



## **SCHOOL IMPROVEMENT LEADERSHIP TEAM MEETING**

Wednesday, December 12, 2018; 4:00 p.m., CAO Board Room

### ***Minutes***

Members Present: Superintendent Shon Hocker, Assistant Superintendent Keith Harris, Director of Instruction Melanie Kathrein, Board Member David Wilkie, Mr. Kevin Hoherz, Mr. Mitchell Meier, Mrs. Tracy Lecoce, Mrs. Kristina Goodall, Mrs. Amanda Hlibichuk, Mrs. Haley Marsh, Ms. Nicole Weiler, Mrs. Susan Cook, Mrs. Melanie Hanel, Mrs. Sara Streeter, Mrs. Sara Steier, Mrs. Amber Fridley, Mr. Henry Mack Mrs. Amber Berg, and Mrs. Jennifer Nokes.

Members Absent: Mrs. Trista Fisher, Mr. Brent Wolf, Dr. Marcus Lewton, Mrs. Tammy Peterson, Mrs. Sarah Olson, Mrs. Carla Schaeffer, Mr. Trevor Conrad, Mrs. Amanda DeMorrett, Mrs. Rebecca Bautz, and Mrs. Kate Rothschiller.

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

**Review and Approve the October 23, 2018, Team Meeting Minutes** – Mr. Mack moved to approve the October 23 meeting minutes, as presented. Mrs. Lecoce seconded the motion. The motion carried unanimously.

**AdvancED Engagement Review Update** – Superintendent Hocker said the formal written report from AdvancED has not been received. Dr. Hocker does not feel the final report will vary much from his summation that he emailed to the entire District after the AdvancED exit meeting. He briefly discussed technology in the classroom.

**Strategic Plan** – Dr. Hocker introduced information regarding Marzano’s High Reliability Schools (HRS) framework. He reported at the start of the school year he created a Mental Health Task Force. The task force has met three times. One initiative the task force focused around was behavioral mental health challenges in the District. At yesterday’s task force meeting, the ideas that were generated would begin being implemented. Four subcommittees were identified with two being focused on elementary and secondary general behavior issues and the other two subcommittees focused on severe mental health issues.

**High Reliability Schools (HRS) Framework** – Superintendent Hocker explained the HRS framework is not a new approach. It fine-tunes the work that is already being done in the District. The principals are doing a book study on a book titled *Leading a High Reliability School* written by Marzano and a team.

**2019-2020 Draft School Calendar** – A draft of the 2019-2020 school calendar was distributed. This draft included three professional development days placed at the beginning of the 2019-2020 school year. Superintendent Hocker explained the Calendar Committee met. From that meeting, a draft calendar was created and distributed to the Calendar Committee. At this week’s Cabinet meeting, input provided was to move the typical October professional development day to August. Cabinet also identified dates for the early release days in the calendar. Dr. Hocker said he did not wish to paint a

picture that the input from the Calendar Committee was not valued. When the revised draft calendar was sent out, it should have been noted as draft B so that individuals would know which version was being discussed. He will be more conscientious of that next time.

Dr. Hocker asked if the team felt there would be too much information provided to the teachers if there was three days of professional development before school starts. If the District is able to secure someone for an entire day to train on HRS, he thought that would be beneficial to the teachers. He added if there is no trainer available either of the three days, he was proposing some flexibility to move the third professional development day to a date when the trainer is available. He is hopeful when drafting the next school calendar (2020-2021) there will be some legislation that has passed that will move towards an “hours of instruction” concept and away from the “days of instruction” concept. He felt the teachers would appreciate more opportunity for training to support their work as a teacher.

Assistant Superintendent Harris shared the importance of everyone in the District having the same presentation in a group setting, being informed, and on the same page in regards to HRS. Mrs. Kathrein added that principals have been advocating for an extra day for teachers to be in their teams, whether district wide or building level, to put into practice what they have learned.

Mrs. Lecoe inquired if she should be taking the most current calendar back to her staff. Dr. Hocker responded that he wished he had placed a different label on the second, revised calendar and hoped he did not hurt the feelings of anyone on the Calendar Committee. He suggested the team share the calendar with others in their building.

Superintendent Hocker suggested if anyone had questions regarding the HRS framework, to visit with the principals. The HRS system is a culmination of Marzano and Dufour and what moves the students from good to better. It will provide an understanding of how a true PLC process should really work.

Mr. Harris added HRS will help the District with its continuous improvement cycle. It provides a model or a path to continue work that has been started in the District and sharpen the focus.

Dr. Hocker inquired if any team members would like the Marzano book for themselves. Consensus was they would each like one. Mr. Harris said the team might consider a book study. The books would be ordered for those that do not already have one. They should be distributed prior to the Christmas break.

**Future Meeting** – The next meeting was scheduled for Wednesday, January 23 at 4:00 p.m. Team members were asked to read the introduction and Chapter 1 in the Marzano book prior to the January 23 meeting.

**Other** – There were no other topics discussed. Superintendent Hocker wished everyone a great Christmas break and thanked the team members for everything they do.

**Adjournment** – The meeting adjourned at 4:50 p.m.