

MANITOWOC PUBLIC SCHOOL DISTRICT
Board of Education Meeting Minutes
August 8, 2023

The regular meeting of the Board of Education was called to order by Board President Stacey Soeldner at 5:05 p.m. Members present were: Mr. Chris Able, Mr. Biff Hansen, Mr. Matthew Phipps, Ms. Stacey Soeldner, Mr. Matthew Spaulding, Mr. Kerry Trask, and Mr. Tony Vlastelica (attending virtually). Also present were Superintendent James Feil, Assistant Superintendent Jame McCall, Directors, and Executive Assistant Laurie Braun.

The meeting began with the Pledge of Allegiance. Network connection and access to BoardBook were confirmed.

Public Input began at 5:06 p.m. The Board received one (1) request for public comment that included concern for social emotional learning (SEL) and how these techniques promote group thinking rather than individual thinking and how this can influence how students act in certain settings. Public input concluded at 5:12 p.m.

On motion from Biff Hansen, seconded by Matthew Spaulding the Board unanimously approved (7-0) the Consent Agenda that consisted of the minutes from 7-25-23 Special Board Meeting Meeting.

Director of Business Services, Angela Erdmann presented the payment of vouchers for the months ending June 30, 2023 and July 31, 2023. A motion was made by Chris Able, seconded by Kerry Trask, and unanimously carried (7-0) to approve the Bill Lists dated 6-1-23 through 6-30-23; total district operating expenses and payroll in the amount of \$8,782,825.08, and 7-1-23 through 7-31-23 total district operating expenses and payroll in the amount of \$2,440,515.27 as presented. Ms. Erdmann provided clarification to question posed regarding the Nexus payment stating this was for the Jefferson Elementary playground project and the replacement of two boilers at Jefferson.

The Personnel Report was presented to the Board by Director of Human Resources Mike Nault, consisting of five (5) resignations, the hiring of two (2) professional staff, seven (7) support staff, and a list of current Administrator and Teacher openings. A motion was made by Chris Able, seconded by Kerry Trask and unanimously carried (7-0) to accept the Personnel Report as presented. Clarification was provided to the question regarding Title at Madison Elementary and Mr. Nault shared an update of the interviewing status of the vacancies currently in the district.

Director of Pupil Services Katie Eichmann presented the Seclusion and Restraint Report for the 2022-2023 School Year. Ms. Eichmann shared this is an annual report that is required to be submitted to the Board by September 1st that includes the number of incidents and physical restraints for the school year. It also provides the total numbers of students involved in the incidents and the the total number of students with disabilities involved in incidents. The total number of incidents of seclusion and restraint for the 2022-2023 school year was 100, in comparison to 126 for the 2021-2022 school year, a notable decrease.

On motions brought forward from the June 27, 2023 Special Board Meeting the Board was presented with the recommendation for upgrades to Lincoln High School Textbooks. Director Lee Thennes shared these textbooks have been on display for review for the required 30 days. A motion was made by Biff

Hansen, seconded by Matthew Spaulding, and unanimously carried (7-0) to approve the Family & Consumer Science, AP English Language & Composition, and Stats textbooks as recommended and presented.

Fundraising for District Athletic Projects was discussed by the Board. Board member Hansen has drafted some resolutions related to the fundraising efforts discussed at the July 25 Board Meeting. Athletic & Activities Director Stan Diedrich and Assistant Superintendent Jame McCall shared additional information surrounding what the "ask" is. Ms. McCall stated that we are asking for permission to be able to fundraise through the Foundation for the list of items presented along with the timeline. Mr. Diedrich provided an overview of the list and the cost related to these items. Ms. McCall suggested that the naming rights are not addressed until 50% of the funds are collected for said project. Lengthy discussion took place surrounding the fundraising and naming of these projects stating we don't want to curb the enthusiasm around the fundraising for these projects. A motion was made by Chris Able to accept the recommendation that we give permission to begin fundraising for the items listed through the Foundation. Board member Phipps then made a motion to accept the fundraising efforts and to approve the naming of a facility upon 50% of the total fundraising goal being met. With conflicting motions in place, Kerry Trask seconded the motion made by Chris Able. Clarification to the motion was made and it was acknowledged the significance for the naming rights and the meaning behind it. Board member Hansen stated that the Foundation Bylaws require approval for any project or fundraising the Foundation participates in. After significant discussion, the Board voted on the motion presented, the motion passed (6-0), with Matthew Phipps abstaining. Kerry Trask made a motion to table the resolutions for naming rights for these projects, Matthew Spaulding seconded the motion. The motion to table the naming rights passed (5-2), with Board members Hansen and Phipps voting no.

Remarks from the Board President included Ms. Soeldner informing the Board Harmann Studios will be at the District Office on August 22nd from 3-5:30 pm to take new staff pictures. If any board members would like to get their photo updated they are welcome to do so. Ms. Soeldner also shared the WASB State Education Convention has been scheduled for January 17-19, 2024. Hotel registration open August 16th, if you are interested in attending please contact Laurie Braun. Dr. Colleen Timm is the CESA 7 Director, she will be in attendance at our next meeting to meet our Board. Ms. Soeldner also mentioned the Legislature Act 20 that is focusing on the science of reading and with our move to SFA this puts us in a good position. Governor Evers also approved allowing school board members to be volunteer bus drivers.

Future meeting dates include the next Board meeting scheduled for August 22, 2023 at 6 p.m.

The Board asked for a short recess before the beginning of the Strategic Plan Review & Work Session. Chris Able made the motion, Matthew Spaulding seconded the motion and unanimously carried (7-0) at 5:57 p.m. to move to a short recess.

The Board reconvened from the short recess at 6:10 p.m.

The Board began the Strategic Plan Review & Work Session with Board President Soeldner sharing a brief introduction referencing the movie The Hoosiers where it talks about the aspect of a team. Ms. Soeldner noted that our district has seen a lot of change this past year. Each Director introduced themselves and provided a brief summary of their background and role in the district. The objectives for tonight are to regroup, refocus and realign, and to establish a strategic partnership between our Board, our Superintendent, and the Executive Team.

Superintendent Feil shared the Board has set two top goals for him: 1. The Implementation of SFA with fidelity, and 2. Culture (staff and students). Mr. Feil asked the Board to add a third goal which is Establishing a long-range facilities plan.

Assistant Superintendent Jame McCall shared how the process of Implementing of SFA with fidelity. The tool we will be using is the Snapshot. The snapshot provides a status report that gives us a look at schoolwide structures, instructional processes and student engagement. It will tell us where we are and any areas we need to make adjustments. We will also be using the monitoring placement tool that is based on the SFA data, and FastBridge for student assessment purposes. There will also be quarterly progress monitoring which will show us what is going on at each building so we can determine if additional supports are needed. Student data is reviewed, staff data is reviewed, and goals are set/reviewed which will determine the needs for the next steps. Ms. McCall shared that we have modified the Leading for Success Quarterly Review Process to better fit MPSD.

Superintendent Feil moved to the next topic or goal; Staff & Student Culture and how we define this in our district as a culture of excellence. Mr. Feil shared that this is a framework of systems working together for a common purpose which is student learning. This framework consists of structure, systems, resources, stakeholders and culture. All of these contribute to the instructional core. Superintendent Feil stated that the keys to a successful staff culture are to Set the vision, Roll it out; leading by example, and then Protect it; create peak moments, narrate the positive and identify and correct the gaps. We will measure a successful staff culture by student impact with academic results and the annual student and parent surveys, and staff perception will be measured by the new quarterly staff perception survey and the annual staff survey.

Superintendent Feil addressed the Board asking that a third goal for him would be to have a long range facilities plan and to put that plan in place for next year. Mr. Feil is recommending we use CESA 10 to conduct an assessment of our facilities would help us prioritize the needs vs. the wants. Board members provided input sharing we need a realistic plan and one that is within budget or would require a referendum. Buildings and Grounds Manager Mike Schwarz confirmed his support for the partnership with CESA 10 and the flexibility they allow the District to have for individual projects. Director of Business Services Angela Erdmann stated the proposed contract from CESA 10 was shared with our attorneys to review where they confirmed the contract has the best interest of the District in mind.

Board President Soeldner asked for a motion to accept the three (3) goals set for the 2023-2024 school year; SFA Implementation, Staff and Student Culture, and the Long-Range Facility Plan. Board Member Phipps made the motion, Board member Spaulding seconded the motion. Discussion of the motion included Board member Able stating these goals should be SMART (specific, measurable, achievable, relevant & timely) referencing staff and student culture. It was reiterated that we will be looking at academic results, the student and parent surveys, and new quarterly staff surveys. Board President Soeldner reminded the Board that we will be looking at all of the data collected and address any concerns when the information is available. Lengthy discussion regarding the staff, student and parent surveys and how we will measure and monitor growth for culture. Board member Hansen made an amended motion to reflect positive growth in quarterly staff, student and parent survey results, Matthew Phipps seconded the motion. Additional discussion took place regarding not all surveys are done quarterly. Board President Soeldner made a friendly clarification to reflect the motion to accept District priority goals A, B & C and to clarify Goal B (Staff & Student Culture) to read positive growth in staff and student measures. The motion passed unanimously (7-0).

On recommendation by the Superintendent and the Director of Business Services, Biff Hansen made a motion to accept the recommended CESA 10 Contract for the Long-Range Facilities Plan as presented, Tony Vlastelica seconded the motion and unanimously carried (7-0).

A motion was made by Matthew Spaulding, seconded by Biff Hansen and unanimously carried (7-0) at 7:54 p.m. to take a 10 minute recess.

The Board reconvened from the brief recess at 8:07 p.m. Board member Able left the meeting at this time.

Five Pillar KPI Summary and History was next discussed. This is Strategic Plan and Dashboard the Executive Team has been working on. Superintendent Feil provided an overview of dashboard information compiled this far. Lisa Sink from CESA 6 shared a draft of the dashboard for our webpage. We want to have an appealing and easy to view look at our strategic plan pillars and what the district is striving for. The second page shares baseline data, along with 6 years of data (where possible) so we can see the trend lines and the goal or target of where we want to be for the next year. This will provide a transparent means for families and the community to be informed. Superintendent Feil provided a strategies update and which areas are completed, which areas are in progress and the areas that need to be put into play, reiterating this is a three year plan.

Assistant Superintendent Jame McCall shared the Focus of the District is Student Academic Achievement. Ms. McCall stated to have a high achieving district, you need systems in place to ensure that where there is a need there are resources and processes, repurpose funds from any areas of waste, and to have all stakeholders have the same focus and same goal. Director of Educational Programs Heidi Schroderus shared we have revamped our 4K Program and now have 2 sections of full day 4K. We have also worked to develop a Transitional Kindergarten and will have 2 section of these. The Kindergarten Program will be receiving the same SFA Curriculum, Curiosity Corner which is strategic play based play learning. Director of State and Federal Programming & Assessment Lee Thennes shared the team took a look and did an audit of our curriculum and what is being taught at every level and how we evaluate our curriculum on a regular basis. The team has developed a 6-year rotation so we are continually evaluating to be sure we have what is best for our students, yet sustainable and financially responsible, but selecting the best curriculum that give us the best return on our investment.

Ms. McCall next discussed the assessment system for instructional purposes. We had a team come together to discuss if there is something that can span from pre-K-12 that is nationally normed, and the district adopted FastBridge. The assessment system the district will be using moving forward is the SFA Curriculum, FastBridge and the Forward Exam. This assessment piece will also be put on the cycle for routine review just like the curriculum. Our Professional Development piece made us take a look at if our staff have the tools and resources necessary to do the job and are they learning and growing. When we have professional development that is quality, relevant and aligned to our mission, vision and values, it will resonate with staff and build a collaborative team. The district has also revamped our mentor playbook to help increase the success of our mentors and those they are mentoring. Ms. McCall also stated we will be reviewing and utilizing the resources we have in curriculum and instruction and purchase materials for our teachers that will enhance teaching and student learning.

Director of Student Services next provided a summary for increased student achievement. MPSD was identified as having 18% of our student enrollment classified as students with disabilities. We would like to be like to be more in line with the state average which is 14%, with a goal for the next school year to

decrease this by 2-4%. We identified that due to the lack of quality intervention systems in place, and our teachers not having the right tools and resources to know how to identify a skill deficit, our option of intervention was to look to special education. With new systems in place, we can improve our comprehensive strategies to help students meet the criteria for specially designed instruction and help get students back to the general classroom setting.

Assistant Superintendent McCall next shared a preview of the Curriculum Transparency Project. This is an avenue for everyone including teachers, parents, and principals to have access to our curriculum. All curriculum will be listed on the district website by October for K-5, Middle School (6-8) & High School (9-12). It will also include a mapping and curriculum progress chart as well as a curriculum warehouse for department leaders that will house what is working and what needs to be revised.

Performance Management is the process where quarterly meetings are held for the building leadership team to meet with building staff. That information will be shared with central office and then shared with the Board of Education. This is a collaborative effort to enhance communication throughout the district at all levels, working towards the same goals.

Due to the time and the need to have a closed session, Board President Soeldner suggested moving items III and IV of the Strategic Plan Review & Work Session Agenda to the August 22nd Special Board Meeting with a start time of 5 p.m. The Board was in full agreement of the suggestion from Board President Soeldner.

A motion to move to a 5 minute recess was made by Matthew Spaulding, seconded by Matthew Phipps and unanimously carried (6-0) at 9:21 p.m.

The Board reconvened from a brief recess at 9:27 p.m. Board member Tony Vlastelica left the meeting at 9:27 p.m.

A motion was made by Biff Hansen, seconded by Matthew Phipps, and unanimously carried (5-0) by a roll call vote to move into closed session at 9:28 p.m. for the purpose of considering the following matter(s): the employment, promotion, compensation, or performance evaluation of a public employee over which the government body has jurisdiction or exercises responsibility pursuant to section 19.85(1)(c) of the Wisconsin Statutes - Middle School Administrator Plan.

The Board adjourned from closed session at 10:00 p.m.

On motion from Matthew Spaulding, seconded by Matthew Phipps, the Board unanimously voted (5-0) to adjourn the August 8, 2023, Regular Board of Education Meeting at 10:00 p.m.

Respectfully submitted,
Laurie Braun, Board Executive Assistant



Board President, Stacey E. Soeldner