

Routine Meeting/Discussion

Strategy Name: Senator Pride

Strategy Number: 3

Date & Time : November 8, 2017, 2:00-4:00 p.m. Board Room

Team Members:

First Name	Last Name	Position	Attended (X if Yes)
Dan	Shelton	Superintendent	X
Sylvia	Henderson	Assistant Superintendent	X
Joan	Engel	Board Member	X
Tonya	Guinn	Supervisor of Student Services	X
Michael	Saylor	Supervisor of School Success	X
LaWanda	Burgoyne	School Improvement Specialist	X
Donna	McGee	PE Teacher at WHMS	X
Aaron	Harris	Athletic Director	
Kelly	Green	Principal of North Elementary	X
Lurleen	Lumpkin	Associate Principal of WHMS	X
Mary	Cooke	Director of Human Resources	X
Rod	Fessel	Visiting Teacher	
Candace	McCarthy	Public Relations	
Thomas	Leighty	Teacher at DHS	
Allan	Angel	Community Representative	
Kelly	Cole	Parent/Community Rep.	

Discussion:

Topic	Discussion/Status (Bullet topics for agenda. Revise based on actual conversation for minutes)	Action(s) and Assigned to
Welcome/Share Intent 3	Whole group discussion - Henderson	
Update on Action Items from Last Meeting	3.1 HR Recruitment: Need specific numbers of candidates hired from recruiting events 3.2 Community Outreach Events: Need to make sure we have translated docs and a Spanish speaking representative for community events	4.1 Develop a strategy to determine What percentage of our veteran teachers live in the district and/or have students in the district. - Cooke
Communication of plan from workgroups	3.1 Recruit/Retain Quality Staff - Cooke 1. Update on 2017-18 Hiring - Hiring details: - Novice Teachers hired: 70% in 2015-16; 67% in 2016-17; 60% in 2017-18	

	• 3-4 candidates per recruiting events • 13-16 candidates list knowledge of district as reason for applying • 2-4 candidates list principal as reason for applying • Hiring events: ○ Greater Philadelphia & University of Delaware are most effective events • Teacher preparation by college: ○ 60% of teachers come from 4 local colleges (largest portion from WilmU). ○ Numbers from UD decreasing - 12 in 15-16, 5 in 16-17, 1 in 17-18 • Teacher retention data: ○ Decrease in number of resignations this year over past two years. ○ Significant decrease in resignations between August 1 and first teacher day. ○ 29 left - 4 out of state ■ Family ■ Relocation 2. Fall Recruiting efforts • Towson - Dr. Denman for Speech Language Pathologists • Slippery Rock - Dr. Henderson ○ Showed MFTT - positive response from candidates ○ Interviewed 12 ○ Went with placements where they could sign contract at event DISCUSSION: How can we target specific universities to target recruitments? How can we build a process to offer contracts at recruitment events? 3. Administrator Equity Work • Donald Patton presented 1 day Cultural Competency workshop in summer • Paul Gorski - <i>Case Studies on Diversity & Social Justice in Education</i> 4. Teacher of the Year Guideline Committee • Work group formed and guidelines for proposed new process shared • Opening nomination process up to parents, students, community, and staff • Selection process will remain the same • Committee to meet again 11/27 to review	4.2. Form committee to review possibilities for contracting at events - Cooke 4.3 Investigate the resources both human and fiscal to implement AVID - Henderson
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	feedback from CEA and IAC Recommendation for this year is to have nomination forms in paper and electronic versions	
	3.2 Engage Capital Families/Community - Guinn - Family Outreach & Engagement - Framework for Engagement Selected: Building Dual-Capacity by preparing both parents and teachers to share common language - Community/Parent Open Meeting planned - Parent Teacher Conferences - - Tips for Parents - Tips for Teachers - How to take engagement activities out to families in community? - Online opportunities through platforms such as Zoom - Parent outreach events (like Grotto's, Starbucks, etc.) - Community Engagement Events - Fall Back to School Events: - Westside Healthcare "Growing Healthy Families" - Capital City Farmer's Market Back-to-School Event - Dover Housing Authority "Back to School Bash" - Back to School Community Fair Mt. Zion AME Church - CIS/Dover PD Back to School Event - Dover Police Department Trick or Treat Event - Community Garden - work ongoing between schools, district, and community providers/organizations	
	3.3 Marketing and Branding - Henderson - Super Senator Day - Portrait of a Senator - Review of 2017 - Attendance nearly	

	doubled and feedback overwhelmingly positive • Planning for next year has already begun • Save the Date: 10/6/2018 2. Message from the Top (MFTT) - Shelton • Will we need to do another MFTT next year? • Discussion: Focus will remain the same for at least one more academic year. Cost and time vs. potential uses. • Decision: Keep current MFTT and maximize the use throughout this year. 3. Back to School Celebration - Henderson • Should this be a committee planned event? 4. Homecoming 2017 was held October 27th • Tentative date for 2018 5. CSD Fundraising - Henderson a. United Way will be the district-endorsed fundraiser each year b. Breast Cancer will end this year with the understanding that United Way donations can be designated for Breast Cancer c. Building Level Calendar Coordination	
Upcoming and Additional workgroups	1. Whole group discussion/Smartsheet - Henderson 2. ALS Group 3. Community Day of Service 4. TOY update 5. End of Year Recognition - Cooke 6. Recruitment Workgroup - Cooke	
School Board presentation	To be presented November 15, 2017 - Henderson https://docs.google.com/a/capital.k12.de.us/presentation/d/1x8n-oHEJJO0xNlho27TOuxcJfwzRCa3hsla3cZ8Ctm0/edit?usp=sharing	
Remaining dates for SI 3 core team	Set meeting dates every 3 months prior to board meeting Dates for 2017-18-Henderson	

	February 14, Room 105 May 2, Room 105	
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