

MINUTES

STATE BOARD OF EDUCATION

Ladislaus B. Dombrowski Board Room  
John A. Hannah Building  
608 West Allegan  
Lansing, Michigan

May 13, 2014  
9:30 a.m.

Present: Mr. Michael P. Flanagan, Chairman  
Mr. John C. Austin, President  
Dr. Casandra E. Ulbrich, Vice President  
Mr. Daniel Varner, Secretary  
Dr. Richard Zeile, Treasurer  
Ms. Michelle Fecteau, NASBE Delegate  
Ms. Lupe Ramos-Montigny  
Mrs. Kathleen N. Straus  
Mrs. Eileen Weiser  
Mr. Craig Ruff, representing Governor Rick Snyder, ex officio

Also Present: Mr. Gary Abud, Jr., 2013-2014 Michigan Teacher of the Year

**REGULAR MEETING**

I. CALL TO ORDER

Mr. Flanagan called the meeting to order at 9:30 a.m.

II. APPROVAL OF AGENDA AND ORDER OF PRIORITY

**Ms. Ramos-Montigny moved, seconded by Mr. Austin, that the State Board of Education approve the agenda and order of priority.**

The vote was taken on the motion.

**Ayes: Austin, Fecteau, Ramos-Montigny, Straus, Ulbrich, Zeile  
Absent: Varner, Weiser**

**The motion carried.**

III. INTRODUCTION OF STATE BOARD OF EDUCATION MEMBERS

Mrs. Marilyn Schneider, State Board Executive, introduced members of the State Board of Education and the Michigan Teacher of the Year.

IV. PERSONAL PRIVILEGE – MICHAEL P. FLANAGAN

Mr. Flanagan shared a photo of Mr. Gary Abud, Jr., taken when President Barack Obama welcomed State and National Teachers of the Year to the White House on May 1, 2014.

Mr. Flanagan recognized Ms. Deborah Clemmons, Executive Director, State School Reform Office, who will be retiring at the end of May. He said Ms. Clemmons has been with the Department for 25 years and under her leadership there has been improvement in schools that have been placed in the State School Reform District.

Mr. Flanagan thanked Dr. Lindy Buch, Director, Early Childhood Education and Family Services. Dr. Buch has been a national pioneer in the field of early childhood education, and she is retiring at the end of the month. She has almost 20 years of service with the Michigan Department of Education.

Mrs. Weiser joined the meeting at 9:36 a.m.

V. PERSONAL PRIVILEGE – KATHLEEN N. STRAUS

Mrs. Straus said Micah Fialka-Feldman has been appointed to the President's Committee for People with Intellectual Disabilities. Mrs. Straus said Micah addressed the Board several years ago regarding his experience with inclusive education. She said since that time, he has attained his goal of completing his program at Oakland University while living in the dorm. She said he moved from his home in Michigan to Syracuse University to work as a graduate teaching assistant, and he is very successful.

VI. RECESS

The Board recessed the Regular Meeting at 9:39 a.m. and convened the Committee of the Whole.

**COMMITTEE OF THE WHOLE MEETING**

VII. CALL TO ORDER

Mr. Flanagan called the Committee of the Whole Meeting to order at 9:40 a.m.

VIII. DISCUSSION ON MICHIGAN SCHOOL ORGANIZATION AND FINANCE

Mr. Mitch Bean, Great Lakes Economic Consulting; Mr. Steve Norton, Executive Director, Michigan Parents for Schools, and Ms. Elizabeth Lykins, Board Member, Michigan Parents for Schools; and Mr. Steven B. Cook, President, Michigan Education Association; presented Discussion on Michigan School Organization and Finance.

Mr. Austin said the State Board of Education continues to dedicate time to school organization and finance challenges and solutions by gathering thoughtful, divergent perspectives.

Mr. Austin introduced the presenters. He said that there will be a sequence of four presentations foregoing questions to maximize time.

Mr. Bean shared information via a [PowerPoint presentation](#).

Mr. Norton and Ms. Lykins shared information via a [PowerPoint presentation](#).

Mr. Naeyaert shared information via a [PowerPoint presentation](#).

Mr. Cook shared his perspective on Michigan's school funding crisis.

Mr. Austin invited Board members to submit suggestions for future presentations on the topic of school organization and finance.

Mr. Varner joined the meeting at 10:35 a.m.

IX. RECESS

The Board recessed the Committee of the Whole meeting at 10:40 a.m. and reconvened at 10:45 a.m.

X. PRESENTATION ON THE MICHIGAN DEPARTMENT OF EDUCATION'S APPROACH TO POSTSECONDARY TRANSITIONS AND THE MICHIGAN COLLEGE ACCESS NETWORK (MCAN)

Dr. Venessa Keesler, Deputy Superintendent, Education Services; and Ms. Brandy Johnson, Executive Director, Michigan College Access Network; presented the Michigan Department of Education's Approach to Postsecondary Transitions and the Michigan College Access Network.

Mr. Flanagan said in order to achieve the Board and Department goal of graduating all students career, college and community ready, a comprehensive plan to support postsecondary transitions has been created by the Department with the help of the Michigan College Access Network.

Ms. Johnson distributed copies of the Michigan College Access Network 2012-2013 Annual Report.

Information was shared via a [PowerPoint presentation](#).

Board member comments included policy and funding implications, school counselor to student ratio, recent college graduates as advisors, reducing the cost of college, moral obligation to provide high quality education, twenty per cent increase in Detroit Free Application for Federal Student Aid applications, persistence in completion of college, definition of college, credentials and competence, availability of college for all, programming for special education students, and apprenticeship programs through skilled trades unions.

XI. PERSONAL PRIVILEGE – MR. DANIEL VARNER

Mr. Varner welcomed members of 482 Forward who were attending the meeting. He said the group includes Detroit boosters, community activists and youth advocates who are committed to improving the quality of public education in Detroit.

XII. PRESENTATION ON GREAT START TO QUALITY

Ms. Susan Broman, Deputy Superintendent, Great Start; Ms. Lisa Brewer-Walraven, Director, Child Development and Care; and Ms. Sheri Butters, Great Start to Quality Director, Early Childhood Investment Corporation presented on Great Start to Quality.

Ms. Broman said the presentation will focus on the implementation of a quality rating and improvement system to assess, improve and communicate the quality of early learning settings.

Information was shared via a [PowerPoint presentation](#).

Board member comments included incentivizing programs that provide access to students with special needs, funding, improvement will increase quality and more people will gain access, and the increase of people choosing licensed providers.

XIII. RECESS

The Board recessed the Committee of the Whole meeting at 12:31 p.m. and reconvened the Regular Meeting at 1:26 p.m.

Mr. Ruff left the meeting at 1:20 p.m.

**REGULAR MEETING**

XIV. PUBLIC PARTICIPATION IN STATE BOARD OF EDUCATION MEETING

1. Mr. Josh Nichols, Stockbridge, Michigan. Mr. Nichols, teacher; and 5<sup>th</sup> grade students from Stockbridge Heritage Exploratory Academy – Dylan Powers, Melena Rosedale, Haylie Steinkrause, Zack Wilson, and Devin Marshall; shared verbal comments and written information on their experiences in a project based learning environment.
2. Dr. Thomas Harwood, Grosse Pointe, Michigan. Dr. Harwood, Superintendent, Grosse Pointe Public School System, thanked the Board for the selection of Gary Abud as the 2013-2014 Michigan Teacher of the Year.
3. Ms. Marian Brady, Traverse City, Michigan. Ms. Brady, representing Decoding Dyslexia, provided verbal comments on dyslexia.

4. Ms. Terra Walters, Traverse City, Michigan. Ms. Walters, representing Decoding Dyslexia, provided verbal comments and written information on dyslexia.
5. Ms. Tricia Miller, Caledonia, Michigan. Ms. Miller shared verbal comments and written information on the use of eight Next Generation Science Standards practices in the science classroom.
6. Ms. Betty Crowder, Rochester, Michigan. Ms. Crowder provided verbal comments on teacher preparation programs for K-8 science education.

XV. PERSONAL PRIVILEGE – MICHAEL P. FLANAGAN

At the request of Mr. Flanagan, new employees were introduced.

Mr. Kyle Guerrant, Deputy Superintendent, Administrative and Support Services, introduced School Support Services employees Joshua Long, Debra Williams, Dianne Mitchell, Daniel Carlson and Caitlin Groom.

Dr. Venessa Keesler, Deputy Superintendent, Education Services, introduced Terese Walsh, Field Services.

Dr. Joseph Martineau, Deputy Superintendent, Accountability Services, introduced Sean Kottke, Professional Preparation Services.

Mr. Martin Ackley, Director, Public and Governmental Affairs, introduced Caroline Liethen, Legislative Analyst.

XVI. RECESS

The Board recessed the Regular Meeting at 2:18 p.m. to reconvene the Committee of the Whole.

**COMMITTEE OF THE WHOLE MEETING**

XVII. PRESENTATION OF A VISION FOR SCIENCE EDUCATION IN MICHIGAN

Dr. Venessa Keesler, Deputy Superintendent, Education Services; Ms. Linda Forward, Director, Education Improvement and Innovation; and Mr. Stephen Best, Assistant Director, Education Improvement and Innovation; presented a Vision for Science Education in Michigan.

Information was shared via a [Keynote presentation](#).

XVIII. ADJOURNMENT

The Board adjourned the Committee of the Whole and reconvened the Regular Meeting 2:42 p.m.

## **REGULAR MEETING**

### XIX. APPROVAL OF STATE BOARD OF EDUCATION MINUTES

- E. Approval of Minutes of Regular and Committee of the Whole Meeting of April 8, 2014

**Mr. Varner moved, seconded by Mr. Austin, that the State Board of Education approve the Minutes of the Regular and Committee of the Whole Meeting of April 8, 2014.**

The vote was taken on the motion.

**The motion carried unanimously.**

- F. Approval of Minutes of Closed Session of April 8, 2014

**Mr. Austin moved, seconded by Mr. Varner, that the State Board of Education approve the Minutes of the Closed Session of April 8, 2014.**

The vote was taken on the motion.

**The motion carried unanimously.**

### XX. PRESIDENT'S REPORT

Mr. Austin said the Board is interested in hearing additional points of view from stakeholders on the topic of Michigan school organization and finance.

Mr. Austin thanked Department staff for their work with the Legislature. He also thanked Mrs. Weiser for her work on legislative issues.

### XXI. REPORT OF THE SUPERINTENDENT

#### Reports

- G. Human Resources Report
- H. Report on Modifications to the Previously Approved Jackson County Intermediate School District Plan for the Delivery of Special Education Programs and Services

#### Grants

- I. Report on Grant Awards
1. 2013-2014 Fresh Fruit and Vegetable Program (FFVP) – Amendment
  2. 2013-2014 The Emergency Food Assistance Program (TEFAP) – Amendment
  3. 2013-2014 Consolidation of Local Educational Agencies/Intermediate School Districts Grant – Initial

4. 2013-2014 Title II, Part A(3) Improving Teacher Quality – Initial
5. 2013-2014 Title I, Part C Summer Migrant Program Allocations – Initial
6. 2013-2014 Section 22.i: Technology Readiness Infrastructure Grant – Initial

Mr. Flanagan thanked Mrs. Weiser and Ms. Ramos-Montigny for their work on assessment legislation. He said he is appreciative of the help given by legislators who have tried to clarify the issues related to assessment.

Mrs. Weiser distributed a May 12, 2014, MLive article, "Smarter Balanced Field Test has Michigan Schools preparing for Future Exams." She said local school district staff who have participated in the Smarter Balanced Assessment Consortium pilot project should be encouraged to contact legislators to share their experiences related to the pilot testing.

Mr. Flanagan said as the search for State Superintendent begins, he believes it is important to have an accurate picture of the responsibilities associated with the job. He reviewed the work that he has done as State Superintendent during the past month.

#### XXII. REPORT OF MICHIGAN TEACHER OF THE YEAR

Mr. Gary Abud, Jr., 2013-2014 Michigan Teacher of the Year, used Prezi to share information highlighting his activities during the past month.

#### XXIII. STATE AND FEDERAL LEGISLATIVE UPDATE

Mr. Martin Ackley, Director, Public and Governmental Affairs, presented the State and Federal Legislative Update.

Mr. Ackley provided an update on pending legislation.

Dr. Ulbrich, Chair of the Board's Legislative Committee, said the Committee met on May 12, 2014. She said the committee was charged with developing a dissection choice policy, in response to comments provided during the public participation portion of the March 11, 2014, Board meeting.

Dr. Ulbrich distributed a draft policy statement on dissection choice.

**Dr. Ulbrich moved, seconded by Ms. Fecteau, that the State Board of Education approve the Policy on Student Options for Animal Dissection Coursework.**

Discussion followed.

The vote was taken on the motion, as modified by discussion.

**The motion carried unanimously.**

The Policy on Student Options for Animal Dissection Coursework is attached as Exhibit A.

#### XXIV. DISCUSSION REGARDING SUPERINTENDENT SEARCH PROCESS

Mr. Austin led the discussion regarding Superintendent Search Process. He distributed a draft resolution and timeline on the state superintendent search process.

Mr. Austin said he appreciates Mr. Flanagan's continued leadership in important and difficult work. He said in anticipation of Mr. Flanagan's retirement, the Board is beginning its work on the process to identify the next State Superintendent.

Mr. Austin thanked Mrs. Straus, Mr. Varner and Mrs. Weiser for outlining concepts of how the process might unfold. Mr. Austin said the Board will be looking for high-quality, top-notch people with skills that the Board needs to identify with help from others. He said the next State Superintendent ideally would be selected in March of 2015.

**Mr. Austin moved, seconded by Mr. Varner that the State Board of Education approve the Resolution on the State Superintendent Search Process and Timeline, dated May 13, 2014.**

Dr. Zeile said it is a fair outline and gives the Board a plan that makes sense.

Ms. Fecteau said the timeline does not allow for a failed search or more time to consider.

Mr. Austin said the aggressive timeline includes steps in the road. He said lag time is provided to address Ms. Fecteau's concerns.

Mrs. Straus said she was hoping that a decision would be made with the current Board.

Mrs. Weiser said her original preference was to make the decision with the current Board, and she asked if all current Board members would be included in the discussion.

Mr. Austin said following the November election, the newly elected board member or members would be included in the process along with the member or members who will be ending their term(s) on January 1, 2015. Mr. Austin said voting members are those that are on the Board at the time of the vote.

Mr. Varner said he has chosen not to seek reelection. Dr. Ulbrich said she will seek reelection.

Dr. Ulbrich said a lot is being expected of potentially two new Board members.

Mr. Austin said the Board must continue to work on a bipartisan basis as all scenarios demand the Board continue to work together. He said he would like the current Board to select the next State Superintendent, but he is being respectful of the election process.

Dr. Ulbrich said she believes the Board will be able to work together with new members, but it is a huge learning curve. She said the Board may want to consider moving the January step to December so that the process is not repeated.

Ms. Ramos-Montigny said she agrees with Dr. Ulbrich, because new members have a huge learning curve, and the timeline should be changed if the current Board is going to make the decision.

Mrs. Weiser said it is extremely unlikely that there will be a good pool of candidates until after the election. She said the new Board needs to make the selection, because they will be working with the new State Superintendent.

Mr. Flanagan was asked to anticipate how things may look from a candidate's perspective.

Mr. Austin said high-quality candidates will be attracted to the position, and he is requesting support for beginning the process now with a target of ending on March 15, 2015.

Mr. Varner said there are challenges with every timeline, and the proposed timeline is a reasonable compromise. He said he encourages support. He said the timeline offers flexibility and the Board needs to get started in order to do a good job.

Mrs. Weiser said December is an important month and Dr. Ulbrich and Ms. Ramos-Montigny have voiced support for selecting finalists in December. Mrs. Weiser said the Board should not rush to have a candidate pool before December. She said finalists should not be identified before December 1, 2014.

Mrs. Straus said if a decision is made by the new board, it may only include one new Board member, and members of both Boards would have a role.

Dr. Zeile said in December the new Board will be determined, and then the Board will anticipate what will be acceptable to the new Board, making adjustments if necessary.

Ms. Fecteau asked when there will be a formal job description. Mr. Austin said the formal job description will be approved in September. Mrs. Straus said she would like it to be August.

**Ms. Ramos-Montigny called for the question. Mr. Varner seconded.**

The vote was taken on the motion to call for the question.

**The motion to call for the question carried unanimously.**

The vote was taken on the motion.

**Ayes: Austin, Fecteau, Ramos-Montigny, Straus, Ulbrich, Varner,  
Weiser  
Abstain: Ulbrich**

**The motion carried.**

The State Superintendent Search Process and Timeline is attached as Exhibit B.

XXV. APPROVAL OF ROBERT MILLER COLLEGE AS AN EDUCATOR PREPARATION INSTITUTION FOR FULL APPROVAL

Dr. Joseph Martineau, Deputy Superintendent, Accountability Services; and Ms. Leah Breen, Assistant Director, Professional Preparation Services; presented Approval of Robert B. Miller College as an Educator Preparation Institution for Full Approval.

Mr. Flanagan said the State Board of Education appointed a Committee of Scholars in February 2005 to review an application from the Robert B. Miller College for full approval as an Educator Preparation Institution. He said the Committee of Scholars examined and responded to application materials, reviewed Miller College's response to the first application review, conducted an on-site visit and prepared a report detailing its findings. He said the Committee of Scholars and he, as State Superintendent, recommends that Miller College be granted full approval.

Information was shared via a [PowerPoint presentation](#).

**Ms. Ramos-Montigny moved, seconded by Mr. Austin, that the State Board of Education grant full approval to the Robert B. Miller College as an Educator Preparation Institution, as discussed in the Superintendent's memorandum dated April 28, 2014.**

Board member comments included the moratorium on the number of educator preparation institutions, additional program offerings, and reasons for support.

The vote was taken on the motion.

**The motion carried unanimously.**

XXVI. APPROVAL OF THE COLLEGE FOR CREATIVE STUDIES AS AN EDUCATOR PREPARATION INSTITUTION WITH PROBATIONARY APPROVAL

Dr. Joseph Martineau, Deputy Superintendent, Accountability Services; and Ms. Leah Breen, Assistant Director, Professional Preparation Services; presented Approval of the College for Creative Studies as an Educator Preparation Institution with Probationary Approval.

Dr. Martineau said there was a presentation to the Board at its April 8, 2014, meeting, and approval is being requested at today's meeting.

**Mrs. Straus moved, seconded by Mrs. Weiser, that the State Board of Education grant probationary approval to the Center for Creative Studies as an Educator Preparation Institution for three years (May 2014 – May 2017), as described in the Superintendent's memorandum dated April 28, 2014.**

The vote was taken on the motion.

**The motion carried unanimously.**

XXVII. DISCUSSION REGARDING NATIONAL ASSOCIATION OF STATE BOARDS OF EDUCATION (NASBE) NOMINATIONS FOR AWARDS AND 2015 BOARD OF DIRECTORS

Ms. Fecteau, National Association of State Boards of Education (NASBE) Delegate, led the discussion regarding NASBE Nominations for Awards and 2015 Board of Directors.

Ms. Fecteau said the National Association of State Boards of Education has announced that it is accepting nominations for the 2015 Board of Directors and also awards. She said the nominations are due June 3, 2014, and she asked Board members if they have nominations to propose.

Ms. Ramos-Montigny said both Ms. Fecteau and Dr. Zeile have served as the Board's NASBE delegate. She asked if either of them would be interested in being nominated as a candidate for Central Area Director. Dr. Zeile said he is interested in serving as Central Area Director. He said he has also been a member of NASBE's Learner and Learning Study Group, and is currently Chair of the Rural Education Study Group.

**Mr. Austin moved, seconded by Mrs. Weiser, that the State Board of Education nominate Richard Zeile as a candidate for the 2015 NASBE Board of Directors.**

The vote was taken on the motion.

**The motion carried unanimously.**

Mrs. Weiser asked Ms. Fecteau if she is interested in serving as a NASBE officer. Ms. Fecteau said she is content to continue serving as the Board's NASBE delegate.

Dr. Zeile said the Board has been successful in nominating award recipients.

Mr. Varner suggested that Deborah Ball, Dean of the University of Michigan School of Education, and Chair of the Michigan Council for Educator Effectiveness, be nominated for a NASBE award.

Mrs. Weiser suggested that Barbara Markle, Assistant Dean for K-12 Outreach in the Michigan State University College of Education, be nominated for a NASBE award.

Discussion followed.

**Mr. Austin moved, seconded by Dr. Zeile, that the State Board of Education nominate Deborah Ball for the Policy Leader of the Year Award, and Barbara Markle for the Distinguished Service Award.**

Discussion followed.

**Mr. Varner proposed a friendly amendment, seconded by Dr. Ulbrich, to nominate Barbara Markle for the Friend of Education Award rather than the Distinguished Service Award.**

There was Board consensus to accept the friendly amendment.

The vote was taken on the motion, as amended.

**The motion carried unanimously.**

#### XXVIII. CONSENT AGENDA

O. Approval of Policy on Reducing Student Suspensions and Expulsions

**Mr. Austin moved, seconded by Mrs. Straus, that the State Board of Education approve the consent agenda as follows:**

**O. approve the Policy on Reducing Student Suspensions and Expulsions, as attached to the Superintendent's memorandum dated April 28, 2014.**

The vote was taken on the motion.

**The motion carried unanimously.**

The Policy on Student Suspensions and Expulsions is attached as Exhibit C.

#### XXIX. COMMENTS BY STATE BOARD OF EDUCATION MEMBERS

Mrs. Straus said she is on the National Association of State Boards of Education Committee for Public Education Positions. She said one of the positions under discussion is Student Discipline Policy, and she recommended that NASBE receive Michigan's policy.

Ms. Fecteau said she would like more information on the Report on Modifications to the Previously Approved Jackson County Intermediate School District Plan for

the Delivery of Special Education Programs and Services, as listed in the Report of the Superintendent.

Mrs. Straus suggested that there be discussion on social studies at a future meeting.

XXX. TENTATIVE AGENDA FOR NEXT MEETING

Mr. Flanagan said Board members may contact a member of the Agenda Planning Committee comprised of Mr. Austin, Dr. Ulbrich and Mr. Varner with suggestions for agenda topics.

XXXI. FUTURE MEETING DATES

- A. Tuesday, June 3, 2014 (9:30 a.m.) SBE Retreat
- B. Tuesday, June 17, 2014 (9:30 a.m.)
- C. Tuesday, August 12, 2014 (9:30 a.m.)
- D. Tuesday, September 9, 2014 (9:30 a.m.)

XXXII. ADJOURNMENT

The meeting adjourned at 4:33 p.m.

The video archive of the meeting is available at [www.michigan.gov/sbe](http://www.michigan.gov/sbe).

Respectfully submitted,

Daniel Varner  
Secretary

**Michigan State Board of Education Policy**  
**Student Options for Animal Dissection Coursework**

The Michigan State Board of Education recognizes that a growing number of students have moral, ethical, religious, or other objections to animal dissection and that modern nonanimal teaching methods (e.g., interactive computer software) are available. The State Board of Education also recognizes that these alternative teaching lessons may be more effective and less expensive. Consistent with the recommendations of leading science education organizations, to accommodate these students and create an inclusive learning environment, any K-12 student who objects to dissecting animals or animal parts should be permitted to opt out of dissection activities without fear of reprisal.

- School districts should establish a written policy stating that options are available for students who object to dissection activities, and that upon written request, the school will permit a student who objects to dissection activities to demonstrate competency through an alternative method.
- Teachers shall provide these students with an alternate project (i.e., completing modules on interactive computer software) that does not involve participating in or observing dissection and through which they can learn and be assessed on the material required by the course. The alternate project should be selected by the teacher and entail a comparable amount of work to the dissection activity.
- No student shall be punished or discriminated against based upon his or her decision to opt out of animal dissection activities.
- A student who is reluctant to voice his or her concerns about animal use in a particular course, or who thinks these concerns have not received proper attention, may seek assistance from their principal.

Adopted May 13, 2014

**State Board of Education Resolution**  
**Superintendent Search Process**

With gratitude for and acknowledgement of the continuing hard work, dedication and stellar service of Superintendent Michael Flanagan, the State Board of Education commences the search for Michigan's next Superintendent of Public Instruction.

- The search process begins today, with a target date of identifying and contractually engaging the next Superintendent in March, 2015.
- The Search Committee shall be the State Board of Education.
- The search process will include significant opportunity for stakeholder input into the desired skills and experience of Michigan's next Superintendent.
- The State Board of Education will use the attached search process as a guide, adapted and modified as necessary through Board discussion, to best meet the goal of attracting the highest caliber candidates and the most effective future Superintendent.

Adopted May 13, 2014

**State Board of Education  
Search Process for  
Superintendent of Public Instruction**

	<b>Tasks to Execute</b>	<b>Time Targets</b>
Step 1	SBE Approves Search Process Timeline. Creates search committee of the full Board charged with 1) developing beginning criteria and job description, 2) process for soliciting public and stakeholder input, 3) process for outreach and search, and 4) identifying potential search firm or organization to assist (if desired)	May 13, 2014 SBE Meeting
Step 2	SBE discusses desired criteria and job description, outreach and search process	June 3, 2014 SBE Retreat
Step 3	SBE invites stakeholder and public comment on criteria and qualifications for candidates in writing and in person	June including June 17, 2014 SBE Board meeting
Step 4	SBE continues to invite public and stakeholder input on candidate expectations and criteria; perhaps hold public work session to solicit input and discuss criteria	July and SBE Work Session
Step 5	SBE reviews draft criteria, job description and search process outline; reviews potential search firms or organizations to solicit to assist (if desired)	August including August 12, 2014 SBE Meeting
Step 6	Full SBE adopts criteria, job description and search and outreach process, including potential search firms or organizations to assist (if desired and available)	September including September 9, 2014 SBE Meeting
Step 7	Search officially begins and is publicly announced (with assistance of search firm or organization if desired)	October
Step 8	Receive update on process and candidate pool and review whether pool contains many high quality applicants. Decision taken to continue/expand search, or close search and begin to identify leading candidates.	November including November 18, 2014 SBE Meeting

Step 9	Review leading public and private candidates (if search closed) and work towards identification of finalists, including reference check and key informant consultation. (If search still open, then this meeting is an update and decision to close or continue search.)	December including December 16, 2014 SBE meeting
Step 10	Public and/or closed session to rank order candidates and identify potential leading candidates. Identify additional issues that need investigation for leading candidates, including professional record, effectiveness, credibility, salary requirements, etc. (or lagged activity if search process was extended)	January including January 2015 SBE Meeting
Step 11	Identify candidates to invite for public interviews and conduct public interviews (or finalist identification if time frame has lagged)	February including February 2015 SBE Meeting
Step 12	Meeting to review and formally approve first offer. SBE begins negotiations with first choice to finalize hiring. If unable to finalize, negotiations continue with second candidate to finalize hiring, etc.	February 2015
Step 13	SBE vote to hire new Superintendent. New Superintendent publicly announced (or finalists identified, interviews conducted if process has lagged)	March 2015 SBE Meeting
Step 14	New Superintendent begins transitional/overlap period	June 2015
Step 15	Michael Flanagan's last day	June 30, 2015

Adopted May 13, 2014

**MICHIGAN  
STATE BOARD OF EDUCATION  
POLICY ON REDUCING STUDENT  
SUSPENSIONS AND EXPULSIONS**

**The State Board of Education (SBE) states in its 2013-2015 Mission Statement that: All students graduate ready for careers, college, and community.**

Michigan students, in all of their diversity, must be educated in a safe and supportive environment that fosters academic success and healthy development. This is illustrated by the SBE's mission and its guiding vision and principles of universal education which reflect the belief that each person deserves and needs a concerned, accepting educational community that values diversity and provides a comprehensive system of individual supports from birth through adulthood.

Schools can create those environments by establishing clear behavioral expectations and employing preventative measures with constructive discipline that prioritizes keeping students in school through graduation. Legal mandates and community safety may require the removal of individuals who possess weapons, commit arson, engage in criminal sexual conduct, make bomb threats, and those who commit physical assault against another. In many instances, however, exclusionary discipline, such as out-of-school suspension and expulsion, has become a primary method used to discipline students for all infractions—even those for which exclusion is unnecessary or inappropriate. Numerous studies document that exclusionary discipline practices are implemented disproportionately against students at higher risk of school dropout, including young men of color, special education students, and students from low income households. Numerous studies have further shown that exclusionary discipline often sets the stage for student disenfranchisement, academic failure, and dropout. The cost of this negative cycle, also well-documented, is too great.

The SBE remains absolutely committed to policies that preserve the safest environment possible for all members of Michigan school communities. Mounting evidence suggests, however, that safety and educational outcomes can be improved by increasing prevention efforts that focus on social emotional development, connection, and community-building while providing tiered mental health and other supports. Working in partnership with stakeholders, including students, educators, families, and members of the community, schools can lower suspensions and expulsions by implementing evidence-based discipline policies and preventative practices such as Positive Behavioral Intervention and Support (PBIS) and Restorative Practices. When integrated into inclusive, achievement-oriented school cultures, these help reduce disenfranchisement and academic failure by keeping students in school where they can learn and get the social-emotional and academic support they need to succeed.

A number of elements contribute to a school's success, including:

- Inclusive school climate that engages all stakeholders, equipping them with training and support for integrating evidence-based learning strategies and pro-social behavioral processes, such as PBIS and various forms of social-emotional learning, to create safe and accepting learning environments.
- Restorative discipline practices and policies that are clear, fairly implemented, and oriented toward child/youth physical and mental health and personal and academic development rather than punishment and/or exclusion.
- Dynamic stakeholder involvement that engages all members of the learning community and maximizes available resources in the development, implementation, and evaluation of policies and practices.

Administered well and appropriately, positive discipline can become a powerful tool for teaching students to succeed. The SBE strongly urges Michigan school districts to review existing zero tolerance policies, reserving exclusion for only the most serious offenses, and to adopt practices that allow educators to address disciplinary matters as opportunities for learning. In addition, the SBE encourages schools to implement or expand evidence-based alternative and supplemental strategies for social and emotional learning such as PBIS and Restorative Practices. It urges school districts to integrate these practices into their culture to support and sustain them as vital elements of school operations. Finally, the SBE also encourages schools to collect and utilize data for ongoing formative evaluation of disciplinary processes and their effectiveness.

Adopted May 13, 2014