

School Improvement Team (SIT) Meeting

February 21, 2018

Vision: The Glenn community will educate all learners in a healthy learning environment of excellence.

Mission: The mission of GES is to educate all learners utilizing best practices and quality instructional strategies to ensure positive learning experiences and personal learner responsibility for high learner achievement in preparation for life in a global society.

Members Present: Vanie, Lemons, Potts, Mcelroy, Romo, Green, Manning, Conrad, Piccola, Delcour, Milton, Webb, Dowd, Belden, Enoch, Redfearn

Norms: Be on time-start on time-actively engaged-no sidebar

electronics/conversations

Agenda Item	Time	Person/s Responsible
Welcome and Celebrations	3:30 p.m.	Deanna Manning
<p>Respond to Coaching Comments</p> <p>Everyone has access to Indistar and should visit the site below to view those comments. The comments came in January.</p>	3:35 p.m.	
Approval of last meeting's minutes	3:35 p.m.	Deanna Manning
<p>New Business</p> <ul style="list-style-type: none"> 2018 Mid-Year Teacher Working Conditions Survey Team Suggestions (see below) Leadership Team Login: Link: http://www.indistar.org/app/DashBoard.aspx Username and password: LTS7212--LTS7212 Ms. Manning has updated the goals in Indistar that we created earlier this year. 		Deanna Manning
<p>Indicators to Assess-Create-Monitor</p> <p>A4.06--ALL teachers will be attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.</p> <p>A1.07--ALL teachers will employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.</p> <p>B3.03--The Principal will monitor curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.</p>	4:15 p.m.	Deanna Manning
<p>Other Business</p> <ul style="list-style-type: none"> Calendar DPS Job Fair-April 14, 2018 	4:30 p.m.	Deanna Manning

Launch and Adjournment

- **Launch**

- **Next Meeting:** March 21, 2018

- Ms. Manning described the teacher working conditions survey and why we did one this year in DPS. Only some schools were selected to complete the survey to get the pulse of the way teachers were feeling.

TWC Team Concerns and Ideas

1. School Administrators consistently enforce rules for student conduct.
 - PBIS – concerned with some of the cancellations and having a plan b in place for when celebrations get cancelled.
 - Hold celebrations more regularly.
 - Mr. Redfearn – are teachers doing 2 week acknowledgements/celebrations in the classroom. PBIS model says this should be done.
 - Green – Students with individualized goal sheets are getting daily incentives. Students and teachers must be doing the contracts in order for this to be effective.
 - Manning – Some teachers have as many as 9 kids on behavior sheets. It is tough to keep up with.
 - Mr. Redfearn – **Action step:** Ask your team if they are holding celebrations every 2 weeks like they should be. Let kids know where they should be and what they are working for. Used second grade and third grade as a positive example.
 - What happens when behavior sheets aren't working?
 - Ms. Green – We can do a suspension with a required parent conference.
 - Can we have a staff member mentor for some of our “high flyers?”
 - Ms. Green – Some teachers do it already.
 - Mr. Redfearn – We have tried it in the past and it has been inconsistent. We can try it again but need to be more consistent. **Action step:** We can move forward with staff member mentors for students.
 - Mr. Redfearn quoting Mr. Williams – Going at the kids and getting into a power struggle will not work.
 - Parent – Can we use extra recess as an incentive?
 - 4th and 5th are concerned with the amount of fighting occurring on the playground. Can we have more structure on the playground?
 - Can we start “Playworks” as a program? Enoch – we can talk to the school she knows that still uses it or Mr. Matheson for some ideas. Maybe we can try team building activities.
 - 3rd grade teaches them how to play the different games to encourage and motivate the kids to play the games rather than “hang out.”
 - 2nd grade lines their kids up for a cool down before coming inside.
 - Teachers need to be engaged in recess and not huddled up.
 - Parent suggests to remind students of their choices before going outside.
 - Commit as a school to spread out during recess, supervise kids, and commit to having stations. Members of the SIT team will spread the word, and if they know Playworks they can help teach it.
 - **Action Step:** 4th and 5th grade need to move to a structured recess
 - Ms. Green and Mr. Nixon will support those teams with providing a more structured setting.
 - Will be given more equipment
 - Ask Mr. Matheson for help sectioning off the playground.

2. Consistency with consequences

- Can we be more consistent with what happens when a student breaks a rule?
- Administrators can be more transparent when a consequence is or is not given for a particular student.
- Mr. Redfearn - Sometimes the situation goes deeper than the initial circumstance. We have to step back and look at the broader picture.
- How can we best communicate suspensions or ISS to resource, EC, AIG, specials teachers etc.
- We could create a staff wide email with all students in ISS and OSS.
- Suggestion, Ms. Green can send out a staff email updating ISS and OSS students.

Community support and involvement

- Parent – We have plenty of people who want to help. It is difficult to find out when, what time, and what they can do.
 - Kindergarten and first grade would definitely like the help.
 - Can we connect with the teachers and define what they may want/need?
 - Action step: Mcelroy, Milton, and our PTA parents will work together as a subcommittee to make sure the volunteer program takes off at Glenn.
 - Possibly a Google Form survey for teachers.

Action Step: Ms. Webb will create a google doc with the comments for today and leave spaces for people to add to it.