

Leadership Team Minutes October 5, 2021 Room 401 (Sierra Larkin's room) 3:45 – 5:45 p.m.



- 1) We agree to respect and support all leadership team decisions made, accurately communicate those decisions to stakeholders, and honor any requests for confidentiality.
- 2) We agree to respect others' time by beginning and ending meetings on time, staying on task, following the meeting agenda, and committing to completing assigned tasks.
- 3) Maintain and practice our PRIDE expectations.

Time	Agenda Items	Notes
3:45p.m. 5 min.	Attendance Review Norms (Eric)	Tammy G., Eric Anderson, Ricardo I, Dan E., Hannah S, Scott F, Cori M, Nikki A, Tanner D, Elizabeth M, Emily W, Will W, Koni M, Holly M, Jackie A, Brandon H, Scott D, Rachel E, Steve P, Chris C, Lindsay H, Sarah B, Kendra M, Elena V, Vann B, Dawn M
10 min.	Operational/Building Issues Leadership Team Concerns * Check the document for responses to your concerns.	Eric: We realize there were some issues with testing, but we're hopeful we can work through them this week and reevaluate our testing options for next time.
5 Minutes	Update on Principal-Union monthly conversation	Anderson and Jake met about directed study. It's okay for teachers to decline a directed study request or meet with administration to discuss before making a decision. Admin understands it's awkward for teachers to say no, so they're willing to be the ones vetoing requests.
45 Minutes	Instructional Focus - Ricardo Learning Walk Design Learning Walk Data	Ricardo- Reviewed the purpose behind the Learning Walks (link at left). Currently collecting data on instructional strategies; will be building a goal around building-wide use of high yielding instructional strategies. Also connecting to district initiative. Reviewed eight high yielding instructional strategies with examples of each. Adding strategies to the list as observed. For instance, performance in music and gym. Provided examples and context on using the strategies. Data collection has nothing to do with evaluation. Eric- We'll be using the data to decide where we want to focus and improve, plan professional development, etc. Ricardo- Reviewed data collected so far (link at left). Visiting classrooms for 10 minute chunks at beginning, end and middle of the period. Number of visits to a department is proportional to their representation of school makeup. Alternating periods throughout the week and not hitting the same period more than once per class. Discussion around the best way to present data. Consensus for including "not observed" in graphs and showing all strategies, not just the top three in each category. Dawn- Wants recognition for all collaboration that is being done, not just top 3. Vann- Likes being able to see what the other teachers are doing as their collaborative structure. Seeing the variety of what is being done. Seeing how many teachers are doing an Entry task or not. Seeing what was observed and what was done by teachers. Seeing the not observed.
15 Minutes	Data Evaluation / Building Goal Update	Eric- LIT met twice to review data and draft a building-wide goal. Compiled data from OSPI data (2020) and focused on gaps for different demographics. Zeroed in on gaps in on-time graduation rate and 9th grade on-track rate for ELL students. Presented two versions of the same goal around closing the gap using opportunities to respond (OTR) strategies. Bringing recommendations back to the group so that we can get feedback. Holly- Clarified we are talking about students still testing ELPA. Is there a way to easily identify them in the system? Sarah- Yes! Elizabeth- Are we allocating funds for this goal?

		<p>Eric-As much as possible, but some decisions (like staffing) are district-level</p> <p>Koni- for student growth goals, we've been instructed to set goals of 100%. Why not here?</p> <p>Discussion around a target percent vs. a growth percent.</p> <p>Chris-Focusing a lot on ELL students and not on all students (which could be misconstrued).</p> <p>Group agreed unanimously to adopt goal for all student demographics to improve on-time graduation and 9th grade on-track rates with specific growth percentage targets for ELL. The draft goal will be updated for review before next Tuesday.</p>
20 minutes	LID Schedule Discussion	October 25 is a LID 45 minutes for teachers to prep for parent-teacher conferences. Potential focus on OTRs in December; will finalize plans for that and future meetings in November
5 minutes	Finals Schedule	Keeping the same schedule as last year. Remind colleagues to work with students, so not overloaded with multiple finals on a day. Teachers of AB classes have the flexibility to move semester finals to the beginning of second semester
<p>DEPARTMENT HEADS RELEASED</p> <p>Minutes Approval: Cloke, Hannah Schneider, Dan Ellwood, Cori Montgomery, Emily Wilson, Scott Feil, Steve Priest, Rachel Endelman, Will White, Brandon Harle, Tammy Giacomazzi, Dawn McCormick, Jackie Andrewjeski, Holly McPhetridg&Koni McLean, Tanner Dotzauer, Elizabeth McgregorVann Berryman, Esq.</p>		
10 minutes	LIT Action Group Expectations	<p>Eric-LIT action groups should meet in person. Take team member mobility into consideration when selecting a meeting room. Wednesday morning meetings should take 20- 30 minutes. Use the time to elaborate and clarify LIT discussions/decisions and get feedback. Remember to use the Leadership Concern Form to log operational/building concerns. Also, encourage staff to apply for LIT funds.</p> <p>Tammy-Will share LIT Action Group agenda slides with document links so nothing gets overlooked and we have consistency among the different groups.</p> <p>Chris-Received feedback that staff don't want to just rehash what they already read in the minutes. Suggests creating something that is a little more back and forth.</p> <p>Eric-Don't need to reread the minutes or cover every topic.</p> <p>Tammy- Agreed. Hit the high points and fill in the blanks. Use most of the time for dialogue and feedback.</p> <p>Vann-LIT Concerns, a little more actionable.</p>
5 minutes	LID Schedule Vote	Table to November
1 minute	LIT Funds Review	Class Mix: \$11,507.92 AdMatch: \$20,015.04
1 Minute	Lit Funds Requests Funds Request Form	None submitted.
5:27 p.m. (proposed) 5:35 p.m. (actual)	Adjourn	Motion – Vann Second – Lindsay