



**REGULAR BOARD MEETING**

**City Council Chambers**

**14400 Dix Toledo, Southgate, MI 48195**

**BOARD OF  
EDUCATION**

PRESIDENT

REBECCA REED

**DATE: November 10, 2015**

VICE PRESIDENT

PAUL C. KNOTT

**TIME: 7:00 P.M.**

SECRETARY

DR. DARLENE L. POMPONIO

**BOARD MEMBERS PRESENT:** Craig, Freitas, Hayhurst, Knott, Kremer, Reed

TREASURER

W. KIRK HAYHURST

**BOARD MEMBERS EXCUSED:** Pomponio

TRUSTEES

JASON CRAIG  
NEIL J. FREITAS  
MARK KREMER

**ADMINISTRATION PRESENT:** Hainrihar, McLachlan, Pastor

**ADMINISTRATION EXCUSED:**

The pledge of allegiance was recited.  
Ms. Reed read the District Mission and Vision Statements.

**ADMINISTRATION**

SUPERINTENDENT

LESLIE HAINRIHAR

**REVISIONS/APPROVAL OF AGENDA**

2015/16-51 It was moved by Mr. Knott, supported by Mr. Hayhurst  
the board approve the November 10, 2015 Regular Board of  
meeting agenda.

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

**YES:** Craig, Freitas, Hayhurst, Knott, Kremer, Reed  
**NO:**

CURRICULUM/FEDERAL  
PROGRAMS DIRECTOR

JILL PASTOR

**CITIZENS COMMENTS ON DISCUSSION OR ACTION ITEMS**

None

**PRESENTATIONS**

HUMAN RESOURCES  
DIRECTOR  
MARY HILDEBRANDT

Maintenance Facilities and Grounds Update-Nate Lay Director of Facilities and  
Grounds reviewed the repairs and maintenance district wide. During the summer  
the buildings had repairs made on sinks, faucets, drains and fixtures. Roof top  
units were cleaned, oiled and had belts replaced. Exterior and interior doors  
were adjusted to improve their function. Lockers throughout the district were  
inspected and repairs made. Rooms were prepared at the Beacon Center for  
Southgate Transitions Program. Extensive maintenance was performed on the  
grounds equipment, everything is up and running properly. Yard waste from around  
the district has been cleaned up, 8 dumpsters were filled. There have been  
changes with the GCA staff, the previous ground crew has been removed and a new  
group has been hired. They have been trained and expectations have been set and  
employees are meeting our goals on a daily basis.

He reviewed the major repairs and replacements we are facing in each of our buildings, some of those include; compressors at AHS, kitchen warmers and freezers need replacing, new boilers at Grogan, Fordline, DMS, Shelters and Allen, and work on bleachers at AHS and DMS.

Mr. Knott asked if most of the repairs and replacements will be addressed with the bond. Ms. Hainrihar stated the majority of this will be. Mr. Knott asked Mr. Lay how we were set for the upcoming winter months. Mr. Lay said the trucks have the plows and salt spreaders installed already and he is working with Kevin Anderson from the City of Southgate to start having salt delivered to the Heintzen building for indoor storage. That way we are not waiting for the city to open up, we can work more efficiently loading our trucks right at the Southgate Schools' Garage and keep it moving.

Mr. Craig inquired as to the amount of salt we go through. Mr. Lay stated during a rough winter we have gone through 100 yards of salt. Mr. Craig asked who was winterizing the water lines at the fields, as they should not be breaking if that is being done properly. Mr. Lay stated he installed drains at AHS for those lines, but there is a migration of water occurring that is still causing issues.

Ms. Hainrihar commended Mr. Lay on his diligence in oversight of GCA. This has helped the district move forward in raising our expectations. He continued to press for improved expectations and results and it is paying off. Our grounds and custodial services have greatly improved and she thanked him for his efforts.

Southgate Transitions Program-Wanda Alvarado-Rodriguez, Assistant Director of Special Education for Southgate Schools and Transitions Supervisor. Transitions is a post-secondary education program that provides academic, pre-vocational and social/emotional skills. The students in the program have a dual diagnosis of Cognitive Impaired and Emotional Impairment. The ages range from 18 to 26.

Transitions is Act 18 Wayne RESA funded program. RESA provides specific criteria for funding all the staff, building space and cost related to housing the program. This program is a Center Based Program that serves all of Wayne County with the exception of Detroit resident students', Detroit has their own Transitions program.

From 1994 until June 2015 the program was house in the Northline Plaza in a store-front unit. On June 11, 2015 the program was relocated to the Gerisch Building. Two classrooms were remodeled to provide more space for the students in a better facility with access to resources that help them work on their skills.

Transitions goals are: To improve student skills in the areas of; personal attributes, self-awareness, self-management, appropriate behavior and conversational skills. Life skills; improve student skills in the areas of; self-care, housekeeping, personal information, health, math, reading and writing.

Evidence of Progress-As a result of the students volunteering at job sites we have had students interview for permanent jobs. Graduating students continued employment with the assistance of agencies such as ARKAY. They are involved with the Asher food pantry and garden as well as Goodwill in Woodhaven and the YMCA. Students at AHS in Building Trades mentor Transitions students.

Transitions has developed new partnerships with Michigan Works, Home Goods, and Tried and True Too for the 2015/16 year.

Changes for 2016/17 school year; improve student's attendance, place more students at different job sites and connect student and guardians with community agencies.

Ms. Alvarado-Rodriguez introduced Pat Hardin and Blake Browe, teachers at Transitions. Ms. Hardin is the Math teacher and co-teaches the health class. Her students participate in basketball, bowling and creation of crafts. The crafts reinforce the skills taught; helping others, math skills. One craft was a candy jar, once made they researched where to buy candy, what kind of candy to place in the jars. Mr. Browe takes the students to Building Trades at AHS. Students have varying abilities; they choose appropriate projects and pair them up with a mentor student. The interaction between the students is very rewarding. His students walk out of the class with something in their hands that they actually completed. His goal for the students in this program is for them to come away from Transitions with a job.

Ms. Alvarado-Rodriguez stated this program links our students back to the community, giving them skills to be a part of the work force.

Ms. Reed asked about the referral. Ms. Alvarado-Rodriguez said the referral comes from the student's home district. They have an IEP and a dual diagnosis. Sometimes they are working with an agency, they develop an IEP. It's a plan with specific goals. Students can stay until they are 26 but they don't have to stay that long.

Mr. Hayhurst asked what number of students can be served. Ms. Alvarado-Rodriguez said they can have a maximum of 16 students. Currently there are 10 students and they are working on increasing that number.

Ms. Hainrihar stated that one of the most important changes was getting Transitions into the Beacon Building. The resources, support, professional development are all the same. The staff feels more a part of Southgate Schools.

## **DISCUSSION**

Finance-Ms. McLachlan thanked the voters for their support of the bond proposal, it passed by a two to one margin. She will have more to update on the bond project at the next meeting.

The board received the final copies of the audit report and the results are on the website.

Curriculum-Ms. Pastor shared a power point with the Board that was presented to staff during Professional Development on Nov. 3, 2015. She quoted from "In Praise of American Educators" a book written by Dr. Richard DuFour-"No generation of American educators has ever accomplished what our teachers and administrators are achieving today."

She compared graduation rates showing an increase from 85% in 2009 to 92% in the 2013/14 school year at AHS. More students are participating and succeeding in more rigorous curriculum. From 2014 to 2015 the percentage of students with scores of 3 and above in AP test results, has gone from 58% to 73%. The National Assessment of Educational Progress is showing students of all racial and ethnic groups are reading better today than in 1992. 4<sup>th</sup> graders scoring below basic in math, has dropped from 50% in 1990 to 18% in 2011. 8<sup>th</sup> grade students below basic, has dropped from 48% to 27%.

She compared our ranking with neighboring districts and reviewed the Parent Perception/Student Perception Survey results. Overall good news for Southgate Schools.

Mr. Knott and Mr. Freitas inquired about the perception survey data. Ms. Pastor said they looked at the data from K-5 and 6-12, not by building so as not to pit one building against another. Ms. Hainrihar stated that Central Office staff does review by building. One of the things that changed with the new evaluation laws is that part of an administrator's annual evaluation does include perception data. The results are talked about with the administrators and then the areas that need improvement are focused on in the administrator's goals for the year.

Ms. Hainrihar said the perception survey questions were altered this year. Last year was a "baseline" and comparisons are being made. The changes will be monitored to see if the changes are due to programming or a new group of kids.

Superintendent-Ms. Hainrihar thanked everyone that worked toward the passage of the bond. The bonds will be sold first and it will most likely be February before money is available from those bonds. A dashboard of information will be developed and found on the website and it will be updated frequently.

A new system for evaluation for instructional staff is being worked on. We are now looking at an academic growth model instead of a static academic achievement model. We will be better equipped to look at the improvement of each student; where did they start, what is a target goal for their academic growth and how far where they able to progress during the year. We are using multiple measures, a common language, with a lot of assistance to each other.

District administrators have team meetings in buildings throughout the district. Working as a team; using a common language, assisting each other. They observe teachers and practice how to give positive feedback and how to assist teachers with improving their instructional strategies. She is surprised at the amount of progress we are making with instructional expertise in one year. We are gaining speed and the entire district needs to be congratulated for their hard work and diligence for making much needed and much appreciated improvements in the district.

## **CONSENT**

2015/16-52 It was moved by Mr. Knott supported by Mr. Hayhurst, the board approve the October 20, 2015 Regular Board Meeting minutes.

YES: Craig, Freitas, Hayhurst, Knott, Kremer, Reed  
NO:

2015/16-53 It was moved by Mr. Knott supported by Mr. Hayhurst, the board approve the disbursements for October 2015.

YES: Craig, Freitas, Hayhurst, Knott, Kremer, Reed  
NO:

2015/16-54 It was moved by Mr. Knott supported by Mr. Hayhurst, the board approve the HR Updates as presented.

YES: Craig, Freitas, Hayhurst, Knott, Kremer, Reed

## **ACTION**

No Action Items

## **EMPLOYEE REPRESENTATIVES**

None

## **CITIZENS COMMENTS**

None

## INFORMATION AND ANNOUNCEMENTS

### ADJOURNMENT

Mr. Knott met with parents from Grogan PTO and the feedback from parents about the bond was positive. The feeling was the project was going to take years to complete and parents were surprised to learn the project would be complete by 2018.

Ms. Reed announced the parent meeting for Guard and Percussion Winter programs will be Thursday 11/12 at 7:00 p.m. She congratulated the drama club members who participated with the Haunted Auditorium, it was a success.

Mr. Hayhurst updated the board about education finances. He spoke from a Detroit News report: A new report indicates that the state of Michigan granted \$1.7 million federal fund to public charter schools that failed to open, according to the Detroit News.

The Michigan Department of Education was responsible for releasing federal grants to prospective charter schools. After the 2011-2012 school year, when 25 "ghost schools" didn't materialize, the U.S. Department of Education recommended the state tighten standards for the grants.

The state complied with that request and said it granted no funds to ghost schools in 2013-14 or 2014-15. A spokesman said charter schools face a number of barriers to opening and that the state audits all grant recipients.

### Work Session Minutes:

2. Len Rezmerski provided the Board with a quick review of the three sources of board authority and legal responsibility and provided resources. He reviewed committee structures and provided sample documents. The Board asked that a work session be included at the next meeting to discuss formation of a committee to consider development of a district vision for the sale of vacant properties and/or buildings.
3. The Board requested that the NJHS advisor provide additional information on a proposed overnight, out of state, field trip. Ms. Hainrihar will put this on the work agenda for next meeting.
4. President Reed will email guidelines to Ms. Hainrihar regarding student representatives to the Board. Ms. Hainrihar will forward that information to Anderson and Asher. The Board asked Ms. Hainrihar to devise a schedule of "guest" reps from Beacon and DMS.
5. Elaine Kuttner, Cambridge Concord Associates, will meet with remaining member of the Strategic Planning Team to assist our review and revision of the Strategic Plan. Elaine will again provide this consultation work pro bono; we will only be invoiced for travel expenses.
6. Theresa McLachlan reviewed the steps for the sale of the bonds and the letter of engagement to hire Plant Moran CRESSA (PMC) as the owner's representative. Ms. McLachlan and Ms. Hainrihar are recommending PMC for the bond program. Trustee Craig questioned the payment schedule and mileage reimbursement. Ms. McLachlan will discuss changes to payment schedule with PMC. Ms. Hainrihar stated she was comfortable with mileage reimbursement. The district will provide oversight on this expense.

---

Dr. Darlene Pomponio-Secretary  
Board of Education







