

**BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
ANNUAL PLANNING SESSION MEETING MINUTES
Tuesday, June 15, 2021**

The annual planning session of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 15th day of June, at 5:00 p.m. in the Central Administration Building, Board of Education room, as well as members attending via teleconference or other remote access technology, 830 Virginia Avenue, Sheboygan, Wisconsin. This annual planning session was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Gallianetti called the meeting to order at 5:04 p.m.

Present: Dr. Susan Hein, Mr. Ryan Burg, Ms. Marcia Reinthaler, Mr. Mark Mancl, Mr. Kyle Whelton, Mr. David Gallianetti, Ms. Kay Robbins

Ms. Rebecca Versey and Mr. Santino Laster were excused.

Moved by Mr. Whelton, seconded by Mr. Mancl to approve the agenda as presented. All ayes. Motion carried unanimously.

2020-2021 Strategic (Long-Range) Plan Quarterly Review

Mr. Harvatine explained that the Executive Management Team would provide the last quarterly report of the 2020-2021 Strategic (Long-Range) Plan, which will recap where we have been this year with objectives and activities and how we will transition into the next set of objectives and activities. He thanked the Executive Management Team, teachers, and staff who all play a role in the long-range plan and for the incredible amount of work they do throughout the year. This has been an unprecedented year; however, a lot of great progress was made on the activities that will be outlined.

Goal 1/Objective 1 – The goal of this objective is to help the District deal with some of the diversity issues we have been facing. Mr. Konrath reported that an equity audit was done and data collection continues. Mr. Burg asked if the school board could receive a copy of the equity audit and have it added as a future agenda item.

Goal 1/Objective 2 – This objective is to provide support to families beyond academics. Mr. Konrath reported they have considered offering KidStop free of charge. While there is a benefit of offering the program for free, there is also an obvious cost associated with it. They will continue to work through the online program option at the elementary school for the upcoming school year.

Goal 1/Objective 3 – This objective is to better understand and address mental health within the District. Mr. Konrath reported on the revised withdrawal process and added that before going down the road of a revised withdrawal, administration would come back to the Board for further discussions. Mr. Harvatine added that state statute does not obligate a school to take an expelled student. Mr. Harvatine provided an update on the Longfellow Family Clinic and that the clinic plans to operate at full capacity in the 2021-2022 school year.

Goal 1/Objective 4 – Mr. Konrath reported that College Career Readiness is going strong and ACT scores have not waived that much even considering this was a COVID year. They will continue to work on a structure so that the elementary and middle school reports cards can be utilized in the same manner as the high school College Career Readiness card.

Goal 2/Objective 1 – Mr. Boehlke reported that the switch over to UMR as the District's health plan administrator was a success. He talked about the partnership with the ATI Physical Therapy Clinics and how there were 105 evaluations through March 31, 2021 which resulted in surgery being avoided for at least ten employees.

Goal 2/Objective 2 – Mr. Boehlke reported that with the upgraded electronic forms the District has significantly reduced its paper consumption and created a better workflow. He talked about the new inventory system which will help us identify equipment that is inventoried for depreciation purposes and also for control and insurance purposes. He added that the auditors like the new inventory system.

Goal 2/Objective 3 – Mr. Boehlke reported that the Nutritional Services Department did a great job of adapting this year. Students did not have to worry about going hungry and multiple days' worth of food was sent home with students. He added that the free meal program will continue in the 2021-2022 school year.

Goal 2/Objective 4 – Mr. Boehlke reviewed the progress that was made to the athletic fields. He also talked about the ongoing work the Long-Term Facilities Committee has to address Farnsworth and Urban Middle Schools. He added that all projects that were funded from the 2016 referendum were completed.

Goal 2/Objective 5 – Ms. Holschbach reported that the employee recognition program suffered this past year as a result of COVID. She shared a success story in regards to increasing our teacher pipeline. We set aside funds for educational assistants to attend courses to receive their special education license and we have had six educational assistants take advantage of it and we have hired five of the six as special education teachers.

Goal 2/Objective 6 – Mr. Harvatine reported that the new district website has had 925,000 unique page views to date. He added that website editors have been trained and work will continue on a number of site development projects. With the update of our new logo as displayed in the Boardroom and in the digital signage for graduation the Board can expect to see more updated materials with the new logo. He thanked Ms. Sondalle, Ms. Biren, and Ms. Sewart for the amount of work they have done to make this goal a success.

Mr. Harvatine thanked the Executive Management Team once again for their ongoing work and added that before transitioning into next year's plan he asked if board members had any additional questions.

Mr. Gallianetti commented that he was impressed with the fact that administration was able to stay on track with the long-range plan despite all the struggles with COVID.

Review Updated and/or Recommended Objectives/Goals for the Strategic (Long-Range) Plan for 2021-2022

Mr. Harvatine commented that the updated objectives and goals will build upon where administration is currently at but most importantly he wants the Board to focus on the outcome measures. He asked the Board for their feedback as they present the goals/objectives so they understand what it is the administration is trying to do for the next school year. He added that much work has already begun with the goals that will continue to remain the same. Mr. Mancl commented that if finances are involved in making some of the objectives successful, then administration needs to reach out to the Board for assistance. He also talked about the importance of equity and if there are issues they need to be addressed.

Goal 1/Objective 1 – Mr. Konrath reviewed the outcome measures and added that transportation may be a bigger discussion that will need to take place with the Board in the future. He explained restorative practices which align with the District's PBIS and noted this is nothing new in education but is gaining a lot of steam in the nation. Some of what is being done is equity based and some is just teaching. Mr. Konrath added that the District needs to assure that there are no barriers for kids to receive an education; however, there are no blueprints for those gaps and they exist everywhere. Ms. Reinthaler requested that in future reports it would be interesting to see more of a "from what to what" when explaining the outcome measures. Mr. Konrath agreed but responded that it really is going to come back to the report card. Mr. Mancl asked if we have a coordinated effort with social services to do a wrap-around rather than re-invent the wheel. Mr. Harvatine responded that he has worked with social services and they have been trying to build their rap program and services. He added that so often there is a lack of resource and it is a challenge for us in how to coordinate all of the better ways to address issues such as truancy, etc. Mr. Konrath noted that the police and judges have worked very effectively with the school district on finding better ways to address issues such as truancy, etc. Mr. Gallianetti noted his concern with creating a goal that is going to set us up for failure because the outside partner will not be able to fulfill their goal for a variety of reasons. Mr. Harvatine added that the District has made many changes or have worked directly with the Department of Health and Human Services as some of the stipulations placed on the student were impossible for us to provide. It is about how to better coordinate effort. Mr. Gallianetti noted that if there is a road block or stumbling block that the Board can help unstick then they need to do their part. Mr. Harvatine clarified that many of the issues are kid issues but also the family as a whole and how do we do a better job of interacting collaboratively. Ideally, we want to encapsulate all available services for the child and family. Mr. Burg suggested an additional outcome measure be added to this objective. The board agreed on the following: To review and enhance our collaborative effort with the Department of Health and Human Services in regards to at-risk kids.

Goal 1/Objective 2 – Mr. Konrath provided a review of the activities and outcome measures and commented that increasing the dual credit options is one of the more important activities and the effort to offer students the ability to stay on-site at the high school to achieve that is critical. Work will continue to assure that the credits are acknowledged at any college. Ms. Robbins asked whether students without the internet at home will have access to hot spots and Mr. Harvatine responded that they will be available for check out at the schools which is the same process that has been in place.

Goal 1/Objective 3 – Mr. Konrath reported that the District does a very good job with our threat assessments and bringing a student back to school in those situations. He reviewed the outcome measures and thanked Mr. Ledermann and his staff for the great work they provide.

Goal 1/Objective 4 – Mr. Konrath provided a review of the activity and outcome measure. Mr. Harvatine commented that the goal is to find the baseline for academic and behavioral and where they intersect, and then how do we bring all of that together to look at student's path to mental health as well as academic

Goal 2/Objective 1 – Mr. Boehlke talked about the legal services insurance which is a premium paid by the employee of which they can opt in or out each year and would provide local attorney's to assist with things such as a will, and many other legal services. He added that the District will be going out for a request for proposal for the InHealth Clinic.

Goal 2/Objective 2 – Mr. Boehlke reported on the activities and noted that the physical inventory process will take place on a rotational building basis. The District will likely hire some college students to handle that work. He talked about the importance of the second lateral fiber optic ring. In the event we lose internet on one ring, we still have the ability to function with the second ring as a back-up.

Goal 2/Objective 3 – Mr. Boehlke reported that grant funds have been used up to this time to fund the cost of upgrading the elementary kitchens. He added that all students will receive free meals for the 2021-2022 school year. He added that there is a lot of student waste of food due to the USDA program guidelines and there is not much the District can do about it.

Goal 2/Objective 4 – Mr. Boehlke reported this is an ongoing goal from the previous year and the Long-Term Facilities Committee will continue to review facility needs and present their recommendations to the school board.

Goal 2/Objective 5 – Ms. Holschbach reported on the activities and outcome measures and Mr. Harvatine added that the District also needs to grow its administrative staff and he thanked the Board for their support of staff especially with the challenges we are seeing across the County and state. He added that work will begin on ways to grown our administrative pipeline. Mr. Gallianetti asked if it is a lack of interest in job because of what they have evolved into, or are their other barriers and Mr. Harvatine responded that every question he asks is a "yes". There is a thirty percent decline of people wanting to go into education. Many teachers just do not want to take on the role of an administrative position as it has changed so much.

Goal 2/Objective 6 – Mr. Harvatine provided an overview of the outcome measures and commented that the District is seeing much more movement on Instagram and LinkedIn. We will be focusing on digital newsletters so that our parents across the District can see what every school in the District is doing. Because Facebook is going to charge for our internal communications platform, we will be looking at other options. So much was lost this past year so it is important to get our story out there to the community.

Other Items for Discussion

1. **North and South High School Enrollment/School Choice** – Ms. Robbins talked about the disparity in numbers of students between North and South High Schools. Mr. Konrath responded that it likely seems different because North does not do flex mod but the staffing is the same at each school. Mr. Konrath will provide Ms. Robbins with a copy of the class size report so that she can see the required 9th and 10th grade classes. He provided a snapshot of enrollment numbers as well as the school choice data and net difference of students. Both schools enrollments have risen as the charter schools have declined. Mr. Harvatine talked about attendance boundaries, but with school choice it becomes irrelevant. Mr. Konrath added that this is really a discussion long before high school and starts with students at the middle school level who choice. Less enrollment could impact the number of CAPP or AP classes.
2. **Update on the Student Discipline Process as it Relates to Equity and the Role of SRO's** – M. Konrath noted a report will be shared in fall with the Board. Mr. Burg's question is whether there is an issue and are we maintaining equity; however, he added that what was presented for the 2021-2022 long-range plan he felt would address his question. He wanted to be clear that this did not mean removing SRO's from our schools. Mr. Konrath added that the importance is that there is transparency with our reporting. He feels good that this data will be available on an

annual basis. Mr. Whelton noted that we need to do a root cause analysis of what is causing the behavior. Mr. Konrath asked if it would be beneficial that when administration presents to the Board that the police/SRO's are also part of that annual report and the Board felt that would be helpful.

3. **Virtual Attendance for Closed Session** – Mr. Gallianetti prefaced this by saying he trusts every member of the Board but when board members are at home he does not know the situation at their home or wherever they are and it is imperative that no one else be in the room. He asked board members if they are comfortable with virtual closed sessions. The Board was somewhat split on whether virtual should be an option. Mr. Harvatine commented that there are other possible breaches that could be of concern. Mr. Whelton agreed that there are too many potential liabilities. Mr. Harvatine commented that he will have further discussion with the attorney regarding virtual attendance for closed session meetings. Mr. Gallianetti commented that the Board will continue forward as they have been doing allowing for virtual; however, there may be a need for individual conversations with a board member on a meeting by meeting basis.

Adjourn

Moved by Dr. Hein, seconded by Mr. Whelton to adjourn at 8:01 p.m. All ayes. Motion carried unanimously.



Seth A. Harvatine
Superintendent & Secretary of the Board

SAH:jjh