

**FOWLER ELEMENTARY SCHOOL DISTRICT
SPECIAL MEETING EXECUTIVE SESSION OF THE GOVERNING BOARD**

Monday, May 22, 2023 – 3:30 p.m.
District Office, Board Room
1617 S. 67th Ave., Phoenix, Arizona
AGENDA

Pursuant to A.R.S. §38-431.01 and A.R.S. §38-431.02, notice is hereby given to the general public that the Governing Board of the Fowler Elementary School District No. 45 will hold a Governing Board Special Meeting which is open to the public, on May 22, 2023 at 3:30 p.m.

- A. OPENING OF MEETING Mrs. Eastburn
 - 1. Call to Order Mrs. Eastburn
 - 2. Roll Call Mrs. Eastburn
 - 3. Adoption of Agenda Mrs. Eastburn
 - 4. Pledge of Allegiance Mrs. Eastburn

- B. ACTION ITEMS
 - 1. Recommendation to Approve the M & O Override..... Mr. Ostrom
 - 2. Recommendation to Approve Dr. Michelle Berg to be named Assistant Superintendent for Educational Services Ms. Ulloa

- C. INFORMATION AND DISCUSSION ITEMS
 - 1. Review of School Safety Procedures & Discussion of Procedures, Resources and Future Needs..... Ms. Ulloa, Mr. Ostrom

- D. EXECUTIVE SESSIONS
 - 1. Discussion of School Lockdown Procedures..... Ms. Ulloa
Pursuant to A.R.S. § 38-431.03(A)(8), the Governing Board may vote to convene in executive session for a discussion or consideration of matters relating to school safety operations or school safety plans or programs.

 - 2. Discussion of Notice of the Claim Ms. Ulloa
Pursuant to A.R.S. 38-431.01(A)(3), the Governing Board may vote to convene in executive session for discussion or consultation with its attorney for legal advice.

- E. ADJOURNMENTMrs. Eastburn

Action Item • May 22, 2023

 X **Action**

B.1. Recommendation to Consider and if Deemed Advisable,
Adopt a Resolution Ordering and Calling for a
Special Maintenance and Operation Budget Override
Election

 Information/Discussion

Submitted by Chad Ostrom, Assistant Superintendent for Business Services

RECOMMENDATION:

The administration recommends that the Governing Board consider and if deemed advisable, adopt the attached resolution ordering and calling for a special 15% maintenance and operation budget override election to be held in and for the Fowler Elementary School District. It is further recommended that should the Governing Board approve this action item the required document language and the Governing Board argument in support of the election also be approved.

BACKGROUND:

This is to consider, discuss, and amend if desired, and if deemed advisable, to adopt a resolution ordering and calling for a special budget override election to be held in and for the District and declaring the deadline for submitting arguments “for” and “against” the election to the Maricopa County School Superintendent to be August 11, 2023, at 5:00 pm.

The fiscal year 2024/2025 budget override authority represents an extension of the existing budget override authority which is scheduled to phase down by one-third for fiscal year 2025/2026, by another one-third for fiscal year 2026/2027, and terminated for fiscal year 2027/2028 if the voters do not approve the override. If the voters do not approve the override we will experience a reduction of over 3 million dollars to our M & O budget.

The election, if deemed advisable, will be held on November 7, 2023.

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 X **Action**

B.2. Recommendation to Approve Dr. Michelle Berg for the Position of Assistant Superintendent for Educational Services

 Information/Discussion

Submitted by Nora Ulloa, Superintendent

RECOMMENDATION:

The administration recommends that the Governing Board approve the hiring of Dr. Michelle Berg to the position of Assistant Superintendent for Educational Services.

BACKGROUND:

Dr. Berg will come to us with a variety of experiences at all levels, from kindergarten through high school. She is currently the Director of Curriculum, Instruction, and Assessment in the Creighton School District, where she has worked since 1998. Dr. Berg taught kindergarten through fifth-grade students for seven years. She then left the classroom to move into an instructional support position which included four years as a Special Projects Director for Curriculum & Instruction, where she guided professional development and coached teachers. Dr. Berg was also an Instructional Coach for two years. In this role, she worked with teachers to implement effective instructional strategies for second-language learners. In addition, she was a principal in Creighton District for seven years at a Kindergarten through eighth-grade school with well over 800 students. Before she worked at Creighton, she taught high school Spanish for three years in Houston, Texas. She also taught middle school and high school English at an American school in Durango, Mexico.

There were over 20 candidates that submitted applications.

After an extensive screening process, ten individuals were offered interviews. Of the ten candidates, nine participated in the interview process. The hiring committee consisted of four teams, including teachers, directors, principals, Mr. Ostrom, and me. The applicant pool was strong, and several well-qualified applicants also performed very well during their interviews.

One of the tasks that the hiring committee prepared for each candidate was to analyze actual data reflecting student math scores. Each candidate was asked to provide suggestions for implementing instruction or programs to increase academic achievement. Dr. Berg presented specific ideas and resources, including plans to implement professional development for principals. Additionally, she was able to provide specific ideas for improving math instruction.

The interview process was extensive. The hiring committee recommends Dr. Berg as the strongest candidate. Her experience in a similar-sized public school district with similar demographics gave her insight into our school district. She addressed all questions thoughtfully and in a manner that reflected her passion for instruction and implementing robust support systems for teachers and administrators.

Information and Discussion Item • May 22, 2023**Action**

C.1. Review of School Safety Procedures & Discussion of Procedures, Resources and Future Needs

X Information/Discussion

Submitted by Nora Ulloa, Superintendent

Chad Ostrom, Assistant Superintendent for Business Services

INFORMATIONAL UPDATE:

This information is provided to inform the Governing Board about our ongoing efforts to ensure our students' and staff's safety and security during the instructional day and extended-day school activities.

BACKGROUND:

The administration would like to inform the Governing Board of our ongoing efforts to provide a safe and secure learning and working environment for all students and staff. Unfortunately, with the continued escalation in physical and cyber threats to schools, we must be proactive and diligent. This review is provided to share information regarding current preparation and resources and initiate dialogue about our preparedness levels and identify targeted areas for improvement.

Current Resources - Site Security

- Cameras (184)
- Panic Buttons
- Security Glass in all front offices
- Security fencing at all schools
- Emergency Response Books (lockdown, fire, evacuation, reunification, media, etc.)
- Updated Campus maps
- Work in concert with Phoenix Police & Fire – Provision of site maps to Phoenix PD for emergency response
- Upgraded District-wide radios (Analog to Digital)

Ongoing Preparation

- Updated Emergency Operations Plans
 - Monthly fire drills *
 - Quarterly lockdown drills *
 - Updated lockdown, evacuation & reunification procedures
 - Updated Campus Threat Valuation (TRUST/Phx. PD)
 - Staff/Teacher Training through FEMA
- *(Including summer school & involving all groups present on our campuses during the instructional day as well as extracurricular activities)

Communication Tools

- Social Media
- SchoolMessenger
- Designated District Spokesperson – Superintendent

Considerations for future installation

- Upgraded Cameras & Locking (200+)
 - Facial recognition
 - 3 Lane License Plate Readers
 - Thermo capabilities

- Interior Cameras
 - Key fobbed doors districtwide
 - Remote access & lockdown
 - Mobile panic buttons
 - All single-company monitoring
- Mobile Metal Detectors

Challenges requiring administrative planning moving forward

1. Policy on Backpack
 1. Are they necessary on campus for all grade levels?
 2. When is it appropriate to ban them?
 3. What information needs to be shared with parents in advance

2. Cell phone policy
 1. Cell phones are continually disrupting the learning environment
 2. They are being used to violate students' privacy, spread rumors on events going on at school, send unsolicited messages versus "airdrop," engage groups of students in "bullying" behavior related to peers and teachers
 3. Administration is spending more time calming parents as a result of phone-initiated rumors.

3. Student Discipline
 - Clarification and consistency on student discipline across campuses
 - Ensuring expectations are made explicit to parents
 - Behavior Matrix shared with parents in advance
 - Facilitating growth and better decision making among our adolescent students
 - Educating parents

4. Parent Education / Support (on all of the above topics)
 - District-wide Social Worker
 - District-wide establishment of parent workshops and education piece to support all sites

5. Admin Professional Development
 - School Safety
 - Response to Crisis
 - Effective Communication

6. Response plans appropriate for specific Scenarios
 - Lockdown/Shelter in Place
 - Evacuation/Reverse Evacuation
 - Weapons/Suspicious Persons/Intruder
 - Suicide/Injury or Death
 - Active Shooter
 - Bomb Threat
 - Natural Disaster
 - Animals
 - Power Outage
 - Weather
 - Missing Student
 - Etc.