

Minutes CSC Retreat September 6, 2013

I. Introductions

We started shortly after 8:00 am. Present were: Chip Galaty, Middle School Parent Representative; Bill Kohut, Principal; Mandianne Berg, Middle School Parent Representative; Michael Diaz, Student Representative; Raphae Posner, Student Representative; Eileen Klawitter, Student Representative; Sue Borgos, High School Parent Representative; MeganAltekruse, Math Department, Teacher Representative; Deb Rosenbaum, Visual Arts Department, Teacher Representative; Lara Kirksey, Stagecraft Department, Teacher Representative; Brad Brockbank, High School Parent Representative; Jennifer Castillo, Social Studies Department, Teacher Representative and Deronn Turner, Chair of the Diversity Committee.

II. Changes to the Bylaws

The Bylaws have not been revised since 2009. They need to be reformatted, with bullet points.

A. Language and function changes

1. Change SIP to UIP
2. SIAC no longer exists - CSC has taken over their function, just eliminate this piece
3. The Calendar is no longer a responsibility of the CSC
4. "accept the principal" should be "except the principal"
5. Change numbers less than 10 to words

B. Members

1. Friends Foundation member – Susan Knill
2. Community member- Deronn Turner
3. Classified Person – Our new Arts Secretary

2. Students - Student Council President (if not already on the Student Board Of Education), 2 student Board of Education representatives, and one student appointed by the principal.

C. Officers

1. Single Chairperson vs. co-chairs – voted for a single Chairperson.

2. Jennifer Castillo proposed that we elect a Chair, Vice-Chair and Secretary. Deb Rosenbaum seconded that. All present approved this unanimously.

3. Officer Responsibilities

a. Chairperson responsibilities are the same as provided in the Bylaws.

b. Vice-chair takes over the role of the chairperson, if the chairperson is unable to function. Vice-chair is also presumptively the chairperson elect for the following year. However, the ascension to chairperson is not automatic. There will still be an election for the position of chairperson at the beginning of the following school year.

b. Secretary – position is as described in the By-laws.

D. Processes

1. Require a quorum of 60% in order to hold a vote.

2. Amendment of Bylaws requires a 2/3 majority

Upon completion of the discussion of the Bylaws, Jen read off the list of changes and it was proposed that the Bylaws be retyped in the more typical format for Bylaws and containing the revisions just discussed. Brad moved to accept all of the changes, Sue seconded, and the recommended changes were unanimously approved.

The new Secretary will fix the Bylaws and present them for the next meeting.

III. Elections

A. Chairperson – Sue Borgos and Jennifer Castillo were nominated. Jennifer Castillo was elected by paper ballot

B. Vice Chair - Jen moved to elect Mandianne Berg as Vice Chair. Chip Galaty seconded. Mandianne was unanimously elected.

C. Secretary – Sue Borgos was nominated and unanimously approved as Secretary.

IV. Approval of Minutes from the last meeting - There were some minor changes that needed to be made. Minutes will be changed accordingly and posted.

V. Old Business

A. Diversity Survey - Bill will be meeting with his supervisor next week. She has no concerns about the survey, but the Equity Supervisor may have some concerns.

B. Diversity Goal - It is a two pronged goal – bring in more diversity and do more outreach. There was a quick discussion of status of Ashley Elementary as a feeder school for DSA. The District discussed the issue of making Ashley Elementary a feeder school for DSA with the Ashley community and the community said no. Bill said that under the proposed change, Ashley would continue to be a neighborhood school - by lottery. With a straight lottery the school would be open to the whole Northeast, which could mean some of the neighborhood children would have to go elsewhere, which the neighborhood didn't want.

C. Outreach

We have more than enough applicants these days (over 1200). The issue is to get more applicants who are disadvantaged. Something we are doing appears to be working. When Bill came to the school, we had 26% minority kids. We are now at 34%.

We are looking at creating a brand new K-8 magnet school.

Another problem is maintaining the diversity. Discussed parent buy-in and ways to show minority parents the value of an arts education and the level of commitment required.

D. Arts Teacher compensation - Unfortunately, the Union didn't support our teachers. They didn't think they had a basis for grievance. The Arts Teachers are still getting the agreed upon money, but it is coming from DSA operating money.

E. Travel Policy - has been rolled out. Bill has the policy - Arts teachers have to come to him first. The sponsoring teacher needs to fill out the request form.

F. Enrollment - we are over by 12 students

VI. Student Council/ Student Board of Ed

A. The students feel that there is not enough school pride or school spirit. Some ideas to fix it:

1. new school mascot and some representation of it throughout the school
2. school newspaper, app or other web presence, Facebook page
3. competition with other magnet schools – i.e. capture the flag
4. video monitors in the hallways with announcements and other items of interest;
5. Focus more on alumni. The alumni add to a sense of history.
6. A display case, that could show continuity. It would give the students a feeling of being part of something bigger.
7. We also discussed the school motto - “inspiring creativity through the arts.” Do we want a new one? What do we want to do with it? DCIS has their motto throughout the school.
8. Recycling project we can all be involved in. The Recycling bins have started to roll out.
6. Greater presence of Student Council on the school website.
7. Student Council is coordinating with PTSO to appear in their newsletter. Also working to get distribution to students.

B. Healthy initiatives. The students are still looking into healthy vending machines. There will be no walking club, but an ultimate frisbee team has formed. They are looking into a running club, involving a once-a-week run and a couple of 5Ks each semester (possibly as a fundraiser.)

C. Suggestion Boxes. Didn't work well in previous years. Maybe they need to be in more locations.

VII. Community Input

Deronn read a letter from a parent regarding concern with the lack of diversity in our teacher population. We discussed that we have added a few more staff and faculty, but it is difficult to achieve.

VII. UIP

- A. Work on goals over several years.
- B. Progress
 - 1. We grew last year in twelve of fifteen areas of tested growth. Some of the work we started last year is starting to take hold. However, the District keeps upping the ante. They keep raising the bar for us to just be green. We were close to blue but missed it by 1.3%. Bill and Miranda are appealing to just get those extra points. Green exceeds State expectations but Blue is higher and means more money for the school.
 - 2. On the surveys, we are yellow at the middle school and blue at the high school. Return rate of surveys lower because parents of siblings only get survey for older child – 58 families.
 - 3. SAT program for Juniors will continue this year. Last year was successful.
- C. Question - is the UIP the best vehicle for articulating where the school is going?

VII. Satisfaction Surveys

- A. Student Surveys. Looked at all responses that did not add up to more than 70% on the Agree/Strongly Agree side.
 - 1. On the High School Survey, question #6 (my science class was valuable and increased my knowledge in that subject) had a high level of negative response.
 - 2. Another concern was #32 (my school is clean and well maintained.)
 - 3. Questions 34-37 on both Middle School and High School indicate there are small percentages that don't feel safe in the school.

B. Parent surveys

1. How satisfied are you with parent workshops, trainings or classes provided? - Both middle school and high school parents rated this at 50%.
2. Some concerns about parent communication. PTSO will look at both of these issues.

VIII. Scheduling for meetings this year - the following is what we came up with

A. Issues for further discussion - Diversity, Arts Endorsed Diploma, Safety, Culture - Student - Surveys Issues for further discussion - Diversity, Arts Endorsed Diploma, Safety, Culture - Student, CSC-PTSO collaboration - Surveys - need to be careful to not cast the net too big - (Culture and Student issues to be updated every month)

B. Breakdown of discussion by months

October - UIP/SPF - Arts Endorsed Diploma - articulation of issue; Diversity update; Bylaw approval

November - Budget; what were the results of the Diversity survey results and next steps - even if we can't get the survey out. Survey and breakdown questions

January - Budget, PTSO Conversation around survey, CSC elections - how to make people more aware

February - Budget and nothing else

March - UIP/Arts goals, Budget, Elections

April - another reading of the UIP, SBOE Project

May - Principal Survey, CSC Elections

IX. Wrap Up

A. PTSO newsletter - get the information out in more than one newsletter

B. Outreach - Do we need to look at some grassroots projects to improve the channels of communication?