

Norwood Public Schools Board of Education
Principals Report
12-11-18

Respectfully Submitted by Perri Gipner and Sara Rasmussen

Behavior
<p>The Multi Tiered System of Support Leadership team (MLT) met on November 6th and reviewed many forms of data to determine which aspects of Positive Behavioral and Intervention Supports (PBIS) needed improvement. After analyzing the data and meeting again on December 5th to determine the root cause, our team determined that the two areas we will focus on are acknowledgments and PBIS buy in.</p>
Communication
<p>We continue to utilize our website, Facebook, all-call system, and LCD at Clark's market to keep parents informed. We shared a well-written letter on Facebook and will also shared with staff on 12/7/18 by an elementary principal encouraging open communication between parents and teachers as we as a reminder to assume good intentions. We have attached it for the board's reading pleasure.</p>
Personnel Development
<p>The third Safe, Supportive and Collaborative Climate (SSaCC) day was December 7th. We began with celebrations and acknowledgements of our amazing staff and students. Teachers also shared their learning targets for the following week to Perri and Sara for feedback. Robyn Shank provided a Positive Behavior Intervention Supports (PBIS) 101 workshop for all teachers. This will be videoed so that we can also provide the support to all staff, including bus drivers, food services, custodial, and so on.</p> <p>Individual Personnel Development Opportunities since the last board meeting:</p> <ul style="list-style-type: none">• Dave Crews, Sara Rasmussen, Sheri Hardman, and Perri Gipner attended an intensive workshop on Unified Improvement Planning (UIP) on November 28th. They were able to use this time to review district data and identify performance challenges. The facilitator helped the team strategize how to bring the UIP down to the staff level and integrate their input on root cause analysis and goals. This dovetails with the work of our MTSS leadership team.
Time
<p>During the December 7th SSaCC day teachers were given time to review their scope and sequence from 1st semester and and make notes in preparation for one on one work with Sara and Perri next semester. Time was also provided for teachers to hold end of semester parents meetings and discuss scheduling changes for 2nd semester.</p>

Four-Day School Week

Secondary English and math teachers met and discussed PSAT/SAT data from the fall assessment and developed a plan for student support. This includes identifying patterns of strengths and weaknesses in the data, providing professional development that supports integration of standards, instruction, and alignment to the SAT, develop intervention time on Friday's using Khan Academy, partnering with and educating parents and students on resources, and supporting and training teachers on resources.

Utilizing Friday's for academic intervention for secondary students with failing grades is in discussion. Perri met with students with failing grades and reflected with them on their strengths and areas of improvement. The majority of students indicated that they do not do their work or take their work home to complete. Perri will continue this discussion and bring it to the teachers for their input.

Other Important Information

Recent Grant Recipients:

- MTSS Leadership Team (MLT) was awarded \$11,900 to continue their work on creating a Safe, Supportive, and Collaborative Climate. The MLT is a group; of dedicated staff and a parent who meet monthly with the charge of using implementation science to ensure success in district initiatives.

As an Elementary school we have seen the benefits of having explicit interventions, coaching and training in literacy. Because we know this is best practice, we will be restructuring our math program to include an interventionist. Shelby Thomas will take on this role. She will be supporting our students to fill in some of the gaps they have in 3rd, 4th and 5th grade. She will also be supporting teachers through planning and coaching. We will meet at our next SSaCC Friday to create schedules and determine the needs of our students. This will start at the beginning of next semester.

Secondary Art Show and Sale and Rock and Roll Academy Concert: December 12th at 4:40pm.

Rock and Roll Academy Concert: December 18th at 5:00pm

Elementary Winter Concert: December 19th at 5:00pm