

Hillcrest Community Council Meeting September 26, 2013

Attendees: Cort Christensen, Jason Pond, JoLyn Carter, Julie Benson, Tom Rohrer, Eric Markworth, Reed Olson, and DeAnn Lichfield

Welcome: Cort Christensen

Eric Markworth presented the proposed SIP goals for this year. The goal is to have 75% of students fluent in Language Arts in grades 2-5. We will leave the math goal at 80% proficiency, the same as last year. We will raise 75% of our ESL students at least one language level. The STEM goal will be 80% proficiency.

One area we will focus on is horizontal and vertical integration so we will be focusing on thinking maps which can be used in all content areas. This will be our academic focus. Leader in me will be the Leadership focus as we go through the year to figure out our vision.

Things we want to be as a school: united and happy staff, positive culture of caring, clear expectations, parent involvement. We will meet regularly throughout the school year to refine our focus and address the concerns so we can make our school the best it can be.

It was suggested that the STEM goal be changed simply to science since we don't have an identifiable STEM program. What is the status of the STEM committee? They met in the spring. Our focus for the STEM group this year is to identify community members who can help teach the content area. They have not met this year. They were waiting until the school improvement plan was finalized.

Do you have the funding to attain all of these goals? As far as resources, I think we do. We have thinking maps program, we got a \$10,000 grant for Leader in Me to help students and community become aware of 7 habits. What about STEM? Teachers have put together a want list for STEM, so we do have that. We wanted to do things that weren't resource or funding intensive. We tried to look at things that didn't cost money. Carryover from last year - about \$10,000 in our supply budget. Last year our whole budget was \$37,500.

Are we bolstering the leveled library? Some grade levels put that on their wish list. I have that in my office and we will work to start buying books

Do you feel the faculty is supportive, and are they attainable goals? They are what we discussed, they are attainable.

Julie & JoLyn you did a survey, do the goals address the issues that were identified? These goals don't address any of the issues that have been identified. The teachers are feeling overwhelmed. Our heads are spinning, what do we do first? Seven Habits is a great way to live your life. Leader in me is great, if we do this it is a lot of time and effort in good things. It won't translate to numbers which is how our success is gauged. Grading program is such a big thing. Pinnacle was good, but SIS is better. It is not a great grading program. Learning two new computer

programs to collect data - SIS and mastery connect. This is what district provided. Are we required to do one or both? Training hasn't been complete. Basically, we are overwhelmed. Issues - money and how things are running. Mission statement discussion. In the end I looked at them and said, "What is going to be different based on the words we put on this paper?" How do we implement these lists of words? We need clear and measurable objectives

What is the implementation for the academic goals? The teachers in the grade levels are going to make these things happen. The thinking map program will stay with them through middle and high school. Took a pre-assessment this week and we will look at that. We have some work to do. We are in our 3rd year, but students aren't progressing.

We need programs to marinate. If we are going to have programs let our teachers keep the programs long enough for the programs to work.

Where are we Eric? I think these are fair criticisms. We aren't going to do that anymore. We are going to have programs that we are going to stick with. That is our commitment to you. I understand we are trying to simplify. Can we simplify with this, this, and this? Is anything going well? We love the road to success program. We simplified road to success by having literacy aides doing the awards.

Who actually decides to change grading program, etc.? We had to adjust to the core curriculum and pinnacle would have to change to address the core and it was too expensive for pinnacle to adjust than to go out and search for a new program. SIS and Mastery Connect decision was made by a group of principals. Was there a commitment to stick with this for a long-term? We make decisions based on dollars instead of what is in the best interest of teachers.

If you have to spend a lot of time inputting data than preparing for class, what is the consequence? Are there other time-consuming things that are taking teachers away from classroom preparation time? Can something be eliminated? None of the things that have been identified can be eliminated. Are Watchdogs and Leader in Me appropriate ways to spend our time? If we aren't paying the people to do what they are doing, we shouldn't expect them to do that. Let's simplify. By not signing the improvement plan, what can and can't we do, do we bring the superintendent in to discuss this? What if we don't sign? Nothing. We sign to indicate that we participated in school improvement plan. Not if we agree. What is the action that is associated with the words? We need to find ways to help faculty, address training, support them, etc. Not wait to September or October to hire aides. Teachers are professional. Sometimes in order to get ahead you have to go above and beyond. Sometimes in order to make a difference you have to invest in yourself.

Principal represents his school's best interests. Finite resources limit our options. Teachers don't feel they have the support to do what they are required to do. What is the greatest need with our limited resources? Spend resources to train all players. Some teachers aren't comfortable with technology.

We now do in 183 days what we used to do in 189 days. We've tried to squeeze things in. How do we deal with that? We struggle as principals how we do these things. It is a cultural thing. Looking at measurable outcomes. Some things are symptoms of a bigger problem. You have to

every day grade papers to know how it went each day so you can focus and teach the next day. Not a positive environment when they can't identify what their student's needs are.

Great ideas are good if you have time and resources, but don't work if you don't have those to address it. Can we use the Foundation for some of these things?

Rebeca Landa and Chelsea Olson are the technology specialists. Training for SIS/Mastery Connect will be October 4. Training is better done when it is voluntary. They need choice with what they do for those 7 1/2 hours of flex time. Use the meeting time to make sure that we are all going in the right direction.

On the average how much time is spent by the teacher on committees and meetings? They only have one committee - that is done during professional development and faculty meetings.

Are the teachers all supposed to teach the same way, same page each day? When new things come along who is it that says this new way is the best way? It was the teachers that said, "This is the program that we want to use?" Art of teaching goes away as we mandate how and what they teach. We felt as a staff we could be united in this one thing. Textbooks are one thing, but the art comes from the person implementing how they will address the educational goals.

Goals were approved as written with the change from STEM to science. Let's go through issue list, let the administration and faculty decide what is most important. We will support them as we can. We will set short and long term goals to address each of the issues and eventually we will get to where we want to be. At the end of the day we will help the teacher's achieve what they got into education to do - to teach and to make a difference in the lives of the students.

Adjourn 8:15

Next meeting October 3.