

Routine Meeting/Discussion

Strategy Name: Senator Pride

Strategy Number: 3

Date & Time : September 5, 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	
Joan	Engel	Board Member	
Tonya	Guinn	Supervisor of Student Services	
Cathy	Schreiber	Supervisor of School Success	
LaWanda	Burgoyne	School Improvement Specialist	
Donna	McGee	PE Teacher at WHMS	
Kevin	Turner	Athletic Director	
Kelly	Green	Principal of North Elementary	
Angela	Thompson	Associate Principal of CMS	
Mary	Cooke	Director of Human Resources	
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	1. Whole group discussion/Smartsheet - Henderson https://app.smartsheet.com/b/home?lx=ygt010TbIJu1xhWzB1ahKA 2. End of Year Recognition - Cooke 3. Recruitment Workgroup - Cooke 4. Senator History-100 Year Anniversary of Dover Special School District 5. Million Father March 6. United Way - Burgoyne-Schreiber 7. Sports/School Spirit Committee - Green	
Communication of plan from workgroups	3.1 Recruit & Retain Quality Staff - Cooke 2018 Staffing/Recruitment Update- hired approximately 62 New Teachers	



	22 of new hires <6 years experience 19 >6 years of experience 22 from in state (12 wilmu, 4 DSU/UD, 1 Wesley) ½ said website, ½ knowledge of district 12 of new hires are residents in district 3 recruited specifically at recruitment fairs out of state and moved here for the position <u>Reason for Looking at Capital-</u> 22 referenced positive environment, morale 10 referenced PL for teachers 9 referenced Senator Pride 11 referenced current staff 7 safety, low bullying rates, whole child Several noted the interview experience as the reason they chose to accept the position Well staffed across district - Elementary classrooms staffed WH- All core subjects staffed; still looking for ED and Special Ed teachers CMS- Core classes staffed; special ed position, math coach, spanish opening, Related Services- biggest need 2 psychs, 2 OT's 1 SLP KCSILC- Science Spec Ed teacher New Unit growth is in pre-k, specialized programs Continuing to do Exit Interviews- majority of responses are for life-changing reasons (closer to home, moved, kids starting school etc.) Following up specifically with the few who expressed concerns • 2019 Work Group Membership • 2019 Recruitment Work Group Focus ○ Any suggestions for membership--added Todd Simpson ○ Ideas to develop partnerships within our district staff with higher ed in our area to add to recruiter pipeline ○ Wilmu 2 approved ARTC programs (only one is the state that is elementary spec. ed	
	3.2 Engage Capital Family & Community 1. Family - Guinn • School-centered Family Engagement via Dual-	

	Capacity Building (framework Capital will utilize) • It is about engaging families with staff and engaging staff more effectively with families • How will we measure this above simple counting of numbers • Possibly merging this with equity work • Will again provide the information about parent conferences to share with parents and teachers (try to ensure that buildings disseminate information sooner this year) • Wesley Student Teacher Academy--shared information on conferences there as well 2. Community Partnerships • Second Annual Mental Health Symposium (has been postponed) • MOU for Mental Health Services to roll out at Capital--Guinn coordinating this work • Recommendations from (MAEC) Mid Atlantic Equity Consortium- will continue to follow up on their recommendations 3. Community Outreach • United Way- ○ Recommendations for membership to committee- will send out email • Day of Service ○ Reach out to Tori Giddens (he was very passionate about this) ○ Need to get city representation ○ Try to get a greater representation on committee--possibly admin interns? ○ Consider identifying multiple projects across the district so that there is something for everyone in our communities--connect to our schools so that it has a longer lasting impact	3.5.1 - Need to establish a date for 2nd Annual Mental Health Symposium - Guinn 3.5.2 - Need to set final date and distribution for UW campaign - Schreiber 3.5.3 - Need to set final date and get a committee together for Day of Service - McGee
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	3.3 Marketing and Branding - Henderson 1. Super Senator Day - October 6, 2018 • 100 Reasons to be a Senator • Art Departments will be making sculptures with 100 things • AFJROTC providing tours of DHS • Table Competitions-school, district & community • Same lunch menu • Dover PD and State Troopers not able to participate due to race weekend. Talk about changing date for the future • Ad in Dover Post promoting 3rd Annual SSD • 23 Vendors to date 2. Message from the Top (MFTT) - Shelton • Continue with the message • Repost to Facebook in advance of end-of-year and graduation • Staff Opening talked about digging deeper and celebrating work to date. • Do we want to have a MFTT branding again next year? What would the focus be? • Message should include motivational/marketing, intro of referendum by acknowledging deliverables promised 2 years ago (i.e., "100 Years and <u>Growing</u>" to connect to the whole child) Could get kids in DHS out in the field to start grabbing video that could be used in the final video 3. Staff Opening Day • Overall feedback • Speaker recap • Mugs- to be delivered in October • Convene a committee (to include a teacher, a principal) (Fesel, Turner volunteered) Benson? 4. Recognize Senator History a. Planning for 100th Anniversary of "Dover Special School District" (Authorized 1919) -	3.3.1- Will be sending information out to principals- 3.3.2- Begin working on Message from the Top- Shelton 3.3.3- Convene a committee to plan for next Opening Day next year- Henderson 3.3.4- Finalize the "Dueling Documents" lesson plan with Marie and
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	Montano, Burgoyne and McCarthy Michael Feldman out of UD-initial outline of plan “Dueling Documents” lesson plan for students to connect to Capital and City of Dover using resources acquired through archive and other places in Dover (Marie Robinson will support development and coordination of this project for Social Studies through PLC’s and Curriculum planning) Possibly create a book (i.e. Snapfish) with all of the information collected during this time 5. Sports/School Spirit Committee - Kelly Green will report--have developed a plan that will get elementary students more involved with the sports...will pilot with North (will get input from staff tomorrow and finalize specifics) - Students on field with cheerleaders when football players introduced, sing National Anthem, etc. - Keep small and build from there	roll out in PLC’s- Montano Set a final celebration date and develop a subcommittee to lead this work- Montano, McCarthy, Burgoyne, Simpson
	3.4 Educational Equity Work - Staff/Community Forums - Report - Potential Next Steps - Recommendations - Focus on recommendation #3- Identifying equity champions that would form a committee to develop expertise in this area and spread with the larger committee -- this team would then work on recommendations #1 & 2 - Consider December PD opportunity for this team--as well as involving the MAEC as the 3rd party to facilitate	3.3.5 - Identify the equity champions from around the district - Burgoyne
Upcoming Work and Additional workgroups	- Community Outreach Subgroup - Additional members to add to this group - Lauren Tinsley? - Naftzinger? - Neiberdowski?	

School Board presentation	To be presented September 12, 2018 - Henderson Presentation for September	
Remaining dates for SI 3 core team	Set meeting dates every 3 months prior to board meeting Dates for 2018-19-Henderson September 5, 2018 December 4, 2018 March 13, 2019 June 12, 2019 **Days are pending on Board Meeting Schedule	