

**Lafayette High School  
Special SBDM Council Meeting  
April 29 2020 at 5:35 p.m.  
Library/Virtual Meeting**

**Present:** Bryne Jacobs, Bryson Perry, Jennifer Watkins, Sophie Schwab, Richard Royster, Whitney Walker, Stacy Heilig, Tim Mitsumori, Maria Cahill, Scott Emmons, Sally Adams, Kay Hubbard,

**Absent:** None

**Guest:** Stephanie McDermott, Shannon Clark, Claire Gorski, Carla Pleasant, David Scholl, Ryan Marsh, Bobby Howard, Littleton Ward

**I. Approval of Agenda**

Mr. Jacobs asked for a review and approval of the agenda. Bryson Perry made a motion to approve the agenda, and Jennifer Watkins seconded the motion. Agenda was approved.

**II. Public Comments: None**

**III. NTI 2020 Spring Semester Grading Procedure**

The document for Spring Semester Grade Procedures has been shared electronically. Recommendations from KDE, School Board, and Superintendent to look how we are grading our students. NTI was not designed to be a permanent fixture – only to fill the gap. The 6 high schools worked together to assure consistency in the district. This was important to the District. Over the past two weeks, Mr. Jacobs has been working with IL's to see what that would look like here at LHS. Mr. Jacobs would like to recognize our teachers, students, and administrators during this time. Everyone has been working hard to help our students, and Mr. Jacobs knows everyone is working really hard. We are very appreciative. Our teachers are handling this extremely well, and our parents are working for their student.

Mr. Jacobs explained the worry that this would set a precedent. The future of NTI can be different moving forward. This would be subject to change in future NTI events. The procedures will be given to parents and students so everyone is aware of how we are handling grades. Mrs. McDermott is here to guide us through this process.

We will not be giving final grades so this will affect the way we give grades.

47% formative and 53% summative. Without the 15% going in, IC will calculate the grades. There is a recommendation that we not give F for failing grades at this time. We will be evaluating this with grace. The student who may not meet the benchmark will be given an Incomplete. This will give the student a chance to recover the credit. The teacher will post an "I" to the transcript, not an F.

The work performed during this NTI time will only be able to improve the student's final grade. Moving forward they can only improve on the grade in progress. April 17 is the current grade posted for our students, and we will use this as the baseline score for the students to improve on. The student cannot go backwards from the baseline on April 17. This believe is consistent across the district. On March 13 we ran a report to monitor students that were not being successful. On Monday, March 16 we ran the report again for documentation. Again, NTI work will be used to improve the final grade.

Ms. Walker asked how we can use April 17 when the superintendent sent notice to parents that NTI would not be counted against the student's grade. We will now need to go in an attempt to manipulate the grades. Ms. Schwab asked what is expected of teachers when the kids can drop off and nothing will be done. The teachers are asking if any NTI plans matter. Mrs. McDermott agrees that the April 17 grade is not the clean grade. You can't start from April 17 but they cannot go back and pull a firm date to start. April 17 is the only firm threshold to start as a baseline. Ms. Schwab shared that the students are able to go back and redo the work but now the students are asked if this is all extra credit. There is a lot of confusion with the teachers on what is expected. Mr. Jacobs shared that we still have an obligation to prepare the students for next year. Mr. Jacobs hopes that the teachers will continue to prepare the lessons and meaningful work for the students. Nothing has really changed except for the grading process. Parents are really watching the grades very closely and communicating with the teacher if the grades drop even 1%.

Mr. Emmons shared his management for his classes. He had a sense that the grading would be an issue thru the end of the year. He teachers mainly seniors and his students do not need his class to graduate. He has designed his assignments so they have a very small impact on the semester. He lessons has very low point value. Most assignments are informative assignments because he really wants participation. His grade book reflects a clear delineation for before April 17 and after for NTI. This will make it very easy to look at the before and after for a student. This is, especially for Math, a lot of stress for teachers and making sure the ALG 1 student is ready for Geometry. We are trying to identify and nail down the big concepts that they will need to be successful next year. The grading standard is about as good as it can be, but all teachers will have to manipulate the grades.

Mrs. Adams agrees with what the other teachers are expressing. Mrs. Adams has been reaching out with families to help engage the students. She shared we are not in the same boat. Our boats all look different. In speaking with families, she realizes this more and more. Some of our students are working 40 hours to try to help support the family. We have to look beyond the amount of time being put it and available time but to realize that some of our students have more responsibilities now that they did not have before. They also are becoming homeschool teacher for young siblings as well.

Mr. Royster wants the work that his daughter is doing needs to be valued and important. You can't just not do anything at this point, and everything will be OK. That will set a poor precedent for students. Mrs. Adams got an email from a parent for a student that is working on an application for a summer program. His grades are dropping, and the parents wanted to know if he needs to work to bring up the grade. The parents wanted

reassurance that this was not the case. The parent was wanting clarification. This work needs to count for something. At some point, we are hoping clarification will be sent out to the families that will help with this problem. It is not in the student's best interest. Mr. Jacobs is working on a draft for LHS for grades and will be sent out in the next 24 hours.

Mrs. Hubbard expressed that the teachers have been great in communicating with her child and it has worked well for her family.

Mrs. Cahill shared that they give the responsibility to the student. They are both teachers, and the children are doing the work. She has not had any problems in her home.

Ms. Heilig shared that the students are working twice as hard as well. Technology problems a huge part in that. Attention spans are lower as well.

Ms. Schwab is wondering if the wording can be changed to maintain and improve the grade. This would help to hold the student to a level of working. Most of the students have checked out.

Mrs. McDermott shared that no one expected to be at this point. Regardless of the grade, the students will be ok. McDermott shared that everything the teachers do has meaning. Even with no grade, what you do has meaning. No matter what the reason all these comments and correspondence, we are still helping students. We are not going to overcome the bigger social dynamic, but we will continue to teach for those can and will.

Mr. Jacobs shared the other items on the procedures. Students receiving an Incomplete will have the opportunity to recover the credit. Also, students receiving an "I" will move on to the next level in the sequence. It will be determined on a case by case basis. Final exams will not be given this year. Dual credit courses will follow the guidelines set by the university. For the remainder of the school year, teachers will continue to give assignments, work with students to improve grades, and provide remediation and interventions. Students needs to continue to learn and grown and prepare for the next level.

Thursday, May 21 is a date for allowing teachers to address individual student needs. No new assignments will go out after May 21. We have to have a finalized list of students by May 27 for the district in terms of the graduation process.

Credit adaptations granted by the District or State will be applied for graduation. We are trying to be understanding of the effect COVID 19 has had on our families, and we will work with students to assure success. Flexibility will continue to be granted to each student for educational needs.

Graduation will be a virtual graduation at this point.. There may be a live graduation at some point, but we don't know when. The virtual graduation will be some recognition to our seniors.

Ms. Schwab is asking if the IL's will reach out to the staff to inform the teachers on the procedure. There will be a staff wide virtual meeting to process and discuss the procedure at that time.

Mr. Jacobs asked for a consensus of the process as this is the best we have at this time. We are already starting to put in place an infrastructure for NTI and this will also improve the process.

Mr. Mitsumori shared that this has been really difficult. Some students just got their technology and then didn't know what to do with it. Some of the small things are really impacted the students. Some didn't know how to get in their student emails. Many are working most of the day just to make ends meet. Three have gone to Virginia to work full time to support their families. This is not ideal for our students. Those who have been able to get connected are meeting with Tim once a day.

Mr. Jacobs asked for a consensus at this time. Everyone was in agreement. Mr. Jacobs will move forward on this procedure. We feel like our families need communication and clarity.

If there are no other questions, I feel like we have reached a consensus.

BP moved to adjourn the meeting at 6:58 p.m.

Respectfully submitted,

Alice Mattingly  
SBDM Recording Secretary