

Arcadia High School
School Site Leadership Team Minutes
Wednesday, March 23, 2016
3:00-4:00 p.m.
In the “Fishbowl,” Conference Room A-1

Meeting called to order at 3:03 p.m. by Barb Young

In Attendance: Brent Forsee, Janet Baker, Barb Young, Toni Fox, Debbie Young, Michael Lamb, Ashley Novak, Jeannie Ackerman, Kathy Yamane, William Kyi, John Tung, Jennifer Flores, Vicky Stiles, Travis Chen, Diana Lam

- Guest: Mike Pasqua

WASC Survey results (Brent Forsee/Mike Pasqua)

Mike Pasqua shared that most recent Stakeholder Survey (proposed at the last meeting) had 1100 responses This past Monday, looking at the survey; the focus groups, leadership groups came together and highlighted 3 “Areas of Growth”- a) Consistency, b)Working with Struggling c)Timely Feedback which the Monday Focus Groups gave feedback-to, and will will plan to have an Action Plan which the school can use to evaluate themselves on an annual basis. Consistency is the overall arching concept.

Feedback from Focus Groups, Leadership Teams (Jeannie/Joan)

Concern that the survey: That depending on which group you were (Staff, Parents or student), or that you could say that you were a parent if you were not and--that anyone could slant anything, that you could take the survey multiple times. Statistics showed that you would have had to take it at least 100 times to make a significant difference in the end result (growth areas). The statistician group were concerned that it was not a random survey, that the persons had to choose to take it. WE were not going to outsource this survey.

Acknowledgements from SSLT members: We know that survey pinpointed areas of growth; that one of the overarching growth areas is consistency. Glad that that the leadership team didn't release the comments section, leadership learned a lot, very enlightening. Don't understand why someone would want to take the survey 100 times, so not really worried about it. Even the teachers were so self reflective that they agree that consistency is a problem

Suggestion that we redo the survey? Is that necessary? More questions, different questions. SSLT acknowledges that no survey is perfect, and whoever wants to redo the survey can step up and propose.

Timely feedback? That feels like an administrative issue. Not teachers--if only 15 teachers are not providing timely feedback, then it's not the entire staff's issue. Speaking to this

issue--Counselling (Toni Fox) says before Powerschool when they used to get their d/f list they could go back, call in the students/parents and it would be -"he said, she said"; now they can see how many times they have checked Powerschool. (When counselors meet with parents and students we can see if the parents and students are accessing PowerSchool grades and attendance. If they aren't we can show them how it works so they can see how it is a useful tool to check progress in individual classes. They are able to see if there are areas where the student is consistently struggling (tests, quizzes, homework, writing etc). It gives students, parents, counselors, and teachers a more complete picture of what areas need improvement and if they are consistent across different subject areas. With PowerSchool when grades and assignments aren't posted until just before grading periods it is difficult for parents and students to know how they are doing and where they need to improve with sufficient time to recover.) Since Powerschool, they can see that some teachers just put in the grades right before the grading period. WE can give some guidelines and an action plan and expectations to this "Growth" Point. We can give a schoolwide expectation for different departments, the idea was for departments to work together to come up with timely and realistic expectations for giving student feedback, which may include but is not limited to grades and scores.

- Students don't only want to know grade-what counselling is hearing from students is what did they miss, what mistakes did they make, what is the correct answer, why they missed, how did you get that answer, so that the next time they take an assessment, they can build off of the correct answer and improve, and not build off of the discouragement. That's timely feedback.
- There's different feedback- feedback could be the daily warmup- What is feedback, is it effective. It's not about grades, it's about progress.

WHY? Many questions in the survey were focused overridingly teachers performance? Not other staff members; ie. counselors, admin secretaries, support staff. This survey were made from other pieces of data, other surveys, other areas which pinpointed "growth areas" -this is how this survey was made, in reflection to these multiple surveys and thought exchanges. Plus, don't forget, students spend more than 6 hours in classrooms with teachers. Toni Fox counted 12 questions that did not focus just on teachers and what goes on in the classroom.

Mr. Devor-Student concerns with consistency may center on equity of opportunity, while teacher concerns with consistency my center on grade inflation, but the shared level of concern in both groups should be an opportunity for improvement.

World Language says their entire department is consistent. Tests, grading. Ashley Novak is wondering how did they get there? Barb: Benchmark process-the entire Chemistry department (not the Science department) is there too. Grading, testing on the same material is consistent. Counselling agrees that since the World Languages is consistent that there are very few complaints_from the community. All the Language levels are doing the same thing at the same time-useful to teachers, families and the students, even when teachers have different styles.

SSLT members had advertised to their constituency that this survey would be one of the many assessments that the WASC leadership committee would use to come up with action plans. What are the other assessments that you are using? Since we can't look other people's data to show the WASC committee, how accurate is our data compared to other? How can we compare to see that we are working towards departmental consistency? Leadership team met together --and found the "CAN"s- and found these areas of concern.

WHERE ARE WE (AHS) NOW IN THIS WASC PROCESS?

- Various Focus Groups are now wrapping up their portions
- Mike Pasqua has written up the Progress sheet based on these 3 areas of growth
- Writing the Initial Overview of this school-one interesting fact: primary HOME Language is now more English speaking (1%) than it was 7 years ago.
- Developing Action Plan is next
- WASC committee will be coming October 24-26.

WHAT DOES SSLT/AHS STAFF NEED TO BE DOING BY APRIL 18th (when the next WASC GROUP IS MEETING)?

- Groups will share out-what they have accomplished
- Before we start "cross-pollinating" sharing with the other groups
- Mike Pasqua will consult with all the group's leaders

Meeting adjourned: 4:12 p.m.

Respectfully submitted,
Kathy Yamane,
Recording Secretary