

**ISOA Executive Board Meeting
October 6, 2021
Minutes**

Present

East Lansing Monica Fink
Haslett Cammy Wheeler
Ingham ISD John Wolenberg
Ingham ISD Jason Mellema
Mason Michael Kelly
Okemos Melanie Lynn
Waverly Mary Ann Martin
Waverly Kelly Blake
Williamston Jeff West

Absent

Dansville Mike Kapp
Holt Rob Halgren
Lansing Nino Rodriguez
Leslie May Crowl
Stockbridge Keven Numinen
Webberville Amy Coe

Vice President Jeff West called the meeting to order at 8:05am.

Holt Equity and Access Team (HEAT)

Presenters: Teryn Henderson, Jessica Cotter, Dominic Knighten, Chris Billingslea

HEAT was formed to approach behavior in Holt schools and how that behavior affects students of color. HEAT serves in an advisory role to the district Diversity, Equity, and Inclusion (DEI) initiatives.

Review of HEAT initiatives included: (See attached documents)

Holt Public Schools Strategic Plan Organizational Restructuring

This plan works to infuse 2020-21 HEAT infrastructure with district infrastructure with the goal of making monumental change in HPS based on the Equity-Oriented Strategic Plan (EOSP) designed during the 2020-21 school year.

The Holt Public Schools Equity-Orientated Strategic Plan:

1. HPS will increase the percentage of BIPOC students successfully passing core classes/reaching grade-level proficiency to a place where there is no gap between BIPOC students and any other student group, with a specific focus on math learning.
2. HPS will increase representation of BIPOC in teaching positions equal to 10% by 2024, 20% by 2027, and at least equal to our different student population by 2030. HPS will also be cognizant of representative staffing in all staff groups.
3. HPS will create a safe and welcoming environment for all members of our school community.
4. HPS will decrease referrals, suspensions, and expulsions of our BIPOC students.
5. HPS will provide robust supports for our BIPOC staff. HPS will increase vertical growth for our BIPOC staff, when positions are available, will identify and provide purposeful mentorship to BIPOC staff interested in administrative positions and will hire BIPOC leadership to ensure representation proportional to that of our student body.

Ingham School Officers Association

HEAT 2020-21 Project List

Subcommittees of HEAT are organized by topic.

- Whole group meets once a month
- Project groups meet every two weeks
- Chairs/co-chairs meet once a month

Superintendents' Round Table Update – Kelly Blake, Waverly Community Schools

Superintendent Kelly Blake provided an update from the September Round Table meeting:

- Special Education Funding – Discussion on Early Intervention Services one-time funding
- Update on the Reading Now Network
- Test to Stay – Discussion on the procedure for Test to Stay and how it was working within the districts.
- Substitute Shortage – Discussion on the ongoing substitute teacher shortage and what districts are doing to incentivize people to work as subs.
- Section 25e Agreement – Annual agreement among districts regarding foundation money following the student if they switch districts between count days.
- Snow Days – Discussion on snow day procedures for 2021-22.

District Updates

Mason	Steel Street Elementary is still under construction and will be open next fall. Currently conducting Test to Stay. The athletic director accepted a position with LCC so conducting interviews for a replacement. National Blue Ribbon School award for Alaiedon Elementary. Working on DEI initiatives and communicating the goals of the work to the community. Piloting social and emotional learning in 6-8 classrooms. Appointed a new board member – Matthew Hall.
Waverly	The school year has started well. The district has narrowed the construction projects due to construction costs at this time. Working on the entrance to the 5/6 building and the middle school auditorium. Incorporating K-12 social/emotional learning lessons every week. Moved the start time of the next football game to 5:30 pm as the district works through some issues at the games. Tickets must be purchased through pre-sale, won't be sold at the gate.
Ingham ISD	The bidding process for the construction project will start soon. This will be for work planned at Heartwood, the Secondary Learning Center, and the Wilson Talent Center. The ISD board had some residents at the last board meeting voicing displeasure about masks in schools.
Williamston	The high school received the College Success Award for the fourth year in a row. The fifth graders were able to have fifth grade camp off-campus. the Academic Over-Time (AOT) program has started again, along with 4 th grade students participating in swimming – all things put on hold with Covid. Experiencing some participants showing up at board meetings without masks.

Ingham School Officers Association

- Haslett The school year has gotten off to a good start. Haslett has a Diversity, Equity and Inclusion committee that was started this year.
- Okemos Encouraged by the work being done in Holt – DEI work continues to be a high priority in Okemos. The district is examining the attrition rate at the administrative level for the last several years and re-evaluating their strategic strategies to focus on giving new administrators the support needed to be successful.
- East Lansing The district is currently participating in Test to Stay and pool testing in cohorts. The recent Homecoming parade was a success. Pinecrest Elementary was renamed in recognition of civil rights pioneer Robert L. Green. Recently added a new district wellness leader and school nurse. Successfully passed the financial audit.

2021-22 Meeting Schedule

- August 11, 2021
- September 1, 2021
- October 6, 2021
- November 3, 2021
- December 1, 2021
- February 2, 2022
- March 2, 2022
- May 4, 2022

