



SCHOOL IMPROVEMENT LEADERSHIP TEAM MEETING

Monday, February 27, 2017; 4:00 p.m., CAO Board Room

Minutes

Members Present: Superintendent Douglas Sullivan, Mrs. Trista Fisher, Mr. Ron Dockter, Dr. Marcus Lewton, Mr. Mitchell Meier, Mrs. Melanie Kathrein, Mr. Shawn Leiss, Mrs. Susan Cook, Ms. Taralee Roller, Mrs. Melanie Hanel, Mrs. Sara Streeter, Mrs. Amanda DeMorrett, Mrs. Sara Steier, Ms. Tammy Praus, Mrs. Amber Fridley, Mr. Henry Mack, Mrs. Nicole Weiler, Mrs. Meagen Schlecht, and Mrs. Jennifer Nokes.

Members Absent: Mr. Brent Wolf, Mrs. Michelle Kovash, Mrs. Lindsey Southiseng, Mr. David Wilkie, Mrs. Betsy Brandvik, Mrs. Carla Schaeffer, Ms. Sherry Libis, Mrs. Rebecca Bautz, Mrs. Stacy Kilwein, Mrs. Kate Rothschilder, and Mrs. Lindsey Southiseng.

Call to Order – Superintendent Sullivan called the meeting to order at 4:00 p.m.

Meeting Norms – The meeting norms were available for review on the agenda.

Review and Approve the January 10, 2017, Meeting Minutes - Mrs. Fisher moved to approve the minutes, as presented. Mr. Leiss seconded the motion. The motion carried unanimously.

AdvancED Perception Surveys – Superintendent Sullivan referenced the Implementation and Procedures Manual for Continuous Improvement and explained the surveys would remain as they are in the cycle until 2020 when a portion will be administered in January. There is a new survey instrument that is being developed and appears to be slightly longer. Mrs. Kathrein explained some changes on the horizon with the Every Student Succeeds Act. There will be some changes in the testing. Two school quality factors that will be considered are the student engagement and the school climate.

Strategic Plan – Copies of the District’s current strategic plan were distributed to the team. Superintendent Sullivan went through each of the action plans. Following are some comments he made about each action plan.

- I. Positive Behavioral Support – The District has implemented a bullying prevention program. Additionally, there are zones of regulation at the elementary level and the high school has social intervention. These are through Harbor videos and Renaissance.
- II. Physical Environment and Safety of District Property – The School Resource Officer (SRO) program is reviewed on an annual basis with continuous discussion regarding expanding the SRO. The major projects and long-range goals for maintenance are updated by Mr. Reep on an annual basis. There were changes to the entrances to the buildings, with the exception of DHS and SWCHS. The doors are locked with access only with permission. Recently a Safety and

Security Committee was configured. This committee will review the security measures in the school district.

The faculty members will be attending ALICE training in the fall. This is a different approach to an intruder in the building. The school board approved a Center Based Education Program and a position has been advertised for the past two years, unfortunately with no applicants. This position requires a specialized special education degree. If there is a qualified applicant than this program can move forward.

- III. Effectively Utilize 21st Century Skills – There are areas on this action plan that need to be revised, especially with the change in the common core standards. Some areas of this action plan are handled through the District’s Professional Development Committee. There are also areas on this action plan that are a work in progress.
- IV. Effective Instructional Practices – The District has adopted a teacher evaluation instrument and is providing professional development. The staffing patterns and reviewing the student population is done on an annual basis. There are teaching positions that will be added next year to accommodate the projected increase in kindergarten and ECC. The newest projection for kindergarten enrollment for the fall is 369 students. As the student population rolls forward in grades, the projected 2024 enrollment at DHS will increase from 900 to 1,122. In 2026, the projection is 1,188.
- V. Effectively Utilize Technology for Learning – Mr. Mitchell Murphy continues to work on this project. EduTech provided training with technology integration at the high school and middle school and some individual elementary teachers. Instruction in responsible digital service is provided through the librarians.
- VI. Positive School Environment Both Physically and Emotionally – During the construction of Prairie Rose Elementary and the Dickinson Middle School, there were environmentally friendly aspects utilized. There is further discussion needed on the daily practices. Dr. Lewton and some faculty are working on a recycling program at DMS. Additional counseling services continues to show up on the District’s needs assessment. With a few more resources, it could be provided. For next school year, there are additional teachers being added so adding counselors was put on hold.
- VII. Parent involvement – Dr. Sullivan noted this area could use some improvement. The schools are using the Alert Solutions to notify parents of upcoming events. The District’s website was upgraded and updated. The District and each building has a FaceBook page. There are all types of avenues for communication with parents being utilized. The online learning opportunity is provided at Dickinson High School with Jefferson County and the North Dakota Center for Distance Learning. The buildings conduct a literacy night when they feel appropriate. There have been improvements in the outreach programs for the EL students. Also, improvements have been made with the homeless services. The buildings continue to incorporate positive connections with the community.

Superintendent Sullivan asked the team to break into groups and find areas that could be improved, taking into consideration that money is no object. He noted to keep in mind the technology advancements with some ideas that were emailed to the team. Following is some feedback from the group discussions.

- More counselors

- More core teachers
- Set up academic learning
- More professional development for teachers on 21st Century learning skills
- More cooperative training
- More training on PBIS, especially since there are so many new staff members
- More training on 21st Century learning
- Train one of the District's special education teachers so that they can be certified for the day treatment. The District has some really good special education teachers that could be utilized. Maybe even train two teachers.
- Have some training on project-based learning opportunities
- Project-Based Learning Training (pilot school) once a year to see how that could mesh together with the District's curriculum
- Teachers training teachers on technology
- PBIS school culture
- Bullying prevention program in K-5
- Recruiting alumni to visit
- The 4 C's and how to start developing them for project-based learning
- Technology training using apps
- Technology Integration Specialist to help develop a vertical scope when they teach various things
- 1 to 1 initiative
- There is increased access to technology but it needs improvement so that the teachers are able to use the technology
- Creating leadership qualities in kids
- Increase the capacity of the teachers and principal leaders
- PBL where it is seamlessly integrated on a yearly basis. Make it part of the culture, part of the preparation. To be done on a daily basis. Increase the capacity of the teacher or the coach.

Dr. Sullivan thanked the team for the input. He will incorporate the ideas into the strategic plan and there will be additional conversation at the next meeting.

Superintendent Sullivan noted that the teacher evaluation and principal evaluation were part of the strategic plan. He asked the team members if it would be appropriate to remove those two and state that they have been accomplished. Mr. Leiss replied that there should be some type of mechanism for continued study for improvement. He personally has not mastered the Danielson model. Mrs. Kathrein noted that the components changed from last year to this year. Dr. Sullivan noted that the strategic plan belongs to this committee and they need to voice their wishes.

Dr. Lewton noted the teacher evaluation tool has been identified by a committee but it is constantly changing and addressing issues. He felt it was a living document and it will never be perfect and complete. Dr. Sullivan suggested maybe a different statement be placed in the strategic plan regarding the evaluation tool, if the committee was interested. Dr. Lewton suggested a statement similar to "The Danielson tool is the foundation for the ...growth model". Mrs. Cook said that the District needs to provide more support for the new teachers. There was discussion regarding the mentoring program at the District and state level. Dr. Sullivan said that it appeared to be a new strategy which would be appropriate. He requested Mrs. Cook meet with her staff and bring back some ideas to

the School Improvement meeting. The definition to adopt a new strategy and new action plans is available in the strategic plan. Mrs. Cook noted the teachers are great but they would like some additional support for challenges they face. Dr. Sullivan noted approximately 55% of the teachers have been in the district five years or less. That does not mean they have less than five years of experience. Mrs. Fridley inquired where the coaches fall in the mentoring.

Next Meeting – The next meeting was scheduled for Thursday, March 30 at 4:00 p.m.

Adjournment – The meeting adjourned at 4:55 p.m.

Minutes provided by Twila Petersen.