



PUBLIC NOTICE
Regular Meeting of the
Board of Directors of Citizens of the World Kansas City

Location: via Zoom
Zoom Link: <https://zoom.us/j/91990824876>

Join by Phone:
(301) 715-8592 | Meeting ID: 919 9082 4876

Date: Thursday, July 23rd, 2020, 5:30pm

Proposed Agenda

1. Call to Order

Mr. Norris called the meeting to order at 5:39 p.m.

Mr. Norris welcomed the members of the public in attendance and gave an overview of the meeting order.

2. Roll Call by Board Chair

Mr. Norris proceeded with roll call.

Present:

Ms. Tonia Gilbert
Mr. Jacob Littrell
Mr. Jim MacDonald
Mr. Miguel Meneses
Mr. Luke Norris
Ms. Maria Salcedo
Mrs. Johna Sutton

Absent:

Mr. Derrick Nelson
Mr. Jeff Phillips

Mr. Norris determined that with 7 of 9 Board Members present, a quorum is established for purposes of holding the meeting and voting.

3. Review & Consideration of Proposed Agenda

Mr. Norris requested that Items #8 (Executive Director's Report) be moved forward to first line of business (to Item #5).

Mr. Littrell moved to approve the agenda as modified and Mrs. Sutton provided a second to the motion. The motion was unanimously approved with none abstaining.

4. Public Comments

*Note: Individuals from the public will be provided up to 3 minutes to provide comments. **If you would like to request to make a public comment, please add your name in the chat section of Zoom;** the Board Chair will invite individuals by name and in order to provide comment.*

Mr. Norris introduced himself, thanked the public on the call, and provided an overview of the public comment process and guidelines. Mr. Norris then invited public comment.

Ms. Gronquist-Blodgett (parent of 2 students) acknowledged the difficulty of the situation, shared she has had a positive experience with leadership and staff, and gave encouragement to the school.

Ms. Behrens (parent of 2 students last year) shared that she would like to see how IEP needs will be met this next year.

A parent of two incoming students spoke in support of virtual learning.

Ms. Bond (parent of 1 student) expressed frustration at the feeling that Middle School is not a priority and underscored also making special education a priority.

Mr. Byrd (parent of incoming Kindergartener) encouraged the consideration of students most in need, younger students, and ELL students. He spoke in support of an "agile phased reopen" in order to scale up to the full school.

Ms. Ellis-Johnson: encouraged Board to make a solid, yet flexible decision.

5. Executive Director's Report (Mr. Jon Hile)

Mr. Norris underscored that the Board's role tonight is to receive, react to, and question a proposed plan from school leadership. As such, the Board appreciates the work school leadership has put in to create this plan regarding policy decisions on when and how the school reopens. Mr. Norris further shared that he has requested Mr. Hile to host another parent town hall to specifically discuss curriculum/distance learning.

a. Review & Consideration of Re-Opening Plan

Mr. Hile began his presentation by stating that there is no perfect choice. He shared context that this week, there has been a large shift in the Kansas City educational landscape in that indications are that KCPS and Charters will start in a virtual environment and/or alter their calendars.

His goal today is to create a system for decision-making for the year – not just making a one-time decision. This system will then allow for ongoing situational assessment and planning time to move between phases.

Mr. Hile is operating from the assumption that the school will be back in-person at some point in the first semester. He then gave an overview of the decision process thus far, including feedback collection from staff and parents.

Special Education leadership and team will work with families to ensure the school's plan for each student meets their plan goals and they will continue to work with and include Special Education families to create individual plans.

The Middle School is waiting on Academie Lafayette to refine and share their operational details. However, Citizens' academics and Learning Fellowship will be taught "live" on a block schedule 4 days per week; the middle school will have weekly art, music, and PE; and electives are confirmed and continually added.

Mr. Hile gave a recap of the feedback process that has been open throughout the summer – and the results – for both parents and staff.

Mr. Hile gave an overview of the community health consideration data points that school leadership is closely monitoring. First, the positive test rate in KCMO (>5% is concerning) – today's is 5.38% and rising. The second data point is newly reported cases by week: currently all 3 time periods (prior 7 days, 14 days, and 28 days) have been rising.

Mr. Hile gave an overview of school finance considerations. First, the school's ADA will be impacted. The FY21 budget is built on 91% attendance; an 11% decrease (to 80%) is a (-\$483,557) hit. Mr. Hile specifically highlighted this as an example of charter school inequity; traditional school districts escape this risk because they are allowed to use either of the preceding 2 school years' ADA in the event they realize an unexpected dip in ADA (as the school has risk to see this year); charter schools are excluded from utilizing this option. Even if Citizens could use it, utilizing last year's ADA number (385) would not take into account the two new grades' (5th and 7th) worth of student growth. He is advocating to allow growing charter schools the flexibility to apply last year's attendance rate to current year's enrollment number to factor ADA for funding purposes.

Secondly, when operating in a virtual learning environment, DESE will fund schools on a different model. During the spring closure period, DESE waived this model and continued to provide schools payments as if schools were operating in person – DESE has stated this waiver will not continue. Instead, the virtual learning funding model is based on course completion: students who complete all coursework will be funded at a 94% ADA rate, some coursework will be funded at a 47% rate and no coursework will be funded at a 0% rate. Assuming 80% of students complete all work, 10% complete some, and 10% complete none, Citizens will see a funding shortfall of (-\$423,000).

Mr. Hile also shared additional risk at the state funding level with potential additional payment withholdings. On the flipside, there is the potential for covid-related relief bills at the federal and state levels that may provide funding injections.

Mr. Hile then presented the policies/procedures that the school is putting in place for this upcoming year.

- Personal health – including wellness checks, temperature screening, policies regarding when a sick child can return to school, and when CWC will consider closing and then re-opening the entire school.
- Operations – including building routines, after-school care, start times, individual safety, and cleaning procedures.
- Staff benefit – including all requested PPE provided, every effort to accommodate medical conditions, extended covid-related PTO policies, and increased benefit offerings,

Mr. Hile then presented the proposed Stages of a Phased Reopening for 2020-2021 as an ongoing decision-making structure, with the following 4 phases:

- Full Remote – parents will retain the option to select this option regardless of what future phase CWCKC might be in.
- Remote Plus
- Hybrid Reopen
- Limited Reopen

Mr. Hile provided an overview of the workings of “Full Remote,” from a parent/student perspective and a teacher/staff perspective. The school would go into this phase when the positive test rate in KCMO is greater than 5% and new cases in the community are not declining. Full Remote does not require an attendance accommodation from DESE and does not require an assurance of receiving additional federal funding.

Mr. Hile next provided an overview of the workings of “Remote Plus” where the learning environment is the same, but the school building can begin to be utilized in an increased capacity for Special Education, Social Services, and Health. The school would go into this phase when the positive test rate in KCMO is less than 5% and new cases in the community have declined for 14 days. Remote Plus does not require an attendance accommodation from DESE but does require an assurance of receiving additional federal funding. The school would move into this phase slowly by gauging comfort level and putting routines and processes in place.

Mr. Hile then provided an overview of the workings of a “Hybrid Reopen” where students are able to return to school in A/B cohorts (2 days/week each) with significant restrictions. The school would move forward into this phase when the positive test rate in KCMO is less than 4.5% and new cases in the community have declined for 21 days. Hybrid requires both an attendance accommodation from DESE and an assurance of receiving additional federal funding.

Mr. Hile lastly provided an overview of the workings of “Limited Reopen” where all students are able to return to school, but with significant restrictions. School would be in session 4 days per week with Wednesdays reserved as a workday for teachers and all students would be in virtual instruction (although can be adjusted as conditions warrant). All health and wellness protocols would remain in effect in the building and some operational changes and shifts would remain in effect. Restrictions on class sizes and in-person specials classes could potentially relax as well. “Limited Reopen” we would go into this phase when the positive test rate in KCMO is less than 3.5% and new cases in the community have declined for 28 days. A Limited Reopen requires both an attendance accommodation from DESE and an assurance of receiving additional federal funding.

The goal in this proposal is to make decisions that:

- Prevent constant swings between in-person and virtual learning.
- Allow parents to make plans for longer than week-to-week, but still allow multiple opportunities for school to change phases based on community conditions.
- Allow staff ample time to prepare for changes in phases.

Therefore, the following decision dates for the resulting periods are proposed:

- Decision on July 30 for August 24 – October 2.
- Decision on September 17 for October 5 – November 13
- Decision on October 29 for November 16 – December 31
- Decision on December 10 for January 1 – February 5
- Decision on January 21 for February 8 – March 26
- Decision on March 11 for April 5 – May 25

Mr. Hile concluded with a recommendation to the Board that the Board:

1. Approve the decision-making system and cadence as outlined.
2. Confirm that, due to the virus spread and growing positive test rates, Citizens will open in "Remote Learning" and stay there through the first period (through 10/2/2020).
3. Pending case growth and decreasing community test rates, the Board provide school leadership with the ability and option to move into "Remote Plus" prior to October 2nd if the established community health thresholds are met.

Mr. Hile & Mr. Norris opened the floor for Board discussion.

Mr. MacDonald asked clarifying questions about after-school care; Mr. Hile replied.

Mr. Norris asked what the phased plan programmatically means for how teachers interact with students. Mr. Hile replied that once approved, staff will dive into that.

Mr. Norris asked if the Board can we only make decisions on those decision dates? Mr. Hile answered that the school can go into a more restrictive environment at any time without advance notice, but will only move to a less restrictive environment on the proposed schedule.

Mr. MacDonald asked a clarifying question on virtual funding; Mr. Hile answered.

Mr. MacDonald noted that he is disappointed with the disproportionate treatment of charter schools. Mr. Hile gave background on DESE's interpretation of state statute and the conversations currently happening.

Mr. Norris asked if the school will always move sequentially, or will the school have the ability to leapfrog? Mr. Hile answered that the school would have the ability to leapfrog, but cautioned that an incremental, stairstep approach would enable routines and processes to be implemented and refined on a small scale.

Mr. Meneses asked a question about employee benefits; Mr. Hile replied that he plans to present benefit details at the August Board meeting.

Mr. MacDonald asked a question about meals/food distribution; Mr. Hile confirmed that school staff is working on a plan.

Mr. Norris asked a question about technology investment; Mr. Hile gave details regarding the school's Chromebook, hardware, and hotspot investments.

Mr. Norris asked a question about summer institute; will there be a change in Summer Institute Professional Development to focus on supporting and training teachers on virtual learning? Mr. Hile confirmed that school leadership is adding sessions on high-quality remote teaching, in addition to sessions on refining math and ELA teaching. There will be clear expectations on what faculty will be expected to do to ensure this is a high-quality experience. Also, sessions will be focused on student culture as well as training on the software platforms required in a virtual environment.

Mr. Norris summarized that the Board has received a proposed plan focused on community health indicators on how the school building is reopened and progressively stair-step into a "Limited Reopening." The decision cadence is 6 times during the year and will start in "Fully Remote." Discussion during the next ten weeks would include ACE and Special Education support.

Mr. Norris asked for a motion to endorse this plan focused on a 4-phased approach to reopening grounded in community health and financial indicators, with the acknowledgement that the Board will revisit three times per semester and make decision based on those indicators; additionally there would be an allowance for leadership to move to Remote+ at their discretion earlier (given community health indicators); Ms. Gilbert provided a second.

Mr. MacDonald asked further questions about the threshold metrics; Mr. Hile answered.

Mr. MacDonald gave further discussion about concerns about voting now and the adverse impact remote learning would have on families; there was a broader discussion about voting timing.

Mr. Norris concluded that the Board is proud that the school is restarting educating students on August 24th and not waiting later. Given that, and the need for parents to know, staff to plan, and operational decisions need to be made; the motion to vote therefore stands. Mr. Littrell called for a vote.

A Roll Call vote was taken as follows:

Ms. Salcedo	Aye
Ms. Gilbert	Aye
Mr. Littrell	Aye
Mrs. Sutton	Aye
Mr. Meneses	Aye
Mr. MacDonald	Abstain
Mr. Norris	Aye

The motion was approved 6-0 with one abstention.

b. Presentation: Student Support/School Culture Changes for 2020-2021

Mr. Hile introduced Mrs. Johanna Chambers, Director of Student Support & School Culture.

Mrs. Chambers reminded Board the school originally adopted the standard MCPSA policies; she has worked over the past year in refining those practices and policies around adult:student interaction and discipline.

Mrs. Chambers shared that "traditional discipline" (rewards and punishment) is not effective; it relies on fear as a motivator and is based on the premise that children must be controlled. It does not make the school feel safer and results in negative outcomes for the child and the community. Exclusionary discipline leads to internalize "bad" behaviors. She acknowledged and welcomed SURJ-KC's call to implement restorative discipline practices.

Mrs. Chambers shared that her revisions center around trauma-informed and healing-centered discipline, with practices such as conflict resolution, medication, and relationship repair. The school's focus on Conscious Discipline and restorative practices will promote consistency during this covid-uncertain time.

Her proposed changes will include:

1. Adapt the language in narrative portions to reflect interventions we are currently learning and implementing, including describing the developmental needs of children.
2. Adjust specific consequences to behaviors to better reflect our relational approach to discipline which includes Conscious Discipline and restorative practices.
3. Clearly define Response to Intervention, Conscious Discipline, trauma-informed practices, and restorative practices.
4. Explicitly state the school's commitment to addressing bias in the context of discipline.

Her next steps will be:

1. Consult with school leaders for feedback
2. Present policy at August Board meeting
3. Work with school leaders to create a plan for staff roll out
4. Develop a plan for involving families in this process

Mr. Hile & Mrs. Chambers opened the floor for Board discussion; there was widespread positive feedback for Mrs. Chambers and an encouragement to involve parents in developing the process.

A Board member asked a question about implementation and training; Mrs. Chambers answered that there will be consistent training and focus throughout this school year.

6. Review & Consideration of minutes from the June 18th, 2020 regular meeting of the Board

The Board did not have any comments regarding the proposed minutes from the June 18th, 2020 Regular Meeting of the Board.

Mr. MacDonald moved to approve the minutes as proposed and Mr. Meneses provided a second. The motion was unanimously approved with none abstaining.

7. Monthly Finance Report (Mr. Jon Hile) a. Finance Committee Report (Mr. Jon Hile)

Mr. Hile shared that the entirety of the known, anticipated state withholding was taken in July; this withholding was in the budget.

Mr. Norris asked if the Board and school leadership needs to begin the process of identifying expense reductions? Mr. Hile replied that he will give the Board an overview of that in the August Board meeting.

Mr. Hile recommended that school leadership, along with the Finance Committee, work with EdOps to ascertain revenue/expense shifts so far this fiscal year and bring a report to the August meeting.

Mr. Meneses moved to approve the check register as proposed and Mr. Littrell provided a second. The motion was unanimously approved with none abstaining.

b. Review & Consideration of Monthly Financials (June 2020), including Check Register

Mr. Hile presented the June check register; the Board had no comments.

Mr. Litrell moved to approve the check register as proposed and Ms. Gilbert provided a second. The motion was unanimously approved with none abstaining.

c. Update on State budget cuts

Mr. Hile confirmed that a budget cut overview was provided earlier in the meeting.

8. Board Business & Committee Reports

a. Fund-Raising Committee (Mr. Luke Norris)

Mr. Norris shared that he is considering adding a family advocacy committee to begin advocating on funding equity.

b. Academic Excellence Committee (Mrs. Johna Sutton)

Mrs. Sutton said that the Academic Excellence Committee did not have a report this month..

c. Diversity Committee (Mr. Miguel Meneses & Mr. Derrick Nelson)

1. Introduction of Diversity-Equity-Inclusion (DEI) Dashboard

Mr. Meneses reminded the Board that the Board approved a recommendation to create a diversity dashboard. That work is in progress and will be presented to the Board starting in August.

d. Governance Committee (Ms. Maria Salcedo)

Ms. Salcedo reported that the Governance Committee is still in process of communicating with CWCS; they are hopeful to have an update within the next few weeks.

9. Executive Director's Report (Mr. Jon Hile)

a. Enrollment Update

Mr. Hile reported that the school currently sits in excess of the budgeted enrollment target for the year – 549 as of today. He cautioned that there is expected higher than normal movement this year as the first day approaches. The team has a continued focus on Middle School enrollment and the

recruiting team has been informed that ~25% of KC students are currently not enrolled anywhere, so continued efforts are being put in.

10. Closed Session

Pursuant to § 610.021 (12) RSMo, the Board of Directors of CWC Kansas City will enter into closed session to discuss matters related to contracts.

Mr. Norris invited Mr. Hile to stay.

Ms. Salcedo moved to go into Closed Session and Mr. Littrell provided a second. The motion was unanimously approved with none abstaining.

11. Return from Closed Session; report on any action taken as required.

12. Adjourn

Ms. Salcedo moved to adjourn and Mr. Meneses provided a second. The motion was unanimously approved with none abstaining. The meeting was adjourned at 8:47 pm.

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