

Nick Williams, Coordinator of Instructional Technology, thanked the Board for the amazing experience and for their continued support of UDL. He said the trip identified that BCSC is a leader in UDL throughout the country as they were mentioned in presentations.

Mr. Williams, Tabatha Tedder, UDL Instructional Coordinator; Lyndsey Linneweber, CSA-Fodrea Principal; Brett Findley, CSA-Lincoln Principal; Denise Recarte, Director of English Language Learners; and Kate Edgren, UDL Instructional Coordinator, shared their experiences from the Harvard UDL Institute and how the experience will help them accomplish further implementation of UDL. Their goal was to support project based learning implementation in a UDL environment. They shared how Project Planners, Instructional Rounds and a UDL online learning environment, itslearning, will be used by staff and in the classroom. As a team, they will encourage expert learning by seeking resources to meet goals each week.

The following was added in response to a question from the board.

UDL tools such as Project Planner are first made available on a small scale to make sure it is working right before passing it along to the corporation. All staff is encouraged to use the UDL tools that are available on itslearning.

PUBLIC DIALOGUE

In an hour-long Public Dialogue patrons shared their concerns in opposition to adding gender identity to the list of protected classes within the corporation school board policies. Patrons also shared their support of the anti-discrimination policy. Please find the comments from patrons below.

- Concerned about unforeseen consequences of the policy in regards to bathroom practices. Putting a child through the case-by-case process to determine facility usage is discrimination.
- What is in place to keep kids safe? Are there bathroom monitors?
- Supportive of non-discrimination language in policy. Her three children feel safe at school as should all children. Including transgender students in the protected classes was the right thing to do.
- Pastor and father of middle school students shared his gratitude for the non-discrimination policy that provides safety for all students. He and his congregation support the board's decision.
- Parent of three students noted that being naked in public, indecent exposure, and voyeurism were crimes. The non-discrimination policy allows these crimes to happen in locker rooms and showers. What policy safeguards against these crimes?
- Former BCSC student and member of the LGBT community wished that BCSC had a specific clear non-discrimination policy adopted by the board when he was in school. Students that are frightened look to school personnel for support and this policy will go a long way to alleviate fear.
- Psychologist who has completed extensive transgender research and counseled the LGBT population shared that the primary issue is keeping all children safe. The school board is

trying to ensure that all children are safe while they educate them. People need to be better educated in regards to transgender individuals. Their challenges and stress is evident as 45% attempt suicide and 95% are harassed physically and or verbally. Reach out and get to know transgenders and appreciate differences. This may not fit into your religious beliefs but this community takes pride in taking care of each other. Noted appreciation of the school board for adding gender identity to the protected classes.

- President Obama directed schools to allow transgender students to choose their facility and they cannot be discriminated against. What is the corporation going to do when a boy says “I’m a girl” and wants to stay in a room with his daughter on a field trip?
- This is a complicated issue that the board should not have stepped into. Grandparents cannot believe the cultural decay. How will a student approached by the opposite sex in the shower room get through the experience? Give transgenders help, do not give into their problems. Keep the bathrooms out of this situation; the decisions being made are not moral or decent.
- It is understood that no student can say one day that they are transgender. In the May meeting Dr. Quick, former superintendent, was asked if a transgender student may shower in the shower room they identify with, and he said yes. How would a boy showering with a girl be okay?
- Does not agree with the lifestyle but has transgender friends in the community. Does not want their child forcibly discriminated against by having the opposite sex in the bathroom and shower with them. How many incidents will it take to have my child’s rights protected?
- Teaching Assistant at Columbus East shared that the girls’ shower room has stalls and there is privacy. It is not easy being transgender and she would like everyone to be more understanding and learn more about the life of a transgender.
- Helped implement the transgender policy at Cummins a few years ago and learned a lot. Most people do not know a transgender individual and need to be educated before they get upset. She commended the school board for protecting the transgender students three years ago in policy. This is not new, and since there have been no issues, says that the policy is working. It is very responsible of the board to deal with families on an individual case-by-case basis and for trying to protect the most vulnerable students.
- Had a friend at Cummins that had to leave the restroom because a man came in, and the friend could not report this to Cummins. The Board is backing this because they are worried they will lose Cummins’ money. The Board needs to be fired and he hopes someone runs against them.
- A pastor shared that he had been misinformed by those in opposition as to what they were fighting for. He noted that he had been informed that there was an overpopulation of sexual deviant students in our schools. He now understands that the transgender lifestyle is challenging for students, as they do not understand it themselves, and that they are not sexual deviants. The transgender students need to be loved, and people need to stand behind them instead of the bigotry he heard from those in opposition. He noted that some of those in opposition need to be careful about the battle they are trying to fight, as their words are representing the wrong god.

- Those dying of cancer do not get a Band-Aid. True love speaks the truth. There is a bent place in the soul of transgender students. They need compassion and protection to work through the issue but not by jeopardizing the high percentage of the unaffected. Do not enable transgender students to walk down a path that leads to hell.
- The school board was doing a fantastic job educating his daughter at CSA-Fodrea. He understands that no one should judge the transgender students, but he is not comfortable nor is his daughter, in regards to her showering with the opposite sex. His daughter has a good heart and would not discriminate, but showering with the opposite sex would affect her. He has pulled her from school so she will not be forced to be subjected to this. Before he would send his daughter back to BCSC he would need to know a shower room plan that would make he and his daughter comfortable. He is not concerned about safety but is concerned about privacy. Transgenders are the minority, and the suicide rate is heartbreaking, but it is not just the transgender that needs to be protected.
- Commended the board for listening to both sides and responding better to the public than the City Council did.

Mrs. Benjamin noted that there are more than a half-dozen lawsuits pending in regards to the accommodations and rights of the transgender student's use of the restrooms and the privacy of all students. There is a Title IX issue in regards to sexual discrimination and whether or not it includes sexual orientation. To also consider is the guidance letter to schools from the Office of Civil Rights to do certain things or lose funding. BCSC is dealing with concerns on a case-by-case basis and doing what is in the best interest of each child. Every child matters. Teachers, the board and cabinet have extensively researched this issue to make certain all students are safe. The passing of the non-discrimination policy, not a bathroom policy, benefits all students. Again, all transgender cases will be dealt with individually, case-by-case, in the best interest of each child.

Mrs. Benjamin noted that school corporations had dealt with students going into a restroom of the opposite sex to take a peak for decades. BCSC has hall monitors and issue passes for bathroom usage during class periods. School restrooms are not the same as public restrooms. There have been no issues regarding transgender students and facility usage. The corporation cares about student safety and the anti-discrimination policy does not change this. There is absolutely no evidence that adding gender identity to the protected classes changes the safety of any child within BCSC. There is evidence that 78% of transgender students are mentally harassed, 35% are physically abused, 12% are sexually assaulted, 95% do not feel safe at school and 41% think about or attempt suicide. There is not a huge number of transgender students, but no matter the number, they have rights to be safe. Patron comments at the past six board meetings suggest that the corporation has lost sight of protecting all students with the passing of the anti-discrimination policy. This is not true, teachers care about each and every student and will protect them.

Dr. Shedd clarified that no BCSC policy suggests deviate behavior is acceptable. The policy is an anti-discrimination policy. Any misbehavior will be addressed as it always has been in the schools. There are safety and crises plans followed at each building.

Dr. Shedd noted that this is the sixth meeting that the Board has affirmed that a student cannot make the decision in a single day to be transgender. Repeatedly it has been noted that what is best for students and families is to address this on a case-by-case basis and never make an on-the-spot, one-day, decision.

Dr. Shedd shared that, to date, there had not been a request by a transgender student to shower with the sex they identify with. She respects that this is the most challenging issue, and the administration will have to deal with this case-by-case while respecting the safety of all students.

Mrs. Verbanic noted that she is truly listening and wants to understand both sides of the issue. During her research of gender identity she watched a *Frontline* episode and encouraged others to watch this as it helped her understand something that she thought she could not understand. In the spirit of education, she asked everyone to watch this episode and welcomed them to talk with her.

Dr. Shedd noted that transgender individuals are not sexual deviants. The policy is about safety for all students each day. Nothing has changed in the corporation to make students less safe in their schools.

Mrs. Benjamin noted that everyone needs to keep in mind that no one has said a student does not have the right to privacy. There are court cases concerning the privacy of students. The biggest fear of the transgender student is to be discovered that they are transgender by others in the restroom or locker room. The corporation will make sure each child is safe and the privacy issue has not gone unnoticed. The corporation plans to accommodate all students and they want no students to go home upset.

STUDENT AND STAKEHOLDER FOCUS (3.0)

1) Comments of Individuals and Delegations:

Five people had signed in to speak, but four had already spoken in public dialogue.

Elizabeth Monette noted that she had already spoken, but she wanted to add that she appreciated the board policy that added gender identity to the protected classes.

Adam Carrigan, a pastor, shared that he had a transgender in his office Sunday and they embraced. It was a good experience and he knows transgenders are faced with issues. He is a member of the Bartholomew County Parent Action Committee (BCPAC). They are not the group that wanted to have a school walk-out, and they do not want to change the non-discrimination policy. They support non-discrimination but request clarification and assurance in writing on how the policy will be administered in regards to bathrooms, showers and overnight trips. Without that assurance, they look to the Dear Colleague letter from President Obama and it does not assure them that students will not have their privacy invaded.

Dr. Shedd noted that typically the Board does not respond at this point, but the letter from the Department of Justice was only a guideline, not a law. BCSC is addressing each situation case-by-case and learning from school and community experiences. The Board respects the concerns for privacy and protection and will continue to learn from outside cases as they move through the courts.

2) Board Commendations:

No commendations were shared.

MEASUREMENT, ANALYSIS, AND KNOWLEDGE MANAGEMENT (4.0)

3) School Attorney Report:

No report was shared.

4) School Board Member Reports:

Mr. Stenner shared that the School Foundation back-to-school pool party was well attended and many new friends were made.

5) Cabinet Reports:

- Teacher Performance Evaluations

Ms. Heiny noted that by law, school corporations are required to share the annual results of the teacher evaluations at a public meeting. BCSC has been designated as a model teacher evaluation site by the Indiana Department of Education.

The 2015-16 district average scores were shared for each category in comparison to the past two years. Self-reflection continues to be one of the lowest scoring areas as self-reflection is difficult to observe. Teachers do self-analyze and reflect constantly. The largest improvement category was Schoolwide Learning Outcomes as teachers are measured by qualities of an expert learner, being purposeful and motivated, knowledgeable and resourceful, and strategic and goal directed. The Columbus Educators Association (CEA) survey results demonstrated that the staff recognizes the evaluation system to be fair and a tool to use in growth. In 2015-16 there were nine teachers that scored a one or two, ineffective or needs improvement, and only two of those returned to BCSC this school year. Also shared were average evaluation scores by the university that ten or more teachers attended. The largest group of teachers came from Indiana University-Bloomington, Ball State University, IUPUC and Purdue University. The data showed that the University of Indianapolis has placed a high emphasis on project based learning and UDL. The average scores by years of teaching demonstrated that the lowest scoring teachers consist of the least experienced. To address this, the corporation has the New Teacher Academy and mentors are assigned to new teachers and to those with experience but new to BCSC.

The following information was added in response to questions from the board.

The state does require school corporations to submit the names of the schools where degrees were earned.

Through Title II dollars mentors are supplemented for their work.

The corporation has five teachers with 40-44 years of experience.

- Preliminary Enrollment

Ms. Heiny shared that student enrollment was up from the first day of school in 2015. The schools are still pursuing those students that are enrolled but have not come to school.

EDUCATIONAL PROCESS FOR BOARD ACTION (6.0)

6) Requests for Approval: (Dr. Roberts)

Dr. Roberts reviewed the following items for the Board.

- a. Minutes of the Regular School Board Meeting of July 18, 2016 (attachment)
- b. Supplemental Contracts (attachment)
- c. Field Trips/Professional Leaves
- d. Claims (attachment)
- e. To Award the Central Middle School Audio Visual Equipment (attachment)
- f. McDowell Education Center and Garland Brook Cemetery Extension of Lease (attachment)

Mr. Abrams made a motion to approve Items 6) a-d and Mr. Bryant seconded the motion. Upon a call for the vote, the motion was carried unanimously.

Mr. Stenner made a motion to approve Item 6)e and Mr. Caldwell seconded the motion. Upon a call for the vote, the motion passed unanimously.

Mrs. Dayhoff Dwyer made a motion to approve Item 6)f and Mrs. Verbanic seconded the motion. Upon a call for the vote, the motion passed unanimously.

FACULTY AND STAFF FOCUS FOR ACTION (5.0)

7) Request for Approval of Human Resources Recommendations:

Ms. Heiny requested approval of the Human Resources as presented.

Mrs. Verbanic made a motion to approve the Human Resources recommendations. The motion was seconded by Mr. Abrams. Upon a call for the vote, the motion was carried unanimously.

BOARD INPUT/REVIEW

President Shedd shared that the next school board meeting would be August 22, 7:00 p.m. at the Administration Building.

There being no further business, the meeting was adjourned at 8:29 p.m.

_____ Secretary

Attest: _____ President