

SPECIAL MEETING (Monday, December 6, 2021)

Generated by Julie Haines on Thursday, December 16, 2021

Members present

Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Yvonne Fields, Maria Goodrich, Jeanice Townsend

Members absent

Meredith Schindler

Meeting called to order at 5:39 PM

1. CALL TO ORDER & ROLL CALL OF BOARD MEMBERS PRESENT: Dr. Celeste Hawkins, Board President

Action: A. Roll Call of Board of Education Members

2. PLEDGE OF ALLEGIANCE: Dr. Celeste Hawkins, Board President

3. ACCEPTANCE OF AGENDA

Action: A. Acceptance of Agenda

... MOVE THAT the Board of Education accept the agenda, as presented.

Motion by Sharon Lee, second by Maria Goodrich.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Yvonne Fields, Maria Goodrich, Jeanice Townsend

4. PUBLIC COMMENTS #1

Information: A. Guidelines for Public Comment

Public Comment Protocol | Pursuant to Board of Education Policy 0167.3

*The Board recognizes the value of public comment on educational issues and the importance of allowing members of the public to express their view.

*Please limit statements to three (3) minutes duration.

*Participants shall direct all comments to the Board and not to staff or other participants; no person may address or question Board members individually.

*Remarks shall be made in a respectful and professional manner.

No comments.

5. PRESENTATION

Presentation: A. COGNIA Accreditation Presentation

Dr. Zachery-Ross will share the Exit Report from the Cognia Accreditation Review Team. National standards are utilized to review and accredit school districts every (3) years. The final report will be shared with the district in the next few months. The presentation is from the Cognia Exit meeting on November 18th.

Dr. Hawkins: Kudos to Dr. Zachery-Ross, all staff, all people who have touched our students. I joined the final exit meeting.

- they were so impressed
- never seen a district score so high
- so proud to be part of this district
- our kids are the beneficiaries of all this

Trustee Gainsley: we are unapologetic**Trustee Townsend:** Congratulations to everyone. During the partner session:

- we went over our time
- they ere impressed with our partnerships
- we stressed our focus on children

Our goal has to be to tell our story.

6. REQUEST FOR CLOSED SESSION

Action: A. Request for Closed Session: Section 8(a) OMA, Personnel Evaluation of Superintendent

Mary Kerwin, Facilitator, Senior Consultant, Michigan Association of School Boards will conduct an evaluation in closed session of the Superintendent.

...MOVE that the Board of Education convene in closed session under Section 8(a) of the OMA to consider a personnel evaluation of the Superintendent.

Motion by Sharon Lee, second by Jeanice Townsend.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Yvonne Fields, Maria Goodrich, Jeanice Townsend

Moved into closed session at 6:05 p.m.

Moved back into open session at 7:45 p.m.

7. REQUEST FOR OPEN SESSION

Action: A. Approval to return to Open Session

Mary Kerwin informed us that we do not have to vote to come back into open session.

8. ACTION ITEM: Human Resources

Action: A. Adoption of Superintendent's Evaluation

The Board of Education conducts an evaluation of the superintendent every year and will discuss the outcome.

...MOVE that the Board of Education adopt the personnel evaluation of Superintendent Alena Zachery-Ross

Motion by Sharon Lee, second by Yvonne Fields.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Yvonne Fields, Maria Goodrich, Jeanice Townsend

9. MONITORING/EVALUATING: Mary Kerwin, Facilitator | Senior Consultant, Michigan Association of School Boards (MASB)

The YCS Board of Education engages quarterly in progress monitoring of the Superintendent. They also provide an opportunity to self-assess. The Board, facilitated by MASB Consultant, Mary Kerwin, will participate in a progress monitoring and self-evaluation workshop.

Discussion, Presentation: A. Board Self Evaluation/Superintendent Evaluation

Mary Kerwin led the board self-assessment. The board was rated highly-effective last time so we are going to do it a little differently this time. We will use a team approach and have a discussion this time. The board said they would actively reach out to new board members. How is that going?

Trustee Gainsley: I felt the conference helped to bond. I think we set a record for the number of board members there.

Trustee Fields: It was helpful to be together at the conference.

Trustee Townsend: The irony of the conference was that it helped to understand the state of education. We as a district really shined. We represented well. It was nice to sit and chat. It was a good learning opportunity.

Trustee Goodrich: The opportunity to develop as a team is really valued.

Mary Kerwin: I bring this up because new board members were feeling disconnected.

Trustee Fields: I feel more connected being able to catch up with each other, check in with each other, making sure everyone was okay.

Trustee Townsend: Dr. Hawkins was checking in and asking how we would be applying what we are learning.

Mary Kerwin: We are also focusing on mindfulness. How has mindfulness changed your life? How are you trying to add mindfulness to your life?

Trustee Goodrich: I am trying to review my own response, to look at a situation more holistically.

Mary Kerwin: Have you been able to do more with zoom or in-person?

Trustee Goodrich: I have been very mindful of it.

Mary Kerwin: Modeling

Sharon Lee: Trying to be aware of it sitting at the table and in the audience

Trustee Townsend: Asking a lot of questions, repeating a lot, being intentional about having relationships with each other to do our best work for the district. Working to understand the other person.

Dr. Hawkins: Pulling back on communication, being mindful of where people are and not add too much.

- finding balance
- have a commitment to kids
- gratitude, thank people
- pour back into others

Mary Kerwin: Where have you personally grown (ie. team building, new learning)?

Trustee Townsend: It has been overwhelming coming on to the board but the board has worked hard to help me. It has all been well organized with all the meetings and learning about the district.

Trustee Fields: I have grown a lot.

Mary Kerwin: What the community members need to know about MICIP?

Trustee Townsend: We need to help people understand that there is a lot that goes into decisions. We need to support the wins. We need to make sure people know how hard the district is working. All of it is about relationships.

Vice President Lee: We all came together when we had to find a new board member. That was growth in team building.

Trustee Goodrich: We were really able to work together when we had to find a new board member.

Vice President Lee: Because of Covid, we haven't worked much together.

Trustee Gainsley: The board has really come together to support the administration.

Trustee Townsend: We have provided a lot of things outside the box. No other district was doing these things. It didn't matter how much people are making, we have made sure all students needs were met. When things changed up with the calendar, we were mindful of parents so they had enough time to find solutions for their students. We have been mindful of our staff and trying to take care of them. We are the trendsetters.

Dr. Hawkins: We are leading with equity and that makes me very proud. We are supporting our teachers and staff. We are getting a lot better at communication. We have good relationships, have built trust, and are good at listening. The board's health is an indication for the district's health. I am proud of all we have done to advance district goals and our students.

Mary Kerwin: What can we do better?

Trustee Townsend: We can tell our story so they can respect it. We don't need to be so humble. We have expectations. Others need to know our expectations. We need to get more engagement from the community by figuring out how to get people involved and on the same page to support our students.

Trustee Goodrich: We do need to tell our story. We need to fill in the gaps because people don't know all the work we are doing.

Mary Kerwin: There are common themes. We want to share what we are doing with community and family.

Trustee Gainsley: We need to get money from the ISD. We need to be relentless in getting the money we should be getting. I feel we had unprecedented community engagement because we were online. We should try to keep that up.

Dr. Hawkins: How do we take our message to where they need to hear it? We need to be intentional about getting our story out. People aren't going to say, "Hey, you're doing a great job." We need to share our accomplishments. How do we message YCS?

Trustee Goodrich: How do we take on the work of messaging? We need to grow a network that will push back on the negative perception.

Mary Kerwin: Next month we will have our organizational meeting and that will mean voting for new officers for 2022. Trustee Townsend is on the board until the next election in November 2022. There will be a millage that needs to be prepared by February 2022 to go on the ballot in May 2022. We will vote on officers. And the ESSR III funds need to be used by August 2022. Please share if you are interested in an office before 1/10/22.

Mary Kerwin: What are the things you are grateful for?

Trustee Goodrich: I am grateful for all the time that Dr. Hawkins has given to me. The support has been so helpful.

Trustee Townsend: I am grateful for the opportunity to serve on the board.

Trustee Fields: I am grateful for the opportunity to be here. To be working with intelligent women who are involved in so many other things and have so much to offer. I appreciate how everyone went out of their way to welcome me and all the communication with Alena Zachery-Ross.

Vice President Lee: I'm grateful for my family and that we have not had Covid. I'm grateful to be sitting in this room, for each and everyone of you guys, for the respect, that we can share our concerns and our hopes

Dr. Hawkins: I am grateful that we are creating a culture that everyone wants to be a part of. I'm grateful for all our families and students, for their flexibility and patience. Our students are resilient. I'm grateful for our teachers, staff, and administration.

Mary Kerwin: What do you hope for next year?

Trustee Goodrich: To grow and evolve as a district. To take what we have learned and improve this coming year. To learn how we as a board can tell our story and to get the government involved more.

Vice President Lee: I am hopeful that the new normal looks better than is has. That the district keeps improving and that our students are secure emotionally and socially.

Dr. Hawkins: I hope we continue to develop strong relationships with each other and that we improve all relationships.

Mary Kerwin: YCS will change the world. Thank you, Dr. Zachery-Ross.

Dr. Zachery-Ross: We are serving our community. I am grateful that everyone comes to meetings. I thank you for reaching out. Our community is great. I am hopeful we can take it to the next level.

10. BOARD/SUPERINTENDENT COMMENTS

Trustee Gainsley: Look how far we have come as a district. Are we going to keep doing self-assessments as a board so frequently? It seems like 2 times a year would be enough.

Trustee Goodrich: We could make more room for board workshops instead of board assessments.

Vice President Lee: I think once a year for self-assessment would be enough.

Mary Kerwin: We could use other ways of monitoring. We do need accountability. Our community expects us to monitor.

Trustee Gainsley: I feel like we don't need to do a self-assessment four times a year.

Dr. Hawkins: Assessing is about pairing the effectiveness of the board and the superintendent. We received a high rating on Cognia because we are monitoring. I like being held accountable. I like being proactive rather than reactive. We can revisit this question next time. I think monitoring is about showing the community we are doing it.

Trustee Gainsley: We don't have to decide tonight. I just wanted to bring it to the board's attention.

Trustee Fields: I think it is something to look at, to revisit. It seems we don't have to do it according to Mary Kerwin. Maybe we can revamp the process on how we do it.

Trustee Goodrich: I was hoping we could talk about the subcommittees that we will be talking about and joining in the organizational meeting next month. I would like some clarity on the subcommittees so we can know what the goals of each are and we can all be on the same page.

Dr. Hawkins: We needed to talk about that but time has gotten away from us. We will be having the organizational meeting and Dr. Zachery-Ross will get us the subcommittee information and their roles and responsibilities.

11. ADJOURNMENT OF MEETING

Meeting adjourned at 9:20 p.m.