

## **SBLT Meeting Minutes: February 20<sup>th</sup> , 2024**

**Members present: Nicole Weeks, Dr. McMillon, Alex Swerbinsky, Renee Bomar, Amy Schoppa, Jennifer Albano-Miller, Kelly McClure, Lori Vernon, David Hammack, Barbara Hultberg, Katie Hazelwood, Michelle McGee, Andrea Matkins, Parent Rep: Kim Brenneman**

Welcome/Meeting Called to Order

Approval of Minutes:

Motion to approve: Alex Swerbinsky ; Seconded by Jen Miller

The team voted to approve minutes from the previous meeting.

### **Celebrations and Successes:**

- We are over halfway to our goal for the Fun Run.
- Congrats to Lori Vernon on being named our teacher of the year and to Mr. May for being named our classified staff of the year!
- EBOB team is moving on to the next round of competition.
- 2 students received honorable mentions at the State Science Fair.
- Mrs. Hazelwood for doing an amazing job with the Science Fair this year.
- Dr. McMillon's small group of 3<sup>rd</sup> through 5<sup>th</sup> grade boys is going well and there has been positive responses from their classroom teachers.

### **New Business:**

#### **Review of Supply Lists:**

Mrs. Marsh has retyped the new lists with the edits that have been provided. All teachers on the team should take these back to your team for final revision. Some grades are asking for iPad pens. Teachers should discuss this as an option. Any final changes should be submitted to Mrs. Weeks after one last review.

#### **Technology Plan:**

From the survey that was filled out, document cameras for a few teachers seem to be a priority. There are a few tech issues that we need someone to come in and fix. We need to be forward thinking and begin to think about what might likely need to be replaced soon, while still working now. Several

projectors will likely need replacement in the near future. The K/1 hall is likely going to be the area that will need replacement first as these are currently our oldest devices. We also need to get more technology in the hands of the EC department.

Suggestions from team:

- Ask EC team what they want? Promethean boards vs. Projectors
- The Promethean Panel is more mobile, an advantage over a mounted projector.
- Should we replace by grade level, or should we assess the current quality of each current projector and replace on a need basis?
- Can we do another survey? Would teachers agree to go to PD in order to learn to use these new devices?
- Mrs. Hazelwood would like an interactive display in the NEST lab. It would save time in her schedule as the connectivity with the iPads would be better.
- We need approximately 50-100 sets of headphones...enough to cover supply for testing and a few backups for classrooms.
- The suggestion would be to buy Promethean boards starting with K classrooms, EC, and Nest Lab with funds from this year's fundraiser.

Mrs. Weeks will put together a plan for the team to review next meeting.

### **Indistar Action Steps: Review and Update:**

By June 30, 2024, Northern Elementary will increase overall 3<sup>rd</sup> grade reading EOG proficiency by at least 3 percentage points, from 74% in 2022-23 to 77% in 2023-24.

By June 30, 2024, Northern Elementary will increase its overall Performance Composite by at least 3 percentage points, from 77.5% in 2022-23 to 80.5% in 2023-24.

By June 30, 2024, Northern Elementary will decrease chronic student absences (10% or more of days enrolled) by 5 percentage points, from 11.7% in 2022-23 to 6.7% in 2023-24.

By June 30, 2024, Northern Elementary will reduce the number of lost instructional days resulting from discipline referrals by 10% from 9.91 number in 2022-23 to 8.9 number in 2023-24.

By June 30, 2024, Northern Elementary will utilize assessment data (Dibels for K-2 and CFA data for 3-5) in all classrooms to guide small group and tiered interventions.

## **Indicators to be looked at and discussed this week:**

Some action items have already been completed and marked as such:

- Current Attendance team has been expanded to include SEL and behavior.
- Classes with perfect attendance are being recognized each week.
- Teachers have analyzed growth patterns for all students and re-examined their reteaching plan after looking at mid-year assessment data.
- Grade 3-5 teachers will analyze their data for projected proficiency rates and who is making expected growth. They will then determine those specific students to target based off this data set.

## **Upcoming items to look at today:**

- Analyze and share Educator's handbook data to determine patterns of behavior, as well as students who may need tiered intervention; this will be made ongoing until the end of the year.
- At the end of each quarter, teachers will complete data journals and go over this with admin to reflect on student progress and next steps – This goal will be marked complete.
- All teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for support and intervention when necessary.
  - Mrs. Hazelwood reports that communication with specialists is much improved at drop off at Specials. She is appreciative of the progress. This step will be marked as partially complete, and we will continue to monitor and improve next year. Mentor groups are also addressing this action step. We need to think about additional steps we could take to keep moving forward with this goal in the future.

## **Book Club - Grading for Equity: Chapters 9 and 10:**

Dr. McMillon sent out discussion questions for the team to look at prior to our meeting. The following are key points from today's discussion:

- We tend to have implicit bias and subjectivity in the ways we expect students to act; our expectations also differ from classroom to classroom.
- Are extra credit opportunities connected to your curriculum? Opportunities for extra credit are not widely used by members on the team; when they are used, they do seem to be connected to what students are learning.
- We want children to know and understand what grades are. We want them to understand that their grades are earned, and they have the power to change them with more student ownership. Some students may feel that their grades are just assigned to them without understanding their role and ability to change them.

- Discussion of accountability – should we penalize students for late work? If we are not supposed to do this, how do we teach student accountability? Where is the balance?
- Thoughts on homework and how it factors into grades: In younger grades, parent buy-in is very important and a large factor in whether or not it gets completed.
- Homework provides a good connection to the family so they can see what students are learning in school.
- Team members report that they are not giving homework for grades; its purpose is for extra practice and to learn content; The consensus is that homework should not be a weighted category in determining a grade on a report card.

Team members should come having read 11 and 12 for our next meeting.

### **General Staff Concerns:**

- Kagan Training: There are concerns with another thing being added to our plates: Remember that it is just a structure and a framework for learning, and we are only doing a soft opening this year.
- Attendance: Make sure sick kids are sent home. We are not pushing attendance to get sick kids here; we are targeting chronically absent students.
- Staff Attendance incentives: will not be happening at this time; we are in a stretch with very little breaks. Mental health for teachers is important and Mrs. Weeks reiterated that a personal day should be taken if one is needed.
- The sharing of Mrs. Week's "wheel" for next year: Data will be a big part of our school plan next year. It is important for all to see the direction that we are heading in for next year so that teachers can prepare and make decisions as needed.
- Half-day planning sessions that are happening next week: after each planning session, the grade level should provide a snapshot of what was accomplished during this time. Subs have been secured for all grade levels. Expectations for planning: long-term planning using your data; how to make sure all students are growing; looking through future modules and units; grade levels may have different needs and that is okay.
- Instructional Leadership Team Walk-throughs will begin happening soon, probably at the beginning of March; it is not an evaluative process but rather a way to collect data and track some trends across the school. Teachers will be aware when the walk-throughs will happen in their classrooms.
- Teacher Working Conditions Survey will be coming March 1<sup>st</sup>. It will be coming digitally so do not delete the email.

**Adjournment: Motion made to adjourn by Alex Swerbinsky and seconded by Kelly McClure**