

# Emmett High School

## Board Report

September 2023

### 2024 Graduation

In the spring of 2023, we surveyed our students and our parents regarding the location of graduation. Our results came back equal with 49 people wanting to continue to hold graduation at The Idaho Center, and 53 people wanting to move graduation to Emmett High School. As an administrative team, we knew we couldn't move graduation back to Emmett High School unless we had new stadium bleachers. We have obtained a substantial donation towards new stadium bleachers, and are hopeful that the district can help with the funding. If we can put together the proper amount of money for the bleachers, I am asking for the board's blessing to move graduation back to Emmett High School.

### Positive Culture

This year we have started awarding a "teacher champion" each week. We will be awarding staff based on some of the simple characteristics that we notice each week. Some of those characteristics are as follows: going above and beyond the call of duty to help students (giving up lunch, prep time, etc.), coming to school with a positive attitude day in and day out, going out of their way to help other staff and students, etc. The list could go on, but I think you get the picture.

This year, we will also be rolling out a "bright stars" campaign. Essentially, all staff will be given ten postcards. Their job is to catch students begin GOOD, and to hand-write a postcard to the parents of the student outlining the student's positive behavior/effort.

### Attendance Incentives

In an effort to motivate our students to improve their attendance, we are now holding weekly attendance competitions. In short, the grade level with the highest rate of attendance from week to week will be dismissed ten minutes early for lunch each Friday.

### TOPs Program

I am really proud of our TOPs program at EHS. Mrs. Hargitt, who leads the TOPs meetings, inspires our new teachers to become better teachers. We are very thankful to have an instructional coach like Lisa. Below is an overview of our TOPs program.

Research shows the teacher attrition rate is highest within the first five years of the profession; anywhere from 25%-50% of teachers who leave the profession will do so within the early years of their career (Aarts, 2020; Boogren, 2022; Smith & Ingersoll, 2004). In addition, research suggests that many beginning teachers (BTs) come into the profession unprepared by their pre-service education programs (Aarts, 2020; Stoichich & Ionita, 2022). Therefore, it is necessary to provide a "bridge" to help new teachers adjust from the student role to the teacher role. The Teacher Orientation Program (TOPs) at Emmett High School incorporates several elements of a comprehensive induction program (Kearney, 2014; Reeves et al., 2022; Ronfeldt & McQueen, 2017) including:

- New Teacher Orientation - teachers new to the school and to the profession receive a welcoming introduction to the school, including a campus tour, a new teacher checklist, and tips & tricks for classroom management and lesson planning
- First year teachers attend weekly standing meetings with the Instructional Coach, who serves as a mentor in supporting all facets of teacher support. The mentor also completes an observation of the new teacher's classroom each week to identify and discuss teacher pedagogical practices
- Second year teachers are scheduled to meet with the Instructional Coach, who serves as a mentor in supporting all facets of teacher support. The mentor also completes an observation of the new teacher's classroom each month to identify and discuss teacher pedagogical practices
- Once a month, all TOPs 1 (first year teachers) meet in a seminar format to continue their assimilation into the teacher profession and to EHS specifically.
- Once a month, all TOPs 2 (second year teachers) meet in a seminar format to offer time for discussion, reflection, and collaboration by way of a peer support group network.

Our work with the TOPs program will continue to evolve as research exposes the most effective induction practices toward teacher retention, teacher self-efficacy, and student achievement.

### **Athletics**

I think it goes without saying that we are pretty disappointed with the results of our athletic petitions. On the bright side, I am pleased that both of our soccer teams will be competing at the 4A level as part of the Snake River Valley Conference. In my humble opinion, none of our teams would have dominated at the new 4A level had they been approved. I am fully expecting some of our programs to struggle as we progress through the next two enrollment cycles. With that being said, I know our coaches and our athletes are prepared to work harder, coach harder, and play harder.

### **October 6<sup>th</sup> Professional Development Schedule**

7:30-8:30 Google Classroom HUB- Mrs. Hargitt

8:30-10:00 Bullseye Training & Goal Setting with Department

10:00-12:00 Evaluation Artifact Upload in Bullseye

12:00-1:00 Potluck in the Library! Please sign up! EHS October Tailgate Potluck

1:00-2:00 Friday Night Lights Training- Mr. Parks

2:00-3:00 Work in Classrooms

<b>Looking Ahead</b>						
13-Oct		End of 1st Quarter				
18-Oct		PT Conf.		4-7 pm		
19-Oct		PT Conf. (no school)		7:30 am-7 pm		
20-Oct		No school				
Oct. 24		PSAT		9:00 am		Gym
3-Nov		Staff Meeting		7:00 am		Room 110
Nov. 20-25		TG Break				