Reynolds Stewarding Body
November 10, 2022
4:00- 6:00

Attendees:

Objectives for our time together:
- Design the way advisory can help synthesize feedback from community engagement sessions
- Determine milestones and data collection methods for currently approved recommendations

1. **Welcome & Connection**
    a. Deep Appreciation
        i. Lots of good connections and meetings.

2. **Recap Advisory Input**
    a. Priority around community engagement seems to be emerging
    b. Questions around how we will know recommendations are having the intended outcomes

3. **Progress Checks for Approved Recommendations**
    a. Which recommendations do we want to focus on first?
    b. **If** [strategy or activity] **then** [immediate outcome], **which will lead to** [intermediate outcome] **and result in** [intended impact].

Recommendation	Desired Outcome "If... then..."	Milestones			Data		Who?
		0-3 months	6-18 months	18+ months	Qualitative	Quantitative	
Kindergarten EAs	If we add 1 full time EA to each classroom, then- small group instruction can take place, -See STAR , ELA, scores raise -Math Data (does this get measured in K?) -Students ability to use tools increase - Less referrals to special education - Academic Achievement - Language Acquisition (at anticipated levels) -Discipline Data lessen compared to previous years	Hiring (10/11) Onboarding Building Level Schedules on how EAs are utilized	Retention of EAs in this position	(Multiple Years Out) 3rd Grade Reading Scores increase	How are EAs being used throughout the district? How often can they stay in their assigned role? Are teachers feeling supported by this addition? Do students enjoy reading? How do they feel about reading? -Kid Centered check-in SEL Check-in with teachers + kids Get feedback from EAs about how they feel about the job. Did you feel prepared for the job?	Dibels, Lexia, Star Measures Number of Kinder Class per building (# of student at school) Job Description Look at differences in schools whose classrooms may get additional support (ex. 2 classes vs. 3 classes at a school) Discipline Data numbers Attendance Data	Director of Assessment (connect)
Library Media Assistants	If we add library middle assistants to schools, then- -Increase in circulation -From recommendations: 9th Grade-On track -Increase in library events to engage school	Hiring Onboarding Scheduling	Retention Training throughout the year Year End Circulation	Student Data Library Events	How do students feel about this addition? Has it changed how they feel about the library? Students skill or	Increase in circulation - Can we determine which kids have had an increase? - Who checks out the books? - Look at by demographics	

Recommendation	Desired Outcome "If… then…"	Milestones		Data		Who?
	community	Numbers Student Data		confidence in research, digital media. - Identify reliable sources Check-in with librarians about if they are able to cover their content standards. What has adding a library media assistant meant for their instruction? Library Events - gather data on what is happening? Is there an increase?	Increase in library utilization by students Processing of Texts in a Timely manner- Outdating/Updating/Selection of books/ Catalog	
DOME/ELD TOSAs						
Social Workers						

c. [Link to Recommendation Slides](#) (PDF) → as needed
d. Recommendations
    i. Hiring of 2 SPED TOSAs
    ii. 4 DOME TOSAs (¾ hired)
    iii. 4 Library Media Assistants
    iv. 11 Full Time Kinder EAs (10/11 Hired)
        1. Wilks Kinder EA has been wonderful add
        2. Previously, had EAs for the first 30 days.
            a. These have shifted to full time positions
        3. Ratios: For each building with 1 EAs, what is the difference between buildings with more classes vs. less classes?
        4. All elementary schools receive Title I funding.
    v. 7 Social Workers (6/7 hired)
    vi. Director of Equity and Student Success (Gustavo)
e. Coordination with other district's job fairs as a way to reach more people?
    i. Working on partnerships with universities- transition temp or interns into full time positions
    ii. Getting retirees come back to do part time work in assessments
f. OHA Assessment (Healthy Teens- two years ago and currently administering) → look at when data
g. Superintendent guardrails and safety measures
    i. Would be good to review and revisit this
h. Looking at improvements– if we see differences between the buildings with different EA/Class ratios, we should consider this as supporting data for hiring more EAs.
i. Dr. Diaz has consulted with the Librarians and wanting a presentation about how the Media Assistants are doing. Able to do this in the Spring
    i. They are excited and grateful for the Media Assistants.
j. Meeting next week with director of DOME. Thinking about getting clarity around this and returning to the DOME portion of the above table once that information is gotten.
    i. Social Workers will be next up as well. Brainstorming ideas for milestones external to this meeting and returning next time.
k. LMA
    i. Tech standards and knowledge may be in place– what are we needing to teach them? When do they need to know this information

1. Check with Librarians if the assistants are allowing them to get to the instruction they are supposed to be doing.
    a. Tracking outdated books
    b. Selection of new books
    c. Maintaining catalog
ii. Want to ensure we are supporting the readers who are struggling. We don't want to just focus on the readers who are already going to the library, and are excited about reading.
iii. Need to share our measures with the hires.
iv. Events
    1. COVID has made it more difficult for events, like book fairs and literacy events.
l. Milestones around trainings, or opportunities for trainings?

4. **Community Engagement & Integrated Application**
    a. <u>Update:</u> How have the community engagement sessions been going? How did the planning for the integrated application go earlier today?
        1. Completed 5/5 community budget input sessions.
            a. Offered in English,
            b. Culturally responsive engagement on the 1st made sure to have presentation in Spanish.
            c. Third night was expansive to other focal groups
            d. Debriefed after each session
                i. How did it go? What do we need to do for the next session?
                ii. Modified each session learning from the previous night.
                iii. Key to connect with community partners. Listened to presentation and offered feedback.
                iv. Presentation, person to person engagement, food, schedules, security folks.
                v. Planning group would have liked higher number of parents and students show up
                    1. Those who did show up provided valuable information.
                vi. Learned a lot, knowing to bring in community partners and liaisons in earlier to help with planning.
            e. While these were planned last year, needing to improve on communication to the community.
                i. Creating a Principal toolkit to do engagement in the schools, instead of district wide.
                ii. Did increase attendance from last year!
            f. Families wanted to discuss safety, what their students are learning, and more.

   i. Kids engaged noted that they had teachers that came from similar cultural backgrounds.
   ii. Middle school and high school students gave feedback that they felt supported in schools.
  g. Logistics were good
   i. Childcare
   ii. Security
   iii. Food - culturally specific
2. More Student Engagement Sessions to come
3. Aligning for Student Success:
  a. Met all day 11/10 (8-3:30) to look at student data to do root cause analysis.
  b. Big Picture Buckets
   i. Engagement
    1. Staff
    2. Student
    3. Family
    4. Community
    5. Not only during input gathering
    6. Celebrations
    7. Recognizing volunteers
   ii. Time for PD, engagement in PLC work, Data Literacy, Data literacy coaching for teachers, Tier 1 supports.
   iii. Target low academic performance- how do we align with superintendent guardrails?
   iv. Retaining staff and investing in staff
   v. Increasing CTE at Middle / High School
    1. Business
    2. Science
    3. Math
    4. Dual Credit
    5. Look at Master Schedules to allow more students receiving ELL services access these electives.
   vi. Students feeling safe at school
    1. SEL

  vii. Professional Development Calendar
    1. PLC work
    2. Goals focusing on instructions
    3. Making sure academic progress is being made
  viii. Post Secondary Pathways and Internships
    1. Does not mean 4 year college for everyone.
    2. Looks different for every student
  ix. K-2
    1. Literacy
    2. Attendance
    3. Transitioning

c. Wanting to narrow these down when Reynolds is going out to different groups.
  i. Need for a visual to help folks speak into these buckets.

d. Who was at this meeting?
  i. Dr. Brown - Academics
  ii. Middle School representatives were unable to attend
  iii. Engineering teacher
  iv. CTE Teacher
  v. Asst. Principal
  vi. Rachel, Dir of Assessment
  vii. Elementary Principals
  viii. ELD
  ix. Student Family Services
  x. REA rep
  xi. SPEd representation was missing
    1. The information will be shared with those who were not there.

e. Will bring back ideas and information to groups, including the stewarding body, once things are more digestible.

4. Regarding PD

a. Have a lot of new teachers, but also have a lot of experienced teachers

b. New teacher noted that Deb had a lot of resources in the classroom.
  i. Teachers don't have time to collaborate with each other.

      ii.   Don't necessarily need to hire in people for PD, but need to find time to connect with each other

      iii.   This can help experienced teachers feel valued, which will help with retention.

      iv.   At the beginning of the year, used to have a "menu" of PD, including ones run from teachers.

          1. Teachers could choose what was most applicable to their job.

    c. Collaboration is a form of PD.

      i.   Targeted mentoring is another way.

b. *Discussion:* How can the advising body provide support in synthesizing the information the team is collecting from engagement sessions? Where would you like advising to support as the application is being drafted?

    i.   FYI: Advising Body Meeting December 1, 2022

      1. Recommendation to have hands-on and helping thought generation during this meeting.

    ii.   During stewards' visits, folks talked about high turnover. Curious around the root cause of this. Were strategies to retain people discussed today?

      1. Did not get into strategy today, but wanting to generate ideas going forward.

      2. HCM- Human Capital Management department is presenting on retention rate on Wednesday

      3. Part of Superintendent guardrail on retention

      4. Would be interesting to compare to other districts, but we need to ensure that it's comparable.

          a. Need to be careful about the nuance of cause.

      5. How do we spend money to help recruiting?

5. **Open Space/Questions/Needs**
    a. To Do:
      i.   Get information on Title I schools for Reynolds District
      ii.   [Reynolds Accountability Details Report](#)

6. **Closing**