

Richmond Community Schools

35276 Division * Richmond, Michigan 48062 * (586) 727-3565 * www.richmond.k12.mi.us

BOARD OF EDUCATION

Deborah Michon, President
Angela Pacitto, Vice President
Bridgette Shuboy, Secretary
Danielle Sutton, Treasurer
Kyle Simmons, Trustee
Margaret Teltow, Trustee
Sherri Zube, Trustee

Brian J. Walmsley, Ed.S.
Superintendent

BOARD OF EDUCATION **SPECIAL** MEETING AGENDA

**7:00PM ON NOVEMBER 29, 2021, IN THE MEDIA CENTER AT RICHMOND HIGH SCHOOL
(35320 Division, Richmond, Michigan 48062)**

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in Agenda Item 6.

1. CALL TO ORDER

Regularly scheduled meeting of the Board of Education called to order at 7:03 PM.

2. PLEDGE OF ALLEGIANCE

Pledge of Allegiance recited by Board of Education, Superintendent, Central Office, and audience.

3. MISSION STATEMENT

Mission statement read by Board member Shuboy

4. ROLL CALL

Board member Shuboy took roll call: Deborah Michon – Present, Angela Pacitto – Present, Bridgette Shuboy – Present, Kyle Simmons – Present, Danielle Sutton – Present, Margaret Teltow – Present, and Sherri Zube – Present.

7 – 0 Quorum of the Board

5. APPROVAL OF AGENDA

Motion by Board member A. Pacitto to approve the Agenda as presented. Support by Board member B. Shuboy.

Discussion: None

All in Favor: 7. Opposed: 0. Motion passed.

6. PUBLIC COMMENT

The following members of the public spoke:

Non-Discrimination Statement

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- Sandy Fortuna voiced her support for Mr. Walmsley and stated that he does a great job in his role as Superintendent, and he is invested in the Richmond Community.
- Terry Miller stated that Mr. Walmsley is the best superintendent that this district has ever had. He stated that Mr. Walmsley's main concern is taking care of students and the schools and its unbelievable that the board would rate him anything less than highly effective.

7. PERIODIC PERSONNEL EVALUATION OF THE SUPERINTENDENT

The board's consensus of the following evaluation components was:

Component 1: Visionary Leadership – EFFECTIVE. The Board comments were:

Board member Teltow stated that just because you rate someone Highly Effective does not mean there is no room for improvement. She continued to state that Superintendent Walmsley has some of the best vision by far as superintendents are concerned and did not know how we [Board] would consider Mr. Walmsley not Highly Effective.

Board member Sutton stated that you do not need to be Highly Effective to be visionary leader and that you can be Effective to be visionary. She further stated that to be Highly Effective a person would have to jump through every hoop and then some. She stated that by the component and bullet points, "vision is evident and lively....," Board member Sutton stated that vision is kind of "blah" to be honest. Superintendent Walmsley does a lot of forward thinking, but to be Highly Effective he must go above and beyond.

Superintendent Walmsley stated that if the Board was looking for something in writing, he would not be able to produce that. He stated that he sits at the Board table every two weeks and present forward-thinking ideas. Superintendent Walmsley provided example of his visionary thinking. Superintendent Walmsley continued and stated that when you set expectations for students and staff, you make people uncomfortable and the people that left the district has resulted in the district being in a better place.

Superintendent Walmsley stated that during his mid-year evaluation in August, none of these concerns regarding visionary leadership were addressed. He stated that if the Board wanted this to be the focus, it should have been brought to his attention in August.

Superintendent Walmsley stated that he will do whatever the Board asks, and that he follows the direction from voice of board, not individual members. Superintendent Walmsley reported that finances have shifted from borrowing from Fund Balance, to putting over \$500,000 into fund balance. Enrollment has increased, with now to five (5) section of every grade level. Facebook following has increased through strategic initiatives required of him. The Bond passed in one try, "One and Done." Superintendent Walmsley stated that he was a "pretty damn good leader" and that he disagreed with the rating by the Board.

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Board member Pacitto stated that Effective is a good rating and that many people feeling Superintendent Walmsley is doing a great job.

Board member Michon stated that Highly Effective is going above and beyond and that the district has lost good people because of money.

Superintendent Walmsley stated that he was following contract and that he must follow the agreement set by board. He further stated that any statement in which people are leaving because of money is not a fair statement if it is directed towards him.

Board member Teltow stated to Board member Michon that all contract parameters are set by the Board, not the Superintendent.

Board member Michon posed the question to the Board if this component would be Effective.

Component 2: Policy and Governance – EFFECTIVE. The Board comments were:

Board member Michon stated that Superintendent Walmsley always shared thoughts on policy and updated them regularly.

Board member Pacitto stated that Superintendent Walmsley has improved strong partnerships with Board members equally and that not everyone's personality has worked out how we hoped. She further stated that other Board members are making an effort. She continued stating that she felt Superintendent Walmsley as Effective in this component and appreciates the efforts made. Furthermore, she felt Board members do not have to defend their opinion.

Board member Sutton stated that Superintendent Walmsley always giving heads up on legislative items and that she stated Superintendent Walmsley is Effective.

Board member Simmons stated that he would like to know what it means when the comments provided by a Board member indicated the Superintendent Walmsley has "no transparency." He stated Superintendent Walmsley is Highly Effective for this component.

Board member Teltow asked the Board why no one wanted to answer or is willing to talk about the Board member's comment about transparency? She indicated Superintendent Walmsley is Highly Effective and is outstanding about two-way communication. The Board gets lots of communication from Superintendent Walmsley and he completely understands public school governance. Policies are continuously updated, and Superintendent Walmsley always gives straight answers.

Board member Zube stated that she indicated Superintendent Walmsley was Effective.

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Superintendent Walmsley stated that he is Highly Effective. He stated he gives Board members the information requested. He further stated that he has spent weekends here, met in evenings, shifted schedules, to try to get Board members what they need or to meet with them.

Superintendent Walmsley stated he gets his direction from the Board, not from a single member. He stated that he will give Board members information if they are curious, but curiosity does not direct him.

Superintendent Walmsley stated by giving him Minimally Effective ratings and not telling him why, the Board has set the stage for administrators to give Minimally Effective rating with no explanation. He further stated that someone at the table felt that he was Minimally Effective and that if it is not the consensus of the Board, it should not be on my evaluation. Superintendent Walmsley stated the document distributed to the Board is a FOIA-able document.

Board member Michon stated that these are just comments.

Superintendent Walmsley agreed, but unless people know story or context of these comments, Minimally Effective ratings and comments will be seen as the consensus of the Board.

Board member Sutton stated that she did not think Board member Michon was being combative or disrespectful, and that she must provide proof.

Superintendent Walmsley stated that when Board member Michon and he sat down, it was never discussed to be ready to defend the evaluation bullets.

Board member Michon stated the Superintendent Walmsley had the evaluation document.

Superintendent Walmsley stated that as a Board they did not set this as a goal. The Board never stated that we do not think you are here [i.e. Effective] so work on this.

Board member Teltow asked what is the consensus, 3 or 4?

Board member Michon stated the consensus was 4. No consensus on number bullet 2 and that she will move to Highly Effective because Superintendent Walmsley answered her question.

Board member Pacitto stated that she would stay as Effective, leaving 4 Effectives and 3 Highly Effective.

Component 3: *Instructional Leadership* – EFFECTIVE. The Board comments were:

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Board member Michon stated that the Board had 1 Highly Effective, 5.5 Effective, 0.5 Minimally Effective. She asked about bullet 3, and did not know what does making practice public mean?

Superintendent Walmsley indicated that could be weekly meetings with Deans of Students or group meetings once a month and the creation of a district-wide Individual Development Plan for new teachers.

Board member Michon stated that bullet 2 – guides, supports, nourishes, and nurtures teachers in instructional improvement. What does that mean?

Superintendent Walmsley stated sitting with and guiding new teachers and administrators. Ms. Ara launching STEAM curriculum. Scheduling problems were address.

Board member Michon stated her rating would be Highly Effective.

Board member Sutton made comment regarding concerns with test scores and that she chooses Effective and that she was the one in between. She further stated that she is frustrated with scores and thought about moving her child to Anchor Bay because of the scores. She also stated that Ms. Ara has been doing a good job brining in new ideas.

Board member Teltow stated in May the Board gave Superintendent Walmsley component 3 as a goal. He has met the goal by giving the district a new evaluation tool. Worked with administration, training, and recognizing great work by teachers. MISD is looking at Richmond with respect to STEAM. Superintendent Walmsley leads by example, and she votes Highly Effective. In following up to Board member Teltow’s comments, Superintendent Walmsley stated that Ms. Ara has become a leader for curriculum program at MISD, representing Richmond well.

Board member Michon stated 5 Effectives and 2 Highly Effectives. Component 2 is Effective.

Component 4: *Communication and Community Relations* – HIGHLY EFFECTIVE. The Board comments were:

Board member Michon stated that Superintendent Walmsley has 1.5 Highly Effective and 5.5 Effective, but she had a question about concerns with the RAA, which she has addressed with Superintendent Walmsley, “How have you worked on improving that?” “Do you not see it as an issue?” Board member Michon stated that he brought in EMT and the TV Broadcasting classes, and that community relationships is there. Culinary Arts program with New Haven.

Superintendent Walmsley brought them here and kept them and that she will move to Highly Effective.

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Superintendent Walmsley stated that he has tried improving the relationship, done some team building activities such as going to Jimmy Johns Field with administrators and their spouses to set the tone for year. He has made sure he complements administrators on things they have done well.

Superintendent Walmsley stated that there have been actions by administrators that lead him to believe there are alternative motives and we are working through that. Ms. Ara has experienced some situations that could be seen as setting her up for failure. Superintendent Walmsley has talked directly with administrators to not let items fester. He stated that the team has “Vegas” moments to let people vent. Superintendent Walmsley stated that the team is not where he would like it to be, and that if there was the willingness of the collective group to improve, the team would then be there. He stated he continues to work with the team.

Board member Pacitto rated Effective and appreciated all Superintendent Walmsley’s efforts towards parents and communication efforts but would like to see improvement in website updates.

Board member Sutton stated she rate Superintendent Walmsley as Effective but will move to Highly Effective.

Board member Simmons stated that Superintendent Walmsley was Highly Effective and thinks he is fantastic in this category. He stated that the only issue has been written communication home, but it has been vastly improved. Superintendent Walmsley is in multiple groups and has the respect of those groups. He stated that Superintendent Walmsley is an advocate of and for the district were ever he goes.

Board member Teltow stated she was the half and half person and that communication during pandemic has been outstanding, thorough, and transparent. Superintendent Walmsley’s ability to address issues with parents and get them calmed down is Highly Effective. At county meetings its apparent that he is looked to as leader. Board member Teltow stated the “elephant in room” is about relationship with city. Superintendent Walmsley has worked to get AUD [Roosevelt Civic Auditorium] sold to the city. Rotary, Lions Club, Sandy’s Kids, Richmond Education Foundation, Superintendent Walmsley is part of groups and works very hard for benefit of students. Superintendent Walmsley is at every function. The John Kocher memorial was organized by Superintendent Walmsley. I am going to Highly Effective.

Board member Michon stated 4 Highly Effective.

Superintendent Walmsley stated that writing and proof-reading are not his strength.

Component 5: *Organizational Management* - HIGHLY EFFECTIVE. The Board comments were:

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Board member Michon stated 2 Highly Effective, 4 Effective, and 1 Minimally Effective. She asked Superintendent Walmsley, “How would you see students and staff holding each other accountable high-quality performance?”

Superintendent Walmsley look at the statement through student governments at each building, having students create videos on how the school was going to operate during COVID-19. Academics – classrooms, how will the students meet the instructional targets. Green club promotes recycling within organization or WEB group trying to create a culture between grade levels. Staff assembly in which character trait are addressed. Focusing on promoting positive behaviors instead of focusing on negative behaviors. Every new teacher asked about negative comments and what they would do, in an effort to help them understand they must self-regulate each other.

Board member Michon asked, “You have processes and routines down for sure, but can you address second part of bullet one?”

Superintendent Walmsley stated that we have had conversations with staff that challenges policies and practices. For example, ISD 15 days policy for truancy. Making sure current policies do not interfere with maximizing opportunities for student learning. Scheduling policy is an issue now currently. He stated that the district provides 22 students virtual environment because that is what they choose for success.

Board member Michon asked, “Do we still do in school suspensions?”

Superintendent Walmsley stated that the district does, but there is no teacher. Currently teachers are covering on their preparation periods.

Board member Michon asked, “Is someone monitoring credit recovery?”

Superintendent Walmsley stated yes and that the district requires communication every week, which is more that regulations.

Board member Michon stated that she will move to Highly Effective.

Board member Simmons stated Superintendent Walmsley is Highly Effective. Budget process is clear and concise, all contracts are settled, and he has done great implementing bond with his daily activity.

Board member Teltow stated Superintendent Walmsley does a great job with budgeting, excellent job building fund balance. She further stated that she is not sure why we [Board] would have the superintendent contact MASB for legal advice, they are for broad issues not district-specific advice.

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Board member Zube asked, “Was the ESSER III survey a requirement?”

Superintendent Walmsley stated, yes it was. Rules have been slightly changing so the district is responding to eh requirements to ensure funding.

Board member Michon stated 4 Highly Effective and 3 Effective – Highly Effective.

Component 6: Professionalism and Ethics – EFFECTIVE. The Board comments were:

Board member Michon stated there are 2 Highly Effective and 2 Effective and 3 Minimally Effective. She further stated, could you give an example of self-evaluated.

Superintendent Walmsley stated the plan going forward for addressing COVID-19 and instruction, reflected on practices such as no visitors in building which is being reviewed. Spending time in the summer on how to work with administrative team. Trying to get out of micromanaging perspective. Staying out of direct day to day operations of the buildings, stay at 30-thousand-foot level. Asking the team to come with solution, not just question.

Board member Michon stated that her example was Mr. Walmsley made an arraignment with a staff member and that when other staff found out they were upset. She stated that it was a recent thing.

Board member Shuboy stated that she would move from Minimally Effective to Effective.

Board member Simmons stated Highly Effective.

Board member Teltow stated Superintendent Walmsley was Highly Effective. No one is more professional and ethical. Exhibits this every day. Professionalism shown with parents, makes them feel heard. Suffered attacks by this Board yet maintained professionalism.

“Superintendent made positions for some not others”, Board member Teltow did not understand that. Three Board members stated that Superintendent Walmsley was minimally Effective, and she would like to know how so, what has he shown. Asking three people how he is Minimally Effective.

Board member Teltow stated that you cannot put Minimally Effective down if you cannot back it up and that was why she was angry. She continued as stated that one thing with the REA posting made Superintendent Walmsley Minimally Effective. Board member Teltow stated that “You are not talking plural; you are talking the once incident?” She stated that if Board members do not have the guts to back up the two Minimally Effective, then they should not count. Board member Teltow stated if you cannot speak up to justify your decision, you are not backing it up, directing the comment to board member Shuboy stating she cannot back it up?

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Board member Zube stated actions and intentions not clear and transparent, that's why she put Minimally Effective, based on what Board member Michon stated and some questions she had throughout the year. Fairness to staff was raised as issue, as far as not posting the Schedule B position. Board member Zube continued stating that Superintendent Walmsley could model self-awareness and model reflective practice. She did state that Superintendent Walmsley is doing that to some degree. Board member Zube changed from Minimally Effective to Effective.

Superintendent Walmsley stated that it has been brought up before with Brandon Day's agreement. He tries to work with every staff member. He stated that staff members have approach him asking to take time off and he works with them. Superintendent Walmsley has called staff members that resigned from the district to take positions in other district stating that he will match what the other district is paying, within the contractual parameters to retain talent.

Superintendent Walmsley stated he left his previous position because he could not work with unethical people. Superintendent Walmsley stated that he is here night and day to get things done. If you only do the minimum, he reported that he does put pressure on individuals.

Superintendent Walmsley stated that he will not break law or compromise his ethics or professionalism. He also stated that some people chose to leave because they were not right for this organization. Furthermore, Superintendent Walmsley stated that if turning up the heat is what he needs to do to get bad apples out of the organization, then he will do that.

Board member Michon stated the consensus was Effective.

Component 7: Statutory Factors – HIGHLY EFFECTIVE

Superintendent Walmsley reported on the three goals established and approved by the Board of Education on May 24, 2021:

Superintendent Goal #1: The Superintendent shall continue to build a trusting, collaborative, and respectful relationship with the Board of Education through written communication, in-person meetings, and telephone conversations.

The Board will support this goal by:

- Reply to written communication, in-person meetings, and telephone conversations in a timely manner.
- The Board will respectfully communicate with the Superintendent.

The Board will measure this goal by:

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- The Superintendent will keep a log of written communication, in-person meetings, and telephone conversations that demonstrate building a relationship with the Board.

Superintendent Walmsley provided the Board president with over 1,000 documented written communication, in-person meetings, and telephone conversations that demonstrated his attempt to build a relationship with the Board

Superintendent Goal #2: The Superintendent shall review and recommend to the Board of Education a building-level administrative evaluation tool that provides quality feedback to allow administrators to grow as instructional leaders. If approved by the Board of Education, the Superintendent shall provide training and support to administrators on the instrument.

The Board will support this goal by:

- The Board will approve the Superintendent's recommendation of a building-level administrative evaluation tool.

The Board will measure this goal by:

- The Superintendent will log all training dates on the new evaluation tool.
- The Superintendent will log all mentoring or meetings with the administration regarding the evaluation.

Superintendent Walmsley provided the Board president with a memorandum from Renee Ara, *Executive Director of Curriculum and Educational Services*, outlining the training administrators received on the new evaluation instrument as well as ongoing training and support that has occurred and/or will occur.

Superintendent Goal #3: The Superintendent shall continue to improve the quality of written communication disseminated to the public.

The Board will support this goal by:

- The Board will notify the Superintendent when there are any concerns with written communication from the Superintendent's office.

The Board will measure this goal by:

- The Superintendent will keep a file of sample documents that were disseminated to the public.

Superintendent Walmsley provided the Board president with sample communications to the public:

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- June 1, 2021 regarding the end-of-the-school year
- June 14, 2021 regarding Pfizer vaccines and school calendar/registration
- 2021-22 Return to Learning Plan (Original)
- 2021-22 Return to Learning Plan (Amended 09/20/21)
- 2021-22 Return to Learning Plan (Amended 10/04/21)

Board members expressed their displeasure with the June 14, 2021 letter at the June 28, 2021 Board meeting. Board members brought spelling errors to his attention on the original *Return to Learning Plan*, which was corrected and re-posted on the website.

After transferring the Board’s consensus for Component 1-7 to the *Performance Evaluation Tool Overall Rating* chart, the Board determined that *Overall Rating on the Performance Evaluation Tool* for the Superintendent to Effective.

Student Growth and Assessment Data. The data used for the *Student Growth and Assessment Data* portion of the Superintendent’s evaluation is based on what teachers received in the 2020-21 school year, as of June 30, 2021.

Superintendent Walmsley provided a list of teachers (and administrators) and the overall evaluation rating they received. Superintendent Walmsley reported that 34 teachers (39.5%) and 1 administrator (12.5%) received Highly Effective; 52 teachers (60.5%) and 7 administrators (87.5%) received Effective; 0 teachers and administrators received Minimally Effective of Ineffective.

Therefore, Superintendent Walmsley stated that the *Student Growth and Assessment Data* for the Superintendent should be Effective. The Board concurred with the Superintendent.

Using the *Developing a Final Rating* chart in the Superintendent Evaluation, which consists of the *Overall Rating on the Performance Evaluation Tool* and *Student Growth and Assessment Data* sections of the evaluation,

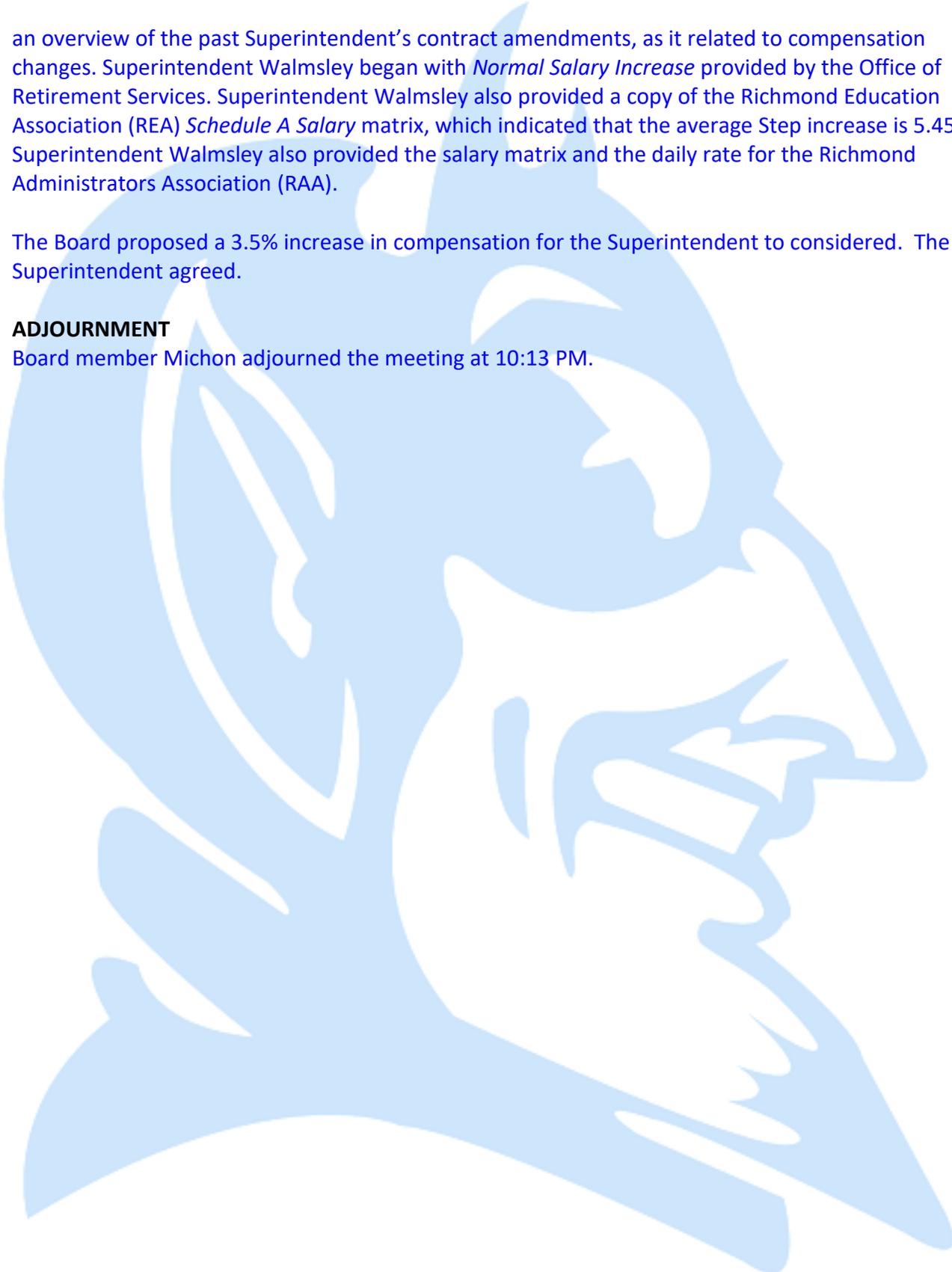
	Rating	Numerical Score	Weight	Total
<i>Overall Rating on the Performance Evaluation Tool</i>	E	3	X 6.0 =	18.0
<i>Student Growth and Assessment Data</i>	E	3	X 4.0 =	12.0
Grand Total:				30.0
Highly Effective 40-35	Effective 34-25	Minimally Effective 24-15	Ineffective 14-10	

the Board’s consensus of the *Overall Evaluation Rating* to be Effective.

After completion of the evaluation, Board president stated that the Board may consider a change in compensation for the Superintendent. President Michon asked Superintendent Walmsley to provide

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an overview of the past Superintendent's contract amendments, as it related to compensation changes. Superintendent Walmsley began with *Normal Salary Increase* provided by the Office of Retirement Services. Superintendent Walmsley also provided a copy of the Richmond Education Association (REA) *Schedule A Salary* matrix, which indicated that the average Step increase is 5.45% . Superintendent Walmsley also provided the salary matrix and the daily rate for the Richmond Administrators Association (RAA).

The Board proposed a 3.5% increase in compensation for the Superintendent to considered. The Superintendent agreed.

8. ADJOURNMENT

Board member Michon adjourned the meeting at 10:13 PM.

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