

## Superintendent's Report July 11, 2017

- A) Discussion on change
- B) The following are items I wish to address this school year:
- 1) Each Principal will monitor lunch and recess – alternating
    - This is where many of our behavioral issues happen
    - This will also help to decrease bullying and increase safety
    - Principal need to plan his/her own personal lunch accordingly and alternate it each day so they are not out of the building the same time each day.
    - Principals will be visible at their buildings athletic and extracurricular events, (this can be on a rotating basis)
  - 2) All administration meetings will happen afterschool, we will not have meetings during the instructional day unless there is an emergency or a debriefing that must take place.
    - I do not want all admin out at the same time each week and during the instructional day for the following reasons:
      - Safety – never a good idea to have ALL admin out of their building at the same time every week.
      - To monitor instruction
    - All principal/coaches' meetings must be alternated to ensure they are not predictable and all classes are monitored on an ongoing basis throughout the school year
  - 3) Attendance
    - This needs to be monitored much closer from day one
      - Meet with courts on an ongoing basis
      - Report the same way each month – we will provide a standard spread sheet for this
      - Call, home visits, set up meetings with parents – documented through parent contact form
      - Ensure letters are going home on a weekly basis for attendance
      - If they have dropped they must provide documentation that they have followed all necessary steps and had at least one home visit and one attendance form and it needs to be turned in to Superintendent.
  - 4) Trauma Informed as a district
    - Buy books and have a book study on “The Trauma Informed School”
      - Admin, counselors and coaches
    - K-3 will have a calming room for students
    - 4-12 ISS must have calming techniques for all students and must train staff on those techniques
    - WE NEED to cut our OSS's and try all other avenues first
    - Matthew will do training for admin on August 1, 2017
    - Have a discussion about homework keeping in mind the trauma informed approach.
  - 5) Change the atmosphere of district from negative to positive
    - 4 things to achieve 1. Community Understanding, Trust, Permission, and Support
    - Discussion with all staff on professionalism
      - directors/principals
      - train staff: attendance/secretaries/admin building personnel on professionalism
    - All buildings will provide a welcoming environment
      - create a parent/elder cultural area for the public. If space is absolutely not available

the front entrance or office will be provided and changed for this purpose.

- Parent center will be used for that purpose NOT for a place for staff to sit throughout the day to visit. Staff meetings will be in other location within the building.
- Professional dress- we need to look more professional. (Jeans, leggings, Jogging pants)
- Work on building PRIDE across our district

- Use the 5 s's written by Dr. Jamie Vollmer - **5 most powerful ways to move your district forward in a positive direction!**

Stop complaining – educators and those involved, engaged, and working for public good;

Shift to positive from negative “speak” especially the aforementioned – the world is negative, cynical, sarcastic, and caustic;

Share success – consistently and constantly – it is not self-serving or “spinning” to share achievements and accomplishment – we need to be unapologetic for things that work;

Sustain the effort of positive, success, and optimism for the work of teaching and learning

Start now

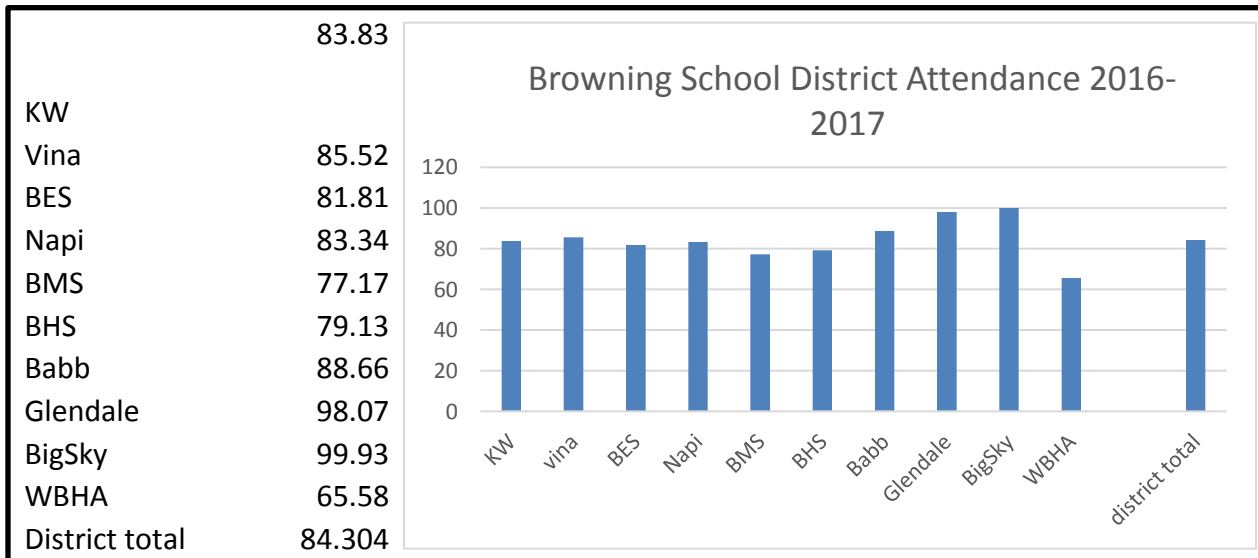
- Grounds – pick up trash (ALL) and daily
- Buildings – cleanliness across the district

- Put up a bulletin board in the hallway of the administration building and have each school in the district take a month and showcase their student's work.
- Revamp the mentoring program for new teachers
  - Instead of having other teachers assigned and volunteering to be mentors I would like to hire retired teachers under (contract for service agreements- CSA) to mentor our new teachers. It would mean using existing \$40,000 and split that among six retired educators who are willing to mentor new teachers throughout the school year.

#### 6) High Expectations

- Go over data from all assessments and work on the instructional framework
    - All teachers will have objectives posted within the classroom, visible for students to see and it must match the instruction
    - Use a bell ringer/beginning activity, engagement throughout the lesson and an exit strategy (ticket).
    - All teachers will use a variety of questioning and engagement strategies and move away from having students raising their hand all day every day.
  - Have principals visible in the classrooms throughout the day
    - Turn in monthly logs on their classroom observations – must be in all classrooms at the least weekly if not more
    - Make My Learning Plan observation tool shorter and more user friendly for daily walkthroughs
    - They need to NOT rely on coaches to be the only visible person in the classrooms, the coaches are there to support, it is the principal's responsibilities to be their own instructional leader.
  - All staff will have college/Vo-tech banners outside their doors or lounge for TA's; to increase college awareness and show pride in their colleges, “go cats!”
  - We will continue Graduation Matters efforts
  - Principals 4-12 will turn in monthly pass/fail %
- 7) Create and use a user friendly evolving strategic plan for the district, and everything we do will follow the district's plan including our finances.
- 8) Follow our facilities plan and prioritize needs for the district.
- 9) We are adding Blackfoot and Seville for our summer food program.
- 10) Update and review all policies and come up with a calendar for this in partnership with the school board
- 11) Work with Carlene to provide board retreat with supt. and board retreat with admin.
- 12) My goals:
- Increase student achievement
- Language Arts, Math and Science by 10% in SBAC and all other assessments
  - Attendance 95% student attendance it is 81.8% for all 6 main schools and 84.3 % for all schools.
  - 80% Graduation Rate - it is 65% right now
- Incorporate culture into the classroom and increase our language speakers in the district

- IEFA
  - Blackfeet Language & Culture
    - Use Elders and community resources
    - Create a pre-and post-language assessment
- Increase communication and collaboration with all stakeholders
- Transparency
    - Newsletters, school reach, Facebook, flyers, media, website, videos, parent contacts
    - Strong partnership with Blackfeet Tribe and Blackfeet Community college
- Provide a safe environment for all
- Bully free – continue using MBI and Olweus on line safety and responsibility
    - Restorative justice
  - Wellness for All
    - Working with Southern Piegan Diabetes Program and IHS
    - Obesity
    - Diabetes
- Maintain fiscal responsibility



FYI for the two weeks I have been here:

- 1) Met with Wayne on the propane tanks for Babb, this will be brought to facilities committee
- 2) Met with Wayne and Lynn: We are adding Blackfoot and Seville for our summer food program (summer only – this has been approved from OPI for reimbursement)
- 3) Had Jercy check with Blackfeet Tribal Court on background checks cost will be \$25 per person – if we want to go this direction
- 4) Checked into drug testing – am working on getting new bids from local vendors
- 5) Worked with John on transfers in the best interest of the district
- 6) Went to the Francis X Guardipee honoring and opening of the Going To The Sun Road
- 7) Will check into the Building a better future foundation further
- 8) Met with Parent and her children – came up with positives and will check on them this year
- 9) Met with one parent on phone concerning her daughter
- 10) Looked at job descriptions for HR, BNAS and changed interview questions
- 11) Working to obtain a dynamic speaker during orientation for staff
- 12) Met with Angie HR concerning summer school
- 13) Reviewed policies and proposed changes to a few