Vision in Action (VIA)
Tuesday, February 19, 2019

WELCOME
The meeting started at 1:00 p.m. The committee was divided into six pre-assigned groups to begin the Comprehensive Needs Assessment process. The groups are:
- Group #1 - Student Achievement
- Group #2 - School Culture and Climate & School Context and Organization
- Group #3 - Staff Quality, Recruitment, and Retention
- Group #4 - Curriculum, Instruction, and Assessment
- Group #5 - Family and Community Involvement
- Group #6 - Technology
- All Groups - Demographics

BEGIN REVISIONS TO DISTRICT IMPROVEMENT PLAN (DIP)
Dr. Johnson provided a review of the CNA surveys and the Wordle attached to each category. Today's goal is to begin the revisions to the DIP for 2019-20.

Activity – Time was allotted for each group to review the survey data.

Findings/Share Out
- Family & Community (Parent Involvement)
  - Many parents do not know how to get involved.
  - There are opportunities but apparently better communication needs to be involved.
    - There is no excuse that we cannot get the message out to parents using School Messenger.
    - Use the callout through School Status in English and Spanish about a month in advance for secondary level.
    - Sangha will be fined tuned to get targeted messages out to parents.
    - Market the bilingual program along with the other programs and how parents can be involved.
- Curriculum, Instruction and Assessment – The teachers are saying something different from what the students are saying. Teachers need to have more training on how instruction can reach students to have more of the same idea.
  - ELL and dyslexia are two of the areas teachers have difficulty addressing.
  - Address the learning styles of the individual students. SIOP addresses these areas.
  - Ms. Garrett added that Microsoft addresses these issues also of which the district has already paid for. There needs to be better ways to get this out to the teachers. Microsoft continuously add programs that teachers could incorporate into their lessons. Short ongoing PD may be offered at the end of the work day versus on PD days. She send out emails offering to provide PD to anyone interested.
- Technology – The students are pretty happy with the technology provided to them. Teachers are requesting more.
  - TEKS for technology is being incorporated into classroom lessons.
  - Keyboarding taught at lower levels helps at the higher grade levels (computer labs).
  - Software for the lower age groups is very successful to help them learn the home keys and type at the pretty good words per minutes.
  - Teachers need to be able to use the technology before they are able or expected to teach students.
  - Get students more involved in bridging the gaps in the use of technology.
    - Teachers can ask the students what they would use; do they know of any free apps that could help, etc.
    - Teachers need to be open to learning from their students.
- Staff Quality, Recruitment and Retention – Teachers love what they do but may not like what they do.
  - Consistency in discipline, how to deal with students with discipline problems cause us to lose a lot of new teachers because they get out before they figure it out.

- o Other teachers get burned out when they have to help manage discipline in another teacher's classroom while maintaining their own classroom.
  - o What can we do to benefit the teacher and the student? Some students behave well in one classroom but differently in other classrooms.
  - o Discipline is what stands out in the teachers' surveys.
- School Culture & Climate – When teachers get to know their students, they get a lot more out of them when they are willing to work with them.
  - o Students may need to lay their head down one day and be okay the next day.
  - o Teachers have to figure out how to connect with their students; be willing to give a little bit also.
  - o Figure out what the frustrations are and figure how out to address them.
  - o Each instructional department (i.e. Technology, Special Education) may provide a list of professional development offerings and allow staff to choose what they need during PD days.
  - o Mr. Borland suggest providing something like a "Popup PD" for teachers to choose from; include online training.
  - o Ms. Ward suggested providing a district training library which would include videos.
- Student Achievement – Student and teacher surveys to improve student learning would be…
  - o Learning needs to be relevant to students.
  - o Students feel like they need more hands-on activities to help them learn.
  - o Teachers spend too much time talking.
  - o 64% of students indicated that what they learn prepares them for the real world.
  - o Help teachers to find ways when teaching to help students relate to the real world.
  - o Defined Stems is a project based program to help students make connections to the real world.
  - o zSpace is a program that works to help Science come alive.
  - o Be cognizant to add new programs and resources (Chromebooks) without taking things away from the students to help teachers deliver lessons.
  - o The surveys drive what is good for the entire system although everyone will not get what they want (*students want to get rid of the dress code but that is not happening*). There is a lot of sustenance contained in the survey data.
  - o How can we refine what the needs look like (i.e. discipline, morale)?
- We are not looking to be very specific about everything within this committee. Every campus received survey data specific to their own campus. The district data we are using is a compilation of campus data.
- We want to market our priorities for our students, teachers, and community.

ADJOURNMENT
The meeting ended at 2:49 p.m. The next meeting is scheduled for March 26, 2019.