

**REGULAR MEETING
EDUCATION ACHIEVEMENT AUTHORITY**

X **BOARD OF DIRECTORS**
 EXECUTIVE COMMITTEE

Date: November 10, 2011
Time: 2:00pm
Location: 201 Welch Hall
Eastern Michigan University
Ypsilanti, MI 48197

MINUTES

The meeting was called to order by Chairperson Roy Roberts at 2:03pm. Chairperson Roberts began by thanking Eastern Michigan University for graciously hosting the EAA Board Meeting.

II. Roll Call

Chairperson Roberts asked Melissa Hamann to call the roll.

Board Member Attendance

| | | |
|-------------------------------------|---|--|
| Roy Roberts, Chairperson | <input checked="" type="checkbox"/> Present | <input type="checkbox"/> Absent |
| Carol Goss*, Vice Chairperson | <input checked="" type="checkbox"/> Present | <input type="checkbox"/> Absent |
| Judith Kaye Berry, Director | <input checked="" type="checkbox"/> Present | <input type="checkbox"/> Absent |
| Sharionda Buckman, Director | <input checked="" type="checkbox"/> Present | <input type="checkbox"/> Absent |
| Michael Duggan, Director | <input type="checkbox"/> Present | <input checked="" type="checkbox"/> Absent |
| Rev. Dr. Joseph R. Jordan, Director | <input checked="" type="checkbox"/> Present | <input type="checkbox"/> Absent |
| Michael Morris, Director | <input type="checkbox"/> Present | <input checked="" type="checkbox"/> Absent |
| Mark Murray, Director | <input checked="" type="checkbox"/> Present | <input type="checkbox"/> Absent |
| William Pickard, Director | <input checked="" type="checkbox"/> Present | <input type="checkbox"/> Absent |
| Shirley Stancato*, Director | <input checked="" type="checkbox"/> Present | <input type="checkbox"/> Absent |
| James Stapleton, Director | <input checked="" type="checkbox"/> Present | <input type="checkbox"/> Absent |

*Members Goss and Stancato joined the meeting already in progress.

A quorum of the EAA Board was determined.

III. Approval of Agenda

Chairperson Roberts asked whether there were any suggested changes to the meeting agenda. Chairperson Roberts then asked for a motion to approve the agenda.

Motion: Member Jordan

Support: Member Stapleton

Ayes: 7 Nays: 0

The motion was carried.

IV. Chancellor Updates

Dr. Covington announced a number of hires to the EAA leadership team and staff, noting that the team reflects both national and local experience and is ready to roll up their sleeves to do the "heavy lifting" required to launch the system by next fall. He then provided the following background information of each of the new hires.

Dr. Maria Goodloe-Johnson will serve as Deputy Chancellor for Instructional Support and Educational Accountability. Dr. Goodloe-Johnson is a career educator who most recently served as Superintendent of the Seattle Public Schools. During her tenure in Seattle, student enrollment increased, test scores outpaced state averages and private foundation support for the district increased dramatically. Prior to Seattle she served as the first African-American and first woman appointed as superintendent of the Charleston County, South Carolina School District. During her tenure in Charleston County the average SAT scores for students increased by 30 points.

Dr. Rebecca Lee-Gwin will serve as Deputy Chancellor for Business/Fiscal Affairs and Operations. Dr. Lee-Gwin, who has 39 years of experience as an educator, comes to the EAS after serving as Chief Financial Officer of the Kansas City, Missouri, School District. Prior to her service in Kansas City, she served as superintendent of the Russell County, Alabama School District, where she reduced the dropout rate and increased reading test scores, and as superintendent of the Lanett City, Alabama Schools, where she eliminated a \$1 million debt and served as a member of the State Superintendent's Advisory Committee.

Tyrone E. Winfrey Sr. will fill the post of EAS Chief of Staff. Mr. Winfrey has served as President of the Detroit Board of Education. Mr. Winfrey also serves as Associate Director of Undergraduate Admissions for the University of Michigan. As a member of the school board, he helped initiate programs to prepare students for the Michigan Merit Examination and American College Testing preparation.

Adel Haddad will serve as EAS' Chief Technology Officer. Mr. Haddad has more than 22 years' experience in the information technology field, most recently as Chief Information Officer for Technology Experts, Inc. in Hammond, Indiana. He has developed and presented technology programs to academic and professional organizations, including implementing a student attendance system that focuses on safety and building a program to help students to better prepare for state testing for District 215 in Calumet City, Illinois.

Dr. Mary Esselman will serve as Chief Officer of Accountability, Equity, and Innovation. Dr. Esselman comes to the EAS after serving as Assistant Superintendent for Professional Development, Assessment & Accountability for the Kansas City Public Schools. Over the past two years she has played a critical leadership role in several large scale projects including most recently the rightsizing initiative, community based strategic plan and curriculum revision process in Kansas City. Esselman has worked in a wide variety of urban environments both domestically and internationally, including public and private schools, prisons and federal housing communities.

Pamela Miller Malone will fill the position of Executive Director, Communications and Public Relations. Ms. Miller Malone is founder of the strategic communications/business development consulting firm, Beyond A LOGO, in Detroit. Prior to forming her company she worked as senior vice president of development for Junior Achievement of Michigan, as director of urban strategies for the YMCA of Metropolitan Detroit and as the first Director of Development for the Detroit Urban League. She is a resident of Detroit and president of the Historic Boston-Edison Association.

Dr. MiUndrae Prince will serve as EAS Interim Associate Chancellor for Instructional Support and Educational Accountability. Dr. Prince comes to the EAS after serving as Associate Superintendent for Educational Accountability and Instructional Support in the Kansas City, Missouri Public Schools. Prior to Kansas City he was State Coordinator for the South Carolina Department of Education for its *High Schools That Work* program. In that position he grew the initiative from 65 high schools to more than 150 high schools across the state.

Finally, Dr. Covington introduced the EAS administrative support team: Lydia-Scott Barnes, Arese Robinson, and Elizabeth Ruiz. Ms. Scott-Barnes will serve as the Executive Assistant to the Chancellor and brings a wealth of experience to the role, working previously for both the United Auto Workers Union and Department of Community Health. Ms. Robinson has recently served as an Executive Assistant to the Mayor's Office and previously for the Detroit City Council. Ms. Ruiz comes to the EAA organization as a recent graduate of DePaul University Law School in Chicago.

Dr. Covington remarked that additional positions may be added, but that his goal will always be to maintain a lean staffing structure to support the work of the EAS.

Last, Dr. Covington remarked that the team will begin its work in short order and will produce regular status update reports for the EAA Board.

EAA Board Members congratulated Dr. Covington on assembling such a strong team and welcomed the new EAA hires.

V Old Business

Chairperson Roberts asked for a motion to approve the meeting minutes from the August 11, 2011 inaugural board meeting.

Motion: Member Stancato

Support: Member Jordan

Ayes: 9 Nays: 0

The motion was carried.

VI. New Business

Dr. Covington provided Board members with a preview of the anticipated Education Achievement System scope for the 2012-2013 school year. He remarked that, based on conversations with Chairperson Roberts, the Governor's Office, and other individuals during his statewide listening and learning tour, he is strongly considering changing the start-up strategy to include fewer schools in Detroit in its first year in operation and some outstate schools as well. He remarked that the focus must be statewide and the EAA must serve all students who have historically been underserved or not served at all. Further, he remarked that schools should include both rural and urban schools. He summarized by remarking that conversations related to EAS year one scope remain in the early stages and no final decisions have been made.

Member Jordan inquired as to how the EAA design plan would be developed given the proposed revised scope of the work. Dr. Covington replied that statewide strategic planning discussions need to take place for the statewide work to be undertaken.

Dr. Covington then proposed a strategic planning process to inform the design of the EAA. The strategic planning process would include two phases of community planning. The first phase involves statewide discussions about the design of the EAA organization to occur in November and December, and the second phase involves local discussions with school communities once school decisions are made for the 2012-2013 school year.

Key points related to Phase 1 planning include:

- 8-10 statewide conversations involving school leaders, teachers, staff, parents and community members. All Cabinet Members will travel statewide for these conversations to hear input first hand.
- For each meeting, EAA will identify potential participants to invite to the discussion but will also extend open invitations to interested individuals who would like to take part.
- Each conversation will include a discussion of local school performance data, of what success looks like for EAS, and of the various design elements that communities feel should be part of EAS schools (for example, extended learning). EAA will also share success stories – locally, nationally, and internationally – so that participants can all push beyond what we simply know to what is possible.
- Phase 1 culminates with an EAS Design Plan. A draft plan will be presented to the EAA Board in January, which will include a vision, mission, belief statements, organization plan, and financial plan, among other elements.

The proposed Phase 2 work will focus on local school conversations once schools have been selected for the 2012-2013 school year. The EAS Design Plan will serve as the foundation of this planning work; however, local school communities will be empowered to make local decisions to best meet the needs of their students.

EAA Board Members offered a number of comments and questions.

- Member Buckman indicated that she was pleased that community engagement was reflected in this work. She inquired about the timeframe for making final decisions on the scope for EAA year 1 and

school decisions. Dr. Covington remarked that the EAA team needs time to review the data and consider schools on a case-by-case basis to determine which schools have the greatest need. He indicated that decisions need to be made early enough to provide adequate notification to parents and students.

- Member Goss remarked that talent development and recruitment is a significant issue that needs immediate attention. Dr. Covington agreed that talent/capacity reflects the single greatest challenge for the EAA. He remarked that partnerships with Excellent Schools Detroit, Teach for America, and university partners would be critical to support the talent pipeline and talent development.
- Member Stancato remarked that labor should be part of the ongoing strategic planning conversations.
- Member Berry remarked that only 25% of Michiganders have school aged children, and that the remaining 75% (taxpayers) must be included in the discussion as well. Member Jordan indicated that grandparents must be engaged as well.
- Member Jordan requested that the faith-based community be engaged.
- Member Buckman and Chairperson Roberts supported the engagement of students in the design of the plan.
- Member Pickard remarked that retired teachers and principals represent a reservoir of talent throughout the state and should be thoughtfully engaged.
- Member Murray expressed support for a statewide focus in year one. He also remarked that the job of an EAA principal will be quite different from other principal roles given the level of site-based decision making and that talent development for principals needs a lot of time and focus.
- Member Stapleton remarked that the EAA design should incorporate the fact that different children learn in different ways, and on different timelines. Components such as extended day should be included.
- Member Goss remarked that there is excellence in Michigan and the EAA needs to learn from and capitalize upon this excellence.
- Member Buckman requested that the EAA strategic planning discussions be thoughtful from a scheduling perspective, with opportunities to engage during the day, during the evening, or on a weekend. She remarked that providing multiple ways to engage is important and that the EAA needs to have clear metrics to know whether or not it is on track.

Dr. Covington then asked EAA Board members to brainstorm around the following question: what does 21st century learning look like?

- Chairperson Roberts remarked that it has to be about preparing kids to be globally competitive.
- Member Stapleton remarked that such a system should include ways to attract and incentivize the best teachers.
- Member Murray talked about the importance of accountability, but about the importance of those things that are tough to measure as well (e.g., will and curiosity to learn).
- Member Goss talked about the core set of values in those proven models for 21st century learning: high standards, a rigorous curriculum, supportive family environment, and a belief that all students can achieve at high levels.
- Member Buckman talked about the importance of a friendly, caring staff, technology to connect students across the globe, and the importance of sports, arts, and music.

- Member Berry spoke to the direct relationship of our educational system and poverty measures, citing a 1% poverty rate in Finland, whose educational system outranks others.
- Dr. Covington remarked that state tests are important, but that a “drill and kill” approach won’t get EAA the desired results. Instead, the EAA should focus on growth measures and on high standards. Chairperson Roberts suggested that they arrange a conversation at the state level on this topic.
- Member Jordan remarked that the EAA needs to look at social impact to measure its work.
- Member Stapleton stated that the infrastructure for the EAA will be lacking and inquired as to anticipated solutions. Chairperson Roberts reiterated that systems will represent a significant challenge. Member Murray remarked that EAA should consider shared investments in technology, as others likely have technology needs as well.

VII. Other Business

No other business was discussed.

VIII. Public Comment

The following individuals made public comments

Aubrey McCutcheon – Mr. McCutcheon indicated that EAA staff should be researching ideas and testing with practitioners, weighing pros, cons, and consequences before advancing ideas to the Board. He suggested that EAA leverage partners like the National Alliance of Black School Educators for support.

Marie Thornton – Ms. Thornton indicated that she would like to see the EAA budget as well as job postings for all positions that were recently filled. She indicated that she and other parents and community members want an active role in the EAA work and would like the ability to review detailed organizational documents, policies, and other materials for transparency into this work. She expressed her hope that the EAA Chairperson will hold the Chancellor accountable for the work. Finally, she expressed her hope that EAA will help parents and grandparents with increase their technology literacy so as to support students in a digital age.

John Lauve – Mr. Lauve expressed concern by the lack of urgency of the EAA work. Further, he remarked that the EAA work is a duplication of effort for those powers granted to the State Board of Education through the state’s constitution.

Russ Bellant – Mr. Bellant asked for clarification on the point offered by Dr. Covington about the need for capacity building.

James Beasley Jr – Mr. Beasley represented the Building Education Leaders for Life (BELL) program, indicating that the BELL program is able to achieve 5+ months of progress during a 3 month timeframe. He indicated a willingness to meet with EAA Board Members or staff.

Mr. Roberts thanked all individuals for their comments.

IX. Adjournment

Chairperson Roberts asked for a motion to adjourn the meeting.

Motion: Member Stapleton

Support: Member Buckman

Ayes: 9 Nays: 0

The motion was carried.

Chairperson Roberts adjourned the meeting at 3:24pm.

MINUTES CERTIFICATION

Proposed minutes respectfully submitted.



11-18-11

Secretary / Recording Secretary

Date

Approved by the Authority Board



2-9-12

Secretary / Recording Secretary

Date