

A regular meeting of the School Board of said district was held at the administrative offices on the above date. The meeting was called to order by President Haidle at 6:15 p.m.

Members Present: Bajema, Drake, Rettig, Haidle, Featherston
Member Absent:

Kent ISD Staff Present: Superintendent Koehler, Assistant Superintendents Gardner, Philipps, Taylor; and Recording Secretary Lovell; Directors Baine, Dymowski, Finkel, Hendry, Karsten, Lamar, Myers and Stamas; Principals Lienesch, Verwey, and Kiley.

Guests: Lisa Merritt, Dollineller Michelle Large.

President Haidle welcomed visitors and turned the meeting to Superintendent Koehler to present the Leading Learning and Golden Keyboard Awards.

Career Readiness Consultant, Dollineller Michelle Large was presented with the Leading Learning Award. Superintendent Koehler thanked Ms. Large for her efforts developing a college fair bringing additional opportunities to our students. Director Stamas thanked Ms. Large for her contributions and the prospects she's providing to students.

The Golden Keyboard award was presented to Staci Gihuly, Center Programs Social Worker. Principal of KEC Oakleigh, Lisa Merritt, accepted the award on her behalf. Principal Merritt shared that Staci's ongoing commitment to enhancing their student data systems has truly impacted change within the building.

Superintendent Koehler updated board members on the vision and equity work each program has developed through a theory of action plan. Principal Lienesch shared a presentation on KCTC's theory of action plan and the progress made by incorporating MTSS (Multi-tiered systems of support) within their building. President Haidle thanks Principal Lienesch for his presentation and their continued work towards school improvement.

Upon motion by Member Drake, supported by Member Featherston, it was resolved to approve the consent agenda action items a-c.

Approval of the minutes from the Board Work Session and Regular School board meeting of March 21, 2022.

Allow the bills from March 1, 2022 through March 31, 2022 and orders drawn on the Treasurer for the amount summarized in the accounts payable report.

Approve the personnel recommendations regarding resignations and terminations, appointments, new assignments and/or contract adjustments, leaves of absence, and temporary contract employees. A copy of the recommendations is included with the legal minutes of this meeting.

Approve hiring of one (1.0) Full-Time Math Specialist for the Teaching and Learning department. Director Brockway noted that this position will help provide

Approve the hiring of one (1.0) Full-Time MTSS Consultant for the Teaching and Learning department. Director Brockway

Approve the hiring of one (1.0) Full-Time Center Programs Psychologist.

Approve the hiring the Region I Transition Program Staff transitioning from Cedar Springs and Rockford to the Kent ISD Community Transition Campus.

Ayes: Drake, Featherston, Rettig, Bajema, Haidle

Nays:

Motion declared to have carried.

Upon motion of Member Featherston, supported by Member Rettig, it was resolved to approve the final payment of Act 18 Special Education Funds in the amount of \$20,204,458.00

Ayes: Featherston, Rettig, Bajema, Drake, Haidle

Nays:

Motion declared to have carried.

Upon motion of Member Rettig, supported by Member Drake, it was resolved to approve the amended motion for a budget Hearing to take place on May 16, 2022 at 5:00 p.m. and the “Notice of Public Hearing” to be published in the Grand Rapids Press.

Ayes: Rettig, Bajema, Drake, Featherston, Haidle

Nays: None

Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Rettig, it was resolved to approve the resolutions to amend the 2021-2022 budgets. Assistant Superintendent Philipps noted that projected surpluses per fund are due to the transfers between funds for the use of technology purchases.

Ayes: Bajema, Drake, Featherston, Rettig, Haidle

Nays: None

Motion declared to have carried.

Upon motion of Member Featherston, supported by Member Rettig, it was resolved to approve the Capital Outlay purchase of computers from Sehi Computers Products Inc. in the amount of \$318,543.49. Assistant Superintendent Philipps noted that long wait times for computers require these items be purchased this Spring for the 2022-2023 school year.

Ayes: Drake, Featherston, Rettig, Bajema, Haidle

Nays: None

Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Drake, it was resolved to approve the list of surplus items as outlined and grant permission to the Kent ISD administration to dispose of these items.

Ayes: Featherston, Rettig, Bajema, Drake, Haidle

Nays: None

Motion declared to have carried.

Upon motion of Member Rettig, supported by Member Featherston, it was resolved to approve the purchase of furniture for Lincoln Developmental Center in the amount of \$392,453.61 from Custer Office Environments.

Ayes: Rettig, Bajema, Drake, Featherston, Haidle

Nays: None

Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Drake, it was resolved to approve the purchase of furniture for KEC Beltline in the amount of \$184,717.04 from Custer Office Environments.

Ayes: Bajema, Drake, Featherston, Rettig, Haidle

Nays: None

Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Featherston, it was resolved to approve the purchase of Cisco Duo Access multifactor authentication software in the amount of \$23,600. Director Finkel noted this change to multifactor authentication is a requirement by our cyber security insurance.

Ayes: Drake, Featherston, Rettig, Bajema, Haidle

Nays: None

Motion declared to have carried.

Upon motion of Member Rettig, supported by Member Drake, it was resolved to approve the KCTC Field Trip to the Business Professionals of America National Competition on May 4-8 in Dallas, Texas.

Ayes: Featherston, Rettig, Bajema, Drake, Haidle

Nays: None

Motion declared to have carried.

President Haidle acknowledged the hearing aid donation made by a Center Programs family. Director Dymowski noted that any outdated equipment of this nature is distributed to students in need.

President Haidle provided the opportunity for public comment.

Member Bajema wished Assistant Superintendent Taylor well at her new position and thanked her for her many years of service to Kent ISD.

President Haidle reminded board members of the KIASB legislative dinner to be held on April 28 at the Kent Career Tech Center from 6:00-8:00 p.m.

President Haidle provided an overview of the superintendent's evaluation held during the board work session on March 21, 2022. Superintendent Koehler received a highly effective rating of 98%. The entire report is included below:

**KENT INTERMEDIATE SCHOOL DISTRICT
SUPERINTENDENT EVALUATION
MARCH 21, 2022**

The Kent ISD Board of Education met in closed session on March 21, 2022 to evaluate Superintendent, Ron Koehler, for the 2021-2022 school year. As they have done in the past, the MASB process and instrument were used. This process complies with Sections 1249 and 1250 of the Michigan Revised School Code.

Following his appointment as Superintendent, Board Members and Mr. Koehler, discussed priorities and goals. The top priority for Board members was to rebuild trust with KISD staff members and to rekindle relationships with the local superintendents. They also wanted Ron to improve and revise school improvement plans for special education center programs and a similar process for the Tech Center. Measured objectives included communication, transparency and a strategic plan.

Prior to the evaluation, Ron completed his self-evaluation, using the same instrument as the Board. This matrix and ratings were shared with the Board. The process, as per past practice, was to use the Superintendent's ratings as the standard, with Board members either affirming the ratings or amending them.

Prior to receiving comments from the Board, Ron presented an overview of his goals for the 2021-2022 school year, demonstrating the continuing transition of last year's goals. Board members asked questions and discussed the report. (ATTACHED TO THIS DOCUMENT)

Board members then discussed each Domain in the Professional Practices Section, representing 50% of the overall rating, based upon a 1-4 scale.

- 4 HIGHLY EFFECTIVE**
- 3 EFFECTIVE**
- 2 MINIMALLY EFFECTIVE**
- 1 INEFFECTIVE**

DOMAINS included:

GOVERNANCE AND BOARD RELATIONS.	20%	4.0. HIGHLY EFFECTIVE
STAKEHOLDER RELATIONS.	15%	4.0. HIGHLY EFFECTIVE
EMPLOYEE RELATIONS.	15%	3.7. HIGHLY EFFECTIVE
OPERATIONS AND FINANCE.	20%	4.0. HIGHLY EFFECTIVE
EDUCATIONAL LEADERSHIP.	30%	3.8. HIGHLY EFFECTIVE
PROFESSIONAL PRACTICES SUMMARY	98%	HIGHLY EFFECTIVE

Board members believed that Ron had exceeded their expectations in these Domains. All stakeholders were extremely well informed, both in content and timeliness. They liked his weekly updates and always keeping them informed when critical and sensitive issues occurred. His work with the staff and local districts managing the complex and changing rules with the pandemic were both reassuring and helpful. In the section dealing with **GOVERNANCE & BOARD RELATIONS**, his skills with communications were very evident. With **STAKEHOLDER RELATIONS**, the Board amended Ron's ratings to be Highly Effective in each performance indicator. As this has long been a highlight in his "wheelhouse," he once again excelled. Perhaps the main accomplishment was his endeavor to develop and implement a Strategic Plan. The process utilized KISD staff to ensure there would be buy-in at each level. In addition, the provision for remote opportunities was extremely helpful to local school districts, battling complex and changing targets with the pandemic.

When Ron became Superintendent, employee morale and the district's culture were troubling. Board members were very pleased with the new energy and collaboration that was very apparent among employees. He has been highly visible within all programs and has a warm and welcoming style with staff members and is very approachable. In particular, he has been working with his executive team to build a viable organization chart, affording transparency and providing stability to the Board in the next Superintendent Search. He explained a question about perceived high turnover rate; in early childhood staffing and other critical areas, increasing salaries to be more competitive.

Superintendent Koehler, praised his very competent team in the **OPERATIONS AND FINANCE** areas. Board members were very pleased with operational efficiency and his transparency in both building the budget and explaining spending priorities. The Board was pleased with audit validation and the pursuance of grants and partnership opportunities.

Finally, in the top priority of Educational Leadership, especially during a pandemic year full of surprises, equity and student success work were evident as exceptional, especially using the success indicators in the Strategic Plan. Board members appreciated objective surveys designed to provide feedback from both local superintendents and KISD staff members. While very difficult to measure consistency in student achievement, it is believed by the Board that standards put in place will result in viable outcomes when some form of normalcy returns.

All over the State and country, **STUDENT GROWTH**, has been very difficult to address. With Covid rules for in person/remote learning constantly changing, it has been very challenging for teachers and administrators to gauge this student achievement variable. Because many testing components have not been given at this time, the MASB format permits Intermediate School Districts to select an area of focus. KISD chose special education and early childhood

programs as their models. Both areas have new curriculums intended to promote higher levels of achievement.

With both assessments and local indicators, students in these two domains have met targeted growth of “more than 90%,” placing them in the HIGHLY EFFECTIVE category. Under the State Statute, this section provides 40% of the Superintendent’s overall rating. As there is debate in the Michigan Legislature about this provision, if any definitions change that would impact this rating, the Board will meet again to amend this provision.

As discussed earlier, when Ron was hired as Superintendent, the Board held a work session to prioritize his goals. Most have been noted in the above sections but rebuilding a culture of trust and collaboration among staff, local districts and community stakeholders was a high priority. Board members were extremely pleased about his work and obvious success indicators. As a result, his rating in PROGRESS TOWARD DISTRICT GOALS was HIGHLY EFFECTIVE.

As the Board reviewed all sections identified in the MASB instrument, the Summative Evaluation Score exceeded 98%. As a result, Superintendent Ron Koehler, is rated HIGHLY EFFECTIVE for the 2021-2022 school year.

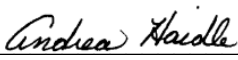
Ron thanked the Board for their great support and always keeping him informed of matters brought to their attention. He gave tremendous credit to his Leadership Team for their work with both district programs and assisting local districts. He is very pleased the overall team is coming together but noted ultimate satisfaction is never totally achieved but always a moving target with an increasing slope.

Superintendent Koehler shared the book *Measure What Matters* by John Doerr that ties directly to the continued work of the strategic plan action teams. Each team will be identifying the objectives and key results over the course of the next month to move the strategic plan forward.


Superintendent Koehler congratulated Education Technology Consultant Sarah Wood as the recipient of the Educator Excellence Award by the Air Zoo. This award recognizes K-12 educators for their exceptional support in the areas of Science, Technology, Engineering, Art and Mathematics (STEAM).

Meeting was adjourned by President Haidle at 7:05pm.

Minutes Approved: May 16, 2022



Andrea Haidle, President



Claudia Bajema, Secretary

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