



Kathleen & Tim Harney Middle School

Lisa Medina, Principal

Steven J Bowden, Assistant Principal

Eric Videau, Assistant Principal

Susan Thurman, Assistant Principal

School Organizational Team Meeting Minutes

March 16, 2022, 6:00 pm - 7:09 pm via Google Meet

Members In Attendance:

Ms. Yaria Dupre'e, Harney Middle School Student (arrived at 6:14 pm)

Ms. Megan Farnsworth, Parent Member

Ms. Michelle Chamberlain, Community Member

Mr. Darrell Shakespear, Staff Member

Ms. Leanna Kromer, Staff Member

Mr. Steven Bowden, Assistant Principal

Ms. Sue Thurman, Assistant Principal

Ms. Lisa Medina, Principal

Members Absent:

Mr. Eric Videau, Assistant Principal

Ms. Linda Dieckhoff, School Counselor

Ms. Paige Cooper-Cole, Parent Member

Ms. Andrea Turnbow, Parent Member

Ms. Tereza Youssef, Support Staff Member

1.0 Welcome & Roll Call: See above for attendance

2.0 Approval of the Minutes ([See Attached](#)) Motion to approve the minutes made by Mrs. Farnsworth, with a second made by Mr. Shakespear

3.0 New Items

3.1 Sports update -Bowden

We wrapped up Basketball seasons; our boys finished 3rd, girls finished undefeated then lost the home playoff game. Our teams played wonderfully and have great chances to move forward over the next few years. For HMS Soccer - both teams are 1 to 1 at this point. Both sets of kids enjoyed the coaches and teams that they were working with.

Ms. Farnsworth simply said "thank you" for all of the hard work and efforts HMS does for our sports teams.

3.2 Student behaviors - ([See Attached](#)) Thurman

The arrival of new CSM data presented starting with data from Sem. 1 (before NEW CSMs arrival) and extending to the most up-to-date incidents and resolutions.

Shakespear added that in the 7th-grade hall he's seeing a big change as far as behaviors; the numbers of incidents have gone down considerably.

Ms. Chamberlain added that fighting has gone down at the Hollywood Recreation Center, but student ditching has increased. She wants to know how to best help with this. Groups of students are skipping and running through construction sites. Fencing hopefully will be added around the construction area to keep students out. Ms. Thurman suggests that Ms. Chamberlain should call the HMS Student Success Coordinator's direct line at HMS to help catch students ditching.

3.3 Staffing/Retention update - Medina

Principal Medina requested that our SOT consider the addition of Celebrations being added as a standing agenda item for all of our SOT meetings moving forward. All agreed.

Medina shared the current practice and incentives for the retention of staff

- Six period days will start back up next 22-23 school year and was communicated to staff before the voluntary transfer period
- Retention bonus for all staff for 22-23 school year. Teachers, staff, and administrators will receive this retention bonus at the end of next year. The bonus has been added to the Strategic Budget and was approved.
- Prep buyouts and extra-duty pay for professional educators and staff that assume leadership roles and additional professional responsibilities
- Hired 3 CSMs (Campus Security Monitors) already and we are adding 2 additional CSM positions for the 22-23 school year.
- Hired three additional front office staff - 2 out of 3 are bilingual, Spanish speaking and the outreach efforts and connection for our community and parents has been a huge asset for our school.
- Focus 2024 Plan: Happy, safe, and engaged staff and students
- Career Pathways - to retain strong teachers and leaders at our school, for example, Mr. Shakespear is our ELA 7 teacher and has assisted our staff as our digital learning coach
- 22-23 we are operating on a middle school student bell schedule (8:00 am to 2:11 pm)
- In-House detention will continue for next year (with compensation for staff working it)

Ms. Farnsworth asked about the guidance of the retention bonus - the employee needs to remain at the school through the end of the year; should receive the payout at the middle to end of June.

What number of teachers are returning? We are currently in phase I of the voluntary transfer season. Staff numbers are fluid and we are hiring new staff to fulfill current vacancies.

Do you have any idea of how many teachers are leaving? We have completed a wish list google form, and have received educator responses - some are leaving for promotions, new opportunities for growth or to be closer to home.

Administrator positions: Ms. Thurman has been promoted from Student Success Coordinator and is now an Assistant Principal, Human Resources recommends waiting to recommend administrators to hire until the next pool of applicants are available to review for consideration. The end of April/May is the timeline. Ms. Farnsworth appreciated this update.

4.0 General Discussion

4.1 AGENDA PLANNING. Items for Future Agendas:

CCSD Pre K - 12 [Student Code of Conduct](#) -Thurman,

Adoption/Implementation for 22-23 school year: Harney Heros -Shakespear

Celebrations and updates (ongoing agenda item) - Medina

Update on RAPTOR - Medina

4.2 Celebrations/Positive Updates shared by Principal Medina

- We are very proud of one of our very own Choir students performed with fellow CCSD students for the CCSD Superintendent at the State of the District Address
- Bella Voce Choir Group is performing at UNLV Artemus W. Ham Hall on 3-17-22. Through the hard work and effort of the LVHS Choir Director, Janet Tyler, and our new Choir Director, Jamie Quashnock from O'Callahan and Kim Pack our Choir Aide, our choir program has continued to flourish and advance the musical talent of our choir students.
- Project Wisdom - Via the early morning announcements from Principal Medina, positive words of wisdom and encouragement. Students love this and shared that it really helps them feel better about the day and recently have requested Mondays be added to start the week on Friday as well to end the week with positivity. The students have requested more Project Wisdom messages to be shared each week. Project Wisdom is being added to the school website in playback form.
- Principal Medina has been providing training for the Restorative Justice Team at HMS on Restorative Practices utilizing two professional books: Creating Restorative Schools by Martha A. Brown and Atlas of the Heart by Brene Brown. The goal is to have this team become a trainer of trainers for the new school year so that our teachers and students have the tools and resources needed and accessible to them when addressing student inappropriate choices.

4.3

Ms. Farnsworth expressed parent concerns over elective selection for another parent - a parent expressed concern that their child ended up in an elective class that the student did not request. Medina added that counselors work with the students to ensure that the students will get their 1st, 2nd, or 3rd choice and that the six-period day will help with the selection of electives

4.4

Face-to-face meeting planned for May 18, 2022.

5.0 Information

5.1 Next Meeting: Wednesday, April 20, 2022, @ 6:00 pm via Google Meet

Plan for a May 18, 2022 face-to-face meeting, TBD from input from a Google Form.

6.0 Public Comment Period: (Five [5] minutes maximum allotted)

As an aside, Ms. Farnsworth asked Yaria (our student representative) if she feels safer now that the additional CSMs are there. Yaria responded that she does feel safer and has seen a decline in fights, graffiti, and ditching. Ms. Farnsworth shared it was important to hear from a student's voice and perspective.

A motion to adjourn the meeting was made by Mrs. Farnsworth with a second from Mr. Shakespear at 7:09 pm