

Brian Benyo, Chair
Dr. Barbara Brothers
Dr. John Richard
Jennifer Roller
Vincent Shivers

**YOUNGSTOWN CITY SCHOOL DISTRICT
ACADEMIC DISTRESS COMMISSION**

James Miller
Office of the Attorney General

Thursday, November 3, 2016

I. Call to Order

II. Roll Call

	<i>Present</i>	<i>Absent</i>
Brian Benyo, Chair	<u> √ </u>	<u> </u>
Dr. Barbara Brothers	<u> √ </u>	<u> </u>
Dr. John Richard	<u> </u>	<u> √ </u>
Jennifer Roller	<u> √ </u>	<u> </u>
Vincent Shivers	<u> √ </u>	<u> </u>

III. Approval of November 3, 2016 Agenda

Motion by: Barbara Brothers Seconded by: Jennifer Roller

Roll Call Vote:

Brian Benyo, Chair	Yes <u> √ </u>	No <u> </u>
Dr. Barbara Brothers	Yes <u> √ </u>	No <u> </u>
Dr. John Richard	Yes <u> </u>	No <u>Absent</u>
Jennifer Roller	Yes <u> √ </u>	No <u> </u>
Vincent Shivers	Yes <u> √ </u>	No <u> </u>

IV. Approval of September 20, 2016 Minutes

Motion by: Jennifer Roller Seconded by: Barbara Brothers

Roll Call Vote:

Brian Benyo, Chair	Yes <u> √ </u>	No <u> </u>
Dr. Barbara Brothers	Yes <u> √ </u>	No <u> </u>
Dr. John Richard	Yes <u> </u>	No <u>Absent</u>
Jennifer Roller	Yes <u> √ </u>	No <u> </u>
Vincent Shivers	Yes <u> √ </u>	No <u> </u>

V. Executive Session: The Commission may enter executive session to discuss the employment and performance of the CEO, a public employee, as it relates to the strategic plan. The Commission may take action upon returning to open session.

Motion by: Barbara Brothers Seconded by: Jennifer Roller

Roll Call Vote:

Brian Benyo, Chair	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Dr. Barbara Brothers	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Dr. John Richard	Yes	<input type="checkbox"/>	No	<u>Absent</u>
Jennifer Roller	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Vincent Shivers	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

VI. Return to Open Meeting at: 4:50 PM

Motion by: Barbara Brothers Seconded by: Jennifer Roller

Roll Call Vote:

Brian Benyo, Chair	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Dr. Barbara Brothers	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Dr. John Richard	Yes	<input type="checkbox"/>	No	<u>Absent</u>
Jennifer Roller	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Vincent Shivers	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

VII. Discussion: Overview of the Revised Youngstown City School Improvement Plan from CEO Krish Mohip. Mr. Mohip will be allowed time to do an overview of the plan and then the ADC will provide feedback on suggested changes.

After coming out of Executive Session, Chairman Brian Benyo began by stating that the commission met with CEO Mohip in Executive Session to discuss some performance concerns and how the district has progressed to date as it relates to how the Strategic Plan is being shaped. He then opened up the discussion to allow members of the ADC to offer comments or suggestions to improve the plan.

Vice Chair Jennifer Roller commented on how she was glad to see that CEO Mohip took to heart the commission's suggestions in Goal 3, Strategy B, to have a very distinct and purposeful list of strategies embedded in the plan. Ms. Roller said that it might be helpful to use more community resources that are available through different organizations. To insure what's best for our students, she stated that the commission was suggesting that under Strategy B, more quality outside entities be involved, perhaps through setting up committees both external and internal to establish criteria by which organizations would be invited into the district; those that can speak to their resources available and state measurable goals and outcomes and also how their programs or projects would be sustained in working with the students.

Mr. Mohip was in agreement to adding this to the plan.

Dr. Barbara Brothers wants to be sure that all groups working with the school including local groups, should be carefully examined as to the success of their project prior to using them. That they are required to show first the effectiveness of their program or how it can be improved.

Ms. Roller wants embedded in the plan overall, how it can be inclusive of all races, have equity and inclusion throughout, "equal access for all – inclusion throughout."

Mr. Benyo agreed that the culture created should be one that is "not racially divisive, but racially inclusive"

Mr. Mohip will highlight this in the plan.

Benyo stated that he feels that positive changes have been made and that the plan has come a long way from its initial draft. He also stated that a lot of hard work and consideration had been given to the feedback received from the last meeting and he applauded everyone involved in the revision.

One area that have not been discussed and that Mr. Benyo wants addressed in the plan is student conduct. He wants to see created a culture of respect in the district, both with student to student, teacher to teacher and teacher to student; to have clear guidelines to support education in the classroom and healthy student experiences. Feels teaching staff, principals and those that are dealing with these issues every day in the classroom, should be a part of the discussion to shape whatever framework is put in place and that they should feel supported through this.

Krish Mohip stated that the district is working to this end and will put this in place, wants to bring all the departments together before making a final decision; and that he can add to Goal 3 an entire section on this in the next revision.

Mr. Benyo stated that under Goal 4, the last time when they talked about the teaching staff it was suggested that Mr. Mohip include a district staffing plan identifying the senior level reporting structure and staffing plan so that the ADC and Mr. Mohip would have a shared vision of what this would look like. He requested that this too be embedded into the next revision.

Next, he reemphasized the importance of creating a culture of respect in the district and that part of retaining a high quality staff depends on supporting the teachers in the classroom with an environment that is conducive to education where they feel safe and rewarded for their work. Benyo next stated that for this reason, he wants to see within Goal 4 some feedback from the teaching staff, building principal and Mr. Mohip measuring through that survey group how effective we are at creating this kind of culture. Wants this embedded in plan and followed up on.

Another area under Goal 4 that Mr. Benyo spoke of relating to creating high quality staff and retaining them was that he wants to see some kind of performance incentive – a bonus incentive included in plan.

Next, Dr. Brothers spoke on the Building Leadership Teams adding students in the area of conduct, getting students to take some responsibility for the quality of environment in the building; helping them to become student leaders.

Vincent Shivers reemphasized how important it is to make sure the teachers have a voice in the plan and respected for their knowledge and what they have to contribute.

Mr. Benyo at this point stated that with the amount of feedback given that there would need to be a third revision of the plan and the ADC would look to receive that revision in about 15 days.

One of the two motions listed below is the anticipated action that the ADC will take. These motions may be modified as needed to suit the needs of the ADC and the matters being considered.

VIII. Motion for the ADC to require CEO Mohip to take the recommendations and comments received by the ADC into consideration and submit a revised strategic plan on or before: *15 days from November 3, 2016.*

IX. Motion for the ADC to approve the strategic plan with changes per attached document. (NA)

X. Public Comments: 3 minutes maximum, not to exceed 30 minutes total

Robert Morrell a teacher at Choffin requested that a group of teachers from Choffin Career and Technical Center be selected as a separate group to address the concerns that are specific to Choffin.

Chairman Brian Benyo asked that the building leadership team follow up with those concerns.

Wendy Mirkin a teacher at Discovery @ Volney, spoke of the struggles at Volney. According to Ms. Mirkin, they are struggling with behavioral issues, resources and not being fully staffed.

Mr. Benyo asked if they were following up with their BLT and the OEA with these issues.

Mr. Mohip said yes, they are working on these issues.

Community leader Clarence Boles spoke of the issue of being culturally divisive and that in his opinion it is not always a negative thing.

Kathy Duraney a teacher at Choffin, said that one of problems that they are now having in their building is the “Exit Slips,” which is a part of the district’s “Flipping Program – Capturing Kids Hearts,” and the fact that it was used before in the district about 10 years ago with some success, but was not required. The “Exit Slips” was a part of the program that didn’t work for her classroom and she chose another option, but now it is being required without the teachers having an option. The problem with this in her opinion is that what works for one does not necessarily work for all. She feels the “Flipping Program” is a good program, but teachers need to be able to choose some things that work best for their classroom.

Larry Ellis, YEA President – Gave his overview of situations in the schools: first being discipline and safety issues within the school. One teacher was assaulted and is still off work due to this. Mr. Ellis feels we really need to get the discipline in order.

Mr. Ellis next talked about the Discipline Committee meetings and how some of the teachers at the last meeting left in tears because they didn’t feel like they were having a say or being listened to.

He also feels more families and community involvement is needed. In his opinion, what’s done at school will not make a difference without more family involvement.

On the “Teacher Advisory” groups, Mr. Ellis feels that in the different buildings the principals just picked their favorites without teachers being involved. He stated that in many buildings, the teachers were not even aware that these groups were being formed. Overall, he feels there is a lack of communication and that we are “not going to get anywhere operating as an island.” Need to see more communication.

X. Adjournment: at 5:15 PM

Motion by: Jennifer Roller _____

Seconded by: Barbara Brothers _____

Voice Vote

Yes 4

No 0