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## BUFFALO PUBLIC SCHOOLS

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February 13, 2022

Colleagues, Family Members, and Friends:

After spending nearly 50 hours since the unfortunate incident of last Wednesday, meeting with all constituents gathering their thoughts and recommendations, we have designed a Climate and Culture Reset Plan for McKinley HS. As you will see from the attached summary of the week ahead, the Plan includes working closely with students, staff, parents, and community partners.

Those consultations and canvassing have resulted in the need to extend until Thursday, February 17<sup>th</sup> to begin bringing back students in-person. You will note however, that all after school activities for students will resume in-person tomorrow, Monday, February 14<sup>th</sup>. Please also note that the three esteemed Community Organizations that we are partnering with will help us in our efforts to provide additional support to participating students and families at McKinley, as well as in five other high-incident BPS schools.

Respectfully,

Dr. Kriner Cash  
Superintendent

Attachment:

McKinley Climate and Culture Re-set Plan – Week at a Glance

# McKinley Climate and Culture Re-set Plan

## Overview & Week at a Glance

### A. Introduction

The McKinley Mack High School community has many students, faculty, and staff who work hard to uphold the McKinley tradition of greatness. This living document outlines the plan to support the entire school community while supporting a small number of students struggling in ways that impact the educational environment and need redirection. The living document will continue to be developed to support the needs of McKinley. Additionally, feedback and input from the McKinley community will be sought prior to finalizing. This overview provides a brief glance into the comprehensive plan.

This plan was developed based *on* data, observations, and feedback from the following key stakeholders:

- McKinley High School Faculty, Staff & Administrative Team (through continuous opportunities)
- McKinley High School Parent & Families (through continuous and evolving opportunities)
- Buffalo Public Schools District Executive Leadership
- City of Buffalo /Mayor Bryon Brown
- Buffalo Police Department SRO Division Leaders

### B. Reopening Timeline: Week-at-a-Glance

Date	02/14/22	02/15/22	02/16/22	02/17/22	02/18/22	02/28/22
<b>Students</b>	All students engaged in remote "Asynchronous Learning."  Social Emotional Support & Crisis Wellness small group sessions	Morning: Periods 1-5 Synchronous (live) Instruction  Afternoon: Periods 6-9 Asynchronous (non-live) Instruction  Social Emotional Support & Crisis Wellness small group sessions	Morning: Periods 1-5 Asynchronous (non-live) Instruction  Afternoon: Periods 6-9 Synchronous (live) Instruction  Social Emotional Support & Crisis Wellness small group sessions	11 <sup>th</sup> & 12 <sup>th</sup> Grade attend in-person.  9 <sup>th</sup> & 10 <sup>th</sup> provided remote Asynchronous Learning  Social Emotional Support & Crisis Wellness small group sessions	9 <sup>th</sup> & 10 <sup>th</sup> Grade attend in-person.  11 <sup>th</sup> & 12 <sup>th</sup> provided remote Asynchronous Learning  Social Emotional Support & Crisis Wellness small group sessions	All students return to in-person learning.  Continue to communicate schoolwide expectations  Social Emotional Support & Crisis Wellness small group sessions
<b>Staff</b>	All staff provided professional development in-person  CLRI Healing Circles & Social Emotional with Cabinet Members and Social-Emotional Supports & Crisis Wellness provided by our CLRI & the Division of Student Support Services	Morning: All staff providing live remote instruction.  Afternoon: All staff provided professional development in-person  Optional small groups	Morning: All staff provided professional development in-person  Afternoon: All staff providing live remote instruction  Working sessions on schoolwide expectations, social-emotional supports & review school plan	11 <sup>th</sup> & 12 <sup>th</sup> grade staff with students  All other staff engage in Professional Learning	9 <sup>th</sup> & 10 <sup>th</sup> grade staff with students  All other staff engage in Professional Learning	All staff teaching in person.  Continue to communicate schoolwide expectations
<b>Parents</b>	The Parent Engagement Liaison (PEL) will assist in planning and outreach to help ensure maximum parent participation	Afternoon (12pm-1pm): Virtual Parent Information Meeting  Evening (5 pm-7 pm): In-Person Parent Information Meeting  Presentation and feedback on schoolwide expectations, social, emotional supports & review school plan	Morning: (12pm-1pm) Virtual Parent Information Meeting  Presentation and feedback on schoolwide expectations, social, emotional supports & review school plan	Continue to address individual parent concerns and questions	Continue to address individual parent concerns and questions	Continue to address individual parent concerns and questions
<b>Community Organizations</b>			Report Wednesday for onboarding at 1 pm. On-campus learning the building layout	Available for students	Available for students	Available for students

*\*All afterschool activities for students will resume on Monday, February 14, 2022*

***Immediate needs: Some of these items are listed in either short-term or long-term plans but have been identified as needing to be expedited.***

- *Full Security team is needed all week to check lockers and support stakeholder meetings*
- *The Buffalo School of Culinary Arts and Hospitality Management School will prepare food for the parent meeting on Tuesday*
- *PEL will be on-site to support on Monday*
- *A recent typist vacancy must be filled immediately to ensure the main office is staffed with three individuals*
- *20 high tech communications radios and weapons detection systems must be expedited as they are needed immediately*
- *BPD School Resource Officers (SROs) (2) coverage during arrival & dismissal (7:45-9:00 and 3:15-4:15) recommended location on school grounds, visible by foot (Mayor Brown has confirmed)*
- *Alarm doors for external exits (doors of high concern must be prioritized)*
- *Cameras updated and repaired*
- *Five consistent security officers daily*
- *Any door locks throughout the school that are in need of repairs addressed*
- *Daily cleaning occurring throughout the day; this includes removing writing on walls daily.*
- *Identify the top ten students needing the support of an alternative program must be moved with a plan to support up to 50 eventually (remote instruction for the rest of 2021-2022 and programming assignment 2022-203)*
- *Repair the boarded-up window in the front of the school before parent meetings on Tuesday (2/15).*

### **C. Staffing Updates: Recommendations & Recent Enhancements**

#### **Building Leadership**

Mr. Moustafa Khalil also known as MOOOse is a 14-year educator who has served in the role of Math Teacher, Math Coach, Assistant Principal and he will be the educator to lead McKinley. MOOOse has worked in various BPS schools including Grabiarz, Burgard, Hutch Tech, and East High. Mr. Khalil's strength is in building connections and relationships with students. He shared his excitement about joining the Mack family as he sees McKinley as the perfect school for him. John Pilato, a McKinley AP, supported McKinley for a short time this year, and his leadership is greatly appreciated.

#### **Assistants & Teacher Aides**

There are currently 15 aides and assistants of 16 assigned to McKinley. These professionals support specialized instruction, hallway & bathroom supervision along with relationship connections for students.

- One administrator has been assigned to work with this cohort of aides and assistants to ensure they fully understand new expectations and their assignments.
- There may be a need to support this through overtime for the aides and assistants. If needed, it will be provided.
- Eventually, each Assistant & Teacher Aides serving to support hallways/ bathrooms will have a radio and computer to use the scanning process with lanyards and IDs to scan students as they enter certain areas (bathrooms, hallways, etc.) throughout the day.

The Division of Student Support Services will provide professional Development Training in Restorative Practices and Trauma-Informed Care; this will support Teacher Assistants and Aides in establishing relationships with the students, families, and communities in schools. In addition, they are usually school personnel who frequently deal with behavioral issues with students.

#### **Security Team**

There are currently five security assigned; they are effective and highly visible. The team is responsive; Executive Director Wagstaff immediately addresses any concerns. Two School Resource Officers (SRO) will be provided by the City of Buffalo to support student arrival and dismissal through Friday, April 1st.

#### **Additional Recommendations for Social-Emotional Supports**

- Two additional social workers, two behavior specialists, reflections room one teacher.

**N.B. This overview highlights the McKinley Climate and Culture Re-set Plan that begins immediately. The full living document covers details in safety protocols, social-emotional supports, instructional needs, operational needs, and continuous feedback from all stakeholder group opportunities organized into short-term and long-term needs. The complete Plan will be posted in BoardDocs for the Wednesday, February 16, 2022 Board Meeting.**