

Jordan High School School Improvement Meeting **Minutes**

November 5, 2018

Code of Cooperation
<ul style="list-style-type: none"> • Commit to professional participation. • Build in purposeful sidebars. • Honor and respect each other. • Share best practices. • Find solutions. • Seek understanding.

Purpose: In a **collaborative nature**, faculty and staff members will focus on student learning and increasing student achievement through **strategically** working to carry out the missions of Durham Public Schools and Jordan High School.

Current Goals:

Goal #1: By June 2019, Jordan High School will meet or exceed expected growth through achieving a positive growth index.

Goal #2: By 2020, Jordan's graduation rate will increase to 86% with the goal of increasing the graduation rate by at least 2% each year.

Desired Outcomes: By the end of the meeting, the School Improvement Team will ...

- Introduce any new members or changes according to the JHS SIT Bylaws.
- Analyze 2017-18 school accountability data.
- Review SIP and determine if the SIP addresses current needs of the school.
- Determine next steps.

Agenda Item	Facilitators	Notes
Start-Ups <ul style="list-style-type: none"> • Welcome • October Minutes Approval • Review Desired Outcomes 	Ms. Raphael Ms. Taylor	Meeting begins at 5:30 as Raphael calls us to order. <ul style="list-style-type: none"> • Mentions trying to adjust to the time change. Approval of October minutes <ul style="list-style-type: none"> • Hulbert motions to approve. • Unanimously approved by ayes Review desired outcomes by Raphael. (See above.)
Principal Updates	Ms. Taylor	Soccer Investigation: have interviewed 20 spectators; interviews will continue tomorrow. Three assistance principals, the athletic director, and Mrs. Taylor have divided up interviews. Been in contact with office of public affairs. Once interviews complete, a response will be issued. Greensboro media heavily broadcasting date of next game: 11/6/2018. A large crew from Jordan will be attending the playoff game including Mrs. Taylor. PBIS: store open Friday before school and during lunch; brings joy to see the students using Falcon Feathers to buy things; it's amazing that kids have choice of school supplies, candy, and food, and they are choosing Jordan paraphernalia; will also have honor roll breakfasts (less disruptive to school day); biggest complaint is always about the music; students will receive a certificate and a mechanical pencil; began soaring Falcon student of the month recognition program: 3 teachers from each department select each month; 15 honored during October; 30 minute advisees to assist instruction Facilities: We will be able to host home games during basketball season. Student Achievement Committee: will hold tutoring session; instructional supports and enrichments to address SOAR; PSAT did achieve 95% participation (though not included in report card) Racial Equity Institute: 12 staff members attended racial equity training: academics and PBIS (including student discipline) as follow-ups; more training will be provided to faculty and staff; more training on restorative practices; working with DPS Coordinator to get grants and assess results on surveys Questions: <ul style="list-style-type: none"> ○ Aminah (student): Will the survey still go out this Friday <ul style="list-style-type: none"> ▪ Ours will go out this Friday. It has been moved from Nov. 6 to Nov. 9. Celebrate: Band has been really awesome this season. <ul style="list-style-type: none"> ○ Appreciation from parents that Mrs. Taylor was there.
JHS SIT Bylaws:	Ms. Raphael	Mrs. Raphael will continue another year as faculty co-chair.

<ul style="list-style-type: none"> • Do we have a new Faculty Co-Chair? • YES, we have a new Recorder. • Yes, we have a new Parent Representative. • Do we have a new Parent Co-Chair? 	Mr. Hirsch	<p>Thank You, Ms. Couch, for volunteering to be the recorder for this 18-19 term.</p> <p>Ms. Monica Long joins us as a new Parent Representative. She has a daughter who is a sophomore at Jordan, works with foster kids who attend here, and is PAAC co-leader.</p> <p>Discussion results in decision that Mr. Hirsch will continue as parent co-chair for this year; Mrs. Pelo will shadow and look to fill the role next year.</p>
<p>Review of Current SIP</p> <ul style="list-style-type: none"> • Do current goals address areas of improvement defined by the 2017-18 School Accountability Data? • Are there recommendations for new goals or revised goals? 	All	<p>Hulbert: See Indistar report. Raphael passes out log on info to those present. Wrote goals for most of these. Waiting on data for the writing team to upload. Goal: prove that we've made the growth for past goals so that we can write new ones. View indicators: http://indistar.org/app/Reports/IndicatorsByLevelReport.aspx?State=NC&Level=SCHOOL&Group=RTI Mrs. Taylor: Mr. Hulbert as process manager helps us stay on track. We've done a lot of action steps, but he's asking for evidence of those action steps that he can upload into Indistar so that we can see the progress we've made. Mrs. Taylor-Simon prepared a document of acronyms for us. (passed out) Internal Ready Review Report; Teacher Working Conditions Survey results (passed out) Hirsch suggestion: how to get to the report <ul style="list-style-type: none"> o Could we preschedule some of the meetings to help us remember that we should be looking at data? Preload some meeting agendas around the actions steps so we don't forget. Taylor: We had to submit an intervention plan to Dr. Hardy's office in regards to what supports we will provide to our students in regards to ACT, WorkKeys, and EOCs. Our plan is called "Operation 70." Received notice that our intervention plan will be funded. We will be able to provide after school transportation. <i>Applause</i>. Long-term goal is to provide interventions during the day. Question: (Bell) Could we use the bus for clubs and things as inspirational activities that keep kids in school? Response: Depends: But our after school clubs do not reflect the diversity of our school. So we should look into that. Also need to be strategic; there are schools that build in built-in club time. Our advisory period is underutilized. We need to get more education. When you just go, go, go the way things have been done without reflecting on best practices, you miss opportunities. We need planning.</p> <p>Hulbert is resending the list of people assigned data gathering tasks. Also resending the full lists of indicators to the full SIT team. Question from Taylor: Do we feel that the current goals listed at the top address our current needs? Couch questions the graduation rate. 80.2% in 2018. Taylor shares: Assistant Superintendent for Research and Accountability, Julie Spencer, shared that if our processes were better, our graduation rates will increase. Hirsch shares that the goal of 2% increase each year we knew was lofty, but we wanted to have a number to cross it against. Are we following through on the actions we planned? If not, why not? Which ones should we double down on? Which ones possibly should we stop doing? Taylor reminds folks to get documentation into Hulbert.</p>

Hulbert asks if we should schedule individual meetings before the next SIT meeting to go over data.

Some information was supposed to be collected by Mr. Wall and Ms. Jordan. Where is that.

Taylor will follow up. She has that information.

Question: Monica Long: What does goal 1 mean?

Taylor explains what exceeding growth and meeting growth mean.

Taylor explains ways a class could cause harm to students concerning growth (long term sub situations, etc.) v. those that gain growth (rigorous instructions, lessons planned, teacher present).

The state will tell us based on indicators whether students have met or exceeded growth.

Question: Pelo: Is there a place to add the "Operation 70" into the Goal One?

Thelemaque proposes adding to the current goal, "as evidenced by the goals set by Operation 70."

Taylor-Simon: If you're going to tag the Operation 70 onto that, Operation 70 is about proficiency.

We would need to add a 3rd goal.

Hirsch questions wording.

Aminah: Are we looking at Operation 70 from an equitable standpoint? Is everyone getting fair resource distribution?

Taylor: That's tied into the action steps. The goal is for all of our students. We don't speak intervention language yet. We need it to be imbedded. Some of us know about MTSS. We know that we have equity issues. We know honors and AP are not reflective of school community. If you look at attendance and retention rates, black and Latino communities are over represented. We know we cannot lower expectations for students.

You may want a separate goal about equity, but we cannot take away the achievement goal because we have equity issues.

Aminah: Don't want to get rid of goal. Want to make sure resources are equitable.

Thelemaque brings up example of transportation as a way to address this.

Hirsch brings up achievement overall and proficiency rates in subgroups. Do we want to say anything specific in goal three about narrowing of achievement gaps or specific subgroups. Could we say that next year we want 50% achievement rate amongst Hispanic students?

Miles Smith: Didn't we just take that out? That was in there last year and we took it out right?

Hirsch: We took it out because numbers were based on 2016 numbers. They were unrealistic. Do we want high level broad goals like "70" and we know that we won't hit the big goal if we don't hit subgroups.

Miles Smith: If we put them in, we have to have programming. We shouldn't just put numbers up with no plan.

Pelo: We are doing a lot of things.

Taylor: We have so many things that we had to look. Restore programs. It doesn't make sense to put goals without plans. We need a Bridge program over the summer. That one goal was based on EOC proficiency. The goals didn't feel like realistic goals. We have to make sure that it's not only EOC teachers that feel responsible for meeting growth or proficiency. Every teacher needs to plan lessons where students will participate in higher order thinking activities. You can think critically even if you can't read.

Hirsch: Maybe we don't call out artificial numbers. But there is a significant difference of hitting the 70. Don't call out a number in the goal, but add wording about narrowing the difference in proficiency rates between subgroups.

Proposed new goal: *By June 2019, Jordan High School will obtain a school performance grade of 70, while narrowing the achievement gaps in proficiency rates across subgroups.*

		<p>Miles Smith: Do we have data from middle schools if students are trending up or down? Taylor: We have data. I cannot say up or down, but we do have that data. Thelemaque: That's how we're creating interventions. We're looking at that data? Smith: Do we have a group that could hone in on that because I don't want to hog this meeting. Taylor: PLCs. SAC. Student Services – who needs to participate in restorative programs? (Behaviors are impeding success.) Pelo: Do we have subgroups within the School Improvement Team? Are there key faculty members that could meet midmonth and come back to the full committee? Aminah: If you look on DPS website, there's a PDF of achievement for middle schools. Taylor: Literacy, PBIS, SAC are all working under that umbrella. Our PBIS task fork is the arm looking at discipline data. We need to figure out how to get all these different groups together. Couch: Could we come up with steps to give those groups to come back to a particular meeting? Hirsch praises new goal wording. Do the strategies we have crosswalk to the goals? Can we get data from the groups to see?</p> <p>Raphael calls for a vote. The ayes have it.</p>
<p>Determine Next Steps</p> <ul style="list-style-type: none"> • Does current plan address areas of concern defined by 2017-18 Teacher Working Conditions results and additional data sources? • Are there any additional data sources to be considered in the current SIP? • Who will join the subcommittee for writing our SIP? 	<p>All</p>	<p>Does current plan address ... Tabled until we have more data</p> <p>Who will join the subcommittee for writing our SIP? Those who are interested in “what more can I do?” or “I know what they wanted to say but I would have worded it different,” please e-mail Raphael. We have fewer than 5 people on committee right now.</p> <p>Question: Murphey Brown: When do you meet? Hulbert: That would be a question determined after the new people join. Murphey Brown: Would it be after 5? Hulbert: Mostly after school.</p>
<p>Closing</p>	<p>Ms. Raphael Mr. Hirsch Ms. Taylor</p>	<p>Meeting closed at 6:33.</p>

