cards. BGCK would like to continue to improve this metric by utilizing a more detailed progress scale. Maintaining GPA will be considered little progress, improving GPA by .2 will be considered improving. Improving grades by .3 or more will be considered advanced progress.

#### 2020-2021-Goal

- We will provide 10-12 groups for the school year
- Continued collaboration with KUSD staff to better monitor and track youth changes in behavior, grades and attendance through monthly reports.

#### 2020-2021-Goal

- If because of Covid-19, the face-to-face groups are not able to be facilitated at the schools, the groups will be transformed into individual meetings and home visits. Meetings will be held via Zoom, Facetime and Google Duo. Social distancing will be practiced in every setting.
- There will also be groups facilitated at the Boys & Girls Club with safety guidelines that
  have been developed in coordination with the Kenosha County Health Department.
- Youth will also have opportunities to participate in other enrichment and educational activities at the Boys & Girls Club.

### Kenosha Unified School District & Boys & Girls Club of Kenosha

#### Gang Prevention Partnership

 Please outline your staffing by names, title, position that they hold and a brief summary of their job responsibilities.

The staff in charge of managing the Gang prevention programs are extremely qualified with a lot of hands on experience.

#### Jacque Evans

#### Director of Outreach & Schools

Jacque Evans is the Director of Outreach & Schools for the BGC. She has a Bachelor's in Human Services/Psychology, a Master's in Professional Counseling and a Christian Counseling Certificate. She is also a Pastor working with community youth. Jacque has previously worked with at risk youth. She has worked on youth resiliency and increasing protective factors. She has worked with a diverse student populations. She has a history of working with youth and parents to make detailed case plans that use innovative approaches to build resiliency in youth & families. She collected grades, absences and discipline situations on the students and worked with them and their families to improve all of those metrics. She is also a Life & Educational Coach with Empowering Change helping equip and transform lives. Jacque has developed and implemented programs for at risk youth for school districts in several different States. She was previously a teacher in the Rock County Jail and Detention Center teaching GED classes. Recognizing the importance of providing support to those that need it most.

#### Jason Justus

#### **Director of Teen Services**

Jason Justus our Director of Teen Services has a Bachelor of Arts in Early Childhood Education and Coaching. His work experience includes over 20 years in non-profit management. Through his position at the Maui Family YMCA his focus has been on program quality and development. He was responsible for all aspects of youth programming at the YMCA including Day Camps, Aquatics, Membership (which includes 2,800 members), Fitness Department, Martial arts, Music lessons, and A+ after school programs.

He has a proven ability to maintain and develop partnerships with corporate and community partners.

#### Wendy Johnson

#### **Teen Services and Graduation Coordinator**

Wendy Johnson has recently been promoted to our Teen Services and Graduation coordinator position. She formally was the Outreach and Prevention Coordinator for the Boys & Girls Club. She has a Bachelor of Arts in Theatre and is fluent in both English and Spanish. She has over 10 years of case management experience with at-risk youth.

She has and will continue to facilitate groups in KUSD middle/high schools utilizing Boys and Girls Club of America's Street SMART curriculum. She will also be focusing on Directing and managing the success of KUSD students as they strive for high school graduation.

### 2. When did this partnership start?

The Boys & Girls Club of Kenosha and the Kenosha Unified School District have enjoyed working together for more than 20 years to address the Issue of gang involvement and delinquency issues in our community. The district provides financial support the BGCK needs to monitor, supervise and mentor youth in gang prevention groups, while working on anger management, team building, job skills development, gang resistance, and social and delinquency issues.

### MEMORANDUM OF UNDERSTANDING

# BETWEEN THE BOYS & GIRLS CLUB OF KENOSHA AND KENOSHA UNIFIED SCHOOL DISTRICT

The Boys & Girls Club of Kenosha (BGC) and the Kenosha Unified School District (KUSD) have enjoyed a partnership over 20 years working collaboratively to address the issue of gang involvement and delinquency issues in our community. This Memorandum of Understanding will outline the future of this partnership.

- BGC will case manage/monitor/supervise/mentor approximately 50 youth in geng prevention including facilitating groups at Kenosha Unified Schools. There will be approximately 8-10 youth in a group. The youth remain in the groups approximately 6 months working on anger management, team building, job skill development, gang resistance and social and delinquency issues.
- II. Additionally, BGC will organize and supervise incentive based activities for the youth in order to encourage and reinforce positive behavioral change. These incentive based activities will be granted on a case-by-case basis by BGC staff to recognize positive behavioral changes (socially, academically and within the family circle). These activities will include, but not be limited to: trips to professional and local sporting events, community service opportunities, cultural events, and local college events. Additional incentive based elements will include:
  - a. BGC will offer full scholarships for targeted youth who are interested in league sports programs at the BGC.
  - Targeted youth interested in employment training will receive priority placement and be assessed for eligibility in the summer or year round program.
- III. All targeted youth will be provided free memberships to the Boys & Girls Club for the duration of the program. Youth will be encouraged to attend educational and cultural teen programming held at the BGC facility.
- IV. BGC staff will maintain frequent contact with the families of program participants in order to gauge behavioral changes, as well as to provide referrals for additional resources within the community. BGC will organize family events throughout the year. Program staff will meet with families at least twice per quarter at these sponsored activities or through individual home visits.
- BGC staff will work with principals of Individual schools as requested to assist with gang involvement and delinquency issues.
- VI. BGC staff will continue to serve on the Kenosha County Gang Task Force and participate in their monthly meetings. This group brings together representatives of law enforcement, juvenile intake, Division of Children and Family Services, and KUSD. The task force undertakes to coordinate intervention and address trends in gang behavior and delinquency

1. Staff:

Attachment D

1. BGC will maintain 2 full time and 2 part time staff to implement Gang Prevention programming. They are leaders in the Gang Prevention community and represent many years of gang prevention and case management experience.

#### 2. Contract Budget

K.U.S.D	\$60,000.00
Boys & Giris Club of Kenosha	
	\$31,500.00
Kenosha County Div. of Children and Family Services	
	\$63,500.00
State of Wisconsin DPI - Wisconsin After 3	
	\$5000 00
State of Wisconsin DPI-Be Great Graduate	
	\$65,006.00
[QB]	
	\$225,606.60

#### 3. Program Goals

KUSD/BGCK Gang Prevention Program Goals 2020-2021

2020-2021- Goal 85 percent of youth will not have a new offense while in the program

 BGCK will be able to report findings by coffecting and checking data from the Juvenile Justice Office.

2020-2021- Goal 85 percent of youth will participate in at least four non-gang related activities per month

 BGCK will monitor activities by taking attendance at each activity. Key activities included Street Smarts, Smart Moves and Career Launch.

2020-2021- Goal 70 percent of parents/familles will increase involvement in youth care

BGCK will monitor activities by taking attendance at each activity. Examples of activities include family resource fairs, adult computer classes, Boys & Girls Club sports family days and National Night Out,

2020-2021- Goal 80 percent of youth will maintain or reduce their gang risk assessment score from program intake to program completion

- Participants are assessed prior to intake using gang risk assessment. Assessment ranges from 120 with participants scoring eight (8) or above admitted into the program.
- Progress is measured by reassessment upon program completion. Maintaining the score is considered little progress, reducing the score by 1-2 points is considered progress, reducing the score by 3 or more is considered advanced progress.

2020-2021- Goal - 75 percent of youth who participate in the program for at least three months will improve school attendance.

- BGCK measures progress by working with KUSD and collecting attendance.
- BGCK staff will work on strengthening the attendance percentage as academic performance increases by getting youth to school.

### 2020-2021-Goal-75 percent of youth will improve their academic performance overall

BGCK measures Progress byworking with KUSD to collect grades, progress reports and report cards.
 BGCK would like to confinue to improve this metric by utilizing a more detailed progress scale.
 Maintaining GPA will be considered little progress, improving GPA by .2 will be considered improving, improving grades by 3 or more will be considered advanced progress.

#### 2020-2021-Goal

- We will provide 0-12 groups for the school year
- Continued collaboration with KUSD staff to better monitor and track youth changes in behavior, grades and attendance through monthly reports.

#### 2020-2021-Goal

- If because of Covid-19, the face-to-face groups are not able to be facilitated at the schools, the
  groups will be transformed into individual meetings and home visits. Meetings will be held vis
  Zoom, Facetime and Google Duo. Social distancing will be practiced in every setting.
- There will also be groups facilitated at the Boys & Girls Club with safety guidelines that have been developed in coordination with the Kenosha County Health Department.
- Youth will also have opportunities to participate in other enrichment and educational activities at the Boys & Girls Club.
- 4. Reports
- BGC will provide a mid-year and end of year report. The reports will note program start dates, gang risk assessment accres, referrals provided, activities, program attendence, grades and school attendance.
- 6. Finances
  - A BGC will bill mornthly by the 10th of the month.
- 6. EFFECTIVE DATE AND SIGNATURE

This MOU shall be effective upon the signature of BGC and KUSD authorized officials, Itehail be inforce from September 12020 to June 30, 2021. Parties A and B indicate agreement with this MOU by their signatures.

Susan Valeri Chief of School Leadership Kenosha Unified School Dietrict

Date

Chief Professional Officer Boys & Girts Club of Kengsha 7- f5·Zo

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#### KENOSHA UNIFIED SCHOOL DISTRICT Kenosha, Wisconsin

September 3, 2020

# PROVISIONS GOVERNING THE TRANSPORTATION OF STUDENTS ATTENDING PUBLIC AND PRIVATE SCHOOLS FOR THE 2020-2021 YEAR

The following provisions for the transporting of students attending public and private schools will become effective from and after the fifteenth day of August 2020. (These provisions relate to Board Policies 3511 and 3514)

#### **Students Attending Public Schools**

- Pursuant to Wisconsin Statutes, transportation shall be provided to all students residing in the City of Kenosha, Village of Pleasant Prairie, and Town of Somers who live two or more miles from the public school to which they are assigned.
- 2. Pursuant to Wisconsin Statutes relating to transportation in areas of unusual hazards, transportation shall be provided to students of all elementary schools, 4k kindergarten through grade 5, who reside in the Village of Pleasant Prairie, Town of Somers (except elementary school students residing within the attendance areas of Forest Park, Grant, Strange, and Harvey Elementary Schools), and certain designated areas in the district as described below.
- 3. Transportation will be provided for all students residing in the corporate limits of the City of Kenosha and living west of Highway 31, with the exception of Nash Elementary students where safe walking conditions are available and for Bradford High School students where the only access road is Highway 31.
- 4. Transportation will be provided to students residing within the corporate limits of the City of Kenosha who attend 4k kindergarten through grade 5 of the elementary school located outside the corporate limits of the City of Kenosha.
- 5. Transportation will be provided for students who reside within the Bose Elementary School attendance area east of the Chicago and Northwestern Railroad tracks and for students who reside west of 22<sup>nd</sup> Avenue.

- 6. Transportation will be provided for students who reside within the Jeffery Elementary School attendance area on the south side of 89<sup>th</sup> Street, west of 22<sup>nd</sup> Avenue, and east of 39<sup>th</sup> Avenue and for students residing within the corporate limits of the City of Kenosha north of 85<sup>th</sup> Street and west of 39<sup>th</sup> Avenue.
- 7. Transportation will be provided to students residing within the Curtis Strange Elementary School attendance area north of 52<sup>nd</sup> Street until such time that the City of Kenosha will provide improved walking areas.
- 8. On a temporary basis, subject to annual review, transportation will be provided for students attending and residing within the Grant Elementary School attendance area south of Highway 142 and west of the old Chicago-Milwaukee North Shore Railroad right-of-way.
- No transportation will be provided for students who are voluntarily enrolled in alternative programs, participating in part-time and full-time open enrollment programs, or participating in Recreation Department programs
- 10. Elementary students (grades 4k through 5) may be required to walk up to 1 mile to an authorized school bus pick-up point. Students in grades 6 through 12 may be required to walk up to 1 mile to a school bus pick-up point. Exceptions to these distances may occur in areas considered "unusually hazardous" and will be subject to approval by the Supervisor of Transportation.
- 11. Students supervised before and after school by a day care center located within the attendance area of the school may be bused to the school. The Superintendent will make recommendations to the Board relative to any exceptions to this policy.
- 12. Transportation will be provided to students attending the academy portion of Indian Trail High School, residing less than two miles from school, until such time that the City of Kenosha will provide improved walking areas and are in the attendance boundary of ITHS.
- 13. Students attending schools of choice are not provided transportation. Lakeview Technology Academy (LTA) students may request bus service to their boundary high school and ride a District provided shuttle bus from their boundary high school to LTA. Students are then shuttled back to their boundary high school for transportation rides home. (Note: Harborside will be allowed to use the boundary high school routes and take a shuttle to and from Harborside so long as Harborside continues to pay for their transportation.)
- 14. Transportation will be provided to students who reside in Lance Middle School attendance area who live on Cooper Road, or west of Cooper Road

- until such time that the Village of Pleasant Prairie provides improved walking areas. Students may be required to walk no more than 200 ft. on Cooper Road.
- 15. Students who reside on Highway "H", 39th Avenue, and Springbrook Road may be required to walk no more than 200 ft. on these roads.
- 16. Transportation will be provided to students who reside in the Bradford High School attendance area who are less than 2 miles but become more than 2 miles due to the hazardous walk zone along Washington Road from east of Highway 31 to 39<sup>th</sup> Avenue.

#### **Students Attending Private Schools**

- 1. Pursuant to Wisconsin Statutes, transportation shall be provided to students attending private schools on the same basis as set forth above for students attending public schools with the additional provisions listed below.
- 2. Pursuant to Wisconsin Statutes, students residing in the school district who attend private schools located not more than five miles beyond the boundaries of the school district but within the state are eligible for transportation. In lieu of district bus transportation, parent contracts will be offered to the parent or guardian of each eligible pupil in accord with Wisconsin Statutes.
- Pursuant to Wisconsin Statutes, transportation will be provided as set forth above to the private school located in the attendance area in which the pupil resides.

#### **Transportation for Students with Exceptional Needs**

 Pursuant to Wisconsin Statutes, transportation shall be provided for students with exceptional education needs, regardless of distance, if such request (or such transportation) is approved by local and state authorities. Approval shall be based on whether or not the child can walk to school with safety and comfort.

#### Other Provisions Concerning the Transportation of Students

- 1. Pursuant to Wisconsin Statutes, the Board is empowered to administer, set transportation routes and schedules, secure necessary information, make reports, and apply for and receive aids for the transportation of both public and private school students actually transported.
- 2. Insofar as possible, administrators of private schools shall be requested to coordinate their school calendars with the public school calendar.
- 3. Transportation will be provided for public and private school students as approved by the Board to implement state-mandated programs and federal programs.
- 4. Insofar as possible, bus stops for students with exceptional needs and Head Start students are to be designated near to and on the same side of the street as the residence unless bus aids are provided or other arrangements are made with the parent through the district Transportation Office.
- The provisions of this policy statement as set forth above shall apply in all instances except those in which extraordinary conditions are held to prevail and shall be subject to further review pending any required adjustments due to unforeseen circumstances.
- 6. Administration will be responsible for establishing and maintaining bus routes in accordance with this policy and changes in student population.

#### Administration Recommendation

Administration recommends school board approval of the Provisions Governing the Transportation of Students Attending Public and Private Schools for the 2020-2021 year.

Dr. Sue Savaglio-Jarvis Superintendent of Schools Jeff Marx Transportation Supervisor

Mr. Patrick Finnemore, PE Director of Facilities

#### Kenosha Unified School District Kenosha, Wisconsin

September 3, 2020

#### EXPULSION INDEPENDENT HEARING OFFICERS

Administration brings forth a recommendation concerning the appointment of Hearing Officers to assist the District with any expulsion hearings for the upcoming school year. Hearing Officers are paid \$100 for the first hour and \$25 for every 15 additional minutes after the first hour not to exceed \$300 for each hearing.

Hearing Officers are part time employees that are called upon when needed for expulsion hearings. The two people being recommended for the 2020-2021 school year are below. Ms. Wheeler is returning to us for another year, Ms. Zimmerman is new to us this year. She will be going through some training by Von Briesen & Roper attorneys for the position of Hearing Officer.

#### **Nancy Wheeler**

Ms. Wheeler is a practicing attorney in Racine. She previously served as a Racine Judge, of which four years were in the juvenile division. Ms. Wheeler has served as a KUSD Hearing Officer for the past seven years.

#### **Jacalyn Zimmerman**

Ms. Zimmerman is a practicing attorney in Illinois specializing in arbitration and mediation. She has served as an arbitrator/mediator for the Wisconsin Employee Relations Commission and worked with many school districts in the southeast portion of Wisconsin. Ms. Zimmerman currently works with the Chicago Public Schools as well as the Chicago Police Department as an arbitrator/mediator.

#### **Administrative Recommendation**

Administration recommends that the Board of Education authorize the appointment of Nancy Wheeler and Jacalyn Zimmerman as Hearing Officers for the purpose of expulsion hearings during the 2020-2021 school year at the rate of \$100 for the first hour and \$25 for every 15 additional minutes after the first hour not to exceed \$300 per hearing. It is also recommended that the Board approve Resolution 364 – Resolution to Authorize Independent Hearing Officers to Determine Pupil Expulsions During the 2020-2021 School Year.

Dr. Sue Savaglio-Jarvis Superintendent of Schools Susan Valeri Chief of School Leadership



### RESOLUTION TO AUTHORIZE INDEPENDENT HEARING OFFICERS TO DETERMINE PUPIL EXPULSIONS DURING THE 2020-2021 SCHOOL YEAR

**WHEREAS,** pursuant to Section 120.13(1)(e) of the Wisconsin Statutes, a school board may adopt a resolution authorizing independent hearing officers appointed by the school board to determine pupil expulsions from school under Wis. Stat. §§ 120.13(1)(e)2. through 120.13(1)(e)4.; and

**WHEREAS**, such a resolution authorizing the use of an independent hearing officer to determine pupil expulsion is effective only during the school year in which it is adopted; and

**WHEREAS**, the Board of Education of the Kenosha Unified School District desires to authorize the use of independent hearing officer to determine pupil expulsions for the 2020-2021 school year;

**NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE KENOSHA UNIFIED SCHOOL DISTRICT** that, pursuant to Wis. Stat. § 120.13(1)(e), the Board of Education authorizes independent hearing officers appointed by the Board of Education to determine pupil expulsion matters for the 2020-2021 school year; and

**BE IT FURTHER RESOLVED** that the Board of Education shall, by motion, appoint one or more individuals who, in the judgment of the Board, are qualified to serve in the capacity of an independent hearing officer under Section 120.13(1)(e) of the Wisconsin Statutes; and, thereafter, the Superintendent or any administrative designee of the Superintendent may select any individual who has been so appointed to hear and determine, subject to the Board of Education's review of any expulsion order, any pupil expulsion matter that arises in the school year in which this Resolution is effective.

**BE IT FURTHER RESOLVED** that the officers, employees, and agents of the Kenosha Unified School District are authorized and directed, to the extent consistent with applicable law and Board of Education policy, to do any and all things reasonably necessary to accomplish the purposes of this Resolution.

**BE IT FURTHER RESOLVED** that the Kenosha Unified School District Board of Education approve Nancy Wheeler and Jacalyn Zimmerman as Expulsion Independent Hearing Officers for the 2020-2021 school year as filed with the secretary to the Board of Education.

This Resolution was adopted by the Board of Education and is recorded in the minutes of the Board of Education meeting held on the 3 day of September, 2020.

Kenosha Unified School District BOARD OF EDUCATION
J. Thomas Duncan, Board President
Daniel C. Wade, Clerk

Resolution 364 September 3, 2020



#### **Our Mission**

We empower the KUSD Community to recognize the unique gifts and talents of every student and ensure that, regardless of identity, they receive the support they need, when they need it, so they may thrive in school, career and our community.



**Equity Analysis** 



**Equitable Access** 



Culture of Excellence



Diversity, Rascism, Inclusive-Equity Training



#### **Our Vision**

We envision a system where every school & department ensures that every student and employee, regardless of family background, race, nationality, ability, religion, language spoken at home, sexual orientation, or gender identification have access to opportunities that recognize and develop their unique gifts and talents and provide them with the support they need, at the time they need it.

Partnerships



Equitable Workforce



Welcoming Environment



**Core Values** 

- Intentionality
- Communities

- Excellence
- Diversity
- Integrity

# **Equity Mission**

Empower the KUSD community to recognize the unique gifts and talents of every student and to ensure that regardless of identity, each student receives the support they need, when they need it, so that they may thrive in school, career and our community.



We envision a system where every school & department ensures that every student and staff, regardless of family background, race, nationality, ability, religion, language spoken at home, sexual orientation, or gender identification have access to opportunities that recognize and develop their unique gifts and talents and provide them with the support they need, at the time they need it.



### **Core Values**

- Create a culture of Excellence by establishing high expectations and supports for all learners.
- Advocate for **Diversity** by promoting equitable representation in every aspect of the KUSD Community.
- Act with Integrity to build mutual trust and respect among all stakeholders by open and honest communication.
- Confront inequities with Intentionality by holding ourselves and others accountable for the outcomes of our words and actions.
- Engage Communities to build a deeper understanding of every historically marginalized group so that systemic change can occur to ensure they have what they need to thrive.



## Wisconsin Data Review

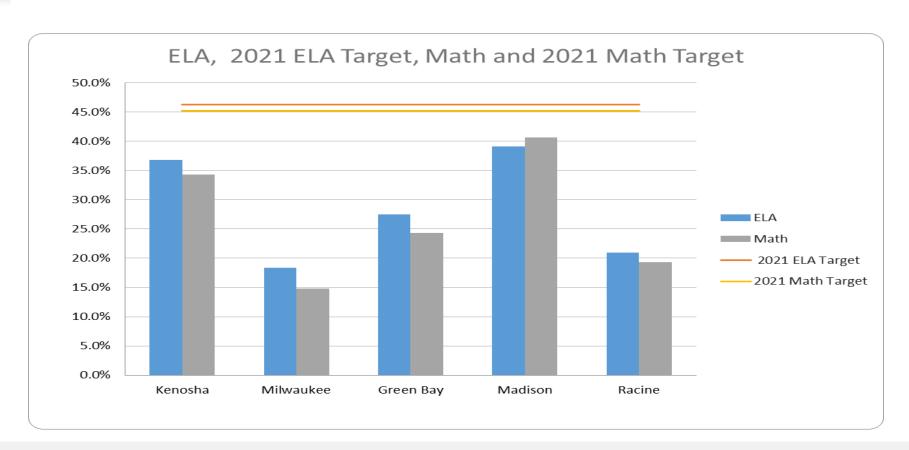
- "2020 States with the Best & Worst School Systems" (#8 Best) Wallet Hub https://wallethub.com/edu/e/states-with-the-best-schools/5335/
- "Wisconsin has the eighth-best public schools in the US. The state ranks fifth for quality, tying with Minnesota for the highest median SAT score." - World Population Review -<a href="https://worldpopulationreview.com/state-rankings/public-school-rankings-by-state">https://worldpopulationreview.com/state-rankings/public-school-rankings-by-state</a>
- Wisconsin ranks 16th in the best K12 rankings" US News & World Report - <a href="https://www.usnews.com/news/best-states/rankings/education/prek-12#:~:text=Massachusetts%20ranks%20first%20in%20the,New%20Hampshire%2C%20Vermont%20and%20Connecticut.">https://www.usnews.com/news/best-states/rankings/education/prek-12#:~:text=Massachusetts%20ranks%20first%20in%20the,New%20Hampshire%2C%20Vermont%20and%20Connecticut.</a>

# Wisconsin Data Review

- "Wisconsin Has the Widest Achievement Gap on Nation's Report Card" US
   News & World report <a href="https://www.usnews.com/news/best-states/wisconsin/articles/2019-10-30/wisconsin-has-widest-achievement-gap-on-nations-report-card">https://www.usnews.com/news/best-states/wisconsin/articles/2019-10-30/wisconsin-has-widest-achievement-gap-on-nations-report-card</a>
- Wisconsin again has the worst gap in academic achievement between its black and white students." - Milwaukee Journal Sentinel https://www.jsonline.com/story/news/politics/2019/10/30/wisconsin-student-test-scores-stagnate-black-white-gap-persists/4096609002/
- "Wisconsin Has the Biggest Racial Achievement Gap Among States" -Wisconsin Public Radio - <a href="https://www.wpr.org/wisconsin-has-biggest-racial-achievement-gap-among-states">https://www.wpr.org/wisconsin-has-biggest-racial-achievement-gap-among-states</a>



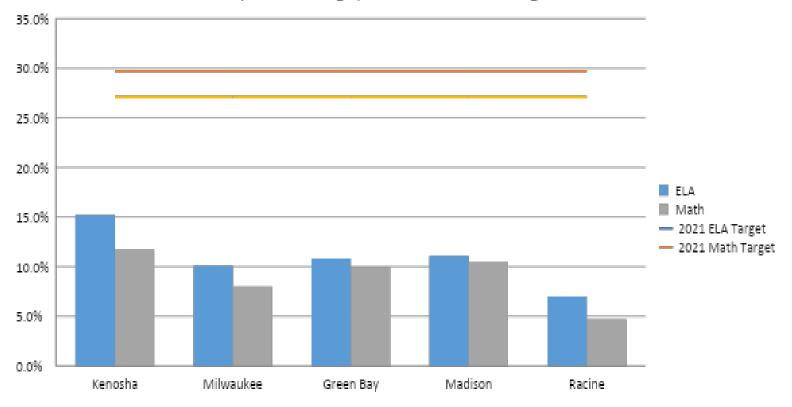
## Statewide Achievement Data - All Students





## Statewide Concern – African American

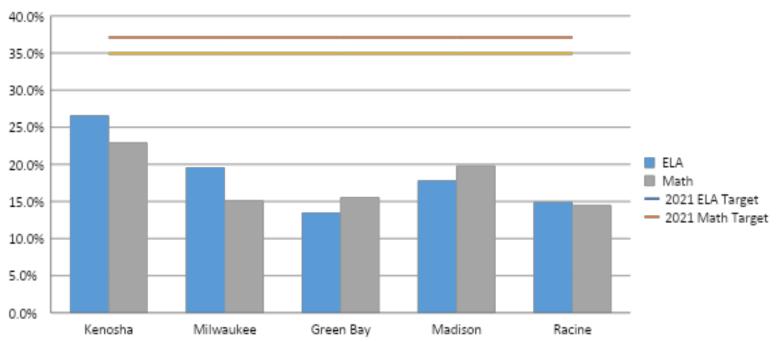
ELA, 2021 ELA Target, Math and 2021 Math Target





# Statewide Concern - Hispanic







# 2019-2020 Exploration

- Sought feedback, ideas, collective impact meetings
  - Racial Equity Institute (REI)
  - Midwest and Plains Equity Assistance Center
  - National Equity Project
  - AWSA-District Equity Teams from across the State
  - Members of the KEA
  - Wisconsin Community Services, Inc.
  - U.S. Department of Justice-Community Relations Service Department-Kenith Bergeron
  - Carthage College Diversity Team
  - Coalition for Dismantling Racism
  - Closing the Achievement Gap Consortium
  - Nurturing Diversity Partners-Mr. Reggie Jackson and Dr. Fran Kaplan

# **2019-2020 Exploration**

- AWSA Leading for Equity Academy (LEA)
- Building Our Future/REI-Phase I training, January 2020
- Equity team work with Dr. Alisia Moutry, 4 AM Consulting, LLC
  - Co-facilitator of Wisconsin Urban Leadership Institute
  - Guided equity team with establishing mission, vision, core values
  - Professional learning work on creating equity learning modules for administrators and building equity teams



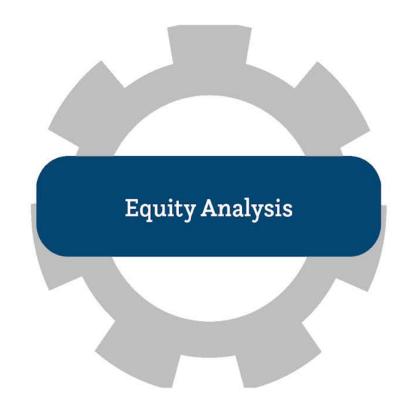
# 7 Commitments

- Equity Analysis
- Equitable Access
- Culture of Excellence
- Diversity, Racism, Inclusion and Equity-Professional Learning/Trainings
- Welcoming Environment
- Equitable Workforce
- Partnerships



# Leading the Work

- District Equity Team
- Diversity Recruitment and Retention Committee
- Leadership Council
- School Leadership
- Teaching and Learning
- School Based Equity Teams (Jan. 2021)
- Kenosha Community





KUSD stakeholders, Board of Education and staff, will examine policies, programs, and procedures to identify and eliminate racial disparities and marginalization of any group while promoting equity for all students and staff.

# **Equity Analysis**

- District Data Team Theory
  - KUSD lacks a culturally responsive system to meet the needs of all students.



- Indicators Supporting This Theory
  - O Disproportionate exclusionary discipline
  - Disproportionate special education identification for students of color
  - Lack of clear tiers/placement for intervention design
  - Underrepresentation of students of color in advance courses
  - Lack of highly qualified experienced staff in schools with high percentages of students of color
  - Lack of training to ensure staff understand culturally responsive practices



## **Equity Analysis**

- District Policy Work
  - Policy 4111-Employee Anti-Harassment
  - Policy 5110.1-Student Equal Opportunity and Nondiscrimination in Education
  - Policy 5110.2-Non-Discrimination Guidelines Related to Students Who Are Transgender and Students Non-conforming to Gender Role Stereotypes
  - Policy 5111-Bullying





KUSD will intentionally allocate resources to ensure equitable access to high quality curriculum, learning supports, facilities and other educational resources for every student even when this means differentiating resource allocations.

# Equitable Access

- Review allocation of funds to ensure access to resources needed.
- Align resources with district needs assessment that focuses on equity.
- Evaluate systemic practices in order to increase enrollment in higher level courses for marginalized students.





### **Culture of Excellence**

KUSD will increase the achievement of all students while eliminating the predictability of achievement based upon race, family income, disabilities, gender identity, and home language through instructional practices that honor and build upon the assets of every student and materials that reflect the diversity of students and staff, and which are geared towards the understanding and appreciation of culture, class, language, ethnicity and other differences.

# Culture of Excellence

- Student Voices
  - U.S. Department of Justice
    - Student, Problem, Identification and Resolution of Issues Together/SPIRIT
      - Community relations Service-Mr. Ken Bergeron
        - Fall 2020-Identify next High School
      - Community Partners
        - Chris Shoen-Professional Services Group and Community Impact Programs
        - Brandon Morris-Building our Future
        - Eric Lequesne- Building our Future
        - Ardis Mosley-Mahone Foundation
        - Jake Mcghee- Boys and Girls Club
        - Sabrina Morgan- Gateway Technical College
        - John Jansen- Kenosha County Human Services
        - KABA



- Closing Achievement Gap Consortium (CAGC)
  - Mission
    - To embrace and change with all deliberate speed, school practices, instructional methodology and school structures that perpetuate achievement and/or opportunity gaps in our schools.
- African American Youth Initiative (AAYI)
  - Partnership with Sylvan Learning Center, providing AAYI student participants tutoring for ACT prep
  - AAYI participants participate in a week long summer institute hosted by Concordia University
    - 3rd & 4th year AAYI students have the option to earn college credit as part of the summer program



- KUSD Rising Future Educators Program
  - o 3 goals:
    - Create an Educator Rising Club at the high schools
    - Collaboration with Carthage and Parkside to offer 11th and 12th grade students up to 16 college credits towards a degree in education for *(courses begin spring 2021)*
    - Support alternative licensure pathways for adults exploring a career change to become a certified teacher



### Culture of Excellence

- Ethnic Studies Course
  - 2018-19 Board approved changes to the scope and sequence for high school social studies.
- Course will be aligned to the WI Social Studies standards.
  - Timeline
    - Develop in 2020-21
    - Implement fall of 2021





### Diversity, Racism, Inclusive-Equity Trainings

KUSD professional learning opportunities will increase staff's understanding of institutional racism and social justice to transform instructional planning and practice to eliminate educational disparities between groups of students.



### Diversity, Racism, Inclusive-Equity Trainings

- August 2020
  - REI Training District Staff-Administrative, Supervisory, Board and a few staff members

- September 2020-June 2021
  - Continuous growth professional learning through monthly diversity, racism and inclusive learning activities
  - Administrative and Supervisory staff



### Diversity, Racism, Inclusive-Equity Training

- February 2021- June 2021
  - Phase I-Racial Equity Institute (REI)
  - Create school building team leads
    - REI training
      - REI for all building level equity teams
    - Equip teams with with resources, tools and approaches to effectively lead all other staff



### Diversity, Racism, Inclusive-Equity Training

- WI Urban Leadership Institute
  - "An intentional collaboration with the largest urban school districts...designed to develop a framework for principal leadership competencies and equity dispositions..."
  - Cohort 1 and 2
    - 8 KUSD building administrators have been trained.
  - o Cohort 3
    - Fall 2020, 5 more building administrators engaging in a year long equity training.





## Welcoming Environment

KUSD will use an equitable decision making process to guarantee each school and facility creates an inviting culture and inclusive environment that reflects and supports the diversity of the student population, their families, and our community.

# Welcoming Environment

- PBIS, Social Emotional Learning, Trauma Informed Care provides:
  - Predictability
  - Consistency
  - Positivity
  - Safety
  - Equity



## Welcoming Environment

- Gender inclusive, Harassment and Discrimination Trainings
  - Professional training to continue
    - August 17, 2020/first training
    - More training dates forthcoming
  - A Framework for Gender Inclusive Schools
    - Personal-entry point, being aware
    - Structural-policy, rituals, how buildings look
    - Interpersonal-day to day operations
    - Instructional-what is being taught to whom and how





## **Equitable Workforce**

KUSD will actively recruit, employ, support and retain a culturally competent administrative, instructional and support workforce that reflects the demographic diversity of our students.



### **Equitable Workforce**

- Diversity Recruitment Committee
  - Diversity Recruitment Committee will collectively work toward ensuring the recruitment and retention of diverse candidates by executing the Diversity Recruitment Plan.



### **Equitable Workforce**

- Diversity Recruitment and Retention Plan
  - Areas of Recruitment and Retention (7)
    - Recruitment Branding
    - Community Outreach
    - University Outreach
    - Targeted Recruitment Efforts
    - Rising Future Educators Initiatives
    - Ambassador/Resource Groups
    - Professional and Career Development





KUSD will engage with families and community partners to leverage their culturally specific expertise in developing and achieving high educational outcomes.

# Partnerships

- Collective Community Impact- KUSD & Building Our Future
  - o July 31
    - KUSD and community members participated in Groundwater Plus session
      - 80 Participants
  - August 24
    - Racial Equity Phase I
      - Check in from January 2020 work to determine next community steps
        - Hear what we have done
        - What we hope to do
        - How can BOF continue to support the community partnership around equity in Kenosha

## Next Steps

- Reactor Groups (October 2020 February 2021)
  - Coalition for Dismantling Racism (September 9, 2020)
    - Commitment to equity presentation
  - District Standing Committee (October 2020)
    - Commitment to Equity
    - Refresh District Goals
    - Diversity Recruitment Committee

# THANKYOU

### Questions?

Reach us at:

<u>yjackson@kusd.edu</u> or <u>mkotz@kusd.edu</u>

#### KENOSHA UNIFIED SCHOOL DISTRICT

September 3, 2020

#### **KUSD Policy and Related Waiver Items for School Year 2020-21**

On April 27, 2020, the Kenosha Unified School Board approved a series of requests for local and state accountability waivers. These waivers were a direct result of the COVID-19 Pandemic. On August 18, 2020 the School Board voted to start the 2020-21 school year with students attending either in-person or fully virtual, with other operational and instructional conditions still under revision and refinement. As the pandemic continues to cause school districts to develop and adjust plans with very little lead time, some of these waivers will have variable impact depending on the allowable conditions and other external factors (i.e. legislative orders).

In June, the Wisconsin Department of Instruction (DPI) issued the returning to school guidance, Education Forward,

https://dpi.wi.gov/sites/default/files/imce/sspw/pdf/Education Forward web.pdf. This document was established to help school districts navigate the changing landscape for learning, as well as being mindful and flexible of regulatory factors. Even in mid-August, DPI continues to listen to concerns about known and possible challenges that each district might face depending on their planned delivery of instruction. DPI will continue this work of support and provide flexibility within current statutes and rules. To this end, DPI has recently launched their COVID-19 flexibility application

(<u>https://dpi.wi.gov/sites/default/files/imce/forms/pdf/f1396.pdf</u>). This online application will allow each district to submit several waivers at once, and even permit districts to amend the application as the year goes on for any future requests.

Similar to this past Spring, some of the waiver items for school districts were related to federal regulations, and DPI continues to act on behalf of all Wisconsin school districts and programs to address these areas. DPI has already processed five nationwide waivers from the US Department of Agriculture (USDA) for the 2020-21 school year, <a href="https://dpi.wi.gov/nutrition/coronavirus">https://dpi.wi.gov/nutrition/coronavirus</a>.

Chapter 118.38 of the Wisconsin State Statutes outlines the legal authority for school boards to request and for DPI to grant waivers from certain state laws and administrative rules. Under this provision, school boards can request a waiver from DPI of any school board or school district requirement outlined in Chapters 115 to 121 of the State Statutes or in related administrative rules, with the following important exceptions:

- 1. The health or safety of pupils;
- 2. Pupil discrimination under s. 118.13;
- 3. The pupil assessment program under s. 118.30 and the standardized reading test required under s. 121.02 (1) (r);
- 4. Pupil records under s. 118.125;
- 5. The collection of data by the department;

- 6. The uniform financial fund accounting system under ss. 115.28 (13) and 115.30 (1) and audits of school district accounts under s. 120.14;
- 7. Licensure or certification under s. 115.28 (7) or (7m) other than the licensure of the school district administrator or business manager;
- 8. The commencement of the school term under s. 118.045; and
- 9. The requirements established for achievement guarantee contracts under s. 118.43 and for achievement gap reduction contracts under s. 118.44.

The law requires the local school board to hold a public hearing (virtually if needed) in the school district and requires the school board to specify in its request for a waiver its reason for requesting the waiver. Once approved, waivers will be effective for one year, and renewable for additional one year periods.

At this time, administration would ask the KUSD School Board to endorse waiver considerations for the following state regulations:

- Kindergarten as a Prerequisite for First Grade: 118.33 (6)(cm)
- Length of School Day: 120.12(15)
- Hours of Instruction: PI 8.01(2)(f)

With feedback from school administrators and every KUSD department, the following is a list of local waiver requests for consideration. The specific waivers requested relate to the following KUSD policies:

- KUSD Policy 1330 Facilities Use:
- KUSD Policy 1350 Equipment Use by Community Groups
- KUSD Policy 1600 Visitors
- KUSD Policy 1812 Relations with Parent-Teacher Organization
- KUSD Policy 3622 Access to School Buildings and Grounds
- KUSD Policy 3643 Emergency School Closing
- KUSD Policy 5120 Student Enrollment Reporting
- KUSD Policy 5210 Entrance Age
- KUSD Policy 5310 Student Attendance
- KUSD Policy 5431 Student Dress Code
- KUSD Policy 6210 School year Calendar
- KUSD Policy 6456 Graduation Requirements

#### KUSD Policy 1330 Facilities Use/1350 Equipment Use by Community Groups:

KUSD Policies 1330 and 1350 establish protocols for KUSD to encourage use of district facilities and equipment for both school related and community based programs and events. The policies also define an appeals procedure for any denial of such request. This waiver relates to the default "closed" status of KUSD buildings for the duration of

the 2020-21 school year and until such time that does not pose any health concern related to the current pandemic or related issues.

#### **KUSD Policy 1600 Visitors:**

KUSD Policy 1600 encourages parents, guardians, caregivers and the general public to visit schools and classrooms to help establish a better understanding of educational programs and offerings. Due to the current pandemic, only administratively approved visitors will be allowed, with consideration for only "as necessary" to address educational and operational requirements. Schools can still support the promotion and inquiries through virtual and remote methods.

#### **KUSD Policy 1812 Relations with Parent-Teacher Organizations:**

Similar to the visitors' policy listed above, school-based Parent/Teacher organizations will not be encouraged or allowed to hold physical meetings on a school site during the 2020-21 school year. They are still encouraged to operate in a virtual and remote manner to continue the valued partnerships and collaboration with each school.

#### **KUSD Policy 3622 Access to School Buildings and Grounds:**

For the 2020-21 school year, all access to KUSD school buildings and grounds will be severely limited, and only allowed through administrative approval. Each school is expected to communicate and support additional virtual and remote options to best serve the needs of their students, families, and other partnerships.

#### **KUSD Policy 3643 Emergency School Closing:**

Current procedures related to school closings state that most staff would not report to work for the first two days should a closing occur. This waiver would allow for the option for staff to work in a remote manner to support students using assigned technology and access to curriculum and materials.

### **KUSD Policy 5120 Student Enrollment Reporting & Policy 6456 Graduation Requirements:**

Both of these policies reference that a senior high student shall be considered full time when they are scheduled for a minimum of 6.0 credits for the school year. The waiver request is for only grade 12 students to have a minimum of 5.0 credits scheduled for the 2020-21 school year. All cohort diploma requests after December 31, 2020 will retain the existing graduation requirements as noted in the policy. This waiver in no way limits a student's ability to request courses.

#### **KUSD Policy 5210 Entrance Age:**

KUSD Policy 5210 relates to the entrance age and prerequisites for early grade levels. This waiver request is to remove the requirement that a child who is six (6) years old on or before September 1, must complete a five (5) year old kindergarten program as a prerequisite to being admitted to first grade. Since grade kindergarten is not required by the state of Wisconsin, some families might be fearful of having their child held back due to this expectation. Depending on how the current pandemic affects this school year, this waiver request may need to be repeated.

#### **KUSD Policy 5310 Student Attendance:**

The waiver request for KUSD Policy 5310 Student Attendance is solely related to the expectation of students "physically" attending their assigned school, and to allow for attendance to be counted for virtual instruction models. All other expectations and reporting procedures as outlined will remain.

#### **KUSD Policy 5431 Student Dress Code:**

Consideration related to KUSD Policy 5431 Student Dress Code pertains to the physical return of students to their assigned school. Waived areas would relate to the approved use of face coverings and use of backpacks throughout the day to minimize physical contact areas and locker congestion. Administration will continue to monitor this practice to best address health related needs within the educational setting.

#### **KUSD Policy 6210 School Year Calendar (Instructional Minute Requirement):**

The Department of Public Instruction (DPI) will waive the hour requirement for any school district that requests the DPI to do so due to the ongoing COVID-19 public health pandemic. Per state law, the district will need to hold a public hearing under s.118.38 (1) (b) and document the date of the public hearing to receive a waiver. (The public hearing can be virtual or teleconferenced).

#### **Communication of Changes:**

For some of these waivers, the state statutory requirement for holding a public hearing still remains. The associated resolution allows a district to formally process the respective waivers after the notice and session of the public hearing.

#### Administrative Recommendation:

Administration recommends that the School Board approve the listed waiver requests for the 2020-21 school year at the September 3, 2020, regular School Board meeting:

- KUSD Policy 1330 Facilities Use:
- KUSD Policy 1350 Equipment Use by Community Groups
- KUSD Policy 1600 Visitors
- KUSD Policy 1812 Relations with Parent-Teacher Organization
- KUSD Policy 3622 Access to School Buildings and Grounds
- KUSD Policy 3643 Emergency School Closing
- KUSD Policy 5120 Student Enrollment Reporting
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- KUSD Policy 5431 Student Dress Code
- KUSD Policy 6210 School year Calendar
- KUSD Policy 6456 Graduation Requirements

Dr. Sue Savaglio-Jarvis Kristopher Keckler Superintendent of Schools Chief Information Officer

Sue Valeri Julie Housaman

Chief of School leadership Chief Academic Officer

#### Kenosha Unified School District Resolution 365

SCHOOL BOARD RESOLUTION FOR THE WAIVER OF CERTAIN SCHOOL BOARD OR SCHOOL DISTRICT REQUIREMENTS PURSUANT TO WIS. STAT. §§ 118.38(1) AND (1m)

WHEREAS, Wis. Stat. §118.38(1) and Wis. Admin. § PI 8.01(4) authorize school boards to request the Department of Public Instruction to waive any school board or school district requirement in Wis. Stat. chs. 115 to 121 or in the administrative rules promulgated by the Department under the authority of those chapters; and

WHEREAS, Wis. Stat. §118.38(1)(b) requires that before requesting a waiver, a school board shall hold a public hearing in the school district on the request for a waiver of any requirement in Wis. Stat. chs. 115 to 121; and

WHEREAS, Wis. Stat. §§ 120.12(1) and 12.44(2) authorize the Board of Education to have the possession, care, control and management of the property and affairs of the school district; and

WHEREAS, on March 11, 2020, the World Health Organization characterized COVID-19 as a pandemic; and

WHEREAS, since Mid-March, 2020, pursuant to Wis. Stat.§ 323.10, Wisconsin Governor Tony Evers has issued multiple executive orders declaring a public health emergency in all counties of the state as a result of the coronavirus pandemic (COVID-19) while also attempting multiple initiatives to address, reduce, and prevent further spread of the coronavirus pandemic.

#### NOW, THEREFORE BE IT RESOLVED, that:

- 1. On September 3, 2020, the Kenosha School Board of Education held a public hearing, in satisfaction of Wis. Stat. §118.38(1)(b), concerning requests for waivers of the requirements identified herein; and
- 2. In compliance with Wis. Stat. §§ 118.38(1) and (1m), and for the reasons set forth herein, the Board of Education hereby directs the District Administrator or her designee to apply, on behalf of the Board, to the Office of the Superintendent for Public Instruction (OSPI) for the waiver of the following:
  - a. Waiver of the requirement of Wis. Stat. § 118.33(6)(cm) and the administrative rules promulgated by the department regarding Kindergarten as a prerequisite for first grade for the 2020-21 school year only due to the COVID-19 public health emergency.
  - b. Waiver of the requirement of Wis. Stat. § 120.12(15) and the administrative rules promulgated by the department regarding

Length of the School Day for the 2020-21 school year only due to the COVID-19 public health emergency.

c. Waiver of the requirement of Wis. Stat. § 121.02(1)(f) and Wis. Stat. § 121.006(2)(a) and the administrative rules promulgated by the department regarding the hours of instruction for the 2020-21 school year only due to the COVID-19 public health emergency.

BE IT FURTHER RESOLVED that execution of this Resolution is conclusive evidence of the Board of Education's approval of this action and of the authority granted herein at a duly-noticed meeting of the Board held on September 3, 2020.

Dated this 3rd day of September, 2020.

Kenosha Unified School District
BOARD OF EDUCATION
J. Thomas Duncan, Board President
Stacy Rushy Roard Secretary



September 3, 2020

#### DONATIONS TO THE DISTRICT

The District has received the following donations:

- 1. Beast Inc. DBA Spanky's Bar & Grill donated \$1,300 to the Bradford High School Baseball Team.
- 2. Uline donated \$1,000 to the LakeView Technology Academy's Supermileage Vehicle Club.
- 3. Kenosha Community Foundation donated \$100 to the Bradford High School SEGA Program.

#### Administrative Recommendation

Administration requests the Board of Education approve acceptance of the above listed gift(s), grant(s) or bequest(s) as per Board Policy 1400, to authorize the establishment of appropriate accounts to monitor fiscal activity, to amend the budget to reflect this action and to publish the budget change per Wisconsin Statute 65.90(5)(a).

Dr. Sue Savaglio-Jarvis Superintendent of Schools

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#### KENOSHA UNIFIED SCHOOL DISTRICT Kenosha, Wisconsin

September 3, 2020

## Tentative Schedule of Reports, Events, and Legal Deadlines for School Board <u>August-September</u>

#### <u>August</u>

• August 18, 2020 - Special School Board Meeting - 5:30 P.M. in ESC Boardroom

#### **September**

- September 3, 2020 Regular School Board Meeting –6:00 P.M. in ESC Boardroom
   Virtual
- September 7, 2020 Labor Day District Closed
- September 14, 2020 First day of school for students
- September 22, 2020 Regular School Board Meeting 7:00 P.M. in ESC Boardroom & Virtual

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