



WEEKLY UPDATE TO THE BOARD OF EDUCATION

July 23, 2020

A MESSAGE FROM INTERIM SUPERINTENDENT JANE BELMORE

Dear Board Members,

It was another productive and very busy week in MMSD. We are working very hard with staff to ensure a very strong start to the school year. Next week we have an “all meeting” where all district leaders will be working together to continue the work on how we will move forward with virtual instruction for the first quarter of the year. We are all looking forward to a welcoming message from Dr. Jenkins. Planning for a strong Welcome Back experience also starts. In addition, we continue to plan for how we will gradually return to school either in either an AB hybrid or other hybrid strategy keeping a close eye on information from Dane County/Madison Public Health.

Today you are receiving the hiring report that reflects an increase in the number of staff of color and male staff hired thus far this year from the number of hires in 2019-20. We have already exceeded our goal for hiring males and are at 74% of our goal for hiring teachers of color.

You are also receiving a Safety and Security update that includes the School Resource Officer Arrest and Citation Report for 2019-2020. This report has been received annually by the board. This year's report reflects a revised data collection and reporting process which makes it (along with COVID 19) difficult to make long-range comparisons. Moving forward we believe this process will better serve the district as we continue ongoing discussions for maintaining safe schools. Overall there were fewer arrests and citations given and more restorative practices used during 2019-20.

See you at the Regular board meeting on Monday night. Be sure to let Mike know if you have any questions and we will do our best to address them.

Have a great weekend.

Jane

OTHER INFORMATION



Opening Practices

Here is a [link](#) to the leading article from the National Academy of Science on opening schools that touches on the idea of elementary students as the first priority.



Virtual Community Events:

All dates for community announcements are posted on the [Board Community Activities Calendar](#)

- **Virtual Meditation at Monona Terrace** began earlier this month of July and will continue **every Wednesday**, from noon-1 p.m. Dr. Sarah Moore, sponsored by SSM Health, will lead each virtual meditation session. Register for future sessions in advance [here](#). More information can be found on their [Facebook event page](#).
- **Madison Opera in the Park** will go virtual on **Saturday, July 25**, from 8 to 9:30 p.m. This year participants will be able to enjoy the Opera from their living room. More information can be [found here](#).
- The Urban League of Greater Madison and the Southwest Madison Employment Center are hosting a **Drive-Thru Unity Picnic** on **Saturday, August 29**, from 1-4 p.m. (2222 S Park St.). This is a family-friendly event with food and there is no cost to attend. More information can be found here on the [Facebook event page](#).
- The UW Madison Wisconsin Union and UW Madison Diversity are hosting the **2020 Diversity Forum** on **Tuesday, October 27, and Wednesday, October 28**, from 8 a.m.-4 p.m. The goal of the Diversity Forum is to update, educate, and activate participants on contemporary issues around diversity and inclusion. There will be a keynote address by Robin DiAngelo, author of [White Fragility: Why It's So Hard for White People to Talk About Racism](#). More information can be [found here](#).

OUR UPCOMING BOARD CALENDAR



Mon., July 27, 9 a.m. Board Officers
Virtual



Mon., July 29, 5:30 p.m. REGULAR Meeting Public Input Session
Virtual



Mon., July 27, 6 p.m. REGULAR Meeting
Virtual

ITEMS ATTACHED FOR INFORMATION

1. July Hiring Report
2. Safety and Security update

Invest in People

Culturally Responsive Teaching. Continue to increase diversity, with a focus on Black Excellence and recruiting male teachers of color

Building Collective Efficacy. Implement a fully developed on-boarding process that includes standard start dates throughout the district and a new employee orientation that includes all Central Office departments

Talent Development. Forge strong relationships with local and national organizations and universities, including historically black colleges and universities, that can support our teacher – staff pipelines for top talent

Strategic school support, improved outcomes for our students.

As a school district, we are on a mission to close the gaps in opportunity that lead to disparities in achievement, and to ensure every child is academically challenged in a safe and supportive environment. Together with our teachers, families, staff and community, we want to be the model of a successful public school district. We will **invest in people** – We will commit to investing in and fully supporting our staff, with a focus on anti-racist, culturally responsive and inclusive teaching and **powerfully aligned hiring**, placement, induction, professional growth, coaching and evaluation practices. Below you will find an update to the teacher hiring progress, in alignment with our hiring goals, for the 2020-21 school year.

2020 Recruitment and Hiring Goals and Current Statistics – July 15, 2020

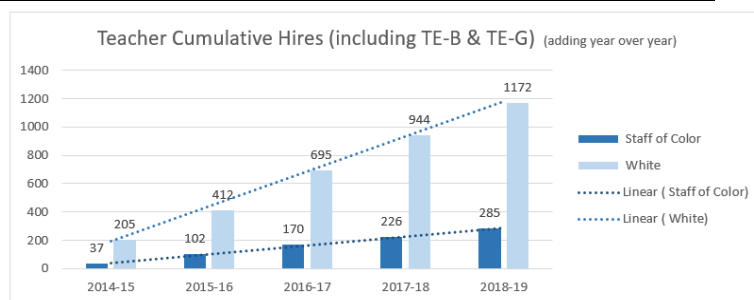
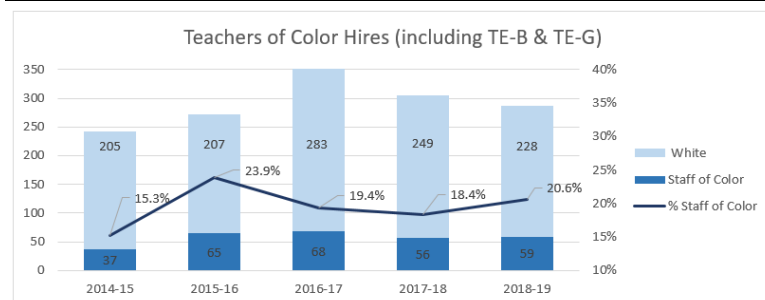
	Goal	Current Stats
40% increase in applicants of color	115	108 94%
60% increase of new teachers hires of color	66	49 74%
30% increase in new male/non-binary teachers of color	17	27 159%
75% increase in new male/non-binary teachers	32	43 134%
100% positions filled by July 1	100%	94% 94.12%
Number of positions filled		214 81%
Number of positions open		49 19%
Number of positions filled by internal candidates		56 26%
Number of positions filled by external candidates		158 74%
Number of total positions		263 100%

July 15 Comparison	2019-20	2020-21
New hires	189	214
New hires of color	27	49

To Meet These Goals, Human Resources is Committed to:

- Intentionally recruit for highly-qualified candidates nationally, including creating strong relationships with HBCU’s.
- Focus on high-priority candidates, those who are licensed for the position and score highest in the interview process – ensuring these candidates are screened and sent to Principals first.
- Following up with high-priority candidates on principal interview feedback to ensure their success.
- Sending periodic emails to all candidates throughout the hiring process on where they are within the process along with sharing good and exciting news happening within the district.

2014-15 – 2018-19 Hiring Statistics



2020 Vacancies – July 15, 2020

Elementary School	Open	Filled
Allis	2	8
Chavez	2	6
Crestwood	1	1
Elvehjem	0	1
Emerson	0	2
Falk	0	3
Franklin	2	1
Glendale	0	0
Gompers	1	1
Hawthorne	0	0
Huegel	0	1
Kennedy	0	3
Lake View	0	6
Lapham	0	2
Leopold	1	8
Lincoln	0	2
Lindbergh	0	1
Lowell	0	0
Marquette	0	6
Mendota	1	6
Midvale	1	3
Muir	2	6
Nuestro Mundo	0	4
Olson	0	2
Orchard Ridge	1	3
Randall	0	0
Sandburg	0	5
Schenk	0	4
Shorewood	2	1
Stephens	0	2
Thoreau	0	1
Van Hise	1	0
TOTAL	17	89

Middle School	Open	Filled
Cherokee	2	12
Black Hawk	2	4
O'Keeffe	0	4
Toki	0	6
Whitehorse	0	7
Sherman	6	0
Spring Harbor	3	0
Hamilton	0	2
Wright	1	3
Sennett	2	3
Jefferson	1	8
Badger Rock	1	2
Total	18	51

High School	Open	Filled
East	3	9
La Follette	1	11
Memorial	4	9
Shabazz	0	2
West	3	14
Innovative & Alternative Education	0	0
Total	11	45

District Wide	Open	Filled
District Wide	4	25
Total	4	25

July 23, 2020

To: Jane Belmore, Ph.D., Interim Superintendent

From: Karen Kepler, Chief of School Operation

Re: Update- District and School Safety and Security

In response to a request from the Board of Education, the following memo outlines the comprehensive work, completed over the course of the 2019-2020 school year to promote and ensure safe schools. Included are the following:

- **School Safety and Security 2019-20** - Comprehensive 2019-2020 update on safety and security, previously shared with the Board of Education
- **High School Safety and Security Assistant Principals and School Security Assistants** - Comprehensive update on progress in collaborating with high school assistant principals and School Security Assistants
- **Annual Arrest and Citation Report** - Annual report outlining arrests and citations in MMSD

School Safety and Security 2019-20

MMSD's District Safety and Security Team is committed to ensuring a consistent approach to school safety across the District and in each school. Throughout 2019-2020, we remained committed to school safety, comprehensively addressing the areas of mitigation, preparedness, response, and recovery.

Reference: April 23, 2020 - [Update- District and School Safety and Security Planning, Assessment and Implementation](#) for a comprehensive update on our progress from 2019-2020 school year.

High School Safety and Security Assistant Principals and School Security Assistants

High schools designate an assistant principal responsible for safety and security. Members of the District Safety Team and these assistant principals meet biweekly to ensure a coordinated approach that prioritizes strong communication and collaboration. Additionally, School Security Assistants now meet regularly with the Safety Director to engage in professional learning to strengthen their skill sets to provide a stronger safety and security team in each school.

Reference: April 23, 2020 [Safety and Security Personnel](#) for a comprehensive update on our progress from the 2019-2020 school year.

Annual Arrest and Citation Report

MMSD produces a report annually that provides data on MPD arrests and citations on school campuses. Previously, this report was produced and released nine months after the end of an academic year. This year's report includes the summative 2018-2019 data, as well as the 2019-2020 data. Because of improvements to our documentation processes, the report discusses relevant changes and makes comparisons to previous years' results. Moving forward, MMSD arrest and citation data will be included in the quarterly Behavior Education Plan BOE report.

Reference: [MMSD School Resource Officer Arrest and Citation Report 2019-2020](#) .

Planning Ahead for 2020-2021

The MMSD District Safety and Security Team is committed to fostering and promoting equitable outcomes for our school communities. As we navigate a plan for the 2020-2021 school year, we are committed to keeping our schools safe, secure, and welcoming by prioritizing the following:

- Provide training to all staff, with a specific focus on safety and security personnel, student services teams, and school administrators, to ensure they have skills and support needed to perform the essential safety-related duties of their job.
- Review current research, collaborating with stakeholders and analyzing our data to strengthen the work of our safety personnel and school systems as they provide support to our students and school community.
- Identify and ensure key safety teams and structures are in place in all schools that identifies team membership and planning that includes family, student, and community voice.
- Review policies and procedures and make suggested changes to the BOE, to ensure our guidance has the greatest impact in keeping our school communities safe and welcoming for all students, staff, and families.
- Continue to collaborate within MMSD and with our students, families, and community partners in achieving the goals of the Behavior Education Plan, including promoting a culture of safety and belonging for all people in MMSD, and reducing disproportionality in exclusionary discipline.