

STANDING COMMITTEE MEETINGS

Kenosha Unified School District Curriculum/Program Committee Meeting

December 7, 2021 | 5:00 P.M. | ESC Boardroom

Meeting called by Todd Price



KENOSHA UNIFIED SCHOOL BOARD
CURRICULUM/PROGRAM MEETING
Educational Support Center – Room 110
June 1, 2021
MINUTES

A meeting of the Kenosha Unified Curriculum/Program Committee chaired by Mrs. Modder was called to order at 8:00 P.M. with the following committee members present: Mr. Wade, Ms. Heimstead (virtual), Mr. Levin (virtual), Ms. Beere (virtual Msdy-4 Tw 0.27 x(5 Tc -0.012 Tw 0P3U)201

KENOSHA UNIFIED SCHOOL DISTRICT

Talent Development Program Services

December 7, 2021

Wisconsin State Statute: s. 118.35 Programs for Gifted and Talented Pupils

Each school board shall ensure that all gifted and talented pupils enrolled in the school district have access to a program for gifted and talented pupils.

School Board Policy 6423: Talent Development Program

- ' Appropriately identify and serve all gifted and talented students
- ' KUSD utilizes a Multi-level Systems of Support (MLSS) framework to provide services for students with advanced learning needs.

Key Characteristics of an Effective Plan

- ' The MLSS framework incorporates the effective key characteristics:
 - “ Systemic - programming across all grade levels
 - “ Collaborative - staff members work together
 - “ Sustainable - an

Use of MLSS

' Differentiated core curriculum to respond to individual differences

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Tier 1 Universal Instruction

- ' All students
- ' Majority of student academic needs met in the classroom setting
- ' Differentiation of grade level curriculum standards
 - “ Flexible instructional grouping
 - “ Content, process or products

Tier 2 Targeted Extensions

- ' Select students
- ' In-depth extension of grade level curriculum and standards within the classroom setting
 - “ Curriculum compact 20.0 -0.009 .on-1.47sN20.21 Tc -0.021 Orr n0.

Tier 3 Middle School Services

- ' Students identified through universal screening process or teacher/parent referral
 - “ Gifted and Talented Education Plan (GaTE) written
 - “

Tier 3 High School Services

- ' Students self select advanced level courses
 - “ Advanced Placement (AP) courses
 - “ Early College Credit
 - “ Start College Now
 - “ Youth Apprenticeship
- ' Advanced level courses are recorded on high school transcript

Universal Screening Process

- ' Elementary screening process - Grade 1
 - “ Screening assessments
 - “ NNAT & CogAT

- ' Middle school program screening process - Grade 5
 - “ Screening assessments
 - “ MAP, WI Forward & CogAT

Elementary Enrichment Participation

Year	Number lee				

Elementary Enrichment Annual Enrollment

Year	2nd Grade Enrollment	3rd Grade Enrollment	4th Grade Enrollment	5th Grade Enrollment	Total Elementary Enrollment
2021/22	28	19	28	20	95
2020/21	18	28	20	28	88
2019/20	28	19	26	22	95
2018/19	15	26	24	25	90
2017/18	27	22	23	23	95
2016/17	23	22	21	22	88
2015/16	21	22	22	22	87

THANK YOU

Any questions?

You can find us at:

jhousama@kUSD.edu

pclement@kUSD.edu



KUSD



Kenosha Unified School District Personnel Committee Meeting

December 7, 2021 | 6:00 P.M. | ESC Boardroom

Members

Meeting called by	Yolanda Adams
Type of meeting	Personnel
Facilitator	Yolanda Adams
Note taker	Stacy Stephens
Timekeeper	Stacy Stephens



KENOSHA UNIFIED SCHOOL DISTRICT
Personnel Standing Committee Meeting

December 7, 2021

KUSD Recruiting and Hiring Overview



Purpose

- The purpose of this presentation is to address questions which were raised by the Board regarding the current recruitment and hiring process.

Questions

- How were candidates notified if they were not selected for an interview?
- Is it feasible for HR to respond to all candidates about the status of their job application?

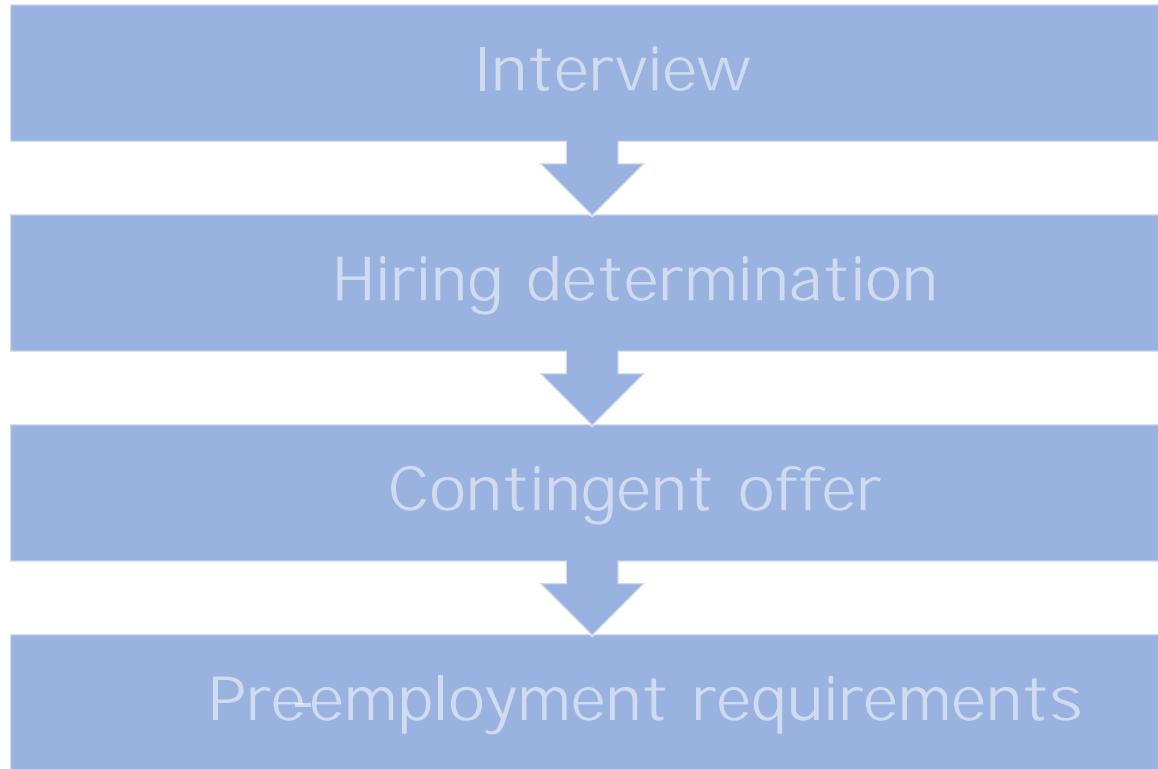


Agenda

- Current Recruiting & Hiring Practice
- Job Boards vs. Applicant Tracking Systems
- Limitations of WECAN
- About PowerSchool Unified Talent
- Benefits of PowerSchool Unified Talent
- The Improved Applicant Experience through PowerSchool
- Next Steps



Hiring process



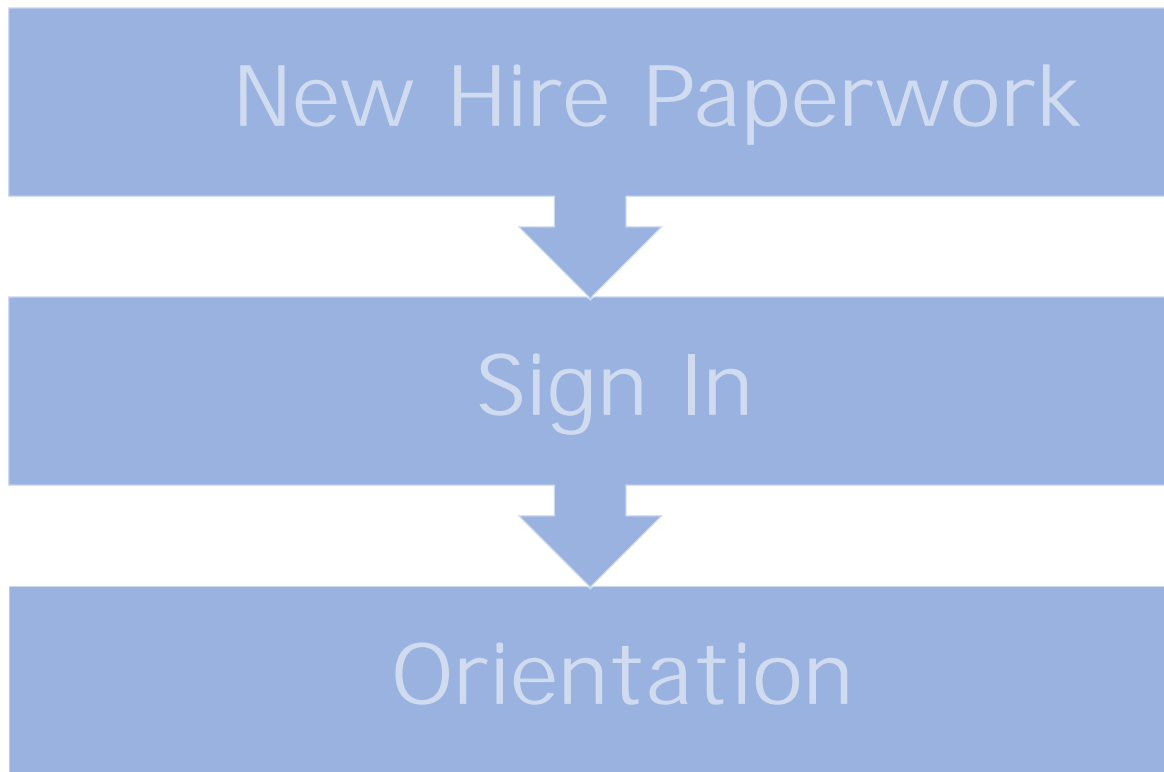


Pre-employment requirements

- ✓ WECAN application
- ✓ Interview
- ✓ Background check
- ✓ 3 positive references
- ✓ 3 Letters of recommendation (for teachers)
- ✓ TB test
- ✓ Drug Screen
- ✓ Physical
- ✓ DPI License verification



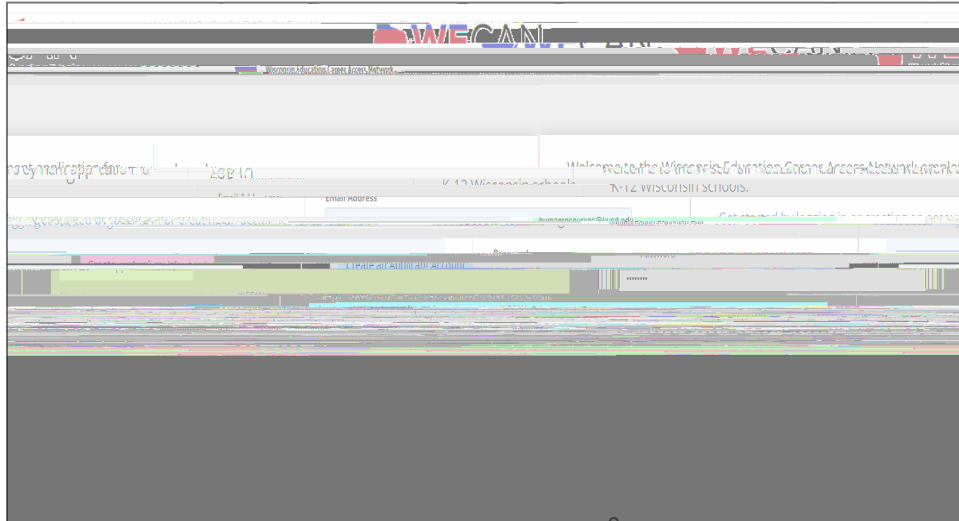
Onboarding





Current Recruiting & Hiring Practice

- KUSD primarily uses WECAN job board to attract applicants to the district.
- WECAN is also used as the district's applicant tracking system.
- Positions are posted on additional job sites such as Indeed.com and Handshake





Job Boards vs. Applicant Tracking Systems

- Job Boards attract applicants to an organization's job opening.





Limitations of WECAN

- KUSD primarily uses WECAN to advertise our job openings.
- Limitations of WECAN
 - Limited customization
 - Geographically limited pool of applicants
 - Primarily WI applicants on WECAN
 - Unable to disposition applicants
 - Unable to notify applicants that they were not selected
 - Limited ability create talent “pipelines”
 - Limited reporting capabilities
 - Incredibly manual system



PowerSchool Unified Talent

KUSD currently uses:

- **WECAN, Indeed, and Handshake** Recruiting
- **Bplus** finance module of **PowerSchool**: Payroll, purchasing, and some HR functions in Employee Online such as viewing enrolled benefits, job information, personal information
- **Frontline**: Absence Tracking & Substitute Management, Professional Learning & Time & Attendance

KUSD is looking to implement a tool like PowerSchool:

- **PowerSchool Unified Talent**: An integrated Hire to Retire system that works directly with the Finance module



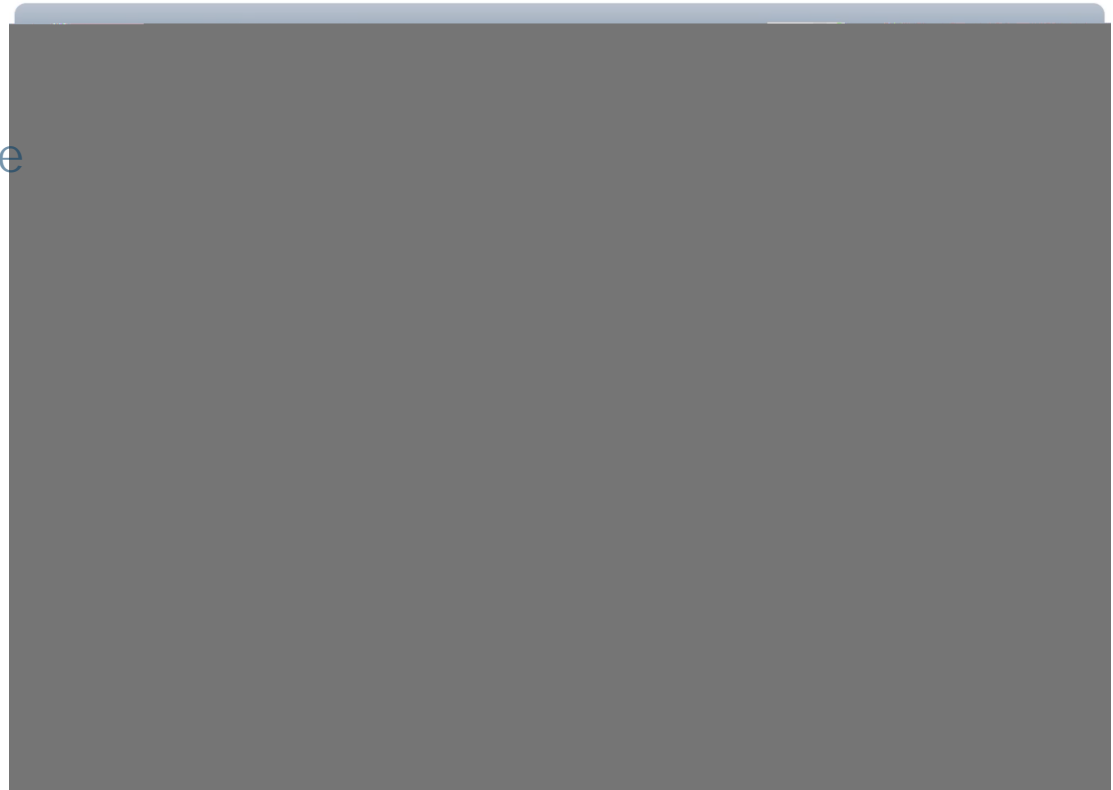
PowerSchool Unified Talent





PowerSchool Unified Talent

- ✓ Improved candidate experience
- ✓ Simplified application
- ✓ Instant status view
- ✓ Communication!





Disposition of Applicants

The screenshot displays a recruitment system interface for JobCode: 210 - Assistant Principal - High School (TEST POSTING). The interface shows a list of stages with their respective applicant counts:

- Application** - There are 0 applicants in this stage.
- Phone Screen** - There are 0 applicants in this stage.
- Interview** - There are 0 applicants in this stage.
- References** - There are 0 applicants in this stage.
- Offer** - There are 0 applicants in this stage.
- Recommend for Hire** - 1 other applicant(s) - This applicant entered on 8/4/2023 at 11:00 PM Placed by J.H.H.
- *Hold** - There are 0 applicants in this stage.



EEO Reporting

EEOC Report

Candidates by Gender

Generated by TalentEd Hire on 12/01/2021

Total Applicants	170
Declined To Identify	20
Female	81
Male	69

Candidates by Race

Generated by TalentEd Hire on 12/01/2021

Total Applicants	170
Declined To Identify	20
(Non Hispanic)	150
African-American	1
Asian	0
Pacific Islander	0
American Indian...	0
Alaskan Native	0
Hispanic	19
No	0

Generated by TalentEd Hire on 12/01/2021

REPORTS APPLICATION REPORTS

16

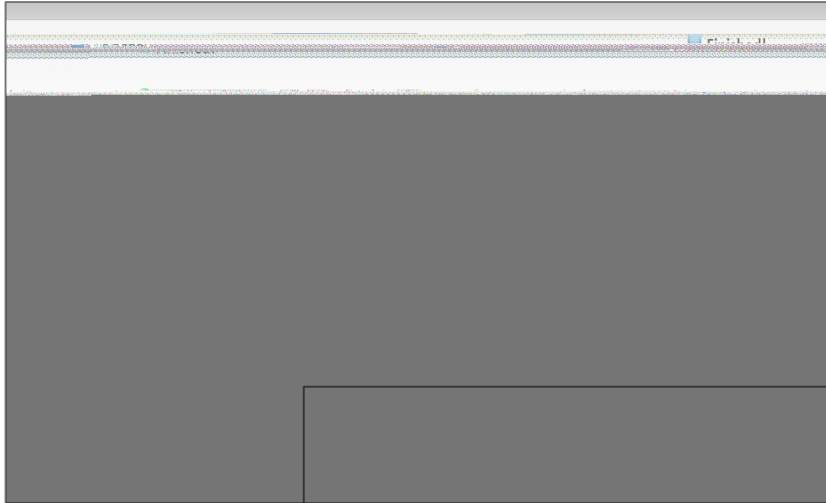
Kenosha Unified School District

12/01/2021

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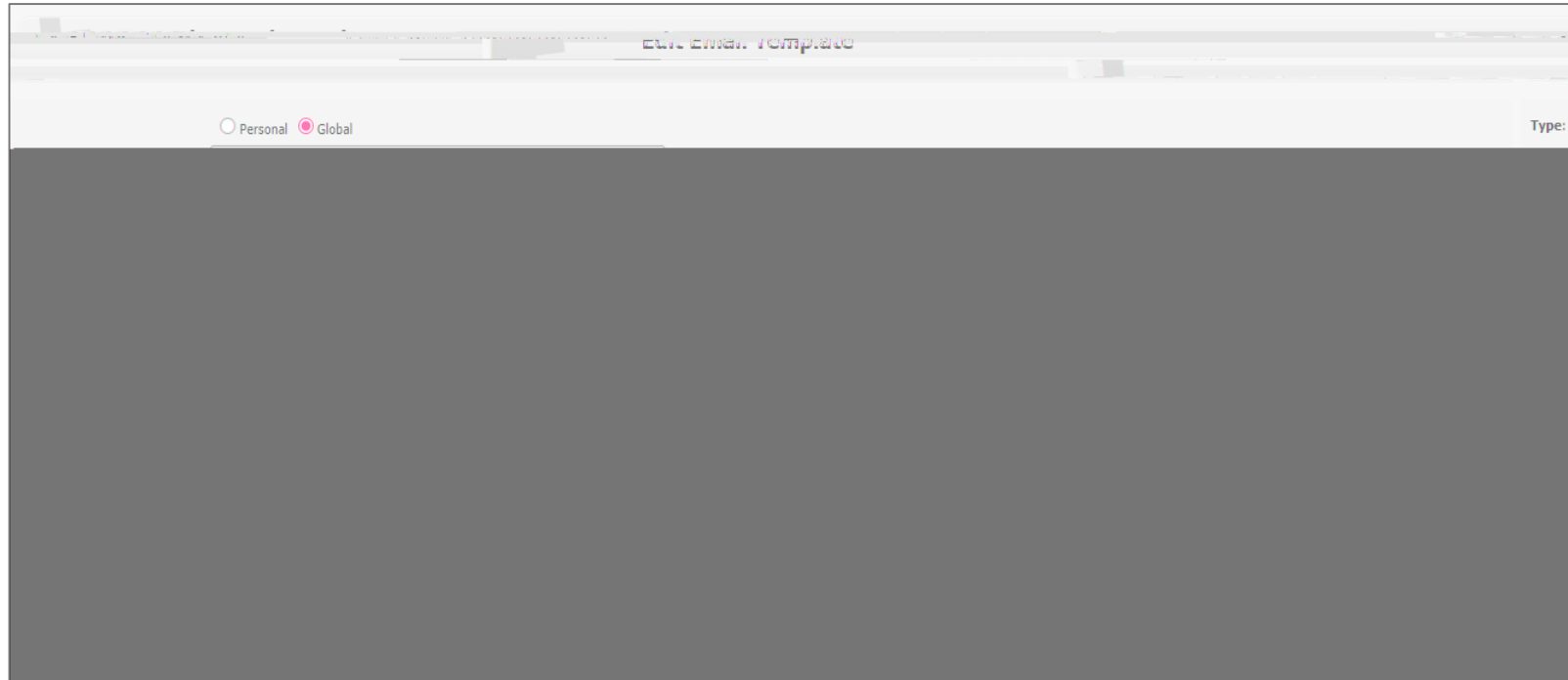


Efficient Communication





Efficient Communication





The Improved Applicant Experience

1. More visually appealing applicant landing page
2. Automated message thanking the applicant for applying
3. Applicants can edit or update their application and profile easily
4. Managers can communicate directly with candidates – interviews, offers, rejection emails , etc.
5. Managers can view candidate disposition eliminating multiple calls for positions



THANK YOU

Any questions?



kusd.edu



KenoshaSchools



KenoshaSchools



KUSD



KenoshaSchools

Kenosha Unified School District Audit/Budget/Finance Committee Meeting

December, 7 2021 1:00 P.M | ESC Boardroom

Meeting called by	Mary Modder	Members Mary Modder, Chair/School Bd.Treasurer Yolanda Adams, School Board President Tony Garcia, School Board Clerk Rebecca Stevens, School Board Member Angela Cooper, Community Member Chuck Leipzig, Community Member Desmond Miller, Community Member Amanda Nedweski, Community Member Stanley Washington, Community Member Peter Wilson, Community Member June Ma Student Member Pierce Pereira, Student Member Andrea Bell Myers, Staff Member Michael Makowka, Staff Member
Type of meeting	Audit/Budget/Finance	
Facilitator	Mary Modder	
Note taker	Stacy Stephens	
Timekeeper	Stacy Stephens	

Agenda Items

	Topic and Presenter	Outcome	Time allotted
1.	Review of June 1, 2021 Minutes- Modder (page 1)	Review	2 Minutes
2.	Board Approved Student User Fee Discussion for the 2022-2023 School Year – Hamdan (pages 2-6)	Sharing/Discussion	38 Minutes
3.	11/16/21 Regular School Board Meeting Agenda Items - Modder	Feedback/ Questions/Comments	5 Minutes

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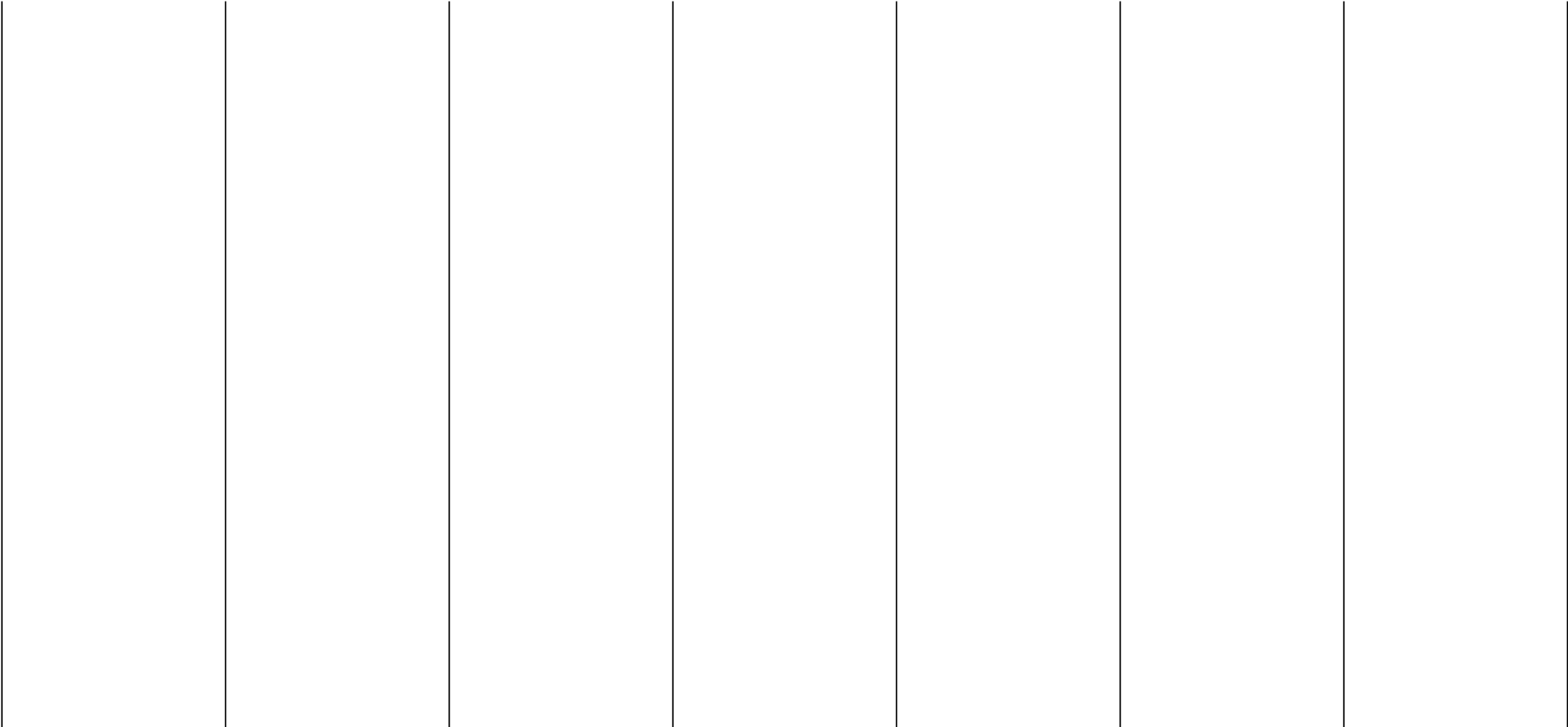
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Kenosha Unified School District Planning/Facilities Committee Meeting

December 7, 2021 | 8:00 P.M. | ESC Boardroom

		Members: Rebecca Stevens, Chair/School Bd. Member Yolanda Adams, School Board President Todd Battle, School Board Vice President Tony Garcia, School Board Clerk Shawn Douglas, Community Member Joseph Mangi, Community Member John Pokorny, Community Member Brian Thomas, Community Member Will Twomey, Community Member Ava Murawski, Student Member Kush Patel, Student Member Shane Gayle, Staff Member Lisa Niederer, Staff Member
Meeting called by	Rebecca Stevens	
Type of meeting	Planning/Facilities	
Facilitator	Rebecca Stevens	
Note taker	Stacy Stephens	
Timekeeper	Stacy Stephens	

Agenda Items



KENOSHA UNIFIED SCHOOL BOARD
PLANNING/FACILITIES MEETING
Educational Support Center – Room 110
June 1, 2021
MINUTES

A meeting of the Kenosha Unified Planning/Facilities Committee chaired by Mr. Wade was called to order at 7:00 P.M. with the following committee members present: Mrs. Modder, Ms. Stevens, Mr. St. Martin (virtual), Mr. Sturino (virtual) and Mr. Wade. Dr. Savaglio-Jarvis, Dr. Ormseth (virtual), Ms. Adams, Mr. Finnemore, and Mr. Hamdan were also present. Ms. Bothe, Mr. George, and Ms. Jester were absent.

Welcome/Review of Operating Principles

Mr. Wade welcomed participants and noted the operating principles contained in the agenda.

Review of April 13, 2021 Minutes

There were no suggested changes made to the minutes.

COVID-19 Related Spending for PPE & Disinfection

Mr. Patrick Finnemore, Director of Facilities, gave an overview of COVID-19 Related Spending for PPE and Disinfection. He noted that the following purchased and/or donated items included:

- x cloth or disposable face mask (via district office) – approximately 287,668;
- x N95 or KN95 masks – approximately 15,580;
- x mL of hand sanitizers – approximately 18,440,00;
- x Puritan tabulates – 34,200 used;
- x Disinfectant sprayers;
- x face shields;
- x disposable gloves;
- x classroom and office disinfectant bottles, products, rags and paper towels; and
- x washable and disposable isolation gowns.

Approximately \$733,683 was spent on the purchase of materials, with approximately 90% of the costs being paid for with ESSER funds and wellness funds.

Ms. Adams requested additional information on the amount of PPE and disinfection materials paid for from the district budget. Administration noted the request.

Evaluation of Operating Principles

Mr. Wade asked committee members to use the fist to 5 rating scale to indicate how well the committee accomplished the goals. Ratings all consisted of 4 and 5 ratings.

The next meeting will take place on October 12, 2021.

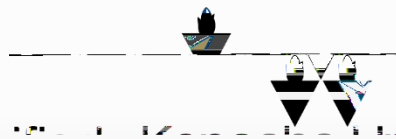
Meeting adjourned at 7:45 p.m.

Stacy Stephens
School Board Secretary

Bradford Auditorium & Lobby Renovation Project

Planning, Facilities & Equipment Committee

December 7, 2021



Auditorium & Lobby Project

Cost: \$1.575MM

Duration: Approx. 5 Months
(June 2022–October 2022)

Auditorium & Lobby Project Scope

New Stage Curtains & Rigging

Add Fire Protection Sprinkler System

Carpet Replacement

New Sound System

LED Theatrical & House Lighting

New HVAC

Replace Handicapped Ramp With a tRa tiNTf 0iiNTfXacap fti .1 (ef)5.3 (e)-

Auditorium Lobby

Auditorium Lobby

Before

After

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin

December 7, 2021

NEW SIMPLIFIED EMERGENCY OPERATING PROCEDURES

Background:

As part of the required review and update to our emergency operating procedures (EOP) this year, we included the creation of a simplified EOP document for use by

The second page of the simplified EOPs is unique to every classroom and has blanks for each staff member to fill in related to building evacuation, contact information, etc. Much of this information is the same for every classroom in the school or in a particular area of the school. Having blanks for staff members to fill in helps promote staff members reviewing and becoming familiar with the document.

The following is a link to the simplified EOP template:

Link: [21-22 Pocket EOP](#)