REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD NOVEMBER 16, 2021

A regular meeting of the Kenosha Unified School Board was held on Tuesday, November 16, 2021, at 7:00 P.M. in the Auditorium at Indian Trail High School and Academy. Ms. Adams, President, presided.

The meeting was called to order at 7:00 P.M. with the following Board members present: Mr. Price, Mr. Garcia, Mr. Battle, Ms. Stevens, Mrs. Modder, Ms. Robinson, and Ms. Adams. Dr. Ormseth was also present.

Ms. Adams, 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.

Mr. Price introduced the student ambassador, Nayeli Mata from Harborside Academy, and she made her comments.

Mrs. Tanya Ruder, Chief Communications Officer, presented the American Baseball Coaches Association Team Academic Excellence Award.

There were no Administrative or Supervisory appointments.

Dr. Ormseth gave the Superintendent's Report.

Mrs. Modder gave the legislative report.

Views and comments were made by the public.

Remarks by the President were made by Ms. Adams.

Board members considered the following Consent-Approve items:

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

Consent-Approve item X-B – Minutes of the 10/26/21 Special Meeting and Executive Session, 10/26/21 Regular Meeting, and 11/8/21 Special Meeting of District Electors.

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. Ormseth, excerpts follow:

"It is recommended that the October 2021 cash receipt deposits totaling $260,554.09, and cash receipt wire transfers-in totaling $1,136,131.35, be approved.

Check numbers 606684 through 607515 (net of voided batches) totaling $4,382,610.22, and general operating wire transfers-out totaling $4,224,737.84, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the October 2021 net payroll and benefit EFT batches totaling $13,973,295.74, and net payroll check batches totaling $11,947.51, be approved."

Consent-Approve item X-D – Code of Classroom Conduct, Policy 5430 – Conduct and Discipline, Rule 5430 – Student Conduct and Discipline, and Policy 5430's Administrative Regulation – Administrative Review Committee Rules submitted by Mr. Anthony Casper, eSchool Principal and Administrative Review Committee Chair; Mrs. Ruder; and Dr. Ormseth, excerpts follow:

"The Code of Classroom Conduct, Policy 5430 – Conduct and Discipline, and Rule 5430 – Student Conduct and Discipline provide guidance to schools and families regarding conduct and behavior expectations in the classroom, as well as how they will be enforced to ensure our schools are safe and free from fear. Further, Policy 5430's Administrative Regulation – Administrative Review Committee Rules provides guidance to schools and families regarding the procedures followed by the Administrative Review Committee in the event a student is referred to the Committee for conduct that may warrant expulsion proceedings or want to attend KUSD following expulsion from a district.

In the past, the annual district wall calendar housed the Code of Classroom Conduct, along with a few policies that were included for parents/guardians to review prior to the start of the school year. While developing this year's calendar, it was found that neither the code nor the policy had been reviewed or updated in over 20 years. To ensure alignment with current best practices and district procedures, these items were reviewed and updated with the assistance of legal counsel and principals of all grade levels. Much of the updates include alignment with the Positive Behavior Intervention Strategies (PBIS) language now used by our schools, as well as the updated administrative review process used when policies are broken. The overall intent of the policy, rule, administrative regulation, and code remains the same.

During the review, it was determined that the Code of Classroom Conduct would best serve parents/guardians, students and staff if housed on kusd.edu where it can be easily accessed along with all district policies at any time and from anywhere in the world with a computer and internet access. As such, a notice was placed in the 2021-22 district wall calendar notifying families that the Code of Classroom Conduct, annual notices and non-discrimination statement would be moved online.

Administration recommends that the Board approve the newly updated Code of Classroom Conduct, Policy and Rule 5430 – Student Conduct and Discipline, and Policy 5430's Administrative Regulation – Administrative Review Committee Rules as a second reading on Nov. 16, 2021."

Ms. Stevens moved to approve the consent agenda as presented. Mrs. Modder seconded the motion. Unanimously approved.

Dr. Ormseth introduced the Better Together 2021-22 Plan (monthly agenda item) submitted by Mr. William Haithcock, Interim Chief of School Leadership; and Dr. Ormseth, excerpts follow:

"On June 15, 2021, the board approved the following motion during a special board meeting:

"Mr. Battle moved to approve the updated version (June 15, 2021 – 3 p.m.) of the Better Together 2021-2022 Plan with face coverings/masks as optional for all students and staff starting June 16, 2021 and the removal of Administrative Regulation 4229 – Employee Face Coverings and Scrubs. Ms. Stevens seconded the motion. Unanimously approved."

No board action was taken at the July 27, 2021 regular board meeting.

The board approved updates to the 2021-22 Better Together Plan at the August 26, 2021 regular board meeting.

The board approved updates to the 2021-22 Better Together Plan at the September 28, 2021 regular board meeting.

No board action was taken at the October 26, 2021 regular board meeting.

Administration recommends that the School Board approve the changes outlined in Attachment A."

Mrs. Modder moved to approve the changes to the 2021-22 Better Together Plan outlined in Attachment A contained in the agenda. Ms. Robinson seconded the motion. Unanimously approved.

Mrs. Ruder presented Policy and Rule 3421 – District Recognition Awards submitted by herself and Dr. Ormseth, excerpts follow:

"In early 2021, Policy 3421 was developed to provide guidance to the Recognition Committee and district staff surrounding the district's service and peer-to-peer recognition programs, along with outlining IRS requirements tied to gifts that may be awarded to employees through such programs.

For more than 40 years, the KUSD's Recognition Committee has coordinated and implemented district recognition programs, such as the Recognition Dinner, Retiree Reception, 25-year Dinner and others. As it works to refresh and renew its approach to employee recognition in an effort to recruit and retain exceptional employees for the students of the district, it must also be mindful of IRS requirements when designing programs.

The policy and rule provide guidance to the committee and also makes employees aware of any wage implications tied to recognition programs that may be in place.

Following multiple years of surveying staff during COVID, which caused canceled dinners and events, it is evident that staff would prefer that we recognize more staff. With nearly 75% of survey respondents preferring to continue with building-level celebrations rather than an annual dinner, the committee has decided to support this change. This will include budgeting for supplies to support school celebrations, as well as freeing up enough funds to add 10- and 20-year service recognition to the list for all staff, which was also gleaned from the comments in the survey.

We will now honor 5-, 10-, 15-, 20- and 25-year service milestones, along with retirement and Spark Awards winners each year.

Administration recommends that the board approve the proposed revisions to Policy and Rule 3421 – District Recognition Awards as a first reading on Nov. 16, 2021, and a second reading on Dec. 14, 2021."

Mr. Price moved to approve the proposed revisions to Policy and Rule 3421 – District Recognition Awards as a first reading. Ms. Robinson seconded the motion. Unanimously approved.

Mrs. Ruder presented Policy and Rule 5436 – Weapons submitted by Mr. Casper; Ms. Kim Fischer, Regional Coordinator of Secondary School Leadership; Mr. Haithcock; Mrs. Ruder; and Dr. Ormseth, excerpts follow:

"In 2016, Policy 5436 - Weapons was reviewed and updated regarding knives only. Upon further review, it was determined that other portions of the policy also need updating to align with our current Administrative Review practices.

The main changes include removal of antiquated language referring to zero tolerance and clarifying the language regarding disciplinary action to point to the process outlined in Administrative Regulation 5430. This will ensure that as language or processes are updated in the future, the two policies will always align. Lastly, language about what incidents are referred to law enforcement was cleaned up so it accurately reflects current practice.

Administration recommends that the board approve the proposed revisions to Policy and Rule 5436 - Weapons as a first reading on Nov. 16, 2021, and a second reading on Dec. 14, 2021."

Ms. Stevens moved to approve the proposed revisions to Policy and Rule 5436 - Weapons as a first reading. Mr. Garcia seconded the motion. Unanimously approved.

Mr. Kristopher Keckler, Chief Information Officer, and Mr. Haithcock presented the KUSD: District and School Achievement Plan Process submitted by Mrs. Julie Housaman, Chief Academic Officer; Mr. Haithcock; Mr. Keckler; and Dr. Ormseth, excerpts follow:

“In early July, 2021, KUSD Interim Superintendent Bethany Ormseth met with several district administrators and support staff to review past practices related to the development of annual School Achievement Plans. The primary goal was to develop a more uniform approach to establishing school goals, and then establish consistent applications of supportive measures to help promote academic and social growth for all students. For the multi-year academic goals, the NWEA Measures of Academic Progress (MAP) Interim assessments will be used for the elementary and middle schools, while the ACT Suite (ACT Aspire and ACT with Writing) assessments will be used to monitor progress for the high schools.

The initial steps centered on what measures would be used for these assessments, Appendix A shows a tiered structure from the bottom (district goal) all the way to the school, grade and student levels. Specific demographic goals can also be added along the way once the data is identified. The base goal at this time is that each level would achieve at least the 50th percentile of median conditional growth for both the Math and Reading MAP assessments. NWEA provides a measure related to comparative norms of reaching the 50th percentile. Schools can also work for each student to achieve the 65th percentile on the Spring assessment, as this threshold would help reduce gaps. Each school will be able to use this guide with linked resources to continuously update a school Google template for summary analysis.

Conditional Growth is a standardized measure of how good the student’s MAP RIT score growth was from one iteration to the next. In other words, not just how much growth the student had but how good that growth was compared to other students. That is an important distinction because based on the starting RIT score for each student, their grade level and amount of instruction, each student’s growth will be different. It is generally more difficult for students that start with a relatively high RIT score and/or in higher grades to grow the same number of RIT points as a lower achieving student or a student in a lower grade. Conditional growth allows for a fair comparison across demographics, achievement levels, subjects, and grades and this is the reason conditional growth and more specifically conditional growth percentile was chosen as the School Achievement Plan (SAP) goal measurement for grade K-8. Conditional growth percentile indicates how good the students’ growth was relative to the national NWEA Norm study population. So a student that scored at the 50% met their growth goal and experienced growth better than 50% of the national norm population.

An annual timeline for schools to follow, along with further reporting resources is provided with Appendix B. The MAP Assessments are provided three times a year, with executive summary reports provided to school administrators and support staff in late winter and late Spring. The Office of Educational Accountability will also provide guidance and data analysis along the way.

Appendix C provides the historical district and school performance for the median conditional growth percentile. Most schools and the district achieved the 50th percentile in school years 2017-18 and 2018-19. The Spring 2020 assessments were cancelled due to the early stages of the COVID pandemic. School year 2020-21 produced a near even split of students learning virtual and onsite, and a noticeable drop in performance in regards to the median conditional growth percentile scores.

As mentioned above, the high schools will focus on the academic goals aligned to meeting readiness benchmarks with the ACT Suite of assessments, as those are given just once a year. High schools will also work to increase the enrollments of students participating in Youth Apprenticeship and Post-Secondary Credit options (Early College Credit Program and Start College Now). In 2020-21 there were 131 students who participated in Youth Apprenticeship and for the current 2021-22 school year, KUSD has 133 enrollments. In 2020-21, 103 students were enrolled in 156 post-secondary courses. At this time, 24 students were enrolled in 37 courses, though this figure will certainly increase once the semester information is received in January. All KUSD schools will also have a culture goal, concentrating on reducing discipline issues. Appendix C presents the most recent MAP and ACT school and demographic performance related to the goal process.

With the start of the 2021-22 school year, there is a current timeline which illustrates certain markers for progress monitoring, as well as supportive reports and measures each school and their staff will align with over the coming months. Each month School Leadership has dedicated time to support school administrators in this process. Educational Accountability, Teaching & Learning, and other departments will continue to collaborate to support this process so school administrators can, in turn, work with their school staff and students.

The annual District and School Achievement Plan Process is an informational item. Periodic updates will be provided and communicated."

There were no questions by Board members. No action was taken as this was provided for informational purposes only.

Mr. Hamdan presented the 2021-22 Adopted Budget Book. He noted that this information was previously presented at the annual public hearing on the budget in September and that the following items are included in the budget book: executive summary, student enrollment, district staffing, revenue limit exemptions, state aids, budget adoption format, staffing by location, revenue limit history, equalized value breakdown by municipality, tax levy and mill rate history, 2021-22 budget publication, fund 10 general fund summary, and revenues and expenditures.

There were no questions by Board members. No action was taken as this was provided for informational purposes only.

Mr. Patrick Finnemore, Director of Facilities, presented the School Safety Law Requirements submitted by himself, Mr. Haithcock, and Dr. Ormseth, excerpts follow:

"On March 26, 2018, the former Governor signed the Wisconsin School Safety Bill which created a new Office of School Safety in the Department of Justice (DOJ) and provided $100M in funding for school safety grants of which KUSD received $2,121,287. In addition to the grant funding, the new school safety law contained other requirements some of which require School Board review and approval. This report will serve as the formal Board approval of these requirements for 2021.

The law requires (State Statute 118.07 (4) (b, c, d & e)) that school districts file a copy of their school safety plan with the Department of Justice Office of School Safety prior to January 1, 2019, and before January 1 every year thereafter. We will submit our safety plan as part of the annual submittals to the DOJ at the end of December. The law also requires that the School Board review and approve the plan every three years, and that local law enforcement also review the plan. Our last formal review and approval was done in 2018, therefore this year is our required three-year review and update.

The law also requires (State Statute 118.07 (4) (b)) that school districts in consultation with a local law enforcement agency perform an on-site safety assessment of each school building, site and facility regularly occupied by pupils. To meet this requirement, KUSD hosted an 8-hour School Security Assessment Training session administered by the Wisconsin School Safety Coordinators Association (WSSCA) in 2018. A total of nineteen (19) Kenosha Unified, Kenosha Police Department, and Pleasant Prairie Police Department staff members attended the training session at Indian Trail High School & Academy. In the fall of 2018 members of the Facilities Department and officers from our two local police departments performed assessments of every school in the District.

Although the direction in the law and from the DOJ Office of School Safety is a little vague in terms of what is required on a three-year period for assessments, KUSD made the determination based on guidance provided by WSSCA that reassessments should be performed in 2021. Two additional KUSD staff members attended the WSSCA training in September, and we created three assessment teams made up of a Facilities Department staff member and one of our School Resource Officers and have performed assessments of our schools in October and early November.

The assessment tool used was developed by WSSCA and modified by KUSD to customize it for our District. Each assessment was summarized by the Facilities Department staff member participating in the assessment, 61 and then was reviewed by the Principal and the law enforcement officer who was on the assessment team. The information in the assessments does contain safety and security information that if made public could compromise the safety of our staff and students; therefore, they are not included in this report, but instead are submitted to the Department of Justice Office of School Safety via a secure portal.

Another requirement of the law (State Statute 118.07 (4) (cp)) is that districts perform at least one annual drill related to a school violence event. As part of our District-wide adoption of ALICE a few years ago, KUSD developed a set of seven lesson plans per grade level that included two active threat/ALICE drills each year. The law also requires that the Principal of each school submit a brief written description of each annual drill(s) to the School Board within 30 days of holding the drill. Those assessments are coordinated by the Office of School Leadership.

There are a number of staff and student training requirements associated with the law and the two grant applications. One of the reporting requirements of the law (State Statute 118.07 (4) (e)) is to report the date of the most recent school training on school safety. KUSD has a very extensive training system related to ALICE as well as other safety and security prevention topics. As mentioned above, our ALICE training for students involves seven age-appropriate lessons/drills that were formally developed as lesson plans. We also

have trained every staff member and new staff member the past several years on ALICE. The initial staff training is a three-hour session that includes 90 minutes of classroom instruction to understand both what is ALICE and why we have adopted it, followed by 90 minutes of active simulations in actual classrooms in our schools. In addition, existing staff are required to attend an on-line ALICE refresher through the Vector program administered by the Human Resources Department.

Administration recommends Board approval of the School Safety Law Requirements as described in this report."

Ms. Stevens moved to approve the School Safety Law Requirements as described in the report. Mr. Battle seconded the motion. Unanimously approved.

Ms. Adams presented Resolution 386 - National Native American Heritage Month 2021 which read as follows:

"WHEREAS, National Native American Heritage Month is celebrated from November 1 through November 30 as a way to consider and recognize the contributions of Native Americans to the history of the United States of America; and

WHEREAS, Native Americans are descendants of the original, indigenous inhabitants of what is now the United States; and

WHEREAS, Native Americans have made important contributions to the United States and the rest of the world as business owners, artists, teachers, writers, members of our Armed Forces, and much more; and

WHEREAS, Their contributions to our society are cause for celebration and appreciation; and

WHEREAS, The month is a time dedicated to celebrating their rich and diverse cultures, traditions, and histories while acknowledging the importance of their contributions; and

WHEREAS, National Native American Heritage Month is an opportune time to educate students about tribes, raise a general awareness about the unique challenges Native Americans have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges; and

WHEREAS, corresponding school activities held in November, as well as throughout the school year, will educate students about Native American cultures, traditions and contributions that have impacted business, law, education, politics, science, the arts and more.

NOW, THEREFORE, BE IT RESOLVED that Kenosha Unified School District's Board of Education does hereby adopt this resolution to proclaim November 2021 as National Native American Heritage Month.

BE IT FURTHER RESOLVED, that a true copy of this resolution be spread upon the official minutes of the Board of Education."

Mrs. Modder moved to approve Resolution 386 - National Native American Heritage Month 2021. Ms. Stevens seconded the motion. Unanimously approved.

Meeting adjourned at 8:23 P.M.

Stacy Stephens
School Board Secretary