

Norwood Public Schools Board of Education
Principals Report
1-15-19

Respectfully Submitted by Perri Gipner and Sara Rasmussen

Behavior

Behavior data for 1st semester reflects the following:

- Negative behavior incidents (minor*) averaged .7/day in August, 1.38/day in September, .15/day in October, 1.77/day in November and 1.17/day in December. This is an average of 1.9/day first semester
- The majority of negative behavior (minor*) occurs in the classroom and on the playground
- The majority of negative behavior (minor*) that occurs is during the times of 9:30am, 11:30am and 2:30pm. This indicates that the majority of minors occur during recess.
- 31% of minors occur on Wednesday and 28% occur on Thursday.
- All negative behavior (minor*) incidents have occurred in the elementary and middle school; none of have been documented in the high school
- The top three negative behaviors (minor*) have been physical aggression, disruption, and disrespect in that order.
- To-date, there have been 18 office referrals (major*) in the elementary and one office referral in the secondary.

Refer to the attached flowchart and minor/major clarification sheet

Each week the “F” list is pulled for students in middle and high school so that an all-call can notify their parents. For the 1st semester 2017 the average number of students on the F list was 12 and in 2018 1st semester the average number of students was 14. Of these numbers, in the previous year an average of 3 students/week had a failing grade in more than one class and in 2018 this number increased to 5.6 students/week. Of note, in 4th quarter of 2017-2018 school year we began a weekly failing all-call to alleviate this from the teachers’ plate. This school year, we continued the all-call however discontinued the “Ticket Out of Lunch Detention” program which required any student on the F list to meet with their teacher to plan a strategy for improvement. If students did not submit their “Ticket Out” they were required to attend lunch detention for the week or if students had an F in the same class the following the week. Perri and Sara took on daily lunch duty for this school year and were not available to facilitate lunch detention.* Please see additional notes on addendum

Perri and Sara are also attending a three day workshop to become certified SWIS (behavior data information system) facilitators in January to better support staff with behavior entry and data-driven decision making.

Communication

Perri and Sara conducted 86 walkthroughs 1st semester 2018 compared to 41 in 2017, hitting our goal of doubling our time in the classroom. Our walkthroughs consist of a brief 3-5 minute observation during which are looking for specific evidence of student engagement, classroom management, classroom culture, and learning targets. We note comments and observations and immediately email or text teachers with a copy of our feedback. We are providing a copy of our feedback form. Included in walkthroughs are a check of learning targets. Cohort 1 teachers (those who were at NPS last year) were expected to post learning targets and unwrap them. 1st semester data reflects a fidelity rate of 61%. Cohort 2 teachers (those hired this year) were expected to post a learning target for one class or content area. 1st semester data reflects a fidelity rate of 73%. This semester teachers are practicing unwrapping learning targets for their students and focusing on the assessment portion of the target. We have included the rubric that we developed along with our curriculum coach to provide instant feedback to teachers.

MLT (multi-tiered system of supports leadership team) will meet on January 15th to review the staff perception survey data. They will determine what and how to communicate to the rest of the staff at the next SSaCC meeting and begin the process of how to report this information out to the community.

Personnel Development

Our next SSaCC (Safe Supportive and Collaborative Climate) day is January 15th. Robyn Shank, our PBIS coach, will be continuing the second part of her PBIS 101 training and secondary staff will attend a PSAT/SAT curriculum integration training. Elementary staff will meet to participate in root cause analysis on performance indicators identified in the districts Unified Improvement Plan (UIP).

SAT/PSAT Workshop: Dave Crews and Perri Gipner audited a PSAT/SAT training in Montrose on December 14th. Teachers reported the needs for additional support on integrating PSAT/SAT preparation into curriculum. Perri reached out to area principals and was provided a recommendation from our neighbors in the West End.

CPR Part One: The staff had a two hour CPR training on 1/7/18 with John Bockrath. The second half of this training will occur in the next few months.

Intervention Workshop: Perri and Sara attended a Culturally Responsive Interventions training in Ouray on January 7th. Kenneth Nelson extended an invitation at a threat assessment training in Montrose during 1st quarter after a discussion about similarities in demographics. The training was a reminder to differentiate for students with different backgrounds (socio-economic, cultural, language, academic etc.).

Time

Early Literacy Grant: Amy Veravonsway (ELG coach) was here on December 12th to do

fidelity walkthroughs. Amy will be meeting with the teachers on January 23rd to give them some feedback and also analyze our middle of the year data to create plans for our students who have not met benchmark or who are well above benchmark. This time is well spent collaboratively problem solving and planning interventions.

Four-Day School Week

Staff Absences: 1st semester 2018 staff absences totaled 151.5 discretionary days and 51.5 professional days compared to 2017 staff absences which totaled 264 discretionary days and 35.75 professional days. The following is a comparison of the average number of staff out per day.

	Discretionary	Professional
1st Semester 2017	3.4/day***	.4/day**
1st Semester 2018	1.8/day	.6/day**

Student Attendance: 1st semester 2018 reflected a chronic absenteeism rate of 13.6% and 1st semester 2017 reflected a chronic absenteeism rate of 16.8%, a decline of 3.2%. According to the federal civil rights data collection, the national average of chronic absenteeism in 2015-16 is 16% and trending upward (*Education Week*, 4-25-18).

Other Important Information

The elementary winter concert was a great success. The community had the opportunity to watch their children perform and get a better idea of what they are learning in their music class. The parents also were able to see some of their children’s art work, as it was displayed in the gym. Thank you AJ Crocker and Abbie Mahlin for doing what you do to support our students in the Arts!!

The secondary winter art show and Rock and Roll Academy winter concert was huge success and highlighted our district’s commitment to exposing our students to arts. Thank you Shannon Dean for leading our secondary in the arts.

The secondary academic pep assembly is scheduled for January 23rd (TIME: TBD) and elementary academic pep assembly is scheduled for January 24th at 2:45. Students will be recognized for their academic successes.