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CXXX BOARD OF EDUCATION OF THE CITY OF ST. LOUIS

OFFICIAL REPORT

**Regular Business Meeting
St. Louis, MO
April 9, 2019**

MINUTES

The Board of Education of the City of St. Louis met in Open Session pursuant to Board Bylaw B9350 on the date noted above at the Saint Louis Public Schools Administrative Building, located at 801 N. 11th St., St. Louis, MO 63130.

1 and 2. CALL TO ORDER AND ROLL CALL

The meeting came to order at 6:30 p.m.

PRESENT: Charli Cooksey, Donna Jones, Susan Jones, Joyce Roberts, Dorothy Rohde Collins, Katherine Wessling

ABSENT: Natalie Vowell (Approved)

A quorum was present.

3. PLEDGE OF ALLEGIANCE

All recited the Pledge of Allegiance at 6:32 p.m.

4a. APPEARANCES - PUBLIC COMMENTS

Ms. Susan Turk presented the following public comments:

- As described in an article in the St. Louis Post Dispatch, the Missouri Public Charter School Association is pushing for the passage of Senate Bill 271.
- If passed, this bill would deprive St. Louis Public Schools of millions of dollars in tax revenue that would go to charter schools.
- During the election, one candidate questioned why St. Louis Public Schools and charter schools can't work together.

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- This legislation is why. Charter schools are going to deliberately work to deprive St. Louis Public Schools' children of millions of dollars.
- Thank you to Ms. Katherine Wessling and to Vice President Charli Cooksey for their service.

5. APPROVAL AND ADOPTION OF THE APRIL 9, 2019 REGULAR BUSINESS MEETING AGENDA

On a motion by Ms. Katherine Wessling and seconded by Vice President Charli Cooksey, the Board voted to approve and adopt the April 9, 2019 Meeting Agenda on the following roll call vote:

AYE: Charli Cooksey, Donna Jones, Susan Jones, Joyce Roberts, Dorothy Rohde Collins, Katherine Wessling

The motion passed.

On a motion by President Dorothy Rohde Collins and seconded by Ms. Susan Jones, the Board voted to excuse Secretary Natalie Vowell's absence, based on medical reasons, on the following roll call vote:

AYE: Charli Cooksey, Donna Jones, Susan Jones, Joyce Roberts, Dorothy Rohde Collins, Katherine Wessling

The motion passed.

6a. APPROVAL OF MINUTES: DECEMBER 11, 2018 REGULAR BUSINESS MEETING

On a motion by Ms. Susan Jones and seconded by Vice President Charli Cooksey, the Board voted to accept the December 11, 2018 Regular Business Meeting Minutes on the following roll call vote:

AYE: Charli Cooksey, Donna Jones, Susan Jones, Joyce Roberts, Dorothy Rohde Collins, Katherine Wessling

The motion passed.

6b. APPROVAL OF MINUTES: JANUARY 22, 2019 REGULAR BUSINESS MEETING

On a motion by Vice President Charli Cooksey and seconded by Ms. Susan Jones, the Board voted to accept the January 22, 2019 Regular Business Meeting Minutes on the following roll call vote:

AYE: Charli Cooksey, Donna Jones, Susan Jones, Joyce Roberts, Dorothy Rohde Collins

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ABSTAIN: Katherine Wessling

The motion passed.

6c. APPROVAL OF MINUTES: MARCH 12, 2019 REGULAR BUSINESS MEETING

On a motion by Dr. Joyce Roberts and seconded by Ms. Susan Jones, the Board voted to accept the March 12, 2019 Regular Business Meeting Minutes on the following roll call vote:

AYE: Charli Cooksey, Donna Jones, Susan Jones, Joyce Roberts, Dorothy Rohde Collins, Katherine Wessling

The motion passed.

7a. SUPERINTENDENT'S REPORT: RECRUITMENT UPDATE

Director of Staff Recruitment Anna Westlund presented the Human Resources Recruitment and Selection Update, which will be presented to the Special Administrative Board at the April 18, 2019 SAB meeting. Topics included:

- Priorities
- Year One (2017-2018): Progress and Results
- Current Year: Progress-to-Date
- Current Initiatives: Strategy and Progress
- On-going Challenges

A discussion took place between the Board, Director of Staff Recruitment Anna Westlund, and the Superintendent on the presentation:

- Ms. Katherine Wessling asked for the percentage of teacher positions filled annually.
- Ms. Katherine Wessling asked if the district has been able to fill more positions because fewer teachers are needed because the district continues to lose students, or if the district can say that this program has had a specific impact.
- Superintendent Kelvin Adams commented that the district does have to make adjustments due to enrollment, but the adjustments have been less than what has historically occurred. It may be a combination of both, but impact was made in areas with historical need: Special Education, Physical Education, Art, and Music. Principals are now working aggressively to retain staff, because the year-to-year turnover is still problematic. At this point, the district has 64 vacancies, while last year at this time there were over 100 vacancies.
- Ms. Katherine Wessling offered congratulations on these efforts.
- Vice President Charli Cooksey offered congratulations on the opening of the staff recruitment office and on the work achieved in the past two years.
- Vice President Charli Cooksey asked how large the staff recruitment team is.
- Director Anna Westlund answered that the team was comprised of three members.
- Vice President Charli Cooksey asked what the process is for the transitioning of hiring data to the team that supports teachers, so that the Academic Instructional Coach, the Principal, and others who support teachers could see how those teachers performed in the

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hiring process and identify strengths and gaps that could be leveraged for ongoing development.

- Superintendent Kelvin Adams commented that all brand new teachers receive a mentor teacher and enter the mentoring program of the St. Louis Plan through Dr. Wanda Clay's office. There is also a constant conversation between the Academics and Human Resources departments, where notes and feedback are shared and some correlations are being examined.
- Director Anna Westlund commented that when the district interviews candidates, detailed notes are kept that are available to principals as they make hiring decisions.
- Vice President Charli Cooksey asked if the district maintains a dashboard that tracks participation in district pipelines, the percentage of those participants that are hired, the percentage of those hired that are retained, and the correlation of those retained with success rates in the classroom. If it does not exist, what would it take to make it happen, and if it does exist, how can the Board gain access to this dashboard?
- Superintendent Kelvin Adams commented that the Board can make request for specific data.
- Director Anna Westlund commented that the district tracks pipeline retention, but not through an overall dashboard.
- Ms. Donna Jones commented on her concerns with the large number of recruitment needed every year. On the state Board website, the more successful school districts had teachers with many years of experience, and the lower-performing districts had teachers with fewer years of experience. Does the district consider years of experience when selecting teachers for lower performing schools, as this trend exists even within St. Louis Public Schools?
- Director Anna Westlund commented that the district looks at years of experience when recruiting, and that the lowest-performing schools get first hiring preference through the pre-hire cohort hiring process.
- Superintendent Kelvin Adams commented that the district does have a high turnover rate, partly due to the urban context. Retention is critical, as the cost of hiring a teacher is about \$1,000 per teacher including advertising, onboarding, etc. The district surveys teachers who leave, and can provide the Board with data on why teachers leave. The district is working to remedy those issues.
- President Dorothy Rohde Collins asked if the district keeps records on the percentage of candidates that are offered jobs but that choose to go elsewhere, and on where they go instead of the district.
- Director Anna Westlund commented that the district does not capture that exact percentage since we cannot require candidates to explain why they decline, but that when the district can capture that information it does collect it.

7b. SUPERINTENDENT'S REPORT: MAGNET SCHOOL UPDATE

Superintendent Kelvin Adams presented an update related to the Magnet School Update, which will be presented to the Special Administrative Board at the April 18, 2019 SAB meeting. Topics included:

- Projected Magnet and Choice Schools Enrollment Status
- Online Application and 2 Pool Lottery System
- 2019-2020 School Year Wait List Requests and Open Seats

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➤ Next Steps

A discussion took place between the Board and the Superintendent on the presentation:

- Ms. Katherine Wessling asked what active outreach is being done to encourage parents to select other schools.
- Superintendent Kelvin Adams commented that the district engages in aggressive active outreach. The district asked Mr. Patrick Wallace to return to the district to aggressively recruit students alongside Director of Gifted and Talented Kip Warr and the district's recruitment team. That team contacts students one-on-one. The district contacts students on the wait list and also who have previously left the district. A confidential document tracking related data can be provided to the Board.
- Vice President Charli Cooksey asked if the district knows what percentage of students who are waitlisted and do not get in remain in the district.
- Superintendent Kelvin Adams commented that students who are in the district and are waiting to take the gifted test are in a different category from students who are on the waitlist for the first time. The district does track all of this data, and looks at it on a regular basis. In the transition from eighth grade to high school, there are about 100 students that have applied that we have not accepted. Last year, there were about 250 students in that same situation that did not remain in the district, and the district is always considering how it can improve that capture rate
- Vice President Charli Cooksey asked if, considering the number of students waitlisted and not able to get accepted, it would be worth considering opening a new school that provides similar opportunities.
- Superintendent Kelvin Adams commented that the district has not looked at new schools, but has looked at increasing slots at certain schools on a case by case basis. The last new school the district opened was at Columbia three years ago. Overall, the numbers are not large enough for that to occur.

8a. SAB CONSENT AGENDA FROM APRIL 18, 2019

On a motion by Dr. Joyce Roberts and seconded by Ms. Susan Jones, the Board voted to approve Special Administrative Board consent agenda items 04-18-19-01 through 04-18-19-57 on the following roll call vote:

AYE: Charli Cooksey, Donna Jones, Susan Jones, Joyce Roberts, Dorothy Rohde Collins

ABSTAIN: Katherine Wessling

The motion passed.

9a. UNFINISHED BUSINESS: TRANSITION/ TRAINING UPDATE

President Dorothy Rohde Collins commented on the following:

- There are two upcoming opportunities through the Missouri School Boards' Association (MSBA) for the Board. President Dorothy Rohde Collins will send an email to gather input on which Board members will be participating in each and would like to be registered.

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- The MSBA Spring Regional Meeting will take place in the evening of May 1, 2019, in University City, Missouri. Dinner will be provided. President Dorothy Rohde Collins and Ms. Donna Jones attended this meeting last year. Legislative updates will be a part of the meeting.
- The MSBA Leadership Summit will take place from June 7, 2019 through June 9, 2019, in St. Charles, Missouri. President Dorothy Rohde Collins has not attended this session in the past, but Secretary Natalie Vowell has attended in the past. President Dorothy Rohde Collins has found all MSBA conferences and workshops to be beneficial.
- MSBA will facilitate a one-day Board retreat on July 13, 2019 with the Elected Board and the Superintendent following the onboarding of new Board members from the recent election, and also following officer elections in June.
- The Board of the Missouri Department of Elementary and Secondary Education (DESE) will meet in St. Louis on April 15, 2019 and April 16, 2019. On April 15, they will engage in school tours in the area, and will have a regular Board meeting on April 16 to be held at the Westin at 811 Spruce St.
- An agenda item is Board governance in St. Louis, with the expectation of discussion and possible vote. It is a public meeting and starts at 8:30 a.m., with the governance item expected to be addressed at 10:00 a.m. The meeting will also be live-streamed through the State Board of Education's website.
- The related public presentation that Commissioner Margie Van Deven is expected to present can be found on the State Board of Education's website.
- The Elected Board's Work Session that is scheduled for April 23, 2019 will be moved to the district's central office and will be converted to a Regular Business Meeting. At 6:00 p.m., new Board members will be sworn in, and the meeting will be an opportunity for the Board to reflect on any announcement from DESE.

9b. UNFINISHED BUSINESS: BOARD NORMS DISCUSSION AND APPROVAL

The following discussion took place on the draft Board Norms:

- Dr. Joyce Roberts made a motion to amend bullet three under "Communications" to state "24 hours" instead of "72 hours."
- President Dorothy Rohde Collins commented that the Board built consensus in the previous Board Work Session, where the agreement was for "72 hours" at that time.
- Ms. Susan Jones commented that, if it were to be changed to "24 hours", it would have to make it clear that those were 24 business hours.
- Vice President Charli Cooksey commented that this will remain a living document. For example, Vice President Charli Cooksey commented on how an additional Norm could also be how the Board leverages data to make decisions, and how standing data priorities and data sets could support the Board with key decisions. Vice President Charli Cooksey commented that there was no recommendation regarding this additional Norm for today, but that it would be worth considering the addition of a Norm on how data will be leveraged, which could be tied to bullet three under "Decision-making".

President Dorothy Rohde Collins commented on the following:

- A draft set of Norms for the Board are in the folders of all Board Members.
- The Board started drafting these Norms during the Missouri School Boards' Association trainings in the fall.

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- The Board reviewed the draft Norms in January of 2019 at a Board Work Session and updated them.
- All Board Members had the opportunity to submit input and suggestions.
- This document is the final draft. However, the Board Norms document is a living document. Even if it is adopted tonight, it is not set in stone.
- President Dorothy Rohde Collins proposes that the Board revisit these Norms no later than December of 2019 for any adaptations. They can be adopted as a working draft for the next six months, or could be edited as early as the Board's summer strategic retreat.

On a motion by Vice President Charli Cooksey and seconded by Ms. Susan Jones, the Board voted to accept the St. Louis Board of Education Norms on the following roll call vote:

AYE: Charli Cooksey, Donna Jones, Susan Jones, Dorothy Rohde Collins, Katherine Wessling

ABSTAIN: Joyce Roberts

The motion passed.

10a. BOARD MEMBER REPORTS

Dr. Joyce Roberts presented the following Board Member report:

- Very important to stay engaged in the community, look to fellow board members for direction, to superintendent and leadership team, meet with me for onboarding, data curriculum and the like.
- Dr. Joyce Roberts met with the Parent Action Committee, the members of which are eager to work with the Elected Board.
- Dr. Joyce Roberts reached out to local legislators and aldermen.
- Dr. Joyce Roberts attended an event at Dunbar Elementary School.
- Dr. Joyce Roberts was invited to Innovative Concept Academy, where she met with native St. Louisan Sylvester Williams, who was a tight end for Miami dolphins. Mr. Williams made a donation to school.
- Dr. Joyce Roberts attended a forum on the Educating of Black Boys. Also present was incoming Board Member Adam Layne
- Vice President Charli Cooksey and Dr. Joyce Roberts attended a forum on youth and on undoing institutional racism, hosted by the American Friends Service Committee.
- Vice President Charli Cooksey commented that the forum was part of an alternative spring break trip, where students learned about institutional racism, developed solutions, and made a proposal for the Elected Board to consider.
- Dr. Joyce Roberts visited the Little Bit Foundation and the sheltered workshop at O'Fallon Tech. Dr. Joyce Roberts offered her congratulations to the staff there on the work they are doing with students with autism.

Vice President Charli Cooksey presented the following Board Member report:

- It has been a pleasure serving on the Board with each member of the Board, whether that be for four years or for a few months.

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- Vice President Charli Cooksey commented that she has learned so much, and has been challenged in impactful ways.
- Vice President Charli Cooksey thanked fellow Board Members for their contributions, their belief in students, and their unwavering commitment.
- Even though the Elected Board is without the responsibilities of governance, all members are fully engaged and put their hearts and brilliant minds to this work.
- Vice President Charli Cooksey congratulated the Board in advance for the pending return of governance, which is well deserved. The students of the City of St. Louis will be better because of the service of the Board Members as leaders.
- Vice President Charli Cooksey offered thanks for the opportunity to serve. She also offered thanks to Superintendent Kelvin Adams for his leadership, and to the district staff for all that they do and for their hard work.

Ms. Susan Jones presented the following Board Member report:

- Ms. Susan Jones attended an informative meeting at Dunbar Elementary School, where community groups were coming together to invite leadership to be a part of the conversation. Their main interests were with schools staying open and with those schools having the resources they need. Ms. Susan Jones commented that the meeting was empowering, and that she plans to bring back lessons learned to her community.
- Ms. Susan Jones thanked Vice President Charli Cooksey and Ms. Katherine Wessling. Ms. Susan Jones commented that serving together with them had been an honor and a learning experience, and she hopes they continue to stay a part of the conversation.

Ms. Katherine Wessling presented the following Board Member report:

- Twelve years is a long time to serve on the Board, and she had the opportunity to serve with a lot of wonderful Board Members.
- Although there have been many good iterations of the Elected Board, if there was one iteration with which she could have more time she would want it to be the current Board.
- Ms. Katherine Wessling commented that she was leaving everything in very good hands, and charged the Board to take good care of the new Board Members.
- Ms. Katherine Wessling thanked the Board for letting her serve with them.

Ms. Donna Jones presented the following Board Member report:

- Thank you to Ms. Katherine Wessling and Vice President Charli Cooksey.
- Ms. Donna Jones commented that this has been one of the best Boards she has been on.
- Ms. Donna Jones commented on her appreciation of the outgoing Board Members, and offered thanks for the Members' time to make Saint Louis Public Schools the best district it can be.

Dr. Joyce Roberts presented the additional Board Member report:

- The Board is in the process of putting together an onboarding manual.
- Dr. Joyce Roberts extended an offer to new members for additional candid conversations.

10b. BOARD PRESIDENT'S REPORT

President Dorothy Rohde Collins presented the following Board President report:

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- Based on unofficial results, two new Board Members, Adam Layne and Tracee Miller, were elected to the Elected Board of Education of the City of St. Louis. The Board looks forward to working with them.
- There are two outgoing Board Members.
- Ms. Katherine Wessling was first elected in 2007, and served three terms on the Board. Ms. Katherine Wessling brought with her vast experience as a parent and community member, and will hopefully continue with advocacy work alongside the Board for many years. President Dorothy Rohde Collins learned a lot from Ms. Katherine Wessling, looking to her to be a voice of logic, reason, and sound decision-making. Her departure will be a loss to President Dorothy Rohde Collins.
- Vice President Charli Cooksey was first elected in 2015, and served one term on the Board. Vice President Charli Cooksey always pushed the Board to look at the big picture. She is a systems thinker, with a high-level view of everything. She is always asking who is at the table with the Board, who should be at the table, and what can the Board do to be as inclusive as possible. She built strong relationships for the Board. Her departure is a great loss as well.
- The Board has learned a lot from both Ms. Katherine Wessling and Vice President Dorothy Rohde Collins, and hopefully their paths will continue to cross.

11. ADJOURNMENT

There being no further business, upon a motion by Dr. Joyce Roberts and seconded by Ms. Susan Jones, the meeting was adjourned at 7:33 p.m. on the following roll call vote:

AYE: Charli Cooksey, Donna Jones, Susan Jones, Joyce Roberts, Dorothy Rohde Collins, Katherine Wessling

The motion carried.

ATTESTED BY:



NATALIE VOWELL