



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

Wednesday, November 3, 2021; 4:00 p.m., Via Zoom Meeting  
***Minutes***

**Members Present:** Interim Superintendent Dr. Marcus Lewton, Director of Instruction Melanie Kathrein, Assistant Superintendent Keith Harris, Director of Student Services Shawn Leiss, Board Member David Wilkie, Mrs. Melanie Hanel, Mrs. Amanda DeMorrett, Ms. Morgan Kathrein, Mrs. Elizabeth Kuelbs, Ms. Nicole Weiler, Mrs. Robin Swenson, Mrs. Tracy Lecoe, Mrs. Kristy Goodall, Mrs. Kandace King, Mrs. Jennifer Nokes, Mrs. Amanda Hlibichuk, Mrs. Desirae Tibor, Ms. Audrey Bergeron, Mrs. Sara Streeter, Mrs. Sarah Trustem, Mrs. Sarah Olson, Mrs. Nicole Kittelson, Mrs. Magdalyn Czech, Mrs. Sarah Crossingham, Mr. Randy Muffley, Mrs. Stacy Kilwein, Mr. Henry Mack, Mrs. Sara Steier, Mrs. Amber Berg, Ms. Cassie Francis, Mr. Randy Cranston, Mrs. Laura Leiss, and Dr. Karyn Chiapella.

**Members Absent:** Mrs. Tammy Peterson, Mr. Kevin Hoherz, Mrs. Brittany Thier, and Mrs. Carla Schaeffer.

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

**Review and Approve the September 28, 2021, Meeting Minutes** – Mrs. Kandace King moved to approve the September 28, 2021, meeting minutes. Mr. Randy Cranston seconded the motion. The motion carried unanimously.

**Vocabulary Training** - Dr. Karyn Chiapella presented a PowerPoint with information and statistics regarding the importance of vocabulary in every grade. Dr. Chiapella shared a statement from W.B. Elley “Vocabulary is the best single indicator of intellectual ability and an accurate predictor of success at school.”

Research indicates repetition and multiple exposures to vocabulary increase the student’s ability to retrieve the meaning and recall the words in another setting. Research also indicates that reading comprehension and vocabulary knowledge have a strong correlation. Dr. Chiapella explained that decoding multiplied by language comprehension equals reading comprehension. She shared another diagram where language comprehension ties to word recognition to create skilled reading.

Director of Instruction Melanie Kathrein thanked Dr. Chiapella and Mrs. Laura Leiss for the work put into the presentation. Mrs. Kathrein felt the team should consider professional development that could assist with building the language capacity. Would the framework be from 12<sup>th</sup> grade down to kindergarten or would it be kindergarten up to 12<sup>th</sup> grade? She asked team members to discuss this at their buildings and think about the needs of the building and how to develop and align the professional development.

Interim Superintendent Lewton had sent out a shared Google document earlier in the day. This was an opportunity for team members to brainstorm some ideas for professional development in the 2022-2023 school year. Prairie Rose Elementary Principal Nicole Weiler inquired if the District was anticipating the same number of early releases in the next school year. Dr. Lewton responded that the administration and Calendar Committee would have those conversations. He felt the families in the community were supporting the additional early release days considering they are undue hardships for the parents. Dr. Lewton said the conversation would continue at the next meeting.

Director of Student Services Shawn Leiss reminded the team the District needs to allocate eight hours of behavioral health training over a two-year time frame.

**Teacher Evaluation System** - Dr. Lewton referenced the survey sent out regarding the transition to the Marzano model for the teacher evaluation system. Based on the results of the survey, Dr. Lewton recommended the committee investigate over the next two years and then implement the new evaluation model two years from now. The negotiated agreement requires an engagement by administrators and the DEA.

**HRS Input** – Dr. Lewton said he has been in the buildings a lot lately and hoped he had been in most classrooms. The feedback he is hearing over the last month is the District is doing the right work, but employees feel they are rushed. Dr. Lewton referenced the strategic plan. The HRS is the strategic plan and a big part of what the teachers and administrators are doing.

Dr. Lewton requested the team members go back to their buildings and audit HRS levels 1 and 2 and layout the implementation of the HRS with fidelity. It is possible not all buildings will be HRS certified this spring. That should not be defended if it is not ready. However, in the next 1.5 years, it will need to be ready. He noted HRS Level 5 is competency-based education, competency-based learning. Part of the school climate grant is aligning the grant with HRS.

**Future Meetings** – The next meeting has been scheduled for Tuesday, January 11, 2022, at 4:00 p.m. at the Professional Learning Lab.

**Adjournment** – Dr. Lewton wished everyone a grateful Thanksgiving. He adjourned the meeting at 4:46 p.m.