

NORTHERN YORK COUNTY SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS

Ad hoc Teaching & Learning Committee
Minutes

1. **Date:** Tuesday, November 20, 2018
2. **Time:** 3:00 p.m.
3. **Location:** NYCSD Administration Building, 650 S. Baltimore Street, Dillsburg, PA 17019
4. **Board Members Present:**
 - a. Ken Sechrist
 - b. Pat Schaffer
 - c. Beth McLean
5. **Administration Present:**
 - a. Dr. Eric Eshbach, Superintendent
 - b. Jason Beals, Assistant Superintendent
 - c. Matt LaBuda, Assistant to the Superintendent for Administrative Services
6. **Discussion:**
 - a. Dr. Eshbach opened the meeting with a discussion of the purpose of the ad hoc committees. These committees will be in place through the development and adoption of the 2019-2020 General Operating Budget. Four ad hoc committees have been established in areas that the Administration anticipates will be impact areas in the upcoming budget and in subsequent budgets. The four areas will also have a major impact on operational efficiency of the District and, ultimately, the education of our students.
 - b. The core purpose of any school district is instruction. Specifically, research proves that high quality teaching provided by effective educators has a significant impact on student achievement. The intent of this ad hoc committee is to look at the immediate and long-term goals the Administration has to increase high quality teaching and provide a wide variety of learning experiences for students.
 - c. **Goals for the Future:** Dr. Eshbach conveyed the importance of “starting with the end in mind” and shared thoughts on “Future Perfect Planning”.
 - i. Offering multiple experiences and pathways for students as they prepare for life after graduation from Northern High School.
 - ii. Preparing students, in a sequential and developmentally appropriate manner, to master the knowledge, skills, and dispositions outlined in the Profile of a Graduate.
 - iii. Offering programs that ensure school readiness for all students.
 - iv. Instilling in students an ownership for their own learning.

- v. Offering relevant and authentic learning experiences, teaching methods and course offerings.
 - vi. Providing staff development that is individualized and personalized to maximize its effectiveness and impact on student learning.
- d. Main Issues of Concern: Mr. Beals and Mr. LaBuda shared four main areas of concern that need to be addressed immediately for the goals to be accomplished.
- i. A lack of understanding by students, parents, and teachers of multiple pathways at the high school such as dual enrollment, internships, cooperatives, etc.
 - ii. Assessment data shows areas of need at all levels and subjects. Specific concerns include:
 1. Math performance at the elementary and middle schools
 2. Science performance at the middle school
 3. Performance of extended day kindergarten students compared to half-day kindergarten students
 - iii. Lagging behind in contemporary issues and needs of the future workforce (e.g. coding)
 - iv. Continuity of Programs
 1. Curriculum progressions through K-12
 2. Mapping tools and resources
 - v. The “tunnel vision” associated with our college-bound students which includes:
 1. Focusing only on courses that will increase class rank
 2. Creating unnecessary stress and pressure by over enrolling in AP courses.
 3. Limited options for apprenticeships and internships for college-bound students.
- e. Path to the Future: The committee discussed steps for moving from our existing state to our “Future Perfect State.”
- i. Implementation of a deliberate and consistent plan for integrating the 4 C’s into instruction (Collaboration, Communication, Creativity, Critical Thinking).
 - ii. Increasing opportunities for authentic and relevant learning experiences which don’t necessarily include hiring new staff.
 - iii. Planned activities and programs that increase every students’ ownership of learning.
- f. Moving forward: Suggestions for what the Administration needs to bring back to the Committee:
- i. Timeline needs to be established with specifics as to what we want to accomplish and when, including staffing and costs associated
 - ii. Consider staffing options and structures that will fill gaps between levels (subject coordinators; curriculum council; job descriptions for department chairs)

- iii. Parent input: What questions should we be asking? What questions should parents be asking?