



**Date: December 11, 2019**

**Approved January 29, 2020**

**Location: Arthur D. Healey School**

**Topic: School Improvement Plan Context & Development**

**Members Present:** Fluffy Bergman, Bruce Johnson, Sam Patton, Emma Daniels, Mary Ann Cloutier, Abbe Cohen Dvornik, Rachel Wildman, Kelly Best, Savanna Payne, Lauren Woldemariam, Dionne Aguillar-Nolan, Nicole Madden

**Group Norms:**

- Model kindness as if our kids are in the room
- Stay committed to the task collector role and follow through with tasks. Ask for help when needed
- Start and end on time
- Have an agenda with a clear focus and to stay on task
- Strive to be sure that everyone has an equal voice (\*Decision Making Leadership)
- Share responsibility
- Agree to disagree, but once a decision is made we will accept that decision
- Strive to represent the Healey students or seek more information
- Assume best intentions
- Have conversations about data without judgment or blame
- Be prepared and come ready to engage. Read the agenda and do pre-work ahead of time. Send the agenda items as soon as the Tri-chairs have established them or work towards setting agenda items in the meeting
- Say it now, in the room. Avoid waiting till later to raise an issue.
- Balance your participation – speak and listen.
- Be present with the people you are meeting with. Put away phones and other devices during the meeting.
- Strive to reach consensus, but move on when we need to

Voting Parents	Voting Teachers	
<b>Parents:</b> Dionne Aguillar-Nolan Abbe Cohen Dvornik Rachel Wildman Luke Miratrix Kelly Best Danielle Ray Savanna Payne	<b>Healey Reps:</b> Mary Ellen Carideo -Cobbs/Chris Glynn Lauren Woldemariam Nicole Madden Steve Stephano Sam Patton Emma Daniels Mary Ann Cloutier	<b>Community</b> Heidi Castro Bruce Johnson (Tufts) Fluffy Bergman (MLC) Jennie McDonald-Brown (Breakthrough)

**Objectives:**

- To increase committee understanding of the context for our school improvement plan.

**Materials:**

- November 2019 minutes

Schedule 90 Min		
Time		Activity
4:00 PM	15	<p><b>Welcome</b></p> <ul style="list-style-type: none"><li>● Mission Moment<ul style="list-style-type: none"><li>○ A parent mentioned being a chaperone on a field trip to the Aquarium. She mentioned that is wonderful to get to know the students and were helpful. The students discussed minecraft and the parent learned a lot and it was fun.</li><li>○ The 7th graders did Shark Tank presentations to volunteers. The students were supposed to present on the snow day so all of the volunteers were not able to make it for the rescheduled day. The Healey community stepped up and volunteered to watch the Shark Tank presentations. They did a great job on their presentations.</li><li>○ A parent went to the pre-k breakfast. The parent looked through the books and they got to stay for time after. They have wonderful routines. The students walk around with their pictures and the students put their pictures next to the station.</li><li>○ The 3rd graders went to a colonial presentation and a student was very excited and keeps bringing up information from the presentation.</li><li>○ The Learning Center got a piano donated and has free music lessons.</li></ul></li><li>● Approve Minutes<ul style="list-style-type: none"><li>○ November 2019</li><li>○ A motion was made to approve the minutes, and seconded</li><li>○ The minutes were unanimously approved</li></ul></li><li>● Review revised norms</li></ul> <p>Organization</p> <ul style="list-style-type: none"><li>● Be prepared and come ready to engage. Read the agenda and do pre-work ahead of time</li><li>● Share responsibility (<i>everyone should take on tasks!</i>)</li><li>● Stay focused - start and end on time, note tasks and follow through , cover the agenda</li></ul> <p>Decision Making</p> <ul style="list-style-type: none"><li>● Balance your participation – speak and listen, strive to be sure everyone has an equal voice.</li><li>● Strive to represent the Healey students , seek more information if we can't understand the student perspective.</li><li>● Strive to use data to drive decisions</li></ul> <p>Kindness</p> <ul style="list-style-type: none"><li>● Assume best intentions</li><li>● Be present with the people you are meeting with. Put away phones and other devices during the meeting.</li></ul> <p>Conflict Resolution</p>

		<ul style="list-style-type: none"> <li>● Speak without judgment or blame</li> <li>● Say it now, in the room. Avoid waiting till later to raise an issue.</li> </ul> <ul style="list-style-type: none"> <li>● A member mentioned that she liked the headings and it was helpful to</li> <li>● A member mentioned that the consensus norm was not included, but that it was implied in the protocols of site council</li> <li>● A member mentioned to use the headings as a sentence and those being the norms. <ul style="list-style-type: none"> <li>○ Decision making for site council ensures that everyone’s voice are heard and that decisions are made using data and the student perspective.</li> <li>○ The site council is organized, prepared, focused, and collaborative.</li> <li>○ The site council addresses issues with respect and without judgement.</li> <li>○ Be physically and mentally present and assume best intentions.</li> </ul> </li> </ul>
4:15 PM	30	<p><b>School Improvement Plan Goals</b></p> <ul style="list-style-type: none"> <li>● Review with Committee: <a href="#">SIP Goals 2018-2020</a></li> <li>● <a href="#">SIP Plan 2018-2020</a></li> </ul>
4:35-4:50	15	<p><b>Data Overview- Why another goal?</b></p> <ul style="list-style-type: none"> <li>● State Assessment Overview: <a href="#">Healey Data</a></li> <li>● Tier 1 Instruction</li> <li>● <a href="https://www.bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domain/147/PriorityEl">https://www.bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domain/147/PriorityEl</a></li> </ul>
4:50-5:30		<p><b>Group Work</b></p> <p>Group 1: Draft of Tier 1 Goal including discussion of how the goal will be assessed</p> <ul style="list-style-type: none"> <li>● Possibly math goal</li> <li>● There’s a lot of focused intervention for reading and not math</li> <li>● Learning strategies such as cooperative learning</li> <li>● Expectations</li> <li>● Curriculum based issues</li> <li>● 3 reads that is used in one math curriculum that could be applied across content and different grad</li> <li>● Use learning walks to see if we are implementing strategies</li> <li>● Clearer and stronger every time</li> <li>● Is there any way to see what other schools with similar populations are doing? This could be an action step.</li> <li>● What is the root cause for the performance? How can we see what is happening with Tier 1 instruction?</li> <li>● At another school, everyone does the learning walk at some point and then use the data from the learning walk would formulate the goals based on the data</li> </ul>

- Student talk versus teacher talk
- Higher order thinking questions
- How much of the curriculum is being connected to real-world experiences? What are the curricular connections across content?
- Collecting data as a base
- Can the goal be gathering data around Tier 1 instruction?
- Can admin collect the data? Which has its own issues because it can bring tension.
- How do we access all classrooms? Can learning walks be more broad?
- Still a learning walk, but just 3 teachers that go into all classrooms.

Group 2: Brainstorm action steps to address SIP Goal 1, “ Openness and Parent Engagement”.

- Rachel feels like communication has been improved and streamlined for the past year, still nervewracking to engage when you don't know other parents
- Proposed ways to connect - translators not only at events but on the playground, help facilitate play dates
- Everyone who comes into the building - name tag w/ language they speak, willingness to translate
- Parents willing to come when kids are doing something, performing
- Long term way of building community and engagement is creating small parent language groups
- (Spanish, Portuguese, English)
- Translators in leadership roles like SSC
- Parent engagement as a norm at the school like PBL is a norm
- Workshops like “how to help your kids with their math homework”
- Literacy Night (demographically representative) vs 9:00 “How Does Your Kid Learn?” Workshop
- Could do a Math Night like literacy night - have a bilingual MC?
- Healey family website is going really well
- Parents invited to go on field trips
- Getting computer engineers to design a Healey App (Healey Families)
- Mary Ellen's twitter - active, how to spread this