

**Park Road Montessori
SLT Meeting
January 16, 2015**

Members Present: Bill Aheron, Ayrton Dubinsky, Mike Herndon, Anna Hurdle, Andrew Lightsey, Jackie Peterson, Kristen Piscitelli, Susan Plaza, Jeannie Sauder, Candace Steude, Debbie Webber, PTO Rep Ginger Salmon

Called to order by Kristen Piscitelli.

Principal's Report:

Dibels testing going on now. 3rd grade children are facing the Read to achieve mastery. One more round of MAP testing in March, Dibels again in April. EOG's after that. The Lottery process has changed this year with later enrollment deadlines and earlier results notifications. We should have lottery results by the end of February. Kristen asked for data regarding 3rd graders not meeting benchmarks after the BOG, 27 children did not pass, about 4 showed proficiency in MAP testing.

Journey and Discovery:

Saturday April 25 is the date for the next workshop. Invitations will go to CMS administration, the BOE members, and new parents at PRM. There will be sessions in Primary; Lower El, and Upper El, participants will rotate through each. The workshop will end with a Q&A session. We are looking at repeating this next fall on October 17 or 24th. Mr. Curt, Ms. Anna, Ms. Maggie, Ms. Jeanne and Ms. Diane will participate this year. Bill asked for assistance with the organization of the workshop in order to train someone to take over.

The entire staff will be doing a workshop on Autism and Montessori. Ms. Melinda has been working with assistants on training, positive discipline, classroom management etc. They meet every 4th Monday.

Insight Survey:

Candace and Mike have been collecting data. Candace discussed the history, TA's were not included in the Insight CMS survey, Candace and Mike put together an additional survey after talking with staff. Results from the Insight survey showed improvement. 10 point gain was considered a significant improvement; 10 point loss was considered a place for improvement. We saw growth in Observation and Feedback, Professional Development, Evaluation Process, Growth Measures, Retention Strategies. Areas of Concern – Evaluation identifying strengths and weaknesses, FAC thought explicit feedback was helpful but some comments were aimed at the district no school. Survey language is confusing. Mike asked what the district does with the

information; Ms. Moraglia said it was used to evaluate her. Ms. Ayron said it would be helpful to have more clarification when completing the survey. FAC and SLT made some general recommendations – offer opportunities for feedback, walk through forms. Workload was also a category that raised concern. Administration has been taking advice and listening to teachers, complaints were aimed at the district. Retention is a concern based on the possibility of 28% of teachers retiring/leaving. Bell schedule is still an issue for teachers. FAC recommends defining an internal recruitment program, look to other magnet programs that have recruitment programs in place, searching at colleges that offer Montessori training. Recognizing Teacher Accomplishments Publicly lost 16 points. FAC recommends team highlights at staff meetings, administrative walk throughs leaving short notes of encouragement. Jackie suggested a shout out board. They will continue to look at things the FAC brought up that were not brought up by staff – learning environment, student behavior, and peer culture. Systems are in place to address these issues. FAC concerns go to Ms. Moraglia then higher up to TAC etc. FAC does not feel they should consider parent concerns as they only address faculty issues. Candace suggests forming a team that includes parents and staff to collect data and report to FAC, SLT, administration etc. This was a lot of leg work for one person, should be spread among more people to be more efficient.

Kristen said she understands that FAC has concerns about parent involvement but hopes there will be more of a collaborative feeling in the future. Bill suggested that there is inherent tension; emphasize the positive opportunities of collaboration. Ms. Moraglia said FAC does have a very strict set of bylaws, perhaps some of the negative reaction was based on this.

PTO Money and Professional Development:

Kristen discussed that our SIP includes a requirement for Professional Development; this is all based on funding availability. Ginger explained that at the end of 2013 PTO said that teachers did not want to use the Invest money for conferences and training. There was money available so a Conference Fund was developed, started with \$6800 and realized that was not enough. This was increased to \$10,000 which covers 2 primary, 2 upper el, and 3 lower el teachers to attend conferences. Ms. Moraglia has a fund for Montessori Enrichment that was not always used, was reduced to \$5,000. This fund is for school wide initiatives, not for individuals (speakers, workshops, etc.) Mike asked about how the guidelines were set for these two categories. School wide is considered Montessori Enrichment, individual education in considered Conference Fund. Ms. Moraglia was told years ago that the Enrichment Fund could be used for conferences; this did not work out well. There have never been any specific guidelines in place. Candace said some things would benefit the entire school even though every teacher would not be part of the training. Ms. Moraglia asks staff what they are interested in learning; these webinars come from the Montessori Enrichment Fund. Kristen suggested being specific about guidelines in the SIP. Ms. Moraglia reminded us that a funding source must be listed in the SIP as well. The SIP currently lists conferences, mentor pairs, administrator Montessori training and orientation, teacher assistants Montessori training, support staff and specials teachers Montessori training. Ginger said those funding numbers can be adjusted. Bill said there is an opportunity to be clearer in defining goals and financial priorities. Mike suggested there are clear guidelines

about the funds and uses. Ginger said there need to be open lines of communication. Ms. Moraglia suggested having a priority list by the end of the school year; this will influence how it is written into the SIP next year. PTO reps will attend the May meeting to get this solidified. Bill said he and Candace can communicate with PTO prior to this. Candace said staff input is necessary. She said it may be interesting to make a spending plan for accountability. Ginger said PTO wants to help staff not need so many fundraisers. There is currently about \$3500 left in the Enrichment Fund this year. Administrators have 4 classes of training (\$375 per class.) Ms. Moraglia is hoping the district will cover some of the cost. Ginger said we don't want individual activities coming from the Enrichment Fund. Ms. Anna asked if we need a third category. Bill said one category can accomplish all of the priorities. SLT may need only one category but PTO prefers more specific areas of funding. SLT will set priorities; Ms. Moraglia will put the plans in place

Bill said the Montessori high school team is meeting next month to continue planning.

Next Meeting
February 21, 2015
7:30am