



Inspiring Hope and Empowering All Students To Courageously Pursue Their Goals and Dreams

**Governing Board
Regular Meeting and Study Session Minutes
November 12, 2020**

I. CALL TO ORDER REGULAR MEETING AND STUDY SESSION:

Mr. Sunn, Governing Board President, at 4:00 p.m., called the regular meeting to order.

II. ROLL CALL: Mr. Delson Sunn, Mrs. Nubia Briceno, and Mrs. Susan Doucet were in attendance.

Administration Present:

Kristine Morris, Superintendent

Ana M. Avalos, Director of Human Resources

Susan O'Rielly, Executive Director of Business Services

Dr. Randy Watkins, Hurley Ranch Principal

Jonathan Stewart, Dos Rios Principal

Melanie Block, Director of Academic Services

Carrie Brandon, Director of Student Services

Michael Welsh, Union Principal

Matthew Haley, Network Administrator

III. PLEDGE OF ALLEGIANCE

IV. APPROVAL OF THE AGENDA:

Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the agenda. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

V. PUBLIC COMMENTS:

The call to the public will be restricted due to social distancing guidelines, therefore, limiting the number of participants at the meeting. The meeting is open to the public to listen via phone by calling: 1 (646) 749-3122 and entering access code: 440-747-085. This is the time for the public to comment. Members of the Governing Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. §38-431.01(H) action taken as a result of public comments will be limited to directing staff to study the matter, responding to any criticism or scheduling the matter for further consideration and decision at a later time.

No public comments

VI. SUPERINTENDENT SUMMARY OF CURRENT EVENTS:

The Superintendent may present a brief summary of current events. The Governing Board will not propose, discuss, deliberate, or take legal action at the meeting on any matter in the summary unless the specific matter is properly noticed for legal action.

Superintendent Morris provided a Quarter 2 Reopening presentation.

VII. APPROVAL OF THE CONSENT AGENDA:

Motion made by Mr. Sunn seconded by Mrs. Doucet to approve the consent agenda. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

- A. Approval of Special Meeting Minutes for October 22, 2020
- B. Approval of Personnel Consent List
- C. Approval of Accounts Payable Vouchers
- D. Approval of Accounts Payroll Vouchers
- E. Approval of Student Activity Transaction Report
- F. Approval of Gifts and Donations

VIII. PRESENTATION FROM DISTRICT PERSONNEL:

Student Services Program Update

Q. Mr. Sunn asked where you see us with this? How would you rate us on being compliant on a scale from 1-100? Mrs. Carrie Brandon responded asking if the ask is the paperwork that the ADE has done or outcomes for kids?

A. Mr. Sunn responded the whole program.

A. Mrs. Carrie Brandon responded that the monitors will find something. I have an idea of some things they may find as there have been some changes in the last few years.

Q. Mr. Sunn asked if they know we are using Wilson?

A. Mrs. Carrie Brandon responded they know we use a research-based reading program, but they don't necessarily know which curriculum we selected.

Q. Ms. Kristine Morris asked that we go back to the compliance question. There are many things that make up compliance. If we were to say on a scale from 1-100 are we 80%, or are we 75%, where do you feel we are?

A. Mrs. Carrie Brandon responded if a reasonable person read our documents, I would say that we are at 98%. Is it reasonable to meet the needs of the student? Yes. Are there some things that they knit pick? Yes, because that is what they come here to do.

Q. Ms. Kristine Morris asked if we are looking at paperwork only, are you saying we are an "A" rating, a 98%?

A. Mrs. Carrie Brandon responded yes.

Q. Ms. Kristine Morris asked if you are looking at outcomes, where do you think we are?

A. Mrs. Carrie Brandon responded our student data has been very clear that we have work to do. We do have a plan.

A. Ms. Kristine Morris responding saying our outcomes are poor.

Q. Ms. Kristine Morris asked how would you rate our programs to support outcomes?

A. Mrs. Carrie Brandon responded we are a "B." We have a great plan, and there have been challenges due to COVID.

Q. Ms. Kristine Morris stated so we are at a "C" or "D" or a "C" or "B"?

A. Mrs. Carrie Brandon responded that we have great plans in place, but the outcomes aren't there for the students yet, so we can't say we are doing a great job until we see it in our student outcome data. We are improving, but we are not getting it done yet.

Q. Mrs. Briceno called attention to the student and staff ratios. They seem high especially when it involves so much work from the resource teacher when it comes to one specific student, and when you add multiple subjects you are tripling the amount of work for the teacher. Do they feel overwhelmed? How can you handle it? Looking at school psychologists and 121:1 student to staff ratio, are they able to provide the full amount of minutes we are offering?

A. Mrs. Carrie Brandon responded that the school psychologist, for the most part, does not provide any direct services to the students. If a student qualifies for a counseling, they are a licensed counselor as well and they may be providing services for students or they may do that in conjunction with our school counselor. Their primary role is to do the initial evaluation and the evaluations every 3 years. The average caseload may be 121 kids, but they may only see 40-50 students in a year. The ratio is high compared to other districts, unfortunately we are not quite at a place to need a third. Now I would like to answer your teacher questions. Typically, the state runs 25-30 however, with COVID it has impacted their workload. For example, they would traditionally pull 3 kids from three third grade classes and service them together. They are trying to find different strategies, as they want to be with all their kids. Face to face instruction works better for the students, so this year is especially hard due to COVID. With co-teaching we strategically schedule kids which helps the teachers as well. They are not pulling kids within the class, they are embedding the strategy they would have taught small groups into the lessons the teacher teaches. They are strategically reinforcing what kids are practicing in class. The co-teaching model takes longer to build the relationship with the teacher, and it takes longer for both of those teachers to plan together. The actual services in classrooms do not take any more time.

Q. Mrs. Nubia Briceno stated before COVID, you used to sit next to a student and assist them. How is this even doable during this time?

A. Mrs. Carrie Brandon stated that each campus has created their own unique solutions. Union has a

smaller caseload, and the teacher has decided to give up their lunch so they are able to meet their students 1 on 1. Hurley and Dos has higher caseloads, but they also have a higher percentage of middle schoolers who respond to oral instructions. They are doing some small groups and doing some of the work on TEAMS, such as our Wilson program. Speech is doing a phenomenal job with virtual instruction. Our occupational therapists are having to be very strategic. They are offering before and after school sessions which provides more time to get those in. Our physical therapist is parttime, so her ratio looks really off but the reality she is only servicing 15 kids in our District. She is working 1 on 1 with our students, in 30 minute sessions, but we do fill her day. For our online students we have asked if they would be willing to come in at 7:30 a.m. so we can maximize her day.

A. Ms. Kristine Morris reiterated the question do we have enough staff? We do continue to post positions and we are trying to hire. We are trying to draw down these numbers and alleviate some of the stress and service. It's challenging as it's an in demand position. I believe we are interviewing every week and trying to find these candidates.

Q. Ms. Kristine Morris asked Mrs. Ana Avalos if that was true?

A. Mrs. Ana Avalos responded yes. It is hard to find a quality candidate this time of year.

A. Ms. Kristine Morris stated that getting people to stay adds additional stressors. Something may happen in their life or they get a better offer. Unfortunately, our District partners and charter partners have no problem recruiting during the middle of the year. This happens to us and it impacts caseloads again, and we continually face those stressors.

Q. Mrs. Briceno asked who is there to help a student with minutes when we are understaffed, or are they out? If a student is out how do we provide services since we are still responsible for providing them the services?

A. Mrs. Carrie Brandon stated that if a students is out and they are not logging in then we are not responsible. If the student is logging in, we are. For example: if they are out for 10 days and I say to the student you need to log in and if they do, we still must provide services. If they decide they will not log in, and take off those 2 weeks then we do not have to make it up. If there is a staff member out, we have to get creative on how we provide those services. Gen Ed teachers have helped provide services, other staff has helped, and we will also offer compensatory services for the families. The only thing we can do in some cases is be very transparent with our families that unfortunately your staff member is out for FMLA and we will make up those services as soon as they return. That may mean we will be providing those services in the summer or over breaks or elongating the school day. We will make sure they meet the minutes. The one thing we won't do is not respond. We continue to look for staff members even if we are fully staffed.

A. Mr. Sunn was concerned about what we can do extra. No one should have to give up their lunch. I believe there is a law against that.

A. Ms. Kristine Morris replied that we do offer them a lunch.

A. Mrs. Susan O'Rielly stated that certified teachers are exempt from that and there is no liability for it.

A. Ms. Kristine Morris stated under normal circumstances we would be bringing our kids together. It's one of those things where safety unfortunately has to take precedence over small group instruction. That is what we are dealing with right now. When you bring kids from multiple classrooms you have now exposed 3 different classrooms. We are really committed to cohorting our kids and it does make it challenging for resources and interventions.

IX. ACTION ITEM:

A. Motion by Mrs. Briceno, seconded by Mr. Sunn to approve the IGA with the Arizona State Schools for the Deaf and the Blind. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

Q. Mr. Sunn asked if you can provide us a general summary of what is involved?

A. Mrs. Carrie Brandon responded that this is the vision and hearing services that the state provides, and this is the contract that allows for us to take part in it. It does not obligate us to any specific amount, it obligates them. If any student moves in and would need services, it obligates them to provide those services.

Q. Ms. Kristine Morris asked if we currently have any students that need these services?

A. Mrs. Carrie Brandon responded yes; we do. We have 2 students with hearing impairments.

B. Motion by Mrs. Doucet, seconded by Mrs. Briceno to approve the amendment of the COVID-19 Resolution, to authorize the Superintendent to communicate for the Board, strategies to mitigate the

spread of COVID-19 within our schools. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

X. MOTION TO ADJOURN REGULAR MEETING:

Motion by Mr. Sunn, seconded by Mrs. Doucet to adjourn the regular meeting at 4:56 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

XI. MOTION TO CONVENE INTO STUDY SESSION:

Motion by Mr. Sunn, seconded by Mrs. Briceno to convene the study session at 5:05 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

XII. STUDY SESSION INFORMATION AND DISCUSSION:

A. Governing Board Roles and Responsibilities and Communication Protocols – Presented by Julie Bacon, Leadership Development Specialist, Arizona School Boards Association (ASBA)

The public had access to view via Livestream at: <https://www.youtube.com/user/AZSchoolBoardsAssoc>

XIII. ADJOURNMENT:

Motion by Mr. Sunn, seconded by Mrs. Briceno, to adjourn the study session at 6:24 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet



Mr. Delson Sunn, President of the Board

Date

12/10/2020