



James B. McMillan Elementary School
School Organizational Team Minutes
November 12, 2019

The James B. McMillan Elementary School Organizational Team meeting was called to order at 4:30 p.m. on November 12, 2019. The meeting was held in the multipurpose room at James B. McMillan Elementary School.

Members present:

Cheri Griggs
Antonio DiNatale

Members absent:

April Turner
Arnaysia Hall

Non-Voting Members present:

Antoinette Irby
Nikki Longmore

The minutes from the meeting dated October 8, 2019 were presented and accepted unanimously without change.

Old Agenda Items

- **2.1 SOT TEAM ELECTIONS.** April Turner, support staff representative, and Arnaysia Hall, parent representative, were not present. Mr. DiNatale agreed to table setting SOT norms until the other members could be present. Mrs. Irby stated that we would conduct another parent election during the STEM Night, 11/20/2019. Nominations would be conducted November 13-15, 2019.
- **SCHOOL PERFORMANCE PLAN.** Root causes, measurable objectives, and action plans were presented for Goals 1, 2, and 3. Changes were made to Goal 3 to remove the “cultural competency” wording and keep “discipline infractions.” The measurables for Goal 3 are 10% reductions in all infractions for this school year. The infractions are not disproportionate by ethnicity. With the school administrators entering all behavior notations in Infinite Campus, the entries are now more accurate and specified according to each infraction. Staff training for Goal 3 includes the Trauma 101 training. Sanford Harmony will be modeled to teachers by our Safe School Professional and School Counselor during our weekly class counseling sessions. The Learning Strategist will model and coach CHAMPS for the teachers as needed as well. Mrs. Irby stated that consistent Sanford Harmony, CHAMPS, and classroom routines and training will address Goal 3. Mrs. Irby suggested that we could get a Sanford Harmony consultant to come out for PLCs or grade level meetings, resulting in assistance with our teachers in meeting the needs of our students (i.e. social/emotional needs).

Mrs. Griggs suggested that a Behavior Strategist might be needed for our building. It would relieve stress on the office staff, administrators, classroom teachers, and OLPs who are called for behavior management issues. Mrs. Irby asked for the names of schools who presently have them so that we can see the effectiveness and improvement at the schools. Mrs. Griggs also shared that she purchased a series of books where the students can make choices to drive the direction of the story so that they can see how their choices affect situations in their real lives used during Restorative Justice Circles. Mrs. Longmore is interested in seeing it modeled in Mrs. Griggs’

room for primary grades.

- **2.5 Attendance** tabled for December meeting.
- **2.7 PARENT FAMILY ENGAGEMENT PLAN.** FACES is coming to McMillan ES to conduct parent engagement trainings so that the parents understand that attendance is important and to have productive “How was school today?” conversations with their children.

School Climate: The goal is set for a 10% reduction in student perception of bullying. Bullying talks will continue during lunches. Additional assemblies are planned throughout the year, instead of just one at the beginning of the year. Administrators are having detailed conversations with students during Restorative Justice Circles.

- Public comment: none.
- Meeting was adjourned at 5:35 p.m. Next meeting will be held on December 10, 2019 at 4:30 p.m.