

**REPORT OF THE BOARD'S DELEGATE TO THE
TITLE I DISTRICT ADVISORY COUNCIL (DAC)**

January 27, 2022

Submitted by Director Henry Leonard

**Meeting of the District Advisory Council
Thursday, December 2, 2021
Virtual**

I. WELCOME – DARRYL HALL

Mr. Hall welcomed all participants and asked the interpreter to say a few words and gave instructions for those using the services of the interpreter. Instructions for sign-in, questions and comments were given for all participants. Participants are asked to please put their name and school in the chat with comments. If your question or concern is not addressed at this meeting, please feel free to contact the Executive Committee at dac@milwaukee.k12.wi.us. The Executive committee has vacancies that hopefully will be filled by some of those participating in tonight's meeting.

II. CONSENT AGENDA/EXPECTATIONS – DARRYL HALL

Mr. Hall touched on the family and community engagement report that can be found in the November Consent Agenda and the five priorities of success which can be found on the MPS website.

The minutes from the November meeting are available on your consent agenda that was sent to your email. If you are not receiving the emails, please contact us through dac@milwaukee.k12.wi.us and update your information.

November meeting attendance: 130

III. POSITIVE NOTES

LEAH CORNELIUS – PROJECT STAY

Caring for those that care for our kids. Handed out muffins and hot chocolate to parents dropping off students.

CHRISTAL LIDDEL - HATHORNE

At Hawthorne, we were able to feed and send food home to 4 out of 6 homeless families over Thanksgiving break.

We were also able to raise over \$1,000 for our green school yard project with our silver coin drive.

KELLY PAEK – CLEMENT AVENUE

We had a very successful food drive at Clement Avenue.

DENISE LONG - BURBANK

Luther Burbank School gave out 80 pairs of new shoes to student!

MRS. NATION - LOWELL

Lowell donated over 1,000 food items to the food drive we had!

LAMONA ANDERSON - PARKVIEW

Book giveaway at Parkview School was a success. Families came out to get brand new books for their students.

DONNIS HAYNES - BRYANT

Bryant Elementary received four boxes of cloths from family donations.

IV. PRESENTATIONS

MPS RECRUITMENT EFFORTS TO FILL OPEN POSITIONS AND HIRE QUALIFIED STAFF.

1. Michael Harris, Senior Director of Talent Management

CURRICULUM SPECIALIST – SOCIAL STUDIES TEXTBOOK ADOPTION

1. Renee Laird Adelon, District Library Media Specialist

TITLE 1 AND HOW IT RELATES TO THE DISTRICT ADVISORY COUNCIL

1. Darryl Hall, Family and Community Engagement Specialist

DEPARTMENT OF NUTRITION

1. Mohammed Abdullah, Director of School Nutrition Services
2. Renee Slotten-Neauchamp, Operations Manager of School Nutrition Services

Questions and Answers from the Chat

Talent

Q: Who would be contacted in talent management be for those that work in higher Ed that might we able to create pipeline programs?

A: Michael Harris, Senior Dir., Talent Management harrism3@milwaukee.k12.wi.us 414-475-8329.

Q: Would you please share the percentage of Special Education vacancies? There seems to be a high amount across the district.

A: As a district, we currently have 145 teacher vacancies. These range from content area and special education. Nationally, Special education teachers are in high demand.

Q: Question on the hiring timeline: What is the average number of days after submitting an application until an applicant is contacted for an interview/next steps? How does the rest of the timeline look – how long from application to start date?

A: Postings are typically posted for 14 days. Once the posting closes, the screening process begins to review and make sure that candidates meet minimum criteria. Once that has been completed the application is sent to the department to review. Once the department/team review the applications they are able to schedule interviews. Depending on the team availability, this could be two-four days to have them scheduled. Once a candidate has been referred to the Office of HR—we place them in the pre-employment process which includes, fingerprint, criminal background check, physical –this process typically takes two weeks and is dependent on the candidate scheduling physical and accepting the earliest date available.

Q: What type of pathway is in place to help MPS students transition into some of these high demand areas?

A: Students who are graduating seniors or hold their GED and will be 18 are eligible to apply for the following positions in the district: food service assistant, general school support, secretary, building service helpers, school safety assistants, before and after school care with REC and lifeguard. Many of these positions require testing and most offer part-time and full-time opportunities for those attending college during the day or evening. The Office of HR is in the process of scheduling visits to all high schools to engage graduating seniors to learn more about these opportunities.

Q: I work for the City so I probably know the answer to this already, but what are you doing about keeping salaries competitive?

A: Our compensation department is continually evaluating and making sure that we are competitive with compensation and benefits. The board has provided additional resources for the district to compete

with pulling good talent from other districts if under contract. This is a good step in the right direction. In addition, we are able to provide signing bonus/incentives for hard-to-fill positions, i.e. middle school math and science and high school math, science, specials, and manufacturing.

Q: How many permit teachers who have not yet been licensed are currently in the district? What is the district doing to support their licensure?

A: 88% of all teachers in the district are fully licensed by the Department of Public Instruction. The 12% of teachers that are in programs are supported by the university in which they are attending, but in addition they are supported with building level mentorship as well as their team. The district also supports these individuals by financially assisting them with opportunities for tuition assistance. We allow employees who are not currently licensed to obtain a one-year license with stipulations from the Department of Public Instruction. Eligible employees can receive up to three one-year licenses.

Q: Could schools implement programs to train students in nutrition services, building service helpers, etc.?

A: We are currently scheduling visits with high school seniors to inform them of the opportunities within MPS, specifically around these positions.

Q: Why is the application process so complex and can it be more manageable for those who never worked for the district to apply?

A: We have streamlined some of the processes and have posted on our website a "How to Apply" guide to assist applicants in the process.

Q: How many credits are now needed for paraprofessionals?

A: 48 credits. However, the State has implemented the paraprofessional assessment. Eligible candidates can take the test in lieu of the 48 credits to work as a paraprofessional. Passing score is 460. Subjects tested: Math, Reading and Writing.

Q: Will the current Paras get paid more for having degrees already?

A: If a para is working in our schools as a para, they earn based on years of service, as we have a pay scale. If a para is looking to promote to teacher and enter a program to become a licensed teacher, they transition to teacher pay.

Q: It's great that ESSR funds can be used for a competitive hiring advantage - what are we doing to retain the talent that we have?

A: We are devising a plan with Board approved funds that were allocated for recruitment and retention.

Q: Does that \$55 replace the \$100 fee to DPI for Para position?

A: No, the \$55.00 is for the test. Once you complete and successfully pass the test, you apply for your license which costs \$100.00. For high school students we are recruiting for these positions, we are looking to pay the \$55.00 for the first test for those students.

Q: What are the strategies / pathways to hire student teachers?

The best strategy is word of mouth. When our current employees talk to others about how they enjoy working in the district. Our strategy is to engage communities to inform them about the career opportunities in the district. We also are developing communication plans to target areas where we recruit. If we are visiting in the South—we will run advertisements there to let folks know about opportunities here in MKE, WI.

Q: What about the schools with low enrollment that cannot offer para positions even though they are needed?

A: This is really a finance issue.

Nutrition

Q: What is the pay for food service providers?

A: Our Food Service Assistants starting salary is \$ 15.18. This could be higher based on experience.

Q: What is the required calorie count per meal?

A: Between 600 and 700 calories for lunch. For Breakfast 450-500 calories.

Q: Congratulations! It's a big program to keep on the tracks! Keep it up!

A: Thank you. Our staff works very hard to feed all of our students on a timely basis each day. They need to follow many rules and regulations that pertain to the National School Breakfast Program, National School Lunch Program, Child and Adult Care Snacks, After School Snacks, Fresh Fruit and Vegetable Program, US Foods Program, and the financial accountability of all of these programs.

Q: Could a partial solution to the staffing shortages be having students learn hands-on skills by helping in nutrition services? Also, could we look at alternative food sources (increasing agriculture programs in schools, sourcing from local farms, etc.?) to help with logistical issues?

A: Students would need to be supervised in the kitchens. We do have a partnership with the school to work program. We are also currently using volunteer students at select schools to help with our point of service tally sheets for community service hours. We agree that more Farm to School initiatives would enhance our programming. However, all initiatives do require employees to carry them out. Our labor shortage is preventing us from expanding programming at this time. We are also looking at using Wisconsin Local Food Database to find local food sources during supply chain issues.

Q: Could the district partner with COVID funds from state to give parents food share dollars to make kids lunches from home?

A: Our programming is funded at the federal level. This would need to be a federal initiative and there would need to be a bill or an amended bill introduced at the federal level to support this. Our programs are included in the Farm Bill legislation.

Q: Do we have an initiative in place to teach children how wasted food at lunch effects our community and our world?

A: Once we go back to more production sites at our schools, there is a provision in the regulations called Offer versus Serve. Students would be allowed to turn two food items down in a lunch meal with the exception of ½ cup fruit or vegetable. All lunch meals are required to serve a milk, fruit, vegetable, grain and meat/meat alternative in a required portion size. For example, a child could turn down the milk and the vegetable and we could still receive our reimbursement for the meal from USDA.

Q: What can I do as a parent to help with my child to not waste food? I am so grateful for the work your putting into feeding the kids.

A: At home work with your child to sample and try new food items. It takes 8 to 12 samples for a child to determine if they like a food product or not. Start the introduction of new food items with small amounts. Once Offer versus Serve is offered again at school, students will be able to select items they want to eat.

Q: I think students should vote for the foods they want removed from the menu.

A: Students can certainly provide feedback to us regarding foods we offer. Remember not all students like the same food products. Currently we are being challenged in getting food and food supplies on a weekly basis. We are hoping we can get back to having students taste test new products and provide us with feedback in the near future.

Q: Students usually comment on how bad the food is. Most of it goes into the trash. Our kids are hungry during the lunch hour.

A: We are in the process of hiring a chef in our department. We hope to re-visit many of our recipes and to create new recipes that entice our students to try new foods. As our food supply improves, we hope to offer more menu options for students to select from.

Q: Yes, Beth, it is complicated! MPS Nutrition Services is on the front lines of fighting child hunger in our community. Thanks team!

A: Thank you. Our team works very hard from our frontline workers in the kitchen to the staff at Central Office. We are passionate about feeding our students and addressing their hunger issues so they are ready to learn in school each day.

Q: Is the current food and lunch issues due to lack of staff and or the pandemic?

A: With the pandemic there has been a national labor shortage and a food supply shortage. We have also experienced shortages of paper goods and small equipment supplies that we need to prepare our food. All of this has challenged us this past year. These two go hand in hand. We are currently close to 200 positions short in Nutrition Services. On a recent day we had over 60 people call in. When this happens, we have to scramble to cover kitchens and have enough staff to prepare the food to pack our pre-packs. We have been having late afternoon shifts in most of our central kitchens that pre-pack the food sent to our other schools.

Q: Why is it that if there is extra the students can't have it? Why does it have to be thrown in the trash?

A: Our staff plans on one meal per child per day as required by USDA. We are reimbursed for only one meal per child. For each breakfast we serve we receive \$ 2.4625 per meal. For each lunch we serve we receive \$4.3175 per meal. This reimbursement is what covers food, labor, supply and equipment expenditures for our programs.

Q: Should the kids have a bagged lunch a couple of days a week to help cut back some of the waste?

A: Unfortunately, we are currently unable to secure those food items that we would use to make bag lunches such as turkey, ham and peanut butter. The paper goods and wraps used to keep food in are not easily available to us. Students are always allowed to bring lunches from home. However, the National School Lunch Program requires us to provide a lunch every day school is in session.

Q: Will all schools get rid of the prepackaged lunches?

A: Our first priority is to get schools back to where they were pre-pandemic. As we move forward we will be re-assessing our kitchens and their needs to determine what food delivery model we will be using in the future.

Q: What about kids who are still hungry? Can a student get a second lunch?

A: Currently we do not have the staffing or the capability to produce extra lunches for students to purchase. We are hopeful in the near future as our staffing levels increase and the food supply chain improves we will be able to offer students the opportunity to purchase additional meals and items.