

School Leadership Team Meeting Agenda

November 18, 2020

Open Session

Independence High School



Meeting Norms

- A. Be an active participant contributing your thoughts and ideas to discussions.
- B. Use the mute button to prevent the transmission of background noise.
- C. Turn on your video whenever possible and when speaking.
- D. Members will work to ensure each person has a chance to respond.

Meeting Attendance: T. Mitchell-Chaney, L. Schultz, J. Jenkins, J. Hess, A. Lake, L. DeBlasio, C. Brown, T. Arbuthnot, A. Matson, M. Sattler, M. Stallsworth, M. Fedrick, K. Kranish, J. Buskey, E. Williams, G. Wasserman, Q. Simmons, J. Swobodzinski, J. Sutton, S. Barnes, C. Trammel, T. Williamson, D. Shoup

Agenda Items

I. Welcome

- **SLT Chair-** John Hess is retiring on December 20th after 24 years at Independence High School. At the next meeting we will need to have a motion for a co-chair. Mrs. Brown will move into the chair position.

II. New District Exam Changes/ Options

- Non-EOC/CTE classes will not be giving final exams for the school year
- Gradebook weighting needs to be changed to 50% (informal) to 50% (formal)
- No replacement project for a final can be worth 20%
- Midterm exams for year long projects are still on for the year
- Presenting teachers with a variety of options to serve as replacements for summative course assessment
 - 2-3 page paper that summarizes learning
 - Portfolio assessment
 - Creative formative assessments (podcasts, videos, etc.)
 - Option for not replacing final exam

- Reflective conversation re: learning over the semester
- PLCs can decide to remove the final exam piece from the learning contracts
- Meant to be student-friendly and to provide struggling students with the opportunity to remediate; should be beneficial to students
- Time needs to be taken into consideration; final exams run approximately 1-2 hours and the project/assessment/activity should align with that time frame

III. Follow up Title IX Essential Elements (2nd Quarter Review)

http://airhsdlearning.airws.org/SexualHarassmentMod1-091216/story_html5.html

- Once an employee has actual notice of sexual harassment/sexual misconduct, the school must do the following. Investigations must be Prompt, Effective, Equitable, Thorough, Reliable and Impartial
- ✓ Provide Supportive Measures ✓ Offer Informal Resolution ✓ Investigate all formal complaints ✓ End Harassment ✓ Remedy the Effects ✓ Prevent Recurrence

- **Staff Expectations:**

Showing respect for others as individuals.

Supporting students an atmosphere of personal learning and growth

Respecting confidentiality

- **Title IX Grievance Policies**

<https://www.cms.k12.nc.us/cmsdepartments/titleix/Documents/CMS%20-%20Title%20IX%20Grievance%20Procedures.pdf>

IV. Review of Indicator E1.06 and Actions Items: **E1.06:** The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning). [Wise Ways](#)

A. A weekly update in the form of an automated call message and email will be sent out to families of students at IHS to provide them with important information. In addition, a quarterly newsletter will be created and sent to the community.

1. School Newsletter October: <https://www.smore.com/5bfk0>
2. School Newsletter November: <https://www.smore.com/zshfy>
3. Talking Points, Connect-Ed Messages- in operations currently
4. Teacher communication logs and correspondence
5. Student Services have conducted multiple home visits to home to provide support.

B. Teachers will call a student's guardian when there are specific concerns regarding attendance, behavior, or grades. Response to student performance Date. Graph below.

6. Student Learning Contracts created in response to student performance data: <https://docs.google.com/document/d/1gqYa5bBwu4JMLwWgi7GkV-eYkOm5fgV5JqvLZaUu5iQ/edit>

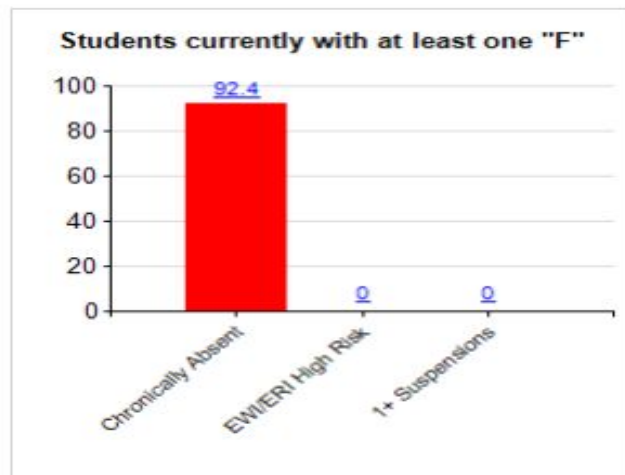
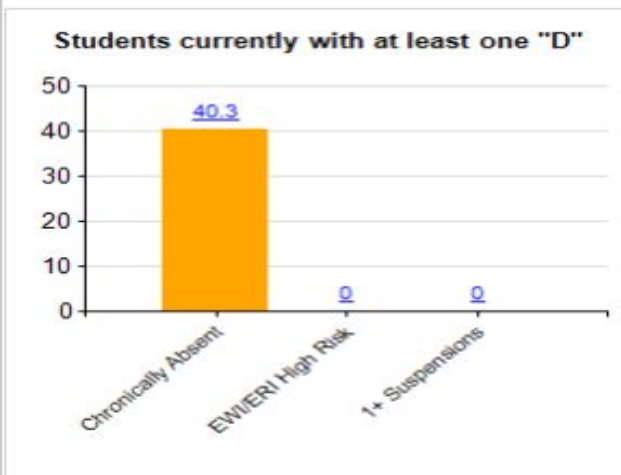
- Teachers must remain diligent about contacting parents/guardians about re: attendance or concerns about student
- Concerns about effective translators to use when communicating with non-English speaking parents

- Talking Points help with translated communication
- Newsletter has translation capabilities to preferred language
- International House
- UNCC Language Services
- CMS resources

V. Policy CDFA General Statute 115C-105.20 and 115C-105.27: The composition of the SLT shall reflect an approximate 50% balance between parents and building -level staff. No less than 12 members and no more than 15 total.

- Shifting SLT to be more representative of our school population
- Reduce staff representation on SLT and increase parent and community participation
- Goal is to infuse the decision making processes for the school with members of our staff, parents and community members

Data Review: Student Performance Quarter One:



School	Enrolled	A		B		C		D		F	
		N	%	N	%	N	%	N	%	N	%
Independence High School	2,143	1,106	51.6	1,068	49.8	938	43.8	803	37.5	981	45.8

Next Meeting: January 6th 2:50 p.m.