



## ***SCHOOL IMPROVEMENT LEADERSHIP TEAM MEETING***

Wednesday, January 23, 2019; 4:00 p.m., CAO Board Room

### ***Minutes***

Members Present: Superintendent Shon Hocker, Assistant Superintendent Keith Harris, Director of Instruction Melanie Kathrein, Board Member David Wilkie, Mr. Kevin Hoherz, Mrs. Trista Fisher, Dr. Marcus Lewton, Mr. Mitchell Meier, Mrs. Carla Schaeffer, Ms. Nicole Weiler, Mrs. Rebecca Bautz, Mrs. Haley Marsh, Mrs. Susan Cook, Mrs. Melanie Hanel, Mrs. Sara Streeter, Mrs. Amanda DeMorrett, Mrs. Sara Steier, Mrs. Sarah Olson, Mrs. Tammy Peterson, Mrs. Amber Fridley, Mrs. Kate Rothschiller, Mr. Henry Mack, Mrs. Amber Berg, Mrs. Jennifer Nokes, and Mrs. Kristy Goodall.

Members Absent: Mrs. Tracy Lecoe, Mrs. Amanda Hlibichuk, Mr. Brent Wolf, and Mr. Trevor Conrad.

**Call to Order** – Superintendent Hocker called the meeting to order at 4:00 p.m.

**Review and Approve the December 12, 2018, Team Meeting Minutes** – Mrs. Sarah Olson moved to approve the December 12 meeting minutes, as presented. Mrs. Fisher seconded the motion. The motion carried unanimously.

**High Reliability Schools (HRS) Framework/Book Study**– Superintendent Hocker requested committee members share their thoughts regarding the introduction and chapter 1 of the Marzano book, *Leading a High Reliability School*. This is the book chosen for the book study. Assistant Superintendent Harris noted the District’s mission statement ties into collaboration and professional learning communities (PLC). The District has invested a lot of time with the PLC process. The High Reliability Schools (HRS) framework is not introducing anything new. It is focusing differently on the PLC.

Mr. Harris highlighted the three main ideas contained within a PLC. Those three are focus on learning, collaborative culture, and result orientation. He felt the teachers were driven by measurable student learning outcome with little time spent focusing on learning and how do we know if a student is learning.

Mr. Harris referenced chapter 1 of the book where Dr. Marzano explains the elements of effective leadership. He explained the School Improvement Leadership Team are leaders in the District. A leader provides a vision and helps colleagues grow.

The final point Mr. Harris made regarding the book study is that no one is an island; no one is doing it alone. Additionally, as a system we own responsibility in both the adult and students of the system.

**AdvancED Engagement Review Report** – Superintendent Hocker distributed copies of the draft AdvancED Engagement Review Report. Dr. Hocker received an email yesterday from an AdvancED representative that the report is in draft form until the commission meets and reviews the report on January 28. If there are no edits, the draft will become the final report.

Dr. Hocker explained he will be meeting with the District-wide Technology Committee the end of the month and will be sharing the report with them. At that meeting, the committee will decide how to best address the technology areas in the report.

There was discussion regarding stakeholder involvement. Mrs. DeMorrett noted some stakeholders are engaged and some are not. The community and businesses feel as if they are not as involved in the District as they could or might be. Mrs. Schaeffer wished there was more parental involvement at the middle school.

Mr. Harris referenced Domain 2.2 regarding the learning culture. Mr. Wilkie inquired how the PLC and learning culture were connected. There was discussion if there was a disconnect between the collaborative culture and the students learning. Mr. Harris felt that it is possible, as a District, we are very, very proficient in the science of PLC but we have not yet learned to be adaptive in PLC.

**Strategic Plan** – Dr. Hocker noted this team has spent a significant amount of time on the strategic plan. There were revisions to the strategic plan in 2017. After this team has studied HRS and brainstormed, it would be beneficial to review and revise the strategic plan with a recommendation to the Board and then the Board providing input and guidance.

**Future Meeting** – Superintendent Hocker would like this team to meet a couple more times this school year to have a good foundation of the HRS system. He would like to schedule the next meeting in March and the second meeting possibly in April or first part of May.

Dr. Hocker explained there will be three inservice days prior to school beginning in August this fall. During the Wednesday, August 21 inservice, Dr. Tammy Heflebower, vice president of Marzano Research, will be providing a kickoff on HRS to all teachers the entire day on August 21.

**Other** – The next meeting's book study will cover chapters 2, 3, and 4.

**Adjournment** – The meeting adjourned at 4:55 p.m.