



SCHOOL IMPROVEMENT LEADERSHIP TEAM CAMP

Tuesday, May 31, 2017; 8:00 a.m., CAO Board Room

Minutes

Members Present: Superintendent Douglas Sullivan, Mrs. Trista Fisher, Mr. Ron Dockter, Dr. Marcus Lewton, Mr. Mitchell Meier, Mrs. Betsy Brandvik, Mrs. Melanie Kathrein, Mr. David Wilkie, Mr. Shawn Leiss, Mrs. Carla Schaeffer, Mrs. Meagen Schlecht, Mrs. Michelle Kovash, Ms. Sherry Libis, Mrs. Rebecca Bautz, Ms. Taralee Roller, Mrs. Susan Cook, Mrs. Melanie Hanel, Mrs. Sara Streeter, Mrs. Amanda DeMorrett, Mrs. Sara Steier, Ms. Tammy Praus, Mrs. Amber Fridley, Mrs. Kate Rothschiller, Mr. Henry Mack, and Mrs. Nicole Weiler.

Members Absent: Mr. Brent Wolf, Mrs. Jennifer Nokes, Mrs. Stacy Kilwein, and Mrs. Lindsey Southiseng.

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

Review and Approve the April 24, 2017, Meeting Minutes - The minutes were emailed in advance to the team and available at the meeting. Mr. Mack moved to approve the April 24 meeting minutes, as presented. Ms. Praus seconded the motion. The motion carried unanimously.

Strategic Plan – A copy of the revised strategic plan was available for the committee members. Superintendent Sullivan had asked the committee at the April 24 meeting to review Strategy III in their buildings. He asked for input from the buildings from those discussions.

Mr. Wilkie inquired regarding the professional development for PBIS. He noted a previous discussion creating the opportunities for professional development for the new teachers that are coming in that have not had PBIS before and also continued education for those who have had it before. He suggested “c” be reworded to create more opportunities for professional development for PBIS for those who haven’t had it and those who wish to continue learning. Ms. Praus suggested consolidating it even more by combining the professional development as there was a lot of redundancy. Mrs. Kathrein asked if the buildings envisioned the District supporting the school in PBIS other than training and if it should be rewritten to provide more clarity to A, B, and C are indicate the intentions. Dr. Sullivan asked for feedback regarding the options presented. Mr. Leiss listed some specific things that could be listed, such as the new teacher training, training in restorative justice, and de-escalation matrix. Mrs. Kathrein noted they are not all part of the PBIS team. Mrs. Fridley recommended combining a, b, and c together. Some of the pieces are the specifics on how they go about them and the training and moving forward with best practice as far as the emotional learning piece of it for the building. There was a discussion regarding the different programs used and some pieces that are professional development. Mrs. Kathrein proposed a statement and suggested a list underneath the statement. Dr. Sullivan requested input from the team emphasizing

the team takes ownership for the strategic plan. Mrs. Kathrein explained there are additional school quality factors. The first one will be student engagement that will be assessed through student survey. The second will be school climate which is seeking to find out if kids feel like they belong, do they feel like they have connections within their school. Consensus was to rewrite the Strategy I to read the District will regularly train, implement, and assess current best practices to create a positive school climate and culture.

The team broke up into building-level groups to discuss the information to be incorporated below Strategy I and then shared their requests.

The team reviewed each strategy and the action plans below the strategies. The requested changes were made to the document and later emailed to the team. Following are the changes that were made during the meeting.

- I. ~~A positive behavioral support model will guide all district practices. A positive behavioral support model and research in social and emotional learning will guide all district practices.~~
 - I. The District will regularly train, implement, and assess current best practices to create a positive school climate and culture.
 - a. PBIS
 - i. Develop common area policies and procedures
 - ii. CHAMPS
 - iii. Renaissance/SMORES
 - b. CPI
 - c. Social/Emotional Learning
 - i. Zones of Regulation
 - ii. Second Step
 - iii. Restorative Justice
 - iv. Complex Trauma
 - d. **Creating leadership qualities opportunities for in students**
 - a. ~~The district will continue to support the Positive Behavioral Interventions and Supports (PBIS) initiative.~~
 - b. ~~Professional development for PBIS will be provided to district personnel.~~
 - c. **More professional development for PBIS**
 - d. ~~The schools will establish means to assess the implementation of PBIS.~~
 - i. ~~The assessment will include uniform data collection practices to guide the PBIS strategy.~~
 - e. ~~The district will regularly assess current best practices for maintaining a positive school environment.~~
 - f. **Bully prevention program K-5**

- ~~g. Topics discussed by the committee on May 30, 2017 as possible action plans for the revised strategy.~~
 - ~~i. Dive deeper into student behavior prevention~~
 - ~~ii. De-escalation matrix~~
 - ~~iii. Restorative Justice~~
 - ~~i. Mediation~~
 - ~~iv. Relationship building~~
 - ~~v. Second Step Program~~
 - h. An alternative education and/or Day Treatment for all students will be reviewed and implemented as appropriate.
 - i. **Train SPED teachers so the ED Center Based Program can be implemented**
 - ii. **Expand recruitment so the ED Center Based Program can be implemented**
 - i. The district will review the need for additional counseling services for at risk students. (Revised June 10, 2015)
- II. The ~~physical~~ environment of all district property will be safe.
- a. The district will review the School Resource Officer program for possible expansion.
 - b. The facilities of the school district will be properly maintained. (Appendix A Long-range Facility Plan)
 - c. Major projects and long-range goals for maintenance of the building and grounds will be conducted. (Appendix A Long-range Facility Plan)
 - d. The district will improve security measures in all buildings.
 - e. The district will incorporate environmentally friendly construction and remodeling practices into projects when appropriate.
 - f. The district will incorporate environmentally friendly daily practices in the school district.
- III. All learners will effectively utilize 21st century skills for learning.
- a. The combination of North Dakota State Standards, 4 C's of learning, PrBL, and technology integration will guide classroom planning, instruction, assessment and interventions.
 - b. ~~Common Core State Standards will guide classroom planning, instruction, assessment and interventions.~~
 - c. Instructional strategies will be research based and designed to increase student achievement.
 - d. ~~The 4 C's of learning (Collaboration, Communication, Creativity and Innovation, Critical Thinking and Problem Solving) will guide instructional practices.~~

~~e. 4 C's in conjunction with PBL and technology integration~~

f. The curriculum shall incorporate cultural awareness when appropriate.

g. ~~The curriculum shall include project based learning opportunities.~~

h. Professional development activities shall be provided to the faculty and principals.

~~i. Academic Learning Center~~

~~j. Professional development on 21st century teaching skills~~

~~k. Project based professional development (Pilot School)~~

~~l. Creating leadership qualities in students~~

IV. All Educators Will Implement Effective Instructional Practices.

~~a. The District will support the effective practice of Professional Learning Communities.~~

~~b. The District will support the effective practice of Multi-tiered Systems of Support.~~

~~c. A Teacher and principal evaluation tools based on improving instruction will be utilized, and the Interstate Teacher Assessment and Support Consortium (INTASC) standards will be developed.~~

~~i. Data gained from our teacher and principal evaluation instruments will be utilized to guide professional development.~~

~~d. A principal evaluation tool based on improving instruction will be utilized, and the Interstate School Leaders Licensure Consortium (ISLLC) standards will be developed.~~

e. Professional development shall be provided to principals and teachers to improve data usage and analysis skills.

~~f. The staffing patterns of the school district shall be reviewed to determine appropriate staffing levels for a school district with an increasing student population.~~

V. All learners will effectively utilize technology for learning.

a. The district technology infrastructure will be assessed and improved to provide high quality access.

b. Professional development regarding use of technology for learning will be provided to the faculty.

c. All learners will be provided training in responsible digital citizenship. (Revised June 10, 2015)

d. It is understood that the Technology Strategic Plan is incorporated into this document (Appendix B).

e. **The District will define the role of and hire a Technology Integration Specialist for the Dickinson Public Schools.**

f. **Vertical scope and sequence will be developed to implement technology skills and standards and implemented about when to teach technology.**

- g. **Develop and utilize teachers as trainers on the use of technology. ~~Teachers as trainers to facilitate student use of technology.~~**
 - h. **The district will provide online learning opportunities for learners when appropriate.**
- VI. ~~All schools will create a positive school environment both physically and emotionally.~~
- VI. All schools will implement an effective parent/community involvement plan.
- a. Parent and community stakeholders will be provided with district, school, and classroom information through various modes of communication.
 - i. 21st century communication procedures.
 - ii. Website and/or email.
 - ~~b. The district will provide online learning opportunities for learners when appropriate.~~
 - ~~c. A curriculum literacy night will be conducted to increase parent/community awareness about the school curriculum.~~
 - d. Schools will develop and implement a plan to increase parent/community awareness about the school curriculum.
 - e. The district will implement outreach programs to increase community involvement in the schools with all stakeholder groups.
 - i. ESL
 - ii. Senior citizens.
 - iii. Empty nesters.
 - iv. Young families.
 - f. The District and schools will establish and incorporate positive community partnerships into the schools.
- VII. **The District will develop active strategies to recruit, train, and retain highly qualified personnel.**
- a. The staffing patterns of the school district shall be reviewed to determine appropriate staffing levels for a school district with an increasing student population.
 - b. **All newly employed educators will be offered and provided with mentorship which is meaningful and timely in its delivery.**
 - i. **Recruit highly qualified mentors in all grade levels/content areas.**

- ii. **Assign mentors to new teachers according to grade level/content area.**
- iii. **Provide ongoing support and training for new teachers at the school and District level. Provide time quarterly for new teachers to meet with mentor.**
 - ~~I. Discuss curriculum review.~~
 - ~~II. Guide positive indoctrination into Dickinson Public Schools.~~
 - ~~III. Review professional responsibilities.~~
 - ~~IV. Guide and encourage positive contributions to Dickinson Public Schools.~~
- c. An alternative education and/or Day Treatment for all students will be reviewed and implemented as appropriate.
 - i. **Expand recruitment and/or train SPED teachers so the ED Center Based Program can be implemented.**
 - ~~ii. Expand recruitment so the ED Center Based Program can be implemented~~
- d. The District will review the need for additional counseling services for at-risk students.

Adjournment - At 11:47 a.m., Superintendent Sullivan declared the meeting regarding the strategic plan adjourned.