## Welcome

* **Introductions** (Attendees): Angel Herrick, Jason Howard, Mary Horky, Sarah Guenther, Jenny Oster, Heather Schuller, Jessica O’Brien, Vanessa Morton, Scott Bannick
* **Norms**: Zach Staff agreements
	+ Be present and intentional in the moment.
	+ Initiate courageous conversations, seek to understand, and work towards consensus.
	+ Give grace and kindness to maintain healthy relationships.
	+ Seek opportunities to have fun, inspire, and bring joy.
	+ Innovate solutions with a positive, growth mindset.
* **DAB (District Advisory Board)**
	+ Zach does not have a DAB representative currently.
		- Question: Is this representation important?
	+ DAB Role – Zach's parent(s) representative will meet with others around the district to provide feedback directly to the district. Zach's parents will report back what was discussed with the district and how it could affect Zach Elementary.
	+ Question: How do we recruit for a DAB representative?
		- DAB representation could have a greater impact on parents with kids in multiple schools (I.E., looking for consistency across schools).
		- The time commitment for parents looking to become a DAB representative is relatively small. This should be communicated when recruiting parents who may be interested in representing Zach Elementary.
		- Representation could be important with changes that are being made throughout the district. Having a voice talking about issues that could directly affect the Zach community would be beneficial.

## Strategic Leadership

* **Mid-Year Data (MAPs and Acadience)**
	+ Meeting groups: Overall very happy with how we align nationally. We are always looking for ways to help students learn and grow academically. This includes looking at individual kids and making sure they receive the interventions they need.
	+ The data does seem to be aligned with where we need to be with the new curriculum.
* **Connections Data**
	+ We reviewed our connections data (SEL), which is social-emotional learning. We are really pleased with the data that was collected from student surveys:
		- Overall, students feel safe at school (93.4%). We strive for 100% and will continue to work on ways to make students feel safe when they are at school. This data ranks highly among our peers in the district.
		- We are also excited about the growth has made in students feeling accepted and comfortable at school.
		- We are pleased with the data showing that students who see someone being picked on either attempt to stop it or report it to adults. We have really focused on building the school community.
	+ We looked at where we needed to grow.
		- The data on students feeling like they have an adult at school that they can talk to about things that are bothering them has been a little inconsistent year to year. We are working to ensure that connections are made and students have a trusted adult that they can speak with at school.
* **School Choice and Kinder Registration**
	+ Current Student Enrollment 486 students. We estimate that student enrollment will be around 469 next year.
	+ More school choice in kinder than neighborhood (25 Neighborhood /35 Choice).
	+ We are trying to keep numbers balanced by maintaining the neighborhood focus while taking school choice students to address the fact that families in the Zach boundaries are aging out of elementary.
	+ The new homes being built could bring 25-40 students across the grade levels.
	+ Not sure if we will be seeing as many new students as they are predicting due to (seems to be primarily young professionals just starting out).

## Instructional Leadership

* **Community (Restorative Practices)**
	+ Working on restorative practices in classrooms.
	+ Restorative conversations.
* **Literacy Curriculum Implementation - Mid-year check-in**
	+ Staff feels good about the new curriculum.
	+ Working on tweaking the curriculum to best serve Zach's Students.
	+ A lot of interesting topics
	+ Finding non-fiction interesting
	+ We are confident that Zach's teachers are experts and know how to achieve growth with the new curriculum.

## School Culture & Equity Leadership

* **5th Grade Counseling Lesson**
	+ Responsible use of tech (5th-grade student misuse) – Discussed the need to educate students on the consequences of misuse of technology. Make sure parents and students understand the Code of Conduct regarding technology use.
	+ Asked the 5th team to implement diversity training. Rachel Fierro led the kindness lesson.
	+ Discussed the potential to have collaborative K-8 technology training.
	+ Discussed the need to educate students about the content they are seeing on the internet.
	+ Feedback?
		- * Technology piece is hard for adults/parents to keep up with.
			* Kids may be watching content online that is inappropriate and above their cognitive level to process.
			* Technology getting in front of what parents are trying to teach.
* **Survey for the Spring??? – Feedback, please:**
	+ We received a lot of positive feedback from the spring survey.
	+ Should we have a yearly or twice-a-year survey?
		- Twice (fall and Spring)
	+ Make sure that parents know that the feedback received from the annual surveys is helpful for Zach Elementary:
		- We have already used feedback to begin implementing changes, including adding topics in memos, changing robocall timing, and discussing bigger items with staff.
		- The feedback we get from the survey is very helpful.

## Human Resources Leadership and Managerial Leadership

* **Budget and Comp Plan for 23-24 – Feedback please:**
	+ Budget will be turned in this week with hiring around the corner.
	+ Angel met with all the teams and presented a budget survey based on some sample budgets to gain insight into what works best for our students, staff, and school community.
	+ Our staff has been strong with individual student interventions and helping students grow.
	+ Our comp plan prioritizes smaller class sizes for the 2024-2025 school year with the following (required cutting one paraprofessional):
		- Going to a 4-Track in 3rd
		- Keeping 4-Track in 4th
		- Keeping 4-Track in 5th
	+ Providing GT services was also a priority in the comp plan for the 24-25 school year (Keeping a 100% GT person)
		- we have so many kids that are scoring at or above grade level.
		- having someone who could do compacted math in 4th and 5th grade and working with third-grade accelerated math is really a priority for us
	+ Questions/Feedback? No questions or feedback
* **Traffic Study Update**
	+ The traffic study shows that having one lane open is better for timing, safety, and staffing.
		- The timing from one lane open has been positive. We are averaging around five minutes from the time a car enters to the time it exits.
	+ No feedback or questions.
* **Hiring**
	+ Talked about retirements and hiring.
	+ Discussed the need for a full-time AP.
		- Provide consistent communication for kids.
		- Consistent follow-up for kids.
		- Follow up for staff that's consistent and supportive.
		- Having support for students, staff, and families available Monday through Friday is important. Having a 75% person has not been as effective and healthy for our community.

## Community Engagement Leadership

* **Talent Show**
* **Assemblies – recent music concert**
* **Volunteering**
	+ We have a lot of parents in the building every day.
	+ Having so many parent volunteers in the building feels good on the school side. We love all the support!
	+ Feedback? No
* **Night at the Museum 5th grade**
	+ Fifth graders were amazing!
	+ We had so much fun watching the students present.
	+ The number of visitors and support was amazing.

Next Meeting – April 10, 2024