



MINUTES
James B. McMillan Elementary School
School Organizational Team Meeting
Thursday May 8, 2025, 4:00 PM

School Organizational Team Members present:

Cheri Griggs	Debra Kramer	
Vanessa Mena	Luis Perez	
Sabrina Torres	Robyn Scheib	Nikki Longmore, principal

Minutes from the meetings held on April 10, 2025 were approved by a majority of the SOT team with no changes and posted to the school website.

OLD BUSINESS

2.1 Chronic Absenteeism Update. We are currently at 29.7%, up from last month's 24.5%. Last year at this time we were at 33.3%, so we are continuing to reduce the absenteeism rate year-over-year. If we exclude medical and excused absences, we are at 24%, but we *really* need to be under 10%. Chronic absenteeism continues to be a major factor in student achievement rates. Mrs. Longmore was asked what happens after a home visit takes place. She explained that the Attendance Officer conducts visits and there are calls home after every 3 absences. After 20+ unexcused absences, the school files educational neglect, but principals can retain students with 18+ days absent without parental consent. Presently administration is looking at alternatives to help with suspension absences.

2.2 Safety Committee Update. Mrs. Griggs reviewed a number of safety concerns that the committee has detected and brought to administration. Concurrently she reported that many of the concerns have already been addressed or are in the process of correction and are awaiting work to be completed by District maintenance. This includes a broken pipe in the field and a few fencing concerns.

NEW BUSINESS

3.1 Parent Family Engagement Policy. We received 233 responses to this year's survey, of which 77 were parent responses and 96% of the 4th and 5th graders were also respondents. The results reflected an increase in scoring over last year's responses in several areas including learning attitudes and in-class participation. The responses showed a decrease in growth mindset and that students are *not* completing their homework. Respect scores increased, as well as students' perceptions of teachers and that their teachers care about them. 95% of the staff reported that they "liked my school." How should we move forward? Students reported that they are staying home because they feel overwhelmed. The school has implemented weekend SEL lessons from our Safe School Professional, the Student Success Advocate, and our counselor, and SEL lessons will continue next year. The school will focus on creating an environment where students feel safe to try and that it is okay to make mistakes. Students' interactions with each other need improvement. Students need to be comfortable with productive failure and academic risk-taking.

3.2 Student Success Instructional Facilitator. Administration is looking to add this position to our staff. This will be a licensed teacher. The person in this position will focus on proactive behavior work, chronic absenteeism, and PBIS. The person can do discipline and RPC but cannot do bully investigations per state law. The SOT voted unanimously to move forward with budgeting to allot for this position.

GENERAL DISCUSSION

1. No general discussion

PUBLIC COMMENTS NONE

Meeting was adjourned at 4:58 PM. The next meeting is scheduled for Thursday August 21, 2025. The meeting link will be posted on ClassDojo and on the school website.