



**January 30, 2019  
Public Meeting Questions & Answers**

- Q. What will this mean for class sizes?
- A. The district will continue to follow the Missouri Department of Elementary and Secondary Education (DESE) standards around class size. The district's practice has always been to meet the standard class size as established by DESE. Those guidance numbers are available on DESE's website.
- Q. Is the Superintendent committed to a long-term presence?
- A. Hickman Mills will always have a special place in my heart. Serving as Supt in HMC-1 has been a wonderful experience and learning opportunity for me. It is my hope, I have made a positive impact on children, families and staff.
- Q. How much money was saved by closing Smith-Hale on Longview Road? Was it worthwhile?
- A. Hickman Mills closed the building but not the school, it was moved to another location so the savings from closing Smith Hale on Longview Road was in building maintenance and utilities. It was worthwhile as it saved money in future building repairs that were needed for continue use of the building.
- Q. How does expanding STEAM into all schools save us money?
- A. Providing STEAM and PBL in all schools would provide a transportation savings by eliminating the need to transport students throughout the district to Millennium and Compass.

Q. Will it cost thousands of dollars to turn Ervin into a building with all pre-k classrooms?

A. There will be a one time cost to convert the Kindergarten classrooms into pre-k classrooms. Operations is working closely with the state to make sure the requirements are met, at this time we do not know the cost.

Q. Having sixth graders in the middle school failed before, why would this time be different?

A. We are confident in the leaders we have in place at each of our schools. They have the skill and will to carry out district expectations, should this be the decision of the board regarding grade reconfigurations. We must be purposeful in our transition activities for all students.

Q. Has Cerner been asked to provide financial help to the District?

A. Meetings have been held with Cerner regarding funding. At this time the funds received from Cerner is \$6,000,000 over 8 years with restrictions on how the funds should be spent. After the \$6,000,000 is spent the district will not receive any funding from Cerner for another 15 years.

Q. Are there new restrictions or parameters for enrolling or supporting students at Crittenton and/or Burke under the new alternative education proposal?

A. No, this is just relocating services.

Q. Is it true that Freda Markley will be closing? When will staff know?

A. The proposed plan is to move the Pre K program to Ervin, which is a larger facility and allows the entire Pre K program to be housed at one site. However, the recommendation from MGT could modify the proposed recommendation. If approved, all staff will receive notification from district level leaders in a timely manner.

Q. Will volunteer hours still be required?

A. Volunteer hours will no longer be required; however, there will be opportunities for parental involvement at all sites.

Q. Will the building maintenance budget be cut?

A. The current Shaping Our Future proposal does not include reductions in the maintenance budget.

Q. What is the date of the decision?

A. The tentative date for the Board of Education to vote on the Shaping Our Future plan is Feb 21, 2019.

Q. Have you considered going to a half day Pre K program or the possibility of two teachers per class and increase class size?

A. It is our belief, a full day program best meets the needs of our children. A half day program is not being proposed to the Board of Education.

Q. With the grade reconfiguration are you anticipating a reduction in force? Will the R.I.F. be done by attrition to minimize job loss?

A. Depending on the final decisions made around programing, facilities and grade level spans, there could be impact on the level of staff the district employees. The district typically experiences a level of attrition each school year. Until decisions have been made we aren't able to know if those decisions will call for a reduction in force. Board Policy GCPA and GCPA-AP(1) provide guidance on the protocols that will be used should a reduction in force need to take place.

Q. Will students in the current Choice programs be sent back to their neighborhood schools?

A. The Shaping Our Future proposed plan includes all students attending their neighborhood school.

Q. Will music education still be offered to K-12 students?

A. Music has not been included in the Shaping Our Future proposed plan.

Q. What fund balance does the state recommend for school districts? Has it changed?

A. The state will take over a school district if their fund balance reaches 3%. Our auditors recommend a 24% fund balance which is 3 months worth of expenses. We are projecting a 9.44% fund balance at the end of the 18-19 School Year.

Q. Would school start times change?

A. That is currently not in the proposal. A question pertaining to this was included in the October Annual Survey 60% of 3-5 grade students; 55% of Parents; and 59% of Staff wanted to keep current start times.

Q. Which early childhood center is closing?

A. The Shaping Our Future proposed plan includes moving Pre K to Ervin Early Learning Center; which has the capacity to hold all Pre K students.

Q. How will you place teachers who would have to change buildings?

A. The district will use multiple factors such as seniority, preference, certification, etc.

Q. Is there a plan in place to help 5th graders with transition?

A. The Shaping Our Future plan is focused on keeping students at the center; considering their social and emotional as well as academic needs.

- Q. Are 9th graders returning to Ruskin next year? 6th graders going to the middle school?
- A. The current grade reconfiguration proposal includes 6th grade students going to the middle school and 9th grade students going to Ruskin. This will be part of the proposal going before the Board of Education on February 21st.
- Q. Will students currently attending Millennium & Compass be grandfathered in their school or would they be going to their neighborhood school?
- A. All students will attend their neighborhood elementary schools.
- Q. When will teachers be informed of the changes?
- A. Once the Board takes action on the final proposals, the district will determine final staffing needs and work to notify any staff impacted in the most timely manner possible, especially those who may be impacted by a reduction in force should that occur.
- Q. Will Crittenton be mixed with regular school kids?
- A. The residential Crittenton students would stay at Crittenton. The Day School students, who are HMC-1 students, are currently housed at Crittenton. Under the Shaping Our Future proposal, all programs at Burke would be in different sections of the building.
- Q. Is moving to a four day school week being considered?
- A. Moving to a four day school week has been considered, but not included in the Shaping Our Future proposal.
- Q. What is the cost savings of the grade reconfiguration?
- A. The proposed savings is \$1,908,500 for the grade reconfigurations.
- Q. Have you looked at Burke and the age and kitchen availability to serve students?
- A. We currently serve CODE and Missouri Options students at Burke's cafeteria. The Nutrition Services staff has assured us that the kitchen can expand its current service to accommodate the current plans.
- Q. How will the STEAM implementation be met at the alternative program/school?
- A. We are currently working with a team of teachers who are being trained in PLTW Launch. They will then be able to provide training to all staff in the district, including the alternative school.
- Q. Does the board room have the capacity for the February 21st Board of Education meeting?
- A. We are exploring an alternate district location for the February 21, 2019 Board of Education meeting. Please check the website for updates.
- Q. Is consideration being given to moving Buildings & Grounds?
- A. MGT Consulting Group is looking at all district facilities.

Q. In regards to equity, how will resources and support be established and implemented in the new alternative school setting?

A. Hickman Mills C-1 School District will continue to follow board policy ACI which focuses on racial equity.

Q. Will salary freezes be safe?

A. The goal is to implement enough financially responsible changes that there would not be a need for salary freezes to occur.

Q. Will the Hickman name be retained if the 9th grade moves out of the Hickman/Smith-Hale building?

A. The current Hickman campus of schools will remain the Hickman campus. Smith-Hale will remain the name of the middle school for the Hickman Mills School District.

Q. What is the percentage of students expected to be in the alternative school?

A. There is not a predetermined percentage of students expected to attend the proposed alternative program. We will work to meet the needs of all HMC-1 students.

Q. With the transition of positions in regards to addressing at-risk/alternative students, how will these positions meet the social/emotional needs to assist with transition to graduation or re-entry back into traditional settings?

A. This process will not be changed. Only the location of services is being proposed to change - no other aspect of the program would be changed.

Q. If Burke becomes alternative, what happens to CODE?

A. CODE programming will still be provided to students in grades K-8. The location for CODE will be determined once final decisions related to facilities are made.

Q. What will happen to Ombudsman?

A. The District currently contracts with Ombudsman and that contract expires at the end of this school year. It would not be renewed under this proposal. We would include our own program at Burke to work with students needing an alternate location for their education.

Q. Is there a way that the public library can help?

A. The Mid Continent Public Library provides an array of services to the HMC-1 School District. The partnership is beneficial for children and families.

Q. Is selling Smith-Hale being considered?

A. The Board of Education will make a decision regarding the former SHMS site. MGT may also include the former SHMS site in the recommendation to the Board of Education.

- Q. Can we put two elementary schools with low attendance together?
- A. MGT Consulting Group will explore all possible options for the HMC-1 School District.
- Q. Does reduction in travel include the Board of Education?
- A. The proposed plan includes reduction in travel for the Board of Education and staff.
- Q. Does reorganization of the cabinet mean fewer administrators?
- A. The 2018-2019 cabinet reorganization included a reduction in costs for the district. The reorganization resulted in a cost-savings of \$101,596.
- Q. Do you believe student's can handle college visits?
- A. Yes, we believe our students can reach and exceed college and career goals.
- Q. Will making CODE available to 9th-12th graders prevent them from participating in AP classes? If so, how?
- A. All AP classes are offered at Ruskin High School currently so students will still have the opportunity to participate in all AP classes.
- Q. What options are available for students whose families feel they won't be served best by the final changes implemented by the District?
- A. The Shaping Our Future proposed plan does not include alternate options. It is our belief the proposed plan meets and/or exceeds guidelines set by the Department of Elementary and Secondary Education and are grounded in the best interest of children.
- Q. With more employees coming to the Cerner Innovation Campus and new housing developments in the works, shouldn't we consider that future enrollment may actually increase?
- A. The recent demography report projects by 2028 the district will have enough space for 2,742 students. All factors and new developments were considered in finalizing the demography report.
- Q. Has the District considered a bond issue to finance energy savings or a small levy increase for operational costs?
- A. Bond and/or levy efforts may considered in the future.
- Q. Have you explored alternate sources of funding? Grants, etc.?
- A. Yes, we have applied for grants in the Hickman Mills C-1 School District and will continue to do so.
- Q. Will district boundaries be changed?
- A. Boundaries could change as it relates to the repurposing plan. We will know more later in February.

- Q. What assurances can you give us that the quality of education will remain the same?
- A. As stated in our mission, It is the goal of the Board of Education and District leadership to provide a foundation for our students that maximizes academic success and fosters civic engagement. The Governance team is committed to providing a quality education.
- Q. How do you plan on bringing new Cerner families into the District that are currently choosing private schools or homeschooling?
- A. We continue to market the district and share gains and improvements in an effort to attract families.
- Q. Will the STEAM program be optional?
- A. STEAM and PBL programming will not be optional but will supplement the current curriculum. District wide implementation of a curriculum focused on STEAM and Project Based Learning and aligned to Missouri Learning Standards will ensure that every Hickman Mills student receives the knowledge and skills needed for success in college, other post-secondary training and careers.
- Q. Do you plan on removing iPads from schools?
- A. For the 19-20 school year, iPads will be used in grades PK - 8. MacBooks 1:1 will be used in grades 9 -12.
- Q. Why was Freda Markley's playground updated over Christmas if there was a possibility the building could be repurposed?
- A. Decisions regarding changes to Freda Markley's playground were made in the spring of 2018. Those decisions were prior to the "Shaping our Future" discussions began.
- Q. Will cuts in busing/travel impact sports, field trips etc.?
- A. No. Transportation to games and field trips will still be provided as needed by each school site.
- Q. Will the reductions impact placing special needs students in other schools?
- A. No, students with special needs are served in their home school unless deemed necessary to relocate for programs as outlined in IEPs. This would remain the same.
- Q. Will parents be required to have a certain number of volunteer hours?
- A. No
- Q. Will you still transport students to site programs such as MCC and Herndon?
- A. Yes

Q. With all the proposed changes how will you combat bullying?

A. We currently have a BOE Policy JFCF that addresses bullying. When bullying accusations are brought forth, an investigation is conducted. We will continue this practice.

Q. Will parents and stakeholders have any voting rights before any final decisions are made by the Board of Education?

A. During the public forum sessions, the district has administered live polls to obtain stakeholder feedback. The feedback is shared with the Board of Education who vote on financial matters of the district.

Q. Can Baptiste be used for CODE, PEP and ACE?

A. Baptiste currently serves as Compass (elementary site) and the Administration Center.

Q. What is being done to change the mindset, habits and culture of the District to increase attendance? Is there a successful model?

A. The district has promoted a district-wide Attendance Campaign for the past two years. The campaign includes, but not limited to; two 100% attendance days, social media posts, important tips to parents, personal notes to parents at the building level and monthly incentives. Principals at every site prepare a monthly plan to promote attendance. Also, the District recently created a District Attendance Task Force Team and is examining possible solutions to improve attendance. We will continue to examine ways to improve attendance.

Q. Are the proposed changes and reconfiguration of the district based on a successful model?

A. The executive leadership team explored grade configuration models in other districts and will rely on the expertise of MGT Consulting Group throughout this process.

Q. How will you challenge and meet the needs of the more advanced students currently in choice schools, if you move them to neighborhood schools?

A. Each school has the staff and resources needed to educate all students. Through the proposed School Choice Expansion Plan, STEAM and PBL programming would be provided at all school sites.

Q. How will you find funding to train certified staff on Project Based Learning?

A. Title IV funding is being used to support Project Based Learning training.

Q. Is Hickman or Ruskin big enough for 9th-12th graders?

A. MGT is currently evaluating building capacities.

- Q. How will this transition correlate with the District's implementation of equity on a macro level?
- A. Hickman Mills C-1 School District will continue to follow board policy ACI which focuses on racial equity.