

Hershey Middle School BAT Meeting Minutes October 4, 2023

The meeting started at 9:00am and Mr. Valentin shared the meeting agenda.

- Assistant Principal Search Update
- Three Building Priorities / Goals
- PLC Update
- Additional Information

Mr. Valentin shared an Assistant Principal Search Update.

- A recommendation to hire a new Assistant Principal has been sent to the board for approval at next Monday's board meeting.
- The new Assistant Principal will most likely start on Monday, December 11th due to being held for 60 days.

Mr. Valentin shared information on the Three Building Goals / Priorities and when they would be reviewed as BAT Updates.

- PLC - October, February
 - Use Dedicated PLC time to allow teachers to collaborate in job alike groups around curriculum, assessment, instruction, intervention (REACH) and acceleration through the use of student data.
 - Common Formative Assessment & Essential Learning Targets for Every Unit
- SEL - November, March
 - Use the Midday Meeting Format To Help Students:
 - Navigate Middle School (The Secondary Education World Is Different)
 - Improve Social Relationships (Collaboration Is Key)
 - Enhance Executive Functioning Skills (Be A Great Student)
- Equity - December, April
 - Creating an instructional environment that levels the playing field by meeting all students at their need level and helping them to find academic success through the use of Multi Tiers Support Systems (MTSS).

Mr. Valentin shared information on the PLC work as an October update.

- We have been working for years on the PLC at work process with lots of great progress.
 - A PLC is a Professional Learning Community and allowing teachers to collaborate with colleagues teaching the same content around 4 questions
 - What do we want the students to know (Curriculum)
 - How do we know if they learned it (Assessment)
 - What do we do if they didn't learn it (Remediation)
 - What do we do if they already know it (Extension)
- Our focus during the pandemic moved toward collaborative planning and away from data analysis. The PLC work needs to return to a focus on data analysis because:

- Data informs instruction.
- Data allows us to focus collaboration around a common theme.
- Data provides a guide to the effectiveness of instruction
- Data guides remediation
- Common Assessment is the data we need to use because it allows us to:
 - Compare apples to apples
 - Determine instructional strategies that are more effective
- Essential Learning Targets allow us to:
 - Focus instruction on need to know skills
 - Better engage students and families in the curriculum

Mr. Valentin shared some additional information.

- We are in the process of conducting our fall professional supervision meetings with every professional staff member. The purpose of these individual meetings is to establish agreed expectations between each teacher and the administration regarding the supervision track that the teacher will utilize to demonstrate professional proficiency. A formative meeting takes place in the winter and the summative meeting takes place in the Spring.
- Conducting the PAYs Survey on Friday, October 6th for 6th & 8th grade students.
- Monday, October 9th is a vacation day for students to observe Indigenous People's Day and it will be our district wide professional Conference Day allowing teachers to share and learn from each other.
- Tuesday, October 10th is a two hour delay for additional teacher in-service.

Mr. Valentin opened the meeting for questions.

- One community member asked if the turnover rate of teachers and staff was consistent with other school districts. Mr. Valentin shared that this was becoming common post pandemic. Given the national teacher shortage many districts are aggressively pursuing our teachers and administrators because of their experience.

The BAT meeting ended at 9:35am.