

Routine Meeting/Discussion

Strategy Name: Senator Pride

Strategy Number: 3

Date & Time : February 14, 2018, 2:00-4:00 p.m. Room 105

Team Members:

First Name	Last Name	Position	Attended (X if Yes)
Dan	Shelton	Superintendent	
Sylvia	Henderson	Assistant Superintendent	x
Joan	Engel	Board Member	
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	
Lurleen	Bryant	Associate Principal of CMS	
Mary	Cooke	Director of Human Resources	x
Rod	Fessel	Visiting Teacher	x
Candace	McCarthy	Public Relations	x
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	1. Whole group discussion/Smartsheet - Henderson 2. End of Year Recognition - Cooke 3. Recruitment Workgroup - Cooke (See below) 4. Develop a strategy to determine what percentage of our veteran teachers live in the district and/or have students in the district: 270 teachers live within the district out of approximately 560. There is no way to track how many staff have students attending schools within (or outside) of	

	the district.	
Communication of plan from workgroups	3.1 Recruit/Retain Quality Staff - Cooke 1. Update on 2017-18 Hiring - Identify positions (currently in process & some are posted) ○ Early Retirement Incentive ○ Create-A-School ■ Projections have been shared with each school ■ Expectations are to stay at similar levels as in prior year (increases in special education/Pre-K in the past are not expected to happen again this year) 2. 2018 Recruiting Plan 2/20/18 Old Dominion 2/24/18 Indian River/Ocean City, MD 2/28/18 UD Meet & Greet 3/8/18 UMES/SU - Salisbury Un. 3/22/18 DSU 3/28/18 PERC - Monroeville, PA - Late March Wilmington University 4/4/18 DVEC - Greater Philadelphia 4/18/18 UD Project Search (will be the last year for this large event; future events are expected to be limited to Delaware districts only with 2 attendees per district) - Contracting at Recruiting Events - Interview via Skype from recruiting 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> - Administrator Implicit Bias PD 2/28/18 - Community Conversation (MAEC) - Committee agreed to move this work to an initiative on its own (separate from recruiting and retention) - Notes copied to 3.4 4. Teacher of the Year Guideline Committee - Process in place 539 nominations ○ Positive Feedback	4.3 Investigate the resources both human and fiscal to implement AVID - Henderson

	3.2 Engage Capital Families/Community - Guinn 1. Family Outreach & Engagement a. Presentation to Principals b. Components to emphasize when planning parent events i. What do you want parents to learn? c. MAEC work will include family focus groups which will help plan path forward 2. Community Engagement Events a. Community Day of Service - United Way - Day of Caring for 2018 ● Mr. Saylor has spoken to United Way regarding joining them on their day of service in the fall. ● Opening day launch to highlight Fairview, Day of Caring participations and 2018 campaign ● 2017 Campaign - 18.2% increase in giving (9,246.00); BINGO - fun!	

	3.3 Marketing and Branding - Henderson 1. Super Senator Day - • 10/6/2018 • March Planning • Looking for a theme ○ 100 Reasons to be a Senator 2. Message from the Top (MFTT) - Shelton • Film was well received but not well distributed. • Next year direction? ○ Recruiting ○ New teacher orientation ○ Open houses 3. Staff Opening Day a. United Way presence to help with Community Day of Service b. Speaker? 4. Update on ALS fundraiser a. Senator Spirit t-shirt - \$25 b. Purchase shirt or be a sponsor 5. Recognize Senator History a. Planning for 100th Anniversary of "Dover Special School District" (Authorized 1919) 6. End of Year Celebration a. Planning to begin	
	3.4 Educator Equity Work • Administrator work completed: ○ Donald Patton presented 1 day Cultural Competency workshop in summer ○ Paul Gorski - <i>Case Studies on Diversity & Social Justice in Education</i> ○ Implicit Bias PD 2/28/18 • Community Conversation beginning with partnership with Mid-Atlantic Equity Consortium (MAEC) • Committee agreed to move this work to an initiative on its own (separate from recruiting and retention) - Notes copied to 3.4	

Upcoming Work and Additional workgroups	1. Super Senator Day - March 2. End of Year Celebration - March 3. Volunteer Appreciation - April 30th 4. Senator History - 100 Year Anniversary of Dover Special School District	
School Board presentation	To be presented February 21, 2018 - Henderson Presentation	
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	