

REPORT FROM THE SUPERINTENDENT

Good evening everyone. So, I'm happy this evening to be here. Good evening, Dr. Vaughn, our , to members of the Board of Education, and to our community, our students, of course to our team. Thank you very much for your hard work. Dr. Pearson may join me in this presentation. So, if we can just make sure she can talk with me, maybe a few questions. And so, I'm going to provide a brief overview of where we are to date. We are excited. September 1st, school started. Yes! Yay!

We are in the learning and teaching business for all. So, we just want to give our community, our , the board, and extended community just an overview of where we are to date. As we know, this is new for all of us, new to superintendents and everyone around the nation, around the nation. Starting school in the middle of a pandemic, trying to figure out all the details around making sure that our students are receiving a high quality education. So, tonight, we're just going to give a brief overview of our attendance to date. We're going to talk about the resources that we have provided to our families, as well as around technology, curriculum and internet access. As an organization, the decisions that we make are mission driven. And so, we're going to bring up the presentation right now. And as a district, our mission is to provide all our students with an opportunity to achieve excellence in our four A's, academics, athletics, the arts, and activities.

So, all the decisions that we make as a district, although they may be difficult, although sometimes they're hard, they're mission driven because this is our core work, to make sure that all of our learners have the opportunity to excel. Our vision for the district is that all our students graduate, high school ready for college and career in spite of any and all challenges. And every time, I'm going to present this year to you, we're going to focus on our mission and our vision. We are also looking at the core, children first. And within the weeks to come, all of our staff are going to have the core on our signature lines. As a district, there's one Chester Upland. There's one community. There's one learning community. We are re-imagining the district. And we're going to talk about some of those things later on in this meeting. In our E is equity, excellence and emotional intelligence. So, we are focusing on the core. Dr. Pearson is going to talk a little bit about our academic program right now with learning and teaching that's taking place in the district. Dr. Pearson.

Dr. Pearson and Dr. Birks gave a PowerPoint presentation on where the district is now with e-Learning, attendance, outreach, the virtual pep rally etc. The PowerPoint presentation will be on the website for viewing.

APPROVAL OF MINUTES OF PREVIOUS MEETINGS OF AUGUST 20, 2020

Receiver Dr. Baughn approved.

PUBLIC COMMENTS

Questions on Chat and Q&A:

One question from **Robin Toogood** was... The question was about elementary school hours being too long of a day on Zoom to keep the students' focus. I know from my grandson around, it's hard to keep him focused. Could it be cut down to maybe three? Thanks for hearing my question. Robin Toogood.

Dr. Jala Pearson - Students are able to log off and take a break from the screen. And they will not be penalized in any way. And the assignments are available for them. Our teachers will continue to be available for students for a full school day. But students can log off as needed.

There is a question from **Jean Arnold**. She says, "Please consider providing a call center that operates before and after-school hours and weekends.

Dr. Carol Birks - Ms. Arnold, we do have people. We have staff during the day available in virtual classrooms to provide support to students and families who have difficulty getting on. But, if there's a particular need of a parent, we'll be happy to accommodate them and support them. And we have these, actually technology sessions for families. And we have two coming up next week. But, yes, if there's a need, please contact the principal and we will make sure that we accommodate the families.

We have quite a few questions about playing football. When will they be allowed to play? So, there's a bunch of people saying, "Can we play football? What's our timeline to return to sports?"

Dr. Carol Birks - Yes, so I'll answer. I see there are lots of chats. And I'm happy to see that so many people are on tonight. So, I want to thank you so much for joining us this evening. And so, I'm going to explain athletics and where we are as a community. And one, I'm just going to voice how the superintendent feels first about athletics and how we've gotten to this place. I'm a strong believer that students meet what they call many assets. There's research that supports that students who course academically, we want to support their academic growth and development. But, also things like athletics and after-school programming and the arts, all those things help to build the whole child. So, I am a firm believer that athletics are vitally just as important as academics in supporting a student's growth and development. Now, as a district and as a county, we are following the guidance. We were following the guidance of Chester County Health Department. And the health department had recommended that we wait until January to begin Fall sports. Recently, I met with a group of superintendents. And the guidance from the Health Department has changed. So, as a collective league, the DelVal League, we are in discussions. We even had a meeting today and the athletic director... Our athletic director was present. And we are in the process of looking at how do we ensure that we allow students to play sports, but we keep them safe. So, there are discussions. A decision will be made, a collective decision for the league by next week. But, please know that your superintendent is in support. I understand why athletics are important. I used to play basketball myself. So, I understand how important it is and how fun and it builds you as a person and all those great things. But, we were following the guidance from the Health Department has changed. Now, as a league, we are going to make a collective decision as to whether we can work, we can offer athletics safely. And then I will make the recommendation to the as to what we come up with as a plan to offer athletics. So, that is a response to athletics.

Also, there was a question from **Ms. Arnold**. It says, "Please advertise our other asset, our digital academy, Gradpoint. It does not require a rigid school day and students work at their pace. Also has an excellent track record for student achievement." So, she's just asking that we advertise our digital academy.

Dr. Carol Birks - Yes, and thank you Ms. Arnold for raising that. And so, and yes our board members and our staff, they both have given me a charge to make sure that we do that. And so I'm going to talk to our PR team and we will do that. So, thank you for raising that.

Ms. Barnes asks, "What are some therapeutic supports that the district is offering?"

Dr. Carol Birks - So, for students we do have social workers as well as psychologists and counselors who are available. But, if there's a student with a particular need, we want to know so that we are supporting them. We are moving into crafting our whole child framework. Each school has their way of dealing with... promoting positive pro-social behaviors. But, as a district, we need a collective vision around it. And we are working to developing our whole child framework. So, yes, but there are social workers and counselors and such that are available to students. And we have EAP for faculty because we know they have needs as well.

An anonymous attendee, "What is the percentage of students in the district with an IEP?"

Dr. Carol Birks - I can give you raw numbers. I may not have them as a percentage. I want to say it's about 25% off the top of my head, but... 30. Yeah, but, thirty... Yes, yes, okay, about 25%. But, my presentation for the person who asked, I will make sure it's available to everyone and then I'll have that number for you, the exact number.

There was another question from **Jean Arnold** that asks, "Chester lives matter, including retirees. Dr. Birx, please reach out to retirees over the last 24 months to assess their satisfaction on how well they were serviced in receiving their benefits.

Dr. Carol Birks - I will talk with Ms. Robinson in HR. I'd like to hear more about that. So, I'll have a side conversation just so I can understand the scope of what you're requesting.

EDUCATION AGENDA

A-1 Homebound Instruction for Students

<u>Student #</u>	<u>School</u>	<u>Effective Date</u>
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NONE

A-2 Approval to adopt and approve Determinations from Student Hearings

<u>Student #</u>	<u>Date of Hearing</u>
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NONE

A-3 Approval for Inspired Instruction LLC to provide professional services

RESOLVED, that the Receiver, acting as the Board of School Directors, grant approval for Inspired Instruction, LLC to provide professional services in support of the creation of cohesive and rigorous academic and career-ready Information Technology and Criminal Law Academies within Chester High School.

Services will include:

- Planning and facilitation of PLC meetings
- Review and analysis of data
- Creation and alignment of assessments (formative, summative)
- Development of resources needed for the academies
- Creation and alignment of, and professional development related to, Project-Based Learning units
- Other tasks as identified by the administrative team

Payable From: Comprehensive School Improvement Grant

Cost: Not to exceed \$200,000

Executive Sponsor: Nikki Monroe-Hines

A-4 Approval of implementation of the District's 21st CCLC Community Learning Centers grant program

RESOLVED, that the Receiver, acting as the Board of School Directors approve the implementation of the District's 21st CCLC Community Learning Centers grant program to provide supplemental after school activities including ELA, STEM-based, arts, mentoring, and other enrichment. Programming is designed to support and complement CUSD's instructional initiatives, increase student academic achievement, decrease regression and assist with social growth and development. Programming will operate from October 2020 – June 2021.

Programming costs:

- Building Level Coordinators \$40/hr.
- Teaching staff at \$32/hr.
- Guidance Staff/Social Workers to implement college/career readiness and social emotional wellness at \$32/hr.
- Climate Managers to implement violence prevention/social emotional wellness at \$25/hr.
- Teaching Assistants at \$15/hr.
- Contracted services for enrichment services and family engagement
- Materials and supplies

Payable From: Ready to Learn Grant, Title IV, 21st CCLC

Cost: Not to exceed \$250,000

Executive Sponsor: Nikki Monroe-Hines

A-5 Approval for Teaching Learning Succeeding LLC to provide Professional development

RESOLVED, that the Receiver, acting as the Board of School Directors, grant approval for Teaching Learning Succeeding, LLC (TLC) to provide professional development focused on the planning and delivery of engaging Remote Learning strategies. The structure of these programs is based on the following research-based principles:

- (1) Learner Relationships: building connections; student-student, student-content, teacher-families, student-teacher
- (2) Curriculum Clarity: being clear on your essential content, depth versus breadth
- (3) Assessment Driven Instruction: the use of ongoing assessment to respond to student needs so all are engaged at the correct level of difficulty. TLS promotes Assessment Driven, Responsive, and Engaging Instruction.
- (4) Reflection and Feedback: Celebrating growth, troubleshoot and seek support

The Remote Learning Courses are structured in three Stages to meet teacher needs:

- Stage 1: Setting the Foundation for Remote Learning
- Stage 2: How to Engage Learners and Sustain Remote Learning
- Stage 3: Innovate and Expand Remote Learning

As part of this Agreement, TLS will provide coaching and administrative support and professional learning on how to supervise remote instruction. TLS will continue to provide professional development on differentiated instruction, assessment, instructional coaching, classroom management, critical thinking, standards based instruction, and organizational planning to STEM Academy’s administrators and teachers throughout the 2020-21 school year. Teachers will be afforded the opportunity and guidance to successfully engage students in innovative teaching practices such as flexible grouping, individualized instruction, and effective use of technology in the classroom. TLS’s prescribed methodology will help provide teachers with recommendations to effectively meet the needs of all learners in the class through flexible grouping and differentiated instruction as applicable to maximize their potential and demonstrate growth in academic areas.

Primary goals include:

- enhancing teachers’ ability to integrate effective formative assessment and data analysis to drive instruction;
- increasing instructional acuity—knowing when and how to differentiate;
- developing a well-stocked strategy toolbox to draw from when “some students get it and some do not”;
- managing a variety of instructional settings. In addition, TLS will provide professional learning for the Administrative Team on supervising for Differentiated Instruction with use of technology in a virtual setting.

Payable From: Comprehensive School Improvement Grant

Cost: Not to Exceed \$29,175

Executive Sponsor: Nikki Monroe-Hines

A-6 Approval to purchase and continue implementation of instructional materials for special ed

RESOLVED, that the Receiver, acting as the Board of School Directors, grant approval for the purchase and continued implementation of Reading Mastery, Corrective Reading, Connecting Math, and Essentials for Algebra student and instructional materials. These materials will include both physical materials and online instructional platforms for all CUSD students, grades kindergarten to twelfth; as well as professional development for building administrators and teachers.

Payable From: General Fund Budget

Cost: Not to Exceed \$95,000

Executive Sponsor: Mark McIntyre

A-7 Approval of Settlement Agreement and Release for student #73013

RESOLVE, that the Receiver, acting as the Board of School Directors approves the Settlement Agreement and Release with reference to Student Number (73013). District agrees to maintain Student's full-time residential educational placement through the end of this school year, including the final day of summer educational programming in August 2021, and attorney's fees in the amount of Forty Eight Thousand Five Hundred dollars and Zero cents (\$48,500.00) within thirty (30) calendar days.

Payable From: General Fund Budget

Cost \$48,500

Executive Sponsor: Mark McIntyre

A-8 Approval to enter into an agreement with Community Council

RESOLVED, that the Receiver, acting as the Board of School Directors, grant approval to enter into agreement with Community Council, Inc. to provide therapeutic services and interventions for Chester Upland School District's Emotional Support programs at Chester High School, CUSA, and Toby Farms.

Payable From: General Fund Budget

Cost \$427,312 (4 LSWs @\$405,440, Incentives - \$1,500, Admin.
Service/Fee - \$20,272)

Executive Sponsor: Mark McIntyre

EDUCATION AGENDA ITEMS #A-1 THROUGH #A-8 WERE APPROVED BY DR. JUAN BAUGHN, RECEIVER

PERSONNEL AGENDA

B-1 Approval of appointments, resignation, terminations, position elimination, retirement, leaves of absence, return from leave of absence, suspension, salary increase, reassignment and grant-funded PBIS

RESOLVED, that the following appointments be approved on the effective date respectively noted:

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective Date</u>	<u>New Position or Replacement</u>
Burns-Johnson Tonya	Teacher Stetser	\$58,348 M/1 10 months	8/25/2020	0764 Replacement 2020-2021
Hartwick, Colin	Teacher Toby Farms	\$44,176 B/1 10 months	8/25/2020	0504 Replacement 2020-2021
Freedman, Alec	Teacher STEM	\$44,176 B/1 10 months	8/25/2020	0250 Replacement 2020-2021
Le, Martha	Teacher Toby Farms	\$58,348 M/1 10 months	8/25/2020	0261 Replacement 2020-2021
Moon, Thurston Perry	Teacher CUSA	\$44,176 B/1 10 months	8/25/2020	0026 Replacement 2020-2021
Phillips, Zennia	Teacher Stetser	\$44,176 B/1 10 months	8/25/2020	0406 Replacement 2020-2021
Rowland, Charles	Teacher Chester High	\$60,098.44 +\$200 (SPED)	8/25/2020	0523 Replacement 2020-2021
Schwind, Rachel	Teacher Main St	\$47,691 B24/1 +\$200 (SPED) 10 months	8/25/2020	0792 Replacement 2021-2021

Simonson, Ronald	Safety & Security Coordinator Administration	\$95,000 12 months	8/28/2020	0794 New 2020-2021
Weatherly, Morgan	Teacher Stetser	\$58,914 M15/1 10 months	8/25/2020	0207 Replacement 2020-2021

FURTHER RESOLVED, that the following **resignation** be approved on the effective date respectively noted:

<u>Name</u>	<u>Position/Location</u>	<u>Effective Date</u>
Bleicher-Nugent, Ari	Teacher Toby Farms	8/24/2020

FURTHER RESOLVED, that the following **terminations** be approved on the effective date respectively noted:

<u>Name</u>	<u>Position/Location</u>	<u>Effective Date</u>
Pyatt, Jamar	Maintenance Facilities	8/24/2020
Rochester, Stanley	School Safety Officer Chester High	9/8/2020

FURTHER RESOLVED, that the following **position elimination** be approved on the effective date respectively noted:

Whitaker, Robert	Chief of School Safety Administration	8/27/2020
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FURTHER RESOLVED, that the following **retirement** be approved on the effective date respectively noted:

<u>Name</u>	<u>Position/Location</u>	<u>Effective Date</u>
Pratt, Dinah	Teacher CUSA	8/27/2020

FURTHER RESOLVED, that the following leaves of absences be approved on the effective date respectively noted:

<u>Name</u>	<u>Position/Location</u>	<u>Effective Date</u>
Burton, Dietra	Teacher Stetser	9/1/2020 FMLA
Levin, Joanna	Teacher Main St	8/25/2020 FMLA
Stewart, William	Teacher Assistant Chester High	8/25/2020 Medical
Whelan, Kathleen	Teacher Chester High	9/3/2020 Medical

FURTHER RESOLVED, that the following return from leave of absence be approved on the effective date respectively noted:

<u>Name</u>	<u>Position/Location</u>	<u>Effective Date</u>
West, Portia	Confidential Secretary Administration	8/10/2020 (Updated Date) Maternity Leave

FURTHER RESOLVED, that the following suspension be approved on the effective date respectively noted (Justification on file in the Office of Human Resources)

<u>Name</u>	<u>Position/Location</u>	<u>Effective Date</u>	<u>Status</u>
On File Human Resources	Teacher CHS	9/1/2020 Pending Investigation	Suspended w/ pay

FURTHER RESOLVED, that the following salary increase be approved on the effective date respectively noted:

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective Date</u>
McDougal, La'Keidra	Special Education Supervisor Administration	\$97,000	7/1/2020

FURTHER RESOLVED, that the following reassignment be approved on the effective date respectively noted:

<u>Name</u>	<u>From Position/Location</u>	<u>To Position/Location</u>	<u>Salary</u>	<u>Date</u>
Simonson, Ronald	Climate Manager Chester High 10 months	Safety and Security Coordinator Administration 12 months	\$95,000	8/28/2020

FURTHER RESOLVED, that the Receiver, acting as the Board of School Directors, grant approval for the following individuals to participate in the grant-funded PBIS during the 2020-2021 school year as listed below:

Stetser

August 25, 2020 – June 30, 2021

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Grasty, Miguelina	Teacher	32./hr
Peltier Murray, Nancy	Teacher	32./hr

B-2 Tuition Reimbursement

RESOLVED, that the Receiver, acting as the Board of School Directors, grant approval for employees listed below to receive tuition reimbursement for the 2020-2021 school year.

<u>Name</u>	<u>Number of Credits Submitted</u>	<u>Number of Credits Approved</u>	<u>Requested Amount</u>	<u>Approved Amount</u>
Robinson, Kinya	3	3	\$1,851	\$1,851

PERSONNEL AGENDA ITEM #B-1 THROUGH B-2 WERE APPROVED BY DR. JUAN BAUGHN, RECEIVER.

BUSINESS AGENDA

C-1 Reports of the tax collectors: \$1,301,375.55

RESOLVED, that the reports of the City of Chester, Borough of Upland, and Chester Township for the period August 1, 2019 through August 31, 2019 in the amount of \$1,301,375.55 be received, be noted upon the Minutes and filed.

Executive Sponsor: Shelley Chapman

C-2 Approval of the Treasurer’s Report/Budget Report

RESOLVED, that the attached Treasurer’s Report/Budget Report for the fiscal month ended August 31, 2020 be approved by the Receiver, acting as the Board of School Directors.

Executive Sponsor: Shelley Chapman

C-3 General Fund Budget: \$603,909.63. Approval of payrolls

RESOLVED, that the payrolls dated in August, 2020 of the various accounts totaling for all accounts and funds the grand sum of \$, be approved by the Receiver, acting as the Board of School Directors.

General Fund Budget: \$4,439,394.34. Approval of list of payments

RESOLVED, that the attached list of payments of the various accounts totaling for all accounts and funds the grand sum of \$4,439,394.34, a copy of which has been given to the Receiver, acting as the Board of School Directors, be APPROVED, and that said list of payments be incorporated into the Minutes.

General Fund	\$4,349,945.44
Food Services Account	0.00
Capital Project Fund Account	89,448.90
 Total Disbursements	 \$4,439,394.34

Payable From: General Fund Budget
Executive Sponsor: Shelley Chapman

C-4 Approval to renew contractual relationship with Hewlett-Packard Enterprises (HPE) and IntegraOne

RESOLVED, that the Receiver, acting as the Board of School Directors, renew its contractual relationship for service and support of the Core Switch with Hewlett-Packard Enterprises (HPE) and IntegraOne through August 9, 2021.

Payable From: General Fund Budget
Cost: \$ 3,087.58
Executive Sponsor: Thomas Johnson

BUSINESS AGENDA ITEMS #C-1 THROUGH #C-4 WERE APPROVED BY DR. JUAN BAUGHN, RECEIVER

OTHER BUSINESS

*Dr. Baughn - We have one item tonight in other business. And I will ask superintendent Birks to please read the resolution under **Other Business**. I apologize for not getting this out sooner. This will appear on our web site first thing in the morning.*

Dr. Birks read the Resolution of the receiver entitled Restructuring the Operations of the Chester Upland School District which is attached hereto.

OTHER BUSINESS ITEM WAS APPROVED BY DR. JUAN BAUGHN, RECEIVER

Dr. Baughn opened the floor to questions relating to this.

There is one question from **Shannon Murphy**. She asks Delaware County or Chester County.

Dr. Baughn - Chester County.

Ms. Murphy asks, "Why is Chester County involved if Chester is in Delaware County?"

Dr. Baughn - We put requests for proposals out to three intermediate units. This one was the most cost effective and as we felt the most efficient way to move forward. So, there was a competition.

I will be back at the next board meeting with further information about where we are as it relates to outsourcing and the financial recovery plan and court order. Okay thank you very much ladies and gentlemen. This meeting is adjourned.

