

Quincy School District September 18, 2017 District Leadership Team Meeting

In attendance: Alesha Porter, Bobbie Pierce, Tiffany Viall, Lisa Hansen, Curt Schutzmann, Steve Coleman, Victoria Hodge, Carole Carlton, Tricia Lubach, Kathie Brown, Lisa Uvila, Lila Schwint, April Murray, Scott Ramsey, Colleen Frerks, Susan Rose, Tom Harris, John Boyd, Nik Bergman

1. **Setting the Stage:** Mr. Boyd welcomed the group and we did introductions. We then regrouped to do a review of our norms. He advised reps that bringing an electronic device to these meetings can be very helpful. Mr. Boyd organized the groups to read/review & process our district leadership team responsibilities document with a sticky note protocol. Groups made note of things they are hopes and goals/accomplishments that they want for this team this year.

Hopes

- More community and parent involvement
- I hope the DLIT will be able to lead the district through making sure our teaching are valuable
- I hope we can ease teachers worry and stress around reconfiguration by providing support
- To enhance communication regarding questions/concerns from BLTs/staffs 2 way communication
- Build strong relationships so that we can work purposefully together to move all students toward academic success
- Take something off of the table, it seems we have new mandates & priorities but we rarely if ever remove outdated or replaced initiatives. This leads to exhaustion for all staff. Many areas of focus is the very definition of diffusion.
- Reciprocal communication in a constructive fashion to facilitate a foundational understanding about what's going on in the district and why?

Goals or things we want to accomplish

- Continuing our strategic plan work but make sure that the results are measureable
- Ensure that work in the building is aligned with the work of the DLT
- Communication to staff regarding district plan & initiatives
- Work is productive with measureable results
- Help facilitate communication between staff and district about professional development needs
- Communication between staff and district about professional development needs

The group then gathered around the sticky notes and looked for themes:

Communication is one identified theme. Mr. Boyd shared how this is one very important body along with the school board and administrators team where we get input/information to continue to hone plans/messages.

Involving more parents was another theme. There were comments about trying to pull them back in and provide relevancy for their time with us.

Mr. Bergman shared a hope that we spend some time with each building sharing out what they have going, bringing back a practice we have done in the past.

Mr. Boyd shared a hope about engaging in two way conversations and having reps bring back things to DLT to make the leadership aware of things that are concerns in the building

2. Strategic Road Map review

Each shepherd reviewed their targeted action plans.

Carole Carlton Reviewed Instructional Improvement

- Increasing Teacher Leader Capacity
- Creating CCSS aligned instructional plans
- Increasing use of researched based instructional strategies
- Increase collaboration between and among schools and increase effectiveness of collaborative teams

Mr. Bergman added during Mrs. Carlton's share out that the district is working on a graphic representation that will help share how our many initiatives go together.

Kathie Brown reviewed the Whole Child piece

- Community that Cares Board membership continued involvement
- Quincy Community Truancy Board expansion this year
- Positive Behavior Support Systems
- Building capacity of each school to support their student community
- Healthy Youth Survey – using and responding to that data to drive community and school programs
- Early Childhood Education – includes parent education and getting students ready, QSD has three state ECE fellow Kathie Brown, Sara Hausken, and Katia Perez
- Multi-Tiered Student Support, working with ESD support person to beef up Tier II support at K-3 to start

Victoria Hodge reviewed the parent and community partnerships piece

- Parent Partnership advisory group
- Parent Engagement Coordinator, leads love & logic, Ready for Kindergarten work, book giveaways through Quincy Reading Foundation, and parent academy
- Migrant Recruiter
- Social Worker

More to come on Access and Opportunity for All – several pieces of this are going on in our state and community. We will be embarking more on this work through the DLT and other groups this year. Tricia Lubach shared a little history of how DLT started to look at some policies last year but has now decided to approach this work from a different angle, including an equity assessment piece. This will include educating our community on what access issues our students are facing in current times.

3. Collaboration Framework Document Review

Mtn. View – Lila shared that Mtn. View went over the collaboration framework document and clarified expectations. Teams that may have not been meeting those expectations.

George- Lisa shared that at George they talked about some different ways that George is setting up teams by grade band and vertical because of size.

Monument – Lisa U. shared that they did an GLAVID (GLAD/AVID) strategy by creating an poster of what it would look like and sound like when it was functioning well.

HTH – Steve shared that they reviewed the document and took a look at current practices to see if they were following expectations and feel that they are.

Jr. High – Scott shared that they added some time on the development of a good collaboration agenda. Celebrated some things they have done well with and determining some areas to focus on more.

High School – It was the first time that the HS staff had looked at this document together, so very informative. They reviewed it together and then met in departments to apply to their own team practice. They also started to work on team goals and norms.

Pioneer- Bobbie shared that it was helpful to go back over the document. They used a chart to show what they already “knew” what was “new” or what was “renewed” in their minds.

School Improvement Plans

- We reviewed the SIP best practices document. Reminder that in our SIP planning we need to have at least one item from each main area to ensure we have alignment with the district plan.

Construction/Reconfiguration Update

- Mr. Bergman showed us the construction website and reminded us about that
- George is almost done, Mtn. View and Pioneer gyms getting close- done by October/November, Jr. High conversion in full steam, HS project going out to bid next Thursday October 19th and groundbreaking expected in November. October 10th at 5:30 Ribbon Cutting and Dedication of George Elementary.
- Quincy School District Communicator latest edition has a lot of information about construction
- In the new high school there is a plan for a 500 square foot student health center. We don't know yet how that will be used but we are building a flexible space to prepare for possibilities. We will be working with the community to make decisions about the use of that space. Since some of those decisions have not yet been made, some rumors and misinformation have gotten out.
- Please reshare the reconfiguration timeline again and invite them to let Mr. Bergman know if they want to be a part of that committee.

Talking points to share back at buildings/Action items

- Share out with buildings that we are continuing to look at our district strategic plan document and shepherds for each area are continuing to lead their teams to revise and edit our targeted action plans moving us forward. This will include more to come on the area Access and Opportunity for all. Several pieces of that work have started at our state and community level and QSD will be continuing to build on that work this year through the DLT and other groups.
- Remind them of Quincy's Promise: All students graduate from high school and are prepared for the next step in their post-secondary education, career, and life.
- Wanting to increase membership of the DLT to represent more stakeholders/be more representative of the community we serve.
- Make sure SIP teams look over the SIP best practice document.
- Share out about the construction website and all the great things there including the email address specifically set up for questions.
- Help clarify that the 500 square foot Student Health Center flexible space being built in the new high school design is an area set up to support the physical and emotional health of our students, but we do not have a final plan yet on what that might look like. QSD will be working with our community to make those decisions.
- Please reshare the reconfiguration timeline again and invite them to let Mr. Bergman know if they want to be a part of that committee. (steering group or sub-committees)