



SCHOOL IMPROVEMENT LEADERSHIP TEAM MEETING

Thursday, March 30, 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. David Wilkie, Mr. Shawn Leiss, Mrs. Michelle Kovash, Ms. Sherry Libis, Mrs. Rebecca Bautz, Mrs. Susan Cook, Ms. Taralee Roller, Mrs. Melanie Hanel, Mrs. Sara Streeter, Mrs. Amanda DeMorrett, Mrs. Sara Steier, Ms. Tammy Praus, Mrs. Amber Fridley, Mrs. Nicole Weiler, Mrs. Lindsey Southiseng, and Mrs. Jennifer Nokes.

Members Absent: Mr. Brent Wolf, Mrs. Betsy Brandvik, Mrs. Carla Schaeffer, Mrs. Meagen Schlecht, Mrs. Kate Rothschiller, Mr. Henry Mack, and Mrs. Stacy Kilwein.

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. There were no additions or deletions to the agenda.

Review and Approve the February 27, 2017, Meeting Minutes – Ms. Praus moved to approve the meeting minutes, as presented. Mr. Wilkie seconded the motion. The motion carried unanimously.

Strategic Plan – Based on input from the last meeting, Superintendent Sullivan made revisions to the strategic plan in bold text and emailed them in advance to the team. There was input received from Mrs. Cook regarding strategic and action plans for integrating new teacher mentorship that had also been emailed to the team. The information regarding the mentorship had been added as strategy VIII to the strategic plan. Copies of the revised strategic plan were available for the team at the meeting. Superintendent Sullivan said he would like the team to move forward with the strategic plan and expressed his appreciation for the work done by the team at last month's meeting. The team reviewed the new information available in the plan. Dr. Sullivan noted there are comments under six of the seven strategies. The team was broken into groups and were asked to review strategies I, II, III.

Following was input from the groups.

Group 1 – This group felt there should be more professional development (PD) for the Positive Behavioral Intervention and Support (PBIS). There has been PD for this but the group felt getting deeper in the discussion and into the strategies and how to support students with behavior and including the bullying piece with the PD would be beneficial. They know there is a policy and there is Century Code but not an actual program that is being implemented and utilized so that it can support the classroom. Possibly more support at the classroom level was suggested. Mrs. Kathrein shared her concern that there would not be enough time for the elementary teachers in their day. Mr. Leiss explained that the law required the District to come up with a bullying prevention program and that was identified by the District as PBIS. As long as the District was working on it, it satisfied the DPI requirements, at that time.

Committee members that had attended the Paper Tigers event last night shared how it is difficult to teach curriculum to students who are not emotionally ready for the curriculum. There was a suggestion to have an action plan to reflect the students with trauma. Teachers shared the ratio of students with trauma in their background and their trauma scoring being a 9 or 10. Mrs. Nokes explained there were a lot individuals at the CPI training yesterday and she felt it would be beneficial for information from CPI to be shared with others in the building, such as during an early release day. It would be great information for the teachers. Another member felt that information regarding restorative justice could be shared with others. In those instances, the individual takes ownership of the conflicts. Paper Tigers identified that there needs to be multiple people building a relationship and connection with those students with trauma. It has to be a community, not one person.

Dr. Sullivan inquired what this would mean in terms of an action plan for the District. He noted there was complex trauma training a few years ago. Ms. Praus felt that PBIS was at the top of the umbrella and many other things would fall underneath. She felt a true bullying prevention program is not necessarily what is delivered to the students. The District hasn't found better tools for its students. Dr. Sullivan inquired what should the District do. Mrs. Fridley suggested looking at what to do with the behaviors, what does the District do with them. Mrs. Cook thought it would be beneficial to provide training and a strategy within the school so the teachers can take it back and address the behaviors. Mr. Leiss said it is not as simple as someone making a mistake and suspending the student for five days and consider it taken care of. Mrs. Fridley suggested looking at the situation from a more alternative setting and build relationships. She wished everyone could have seen the Paper Tigers presentation because it was powerful. Mrs. Kathrein asked if she thought the concept could be an in-house training. Mrs. Fridley said it was a different setting in an alternative high school with a smaller number of students. There were many concepts from a creative group of teachers that were applied to what we are doing now. It could be a training as a whole group but then go back and discuss it as a group with others in the building. Each person may bring something different back and can then share with the building. There was discussion what might fall under the PBIS umbrella. Mrs. Streeter explained the scoring for the trauma and how those students with trauma need to have a relationship built and that can have a large impact on the student. Mr. Leiss explained students that do not have a lot of trauma can handle the teacher making mistakes but the student with adverse child experiences would not respond as well. There needs to be good teaching techniques, connecting with the student, and building solid relationships. Mrs. Fisher explained by the time the student gets to the high school it is a lot more difficult than if it is identified and caught when the student is in grades K-4. Mrs. DeMorrett explained that part of her day is teaching the students to be kind to one another. Mrs. Fridley added that students can still be held accountable for their behavior in a way that is caring, trusting, loving, and supportive. Mrs. Kathrein felt the strategy itself needed to be broader. Mr. Wilkie suggested putting PBIS as the heading and placing the programs that were mentioned under the heading.

Superintendent Sullivan suggested an open ended statement similar to: "The district will study and investigate _____ to be recommended for implementation. Mr. Leiss suggested the blank be "safe and healthy environment" as the all-encompassing phrase. Dr. Sullivan noted that the committee also discussed relationship building, bullying prevention, and restorative justice. Dr. Lewton suggested the following statement: The district will ensure all learning environments are positive and conducive for all students (no matter what students we have). Mrs. Nokes suggested the following statement: The District will study and investigate CPI methods to provide a positive atmosphere. Ms. Praus felt that it should include social and emotional learning strategies. Mrs. Steier suggested the following statement: To focus on the strategy and

technique to increase health, safety, and wellness of social and emotional learning of students. This statement would replace #1.

Strategies and techniques to improve health and wellness of social and emotional learning for students will do what (will guide all district practices). Mrs. Kathrein suggested: District practices will promote the health and wellness of social and emotional learning.

Mrs. Fridley suggested the following statement (with revisions): The district will implement best practices in positive behavioral support to promote ~~in~~ ~~of~~ social and emotional learning and behavioral intervention.

Dr. Lewton noted that we are not teaching kids about social learning we are teaching kids that have social and emotional issues. The word “in” implies it is about the social emotional learning of the students instead of best practices. Mr. Wilkie suggested adding back in positive behavioral support.

Mr. Leiss suggested the following statement: A positive behavioral support model and research in social and emotional learning will guide all District practices. Consensus was to adopt Mr. Leiss’ statement as revised strategy I. Dr. Sullivan asked each of the principals to look at the conversation that took place today about the following:

- de-escalation matrix,
- restorative justice mediation,
- relationship building, and
- second step program

and see if there are action plans and bring those to the next meeting. At the next meeting, the team will attempt to get through strategies II, III and V in the strategic plan.

Next Meeting – The next meeting was scheduled for Monday, April 24 at 4:00 p.m.

Adjournment – The meeting adjourned at 5:05 p.m.