

## **AASD School Improvement Meeting Minutes August 7, 2009**

Attendees: Kenney Moore, School Director  
Vanessa Robisch, Principal  
Don Galloway, Student Services and Operations Coordinator  
Helen Malone, Content Specialist/Special Needs  
Sandy Huston, Content Specialist/Literacy  
Brenda Flanagan, Teacher  
Amy Efron, School Psychologist (Specializing in Prevention and Intervention)  
Amanda Chilvers, School Psychologist/State Testing Coordinator  
Mary Carol Cowart, Instructional Support Staff/Math  
Gail Allen, Professional Learning Coordinator

### **Taking Minutes**

Andrea Johnson will no longer be responsible for taking minutes for our meetings. Team members will share this responsibility this year. Gail Allen was asked to take the minutes for this meeting.

### **Co-chair**

This year Leadership Team will be co-chaired by Don Galloway. Kenney and Don will take turns chairing the meetings.

### **State Director Position/Mary Morrow**

Mary Morrow will no longer be our advisor for school improvement. She was going to join us today but had to attend to her sister injured earlier today in a car accident. Linda Massenburg will serve as our State Director for school improvement advisor and will be housed on campus. Linda's exact role and responsibilities will be clarified soon.

### **School Improvement Plan**

1. Literacy Goal (Committee Needs to Review)
2. Language Goal (Committee Needs to Work on This)
3. Once completed need to decide how best to share this plan with the school council and the staff.

### **Data Teams/Committees**

We will discuss this at our next meeting after meeting with Linda Massenburg. Sandy has begun looking at some of the data we have and will share with us at a later date. Collected data will be evaluated, shared with the leadership team, and then shared with all staff.

### **Quarterly Action Plan: August to November 10**

Kenney Moore took the information collected and consolidated it for our review.

- Between now and the next meeting on September 2<sup>nd</sup> team members will determine what can be addressed in this first quarter.
- Literacy and Language Committees will review the selected language and literacy goals and how they will be implemented, measured.
- At our first staff meeting on Thursday, August 13<sup>th</sup>, committees will be described and staff will be asked to sign-up no later than Friday, August 15<sup>th</sup>. The next meeting date of August 20<sup>th</sup> will

be content meetings so that revisions to the Action Plan can be made by September 2<sup>nd</sup> to enable us to meet our September 5<sup>th</sup> deadline for the State.

- Perhaps we will be able to present to the School Council at their September meeting, and then to all staff. Debbie Metzler and Samia will continue as members of the School Council. Debbie will function as the Chair until a new Council Chair is selected.

## **General Discussion**

**Language Committee/Committees:** Some concerns specifically about deaf representation on the language committee, perhaps open the committee up for additional members, concerns about having too large of a committee that could inhibit decision making, don't want to forget our need for vertical alignment in committees, want to keep the committees on a volunteer basis but we may need to look for better balance between departments.

Sandy shared that the language committee was about 1/3 deaf staff and that one of the areas of focus is ASL and especially expressive language skills.

### **Behavior Meetings with Middle School/High School:**

Meetings were well received. Concerns were expressed regarding lack of consistency and support of administration. There was discussion on lack of reporting of classroom incidents and that help to correct problems cannot be made available if no one knows about the problem.

Kenney shared that the School Council was also concerned about behavior at AASD and that this was discussed with Superintendent Cox. Amanda suggested that perhaps she could share with the School Council information about SWISS.

Hopefully with the establishment of the new Positive Behavior Support Committee that many of staff concerns can be addressed. We also have a student code of conduct to serve as guidelines but we must still look at the individual and the offenses as they occur. Staff must recognize that the Code of Conduct is a framework and a good one but we must find a middle road and not zero tolerance.

Hopefully with the new committee – including our 3 school psychologists (when we fill the vacant position), Don, and others to be identified that behavior incidents can be handled more efficiently and not be strictly an administrator responsibility. Classroom management plans will be reviewed by the committee and as incidents occur, the plans can be re-evaluated, adjustments made, etc. and perhaps classroom behaviors will not escalate and become more serious in nature. ISS is simply one consequence and perhaps is not the answer for all students. We need to look at the individual, the offense, the behavior occurrences, and individualize the consequences.

Sandy shared that lists don't always work and that their needs to be a plan – perhaps helping the student to visualize (for example – a journey, do you want to end up here, or do you want to end up here, and what it takes to get to that good place). Students need something visual to connect to the rules. The skits presented last year were helpful in connecting rules to visual but perhaps we need more this year.

Perhaps we need to have a Behavior 101 Class for all staff so that they can better understand the benefits of positive behavior interventions. We started in this direction a few years ago with Safe and Civil Schools but perhaps we need to address this more formally again.

***Rigor in the classroom:***

Kenney reported that Kathy Cox wanted to see more rigor in our classrooms. He also shared that our recent AYP results shows that rigor is occurring in AASD classrooms but that it can be improved upon.

***CEASD/GAPPS Reports:***

Need to post to our website and send out reports to staff via email. Need to make this information accessible to all our stakeholders. We should move forward and address concerns from both CEASD/GAPPS now. Determine how we can motivate all stakeholders to truly “buy-in” to the school improvement plan and our quarterly action plan.

***GAD Conference/PLU Course:***

Amy, Vanessa, Kenney, and Don were all impressed with the conference and the course they attended. Perhaps it would have been more beneficial for this committee to have attended instead of the new staff based on hindsight but AASD was well represented and the deaf community is aware of our commitment.

**Next Meeting Date:**

Wednesday, September 2  
2:00 – 3:30

**Agenda for next meeting:**

1. Finish Quarterly Action Plan.
2. Finish Literacy and Language School Improvement Plan goals.
3. Review Linda Massenburg's role.
4. Present state assessment data from last year.
5. Present last year's local assessment data.
6. Determine future meeting dates.