

INTERNAL MONITORING REPORT
April 9, 2018

Policy: 3.7 Treatment of Students, their Families,
and Community Members
Policy Category: Superintendent Limitations
Period Monitored: April 10, 2017 – April 9, 2018

This is my monitoring report on the Board of Education’s Superintendent Limitations policy “Treatment of Students, their families, and Community Members.” I certify that the information is true and complete. This report will monitor the policy starting at its more detailed provisions and end with the global provision.

Interpretation Reasonableness – All Sub-sections

A web-based survey was conducted for all Northview families between October 17 and November 17, 2017. A total of 898 family surveys were completed.

A web-based survey was conducted for all students in grades 3-12 between January 22 and February 5, 2018. 790 elementary students responded and 950 secondary students responded.

Students responded to questions using a four-point scale. Families responded to questions using a five-point scale.

Families	Students
Extremely	All of My Classes
Quite	Most of My Classes
Somewhat	Some of My Classes
Slightly	None of My Classes
Not at All	

While not meeting the required level for statistical significance, the information collected is helpful in identifying areas of strength and weakness in how Northview Public Schools treats our students, families and community members.



Scott Korpak, Ed.D.
Superintendent

Date: April 9, 2018

Policy Language 3.7.1

Fail to provide reasonable, timely responses to inquiries and information to students and their families of what may be expected and what may not be expected from all services offered by the district, including academic courses and programs (especially specific course syllabi), sports and extracurricular programs, transportation and parking services, health and nutritional products and services, and special programs.

Interpretation:

Response data for items two, three and four are quantitative and statistically considered to be an informal measure of Northview's response to family and student inquiries.

1. 100% of schools distribute registration materials no later than the first day of school that includes the Parent/Guardian/Student Handbook that defines expectations for students and parents, the consequences for inappropriate behavior, and the appeal process for disciplinary measures. All students and their families who enroll after the start of the school year are provided this information during their registration process.
2. Northview Crossroads and Northview High School provide athletic information through student announcements, family emails and through their respective websites.
3. Northview Community Education provides numerous learning opportunities for students, employees and Northview community members. These opportunities are shared through the Northview News, emails and their website.
4. Transportation information is available to students and their families through the Synergy web portal and by calling the Transportation Department.
5. Northview partners with Spectrum Health Healthier Communities for District Nursing Services, with Pine Rest for a partial-time Behavioral Health Liaison and with the YMCA for before and after school childcare. This information is shared with families through the Northview website and school personnel as needed.
6. Special programs are publicized through the Northview News and the Northview website.

Data Reported:

1. Principal reports validate that **100%** of schools distributed the materials prior to the first day of school, and that students who enroll after the start of the school year are provided this same information.
2. Athletic Directors Jerry Klekotka and Lindsey Grinwis confirmed that athletic information is shared with students through announcements, emails, the Crossroads website, and the High School Athletics website.

3. Rich Youngberg, Director of Community Education, confirmed that community education opportunities are published in the Northview News, shared via email and are available on their website.
4. Kathy Tokarek, Director of Technology, and Tim Christian, Director of Transportation, confirmed that student transportation information is available through the Synergy web portal. Mr. Christian also confirmed that the Transportation Department regularly provides transportation information through phone calls.
5. Angela Smith is the lead nurse from Spectrum Health Healthier Communities in supporting Northview Public Schools. Eric VanBuskirk, is Northview's Behavioral Health Liaison through Pine Rest. Northview employee, Nicholette Driggs, acts as our liaison with the YMCA to coordinate our before and after-school childcare.
6. A review of the Northview News and the Northview website confirmed that special programs are publicized through both communication tools.

Conclusion Statement:

The organization met expectations.

Policy Language 3.7.2

Use any method of discipline for student behavior or dress that is unclear, untimely, or inconsistently applied.

Interpretation:

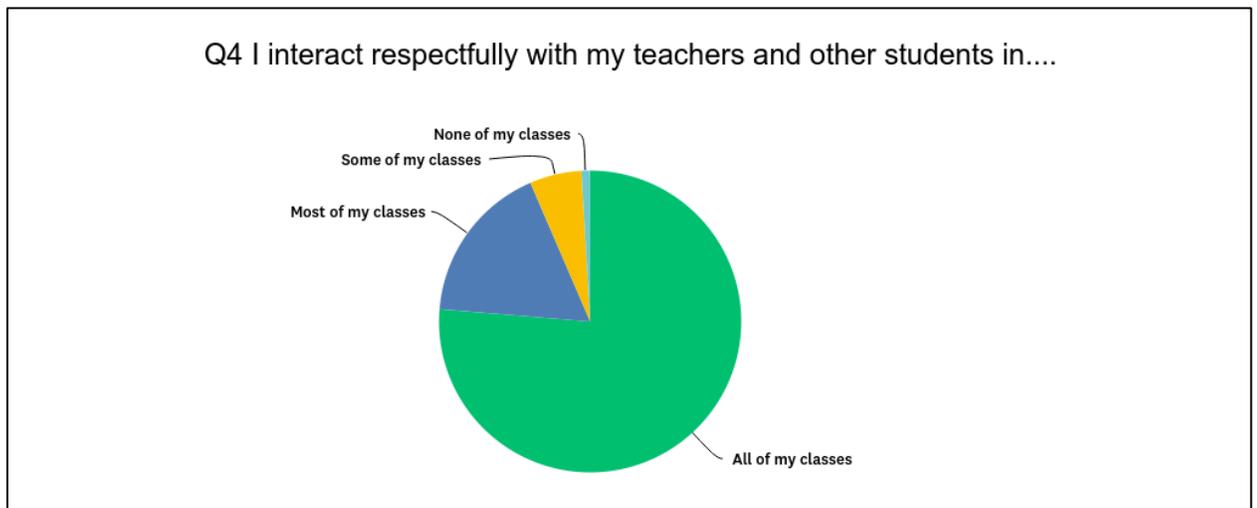
I interpret “*use any method of discipline for student behavior or dress that is unclear, untimely, or inconsistently applied*” to mean:

1. 100% of schools discuss with students the methods of discipline for student behavior within the first 4 weeks of school. All students and families who arrive after the first four weeks of school are provided information about the methods of discipline. This is done individually or in small groups. This is evaluated by direct inspection of the school principal or designee.
2. Students in grades 3 – 6 responding to the following questions in a school culture survey:
 - a. I interact respectfully with my teachers and other students.
 - b. Other students and my teachers interact respectfully with me.
 - c. I follow classroom rules.
 - d. My classmates follow the routines and expectations for behavior.

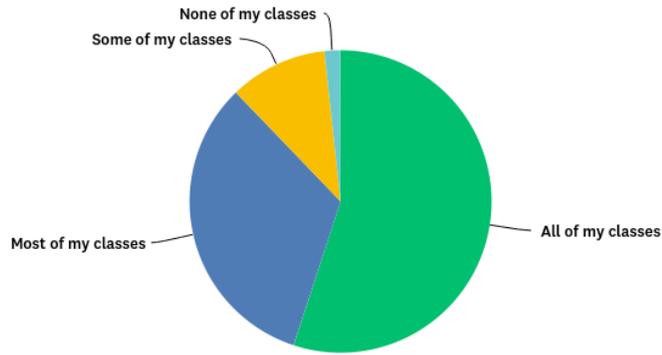
3. Students in grades 7 – 11 responding to the following questions in a school culture survey:
 - a. Students are treated with respect by their teachers.
 - b. Students treat adults with respect.
 - c. Students respect the property of others.
4. Families responding to the following questions in a family-school relationship survey:
 - a. At your child’s school, how well does the overall approach to discipline work for your child?
 - b. How fair or unfair is the school’s system of evaluating children?
 - c. Overall, how unsafe does your child feel at school?

Data Reported

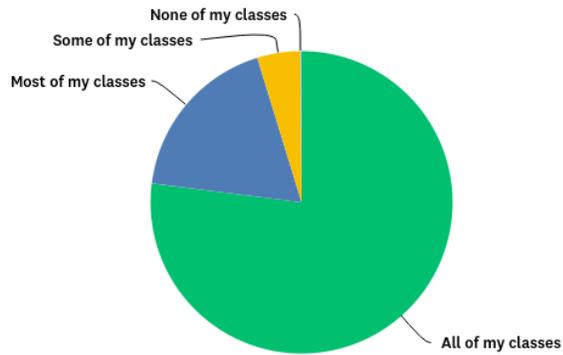
1. Principal reports validate that **100%** of schools reviewed with students’ behavior expectations and the discipline process prior to September 30, 2017.
2. School culture survey responses by students in grades 3 – 6:



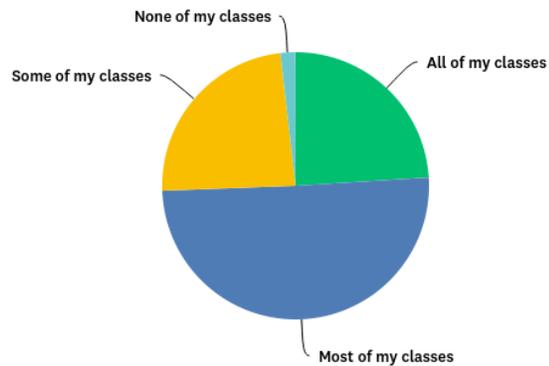
Q5 Other students and my teachers interact respectfully with me in....



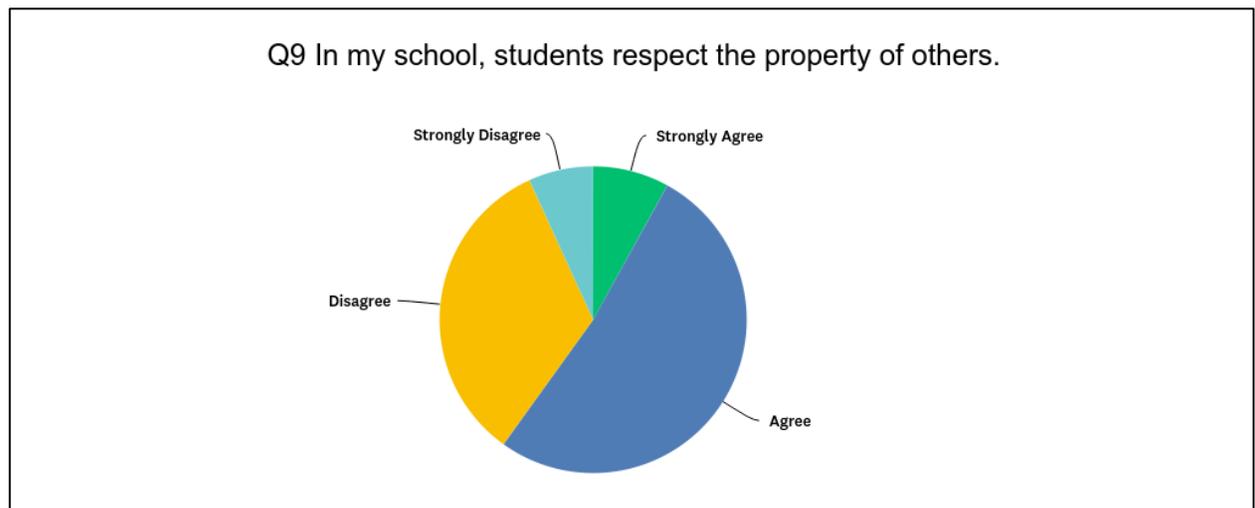
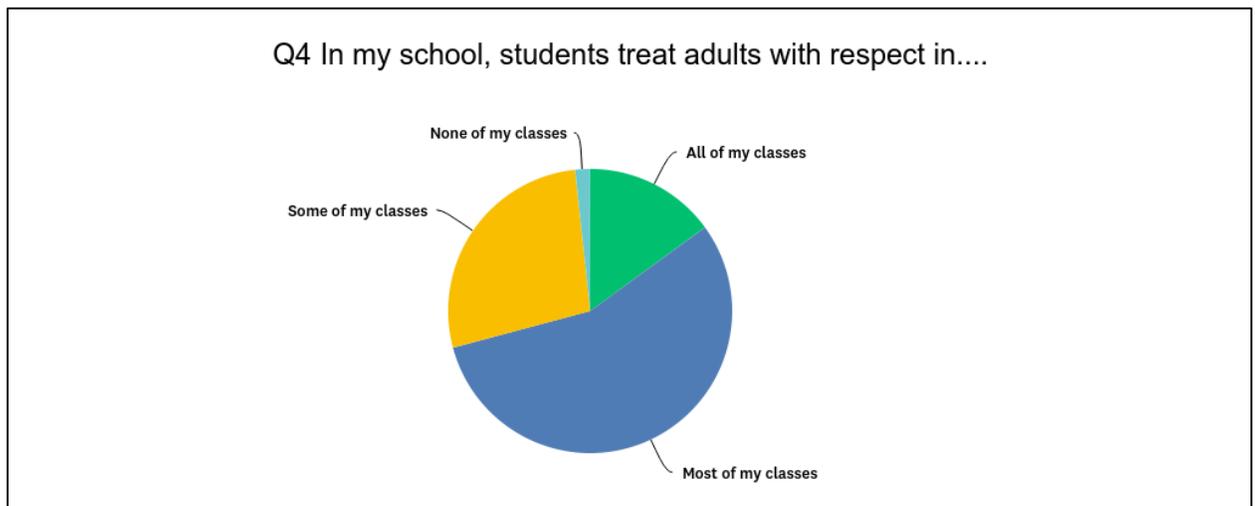
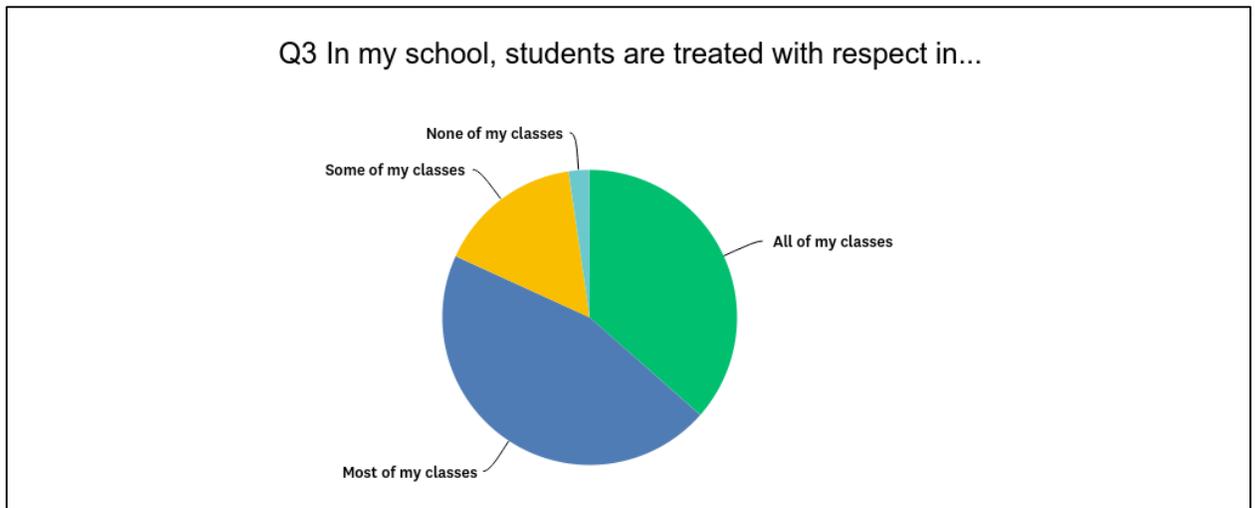
Q6 I follow classroom rules in....



Q7 My classmates follow the routines and expectations for behavior in....

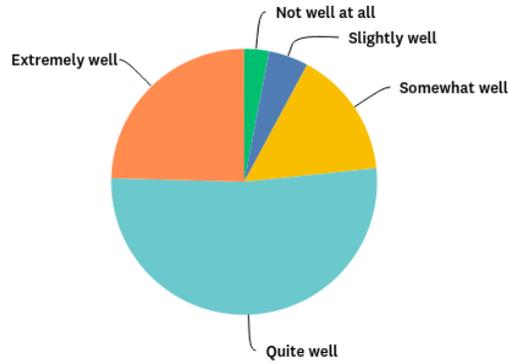


3. School culture survey responses by students in grades 7 – 11:

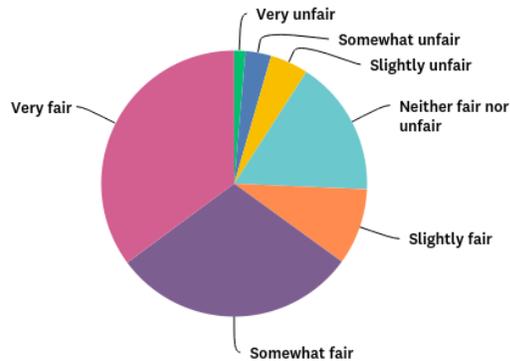


4. Family-school relationship survey responses by families:

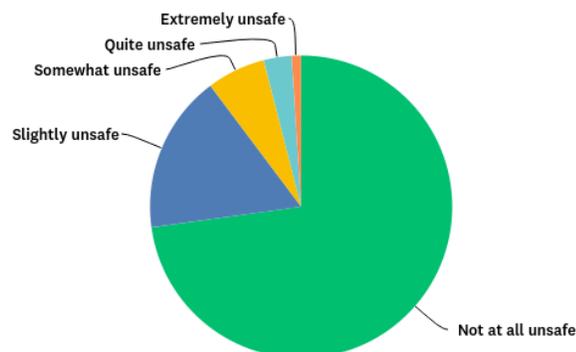
Q10 At your child's school, how well does the overall approach to discipline work for your child?



Q19 How fair or unfair is the school's system of evaluating children?



Q33 Overall, how unsafe does your child feel at school?



Conclusion Statement:

The organization met expectations.

Policy Language 3.7.3

Fail to operate facilities safely and with equitable internal and external accessibility to students, their families, and community members.

Interpretation:

I interpret *fail to operate facilities safely and with equitable internal and external accessibility* to mean that individuals using district facilities are aware of and implement district safety policies and procedures.

1. 100% of all district facilities have policies and procedures available, and all outside individuals and groups complete a building use contract.
2. Liability claims, as measured by Experience Modification Factor (percent of \$1.00 expended for coverage), do not exceed the West Michigan Risk Management Trust pool average cost by more than 10%.

Data Reported:

1. 100% of district facilities have policies and procedures available to all outside groups. Outside groups completed a building use contract.
2. The cost of liability claims for 2017-18 did not exceed 10% of the WMRMT pool average.

Conclusion Statement:

The organization met expectations.

Policy Language 3.7.4

Retaliate against any student, family member, or community member for non-disruptive expression of dissent or concern.

Interpretation:

I interpret *retaliation for non-disruptive expression of dissent* to mean:

1. Fewer than 5 complaints from students (.001% of student population) report to the Board of Education, that they have faced retaliation by district staff for non-disruptive expression of disagreement or concern.
2. Fewer than 5 complaints from families (.001% of the population) report that they have faced retaliation by district staff for non-disruptive expression of disagreement or concern.

Data Reported:

1. No complaints were reported to the Board of Education from students alleging retaliation by district staff.
2. A family filed a complaint with the Michigan Office of Civil Rights against Northview Public Schools alleging that they faced retaliation by district staff due to racial bias. We are currently preparing our response for submission to the Michigan Office of Civil Rights.

Conclusion Statement:

The organization met expectations.

Policy Language 3.7.5

Prevent students, families, or community members from being heard by the Board when internal hearing procedures have been exhausted and the person alleges that Board policy has been violated to his or her detriment.

Interpretation:

I interpret this to mean:

The number of issues appealed directly to the Board of Education does not exceed 4 in any one year.

Data Reported:

Concerns regarding school safety were shared with the Board of Education at their March 12, 2018, meeting. The Board of Education directed the superintendent to oversee the review the district's safety plan and make revisions as needed. The Board also directed the superintendent to create a plan to communicate with families and students the district safety plan.

Conclusion Statement:

The organization met expectations.

Policy Language 3.7.6

The Superintendent shall not fail to acquaint students and parents/guardians with their rights.

Interpretation:

Students and their parents/guardians have access to the NEOLA Board of Education Policies, and the process for appealing decisions impacting their right to a Free and Appropriate Public Education (FAPE).

Data Reported:

1. NEOLA Board Polices are easily accessed through the Northview Public Schools website (www.nvps.net).
2. The process to appeal decisions is posted on the website and is included in every student / parent handbook.

Conclusion Statement:

The organization met expectations.

Policy Language 3.7 Global

With respect to interactions with students, those applying to be students, their families, and community members, the Superintendent shall not cause or allow conditions, practices, procedures, activities, or decisions, which are unsafe, undignified, uncaring, or unnecessarily intrusive or restrictive. The Superintendent shall not:

Interpretation:

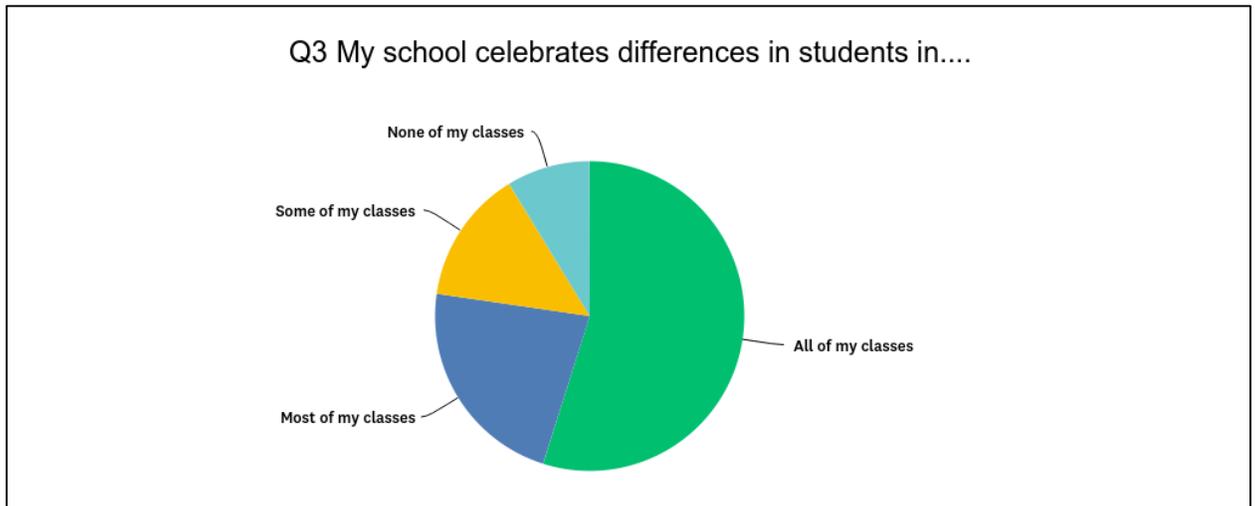
I submit the global policy language has been comprehensively interpreted and the data support the conclusions except for the following: I interpret *unsafe, undignified, uncaring, or unnecessarily intrusive or restrictive* to mean:

1. Students in grades 3 – 6 responding to a school culture survey:

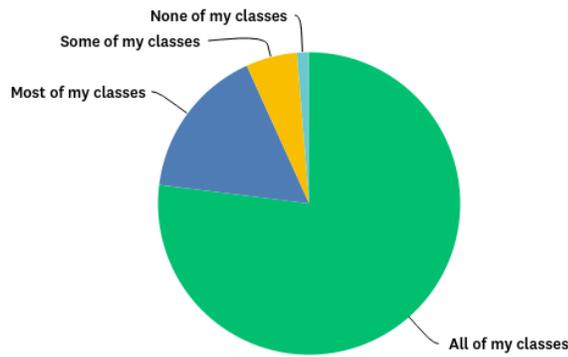
- a. My school celebrates differences in students.
 - b. My teachers treat me with respect.
2. Students in grades 7 – 11 responding to a school culture survey:
- a. Teachers work together to improve student learning.
 - b. I have access to counseling, career planning, and other programs to help me succeed.
 - c. The building and grounds are safe, clean, and provide a healthy place to learn.
 - d. My school emphasizes acceptance and celebration of all students' cultures, languages, backgrounds, abilities, etc.
3. Families responding to a family-school relationship survey:
- a. How much of a sense of belonging does your child feel at his or her school?
 - b. Given your child's cultural background, how good a fit is his or her school?
 - c. To what extent do you think that children enjoy going to your child's school?
 - d. How often do you worry about violence at your child's school?
 - e. If a student is bullied at your child's school, how difficult is it for him or her to get help from an adult?

Data Reported:

1. Students in grades 3 – 6 responding to a school culture survey:

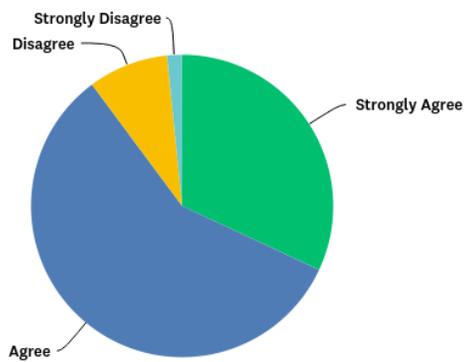


Q8 My teachers treat me with respect...

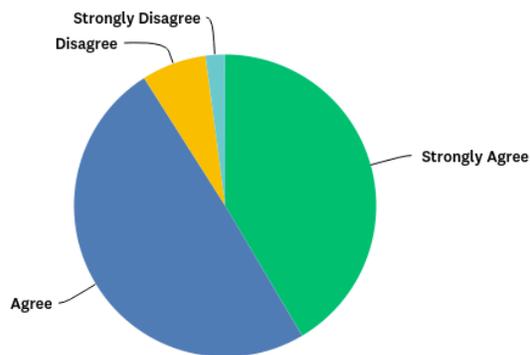


2. Students in grades 7 – 11 responding to a school culture survey:

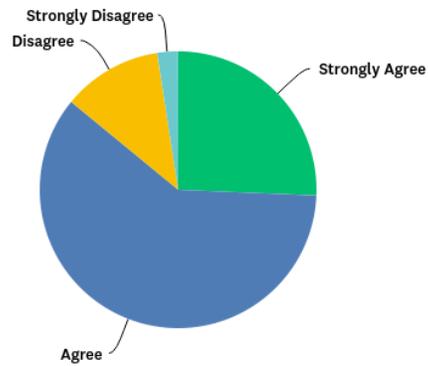
Q8 In my school, teachers work together to improve student learning.



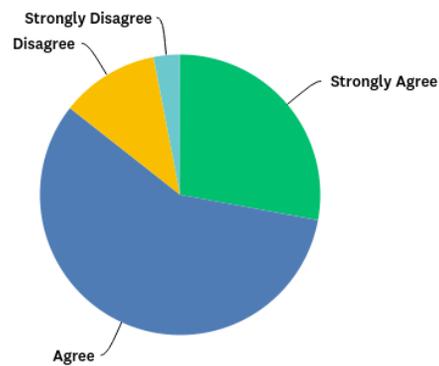
Q11 In my school, I have access to counseling, career planning, and other programs to help me succeed.



Q12 In my school, the building and grounds are safe, clean, and provide a healthy place to learn.

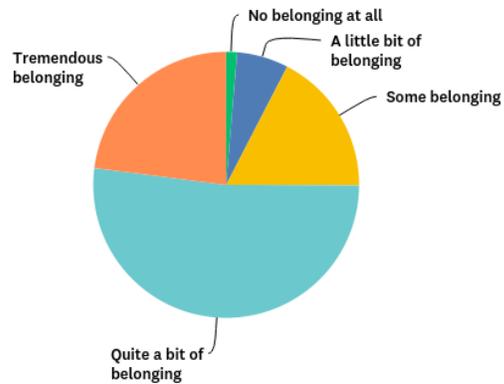


Q13 My school emphasizes acceptance and celebration of all students' cultures, languages, backgrounds, abilities, etc.

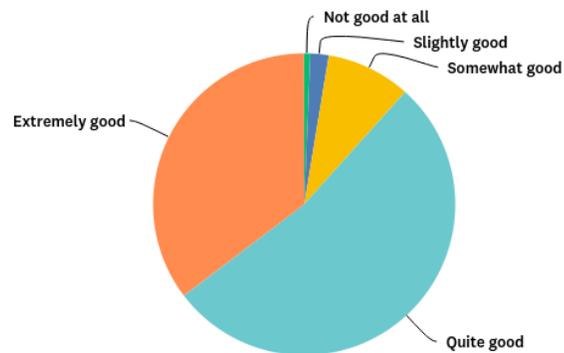


3. Families responding to a family-school relationship survey:

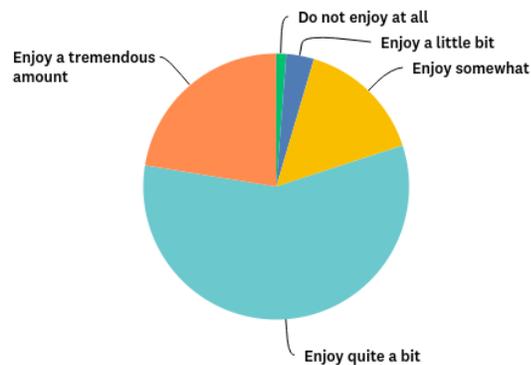
Q9 How much of a sense of belonging does your child feel at his or her school?



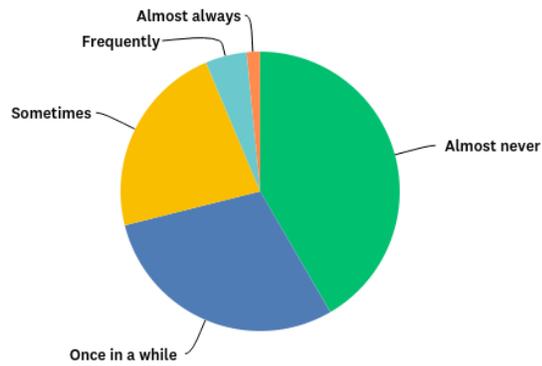
Q11 Given your child's cultural background, how good a fit is his or her school?



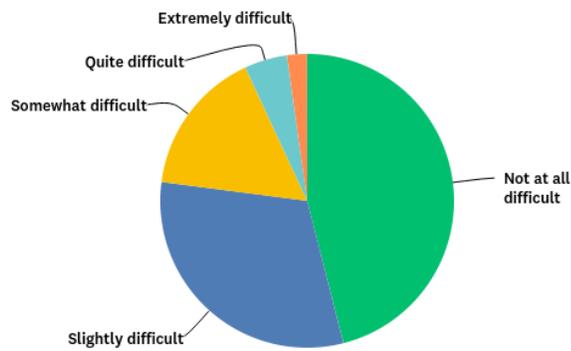
Q17 To what extent do you think that children enjoy going to your child's school?



Q30 How often do you worry about violence at your child's school?



Q31 If a student is bullied at your child's school, how difficult is it for him/her to get help from an adult?



Conclusion Statement:

The organization met expectations.