

Thursday, June 11, 2009

Summer SILT Meeting Day 2

Meeting Commenced at 9:10am

Members Present: Alicia Fischer, Don Myhre, Krista Frechette, James Hill, Sherry Augst, Ross Young, Rob Alm

Reflection on yesterday's meeting: we need to put relationships and learning into action.

Previous Site Improvement Objective #3: Provide a safe environment in which no forms of harassment are tolerated, which will in turn promote cultural richness and awareness for all staff and students and include activities/lessons that focus on and celebrate diversity.

Discussion about what a culturally cohesive building looks like:

- Students come here from all over, and often come with chips on their shoulders, but they seem to quickly realize that the staff here care about kids and make them feel comfortable.
- Staff members here are “real” and honest, and that helps kids help us understand their culture better.
- Safety...in terms of being able to talk about your life experiences without feeling like you will be judged.
- There is more acceptance with black and white, but we still need to work on the Latino/a and Asian cultures.
- Everyone should be able to feel include in a positive community, like we are a big safe family for students.
- Have students share more about their cultures.
- There is a conflict/paradox – we are not supposed to focus on race, but yet we identify that African American students are suspended more frequently, our census data is broken down by race...so are we inherently racist because we DO categorize people by race? The problem is that the solutions are based in the root of the problem.
- We have to be intentional about educating students about what culture is and that it's not just about race.
- Maybe we need to focus more on the little things, rather than the big events because sometimes the big events come off as contrived.
- Our small size forces kids to interact in a good way.
- At the OALC, race doesn't seem to be the commonality that students focus on...they are more interested about why they are here. The common bond is really about being at the OALC and how they got here. We need to try to refocus that in a positive manner so that it doesn't make the students feel like they are misfits.

- How do we apply our strength of relationship building to learning opportunities?
- New Site Improvement Objective #3:** OALC staff members will provide cultural learning opportunities to enrich the lives of students.

Narrative Summary: The OALC staff members want to exceed the district's expectations of providing a safe and respectful learning environment by offering culturally enriching learning experiences.

Evidences of Need: The State of MN has declared Osseo Area Schools as a racially isolated school district.

Performance Targets: Student reflections of cultural learning opportunities offered by OALC staff members.

Action Plan Details:

1. Provide OALC students with service learning opportunities that enhance cultural awareness. Assigned to All stakeholders. Monitoring dates once per tri. Progress indicators – student and staff reflections.
2. Provide racial, sexual harassment, and bullying packets for students referred by administration for harassment to complete and discuss with a student learning advocate, administrator, or counselor. Assigned to Administration, Student Learning Advocate, and Counselors. Monitoring dates mid and end of the year. Progress indicators – number of repeat offenders after the completion of the packet.
3. Implement a Multicultural Student Leadership group to assist with the planning of cultural learning opportunities and develop a method for reflection of those cultural learning experiences. Assigned to TBD. Monitoring dates once per grading period. Progress indicators reports from group leader(s) at staff meetings.
4. Provide culturally enriched professional development opportunities for OALC staff members. Assigned to James Hill and staff development committee. Monitoring dates 2 or more times per year. Progress Indicators – staff development surveys.

Site Improvement Objective #1: Tabled until next meeting

Discussion of School Expectations and consistency of rules:

- We need to decide which rules to specifically work on this year that impact relationships and learning.
- What are the rules that impact learning the most?
- Embed the rules into relationship expectations.
- Everyone has different opinions about which rules are the most important.
- Whose problem is it?
- How do we change behavior in both staff and students?
- Who can fix it?
- Potential issues: nurses office, lack of follow through from all, parent involvement with the little things.

- Move SSR to the beginning of the day to minimize interruptions related to breakfast. Breakfast will be closed at a specific time so teachers don't have the burden of deciding who gets a breakfast pass. Missing SSR will count towards their 165 minutes and count toward their 5 violations for Saturday school.
- No PLC Fridays. Every day starts at 8:50 and teachers will start at approx. 8:15am and leave at approx. 3:25. This provides consistency for students and places more value on classroom time rather than teacher meetings.
- No passes for the first 20 min. of class.
- We need meaningful consequences: Saturday school once per grading period – one administrator and one teacher (teacher will be paid). Students who don't follow through will receive a 3 day suspension.

Discussion on Saturday School tabled until next meeting where we will refine the details.

Next meeting: Monday June, 15th at 11am. An August meeting will be scheduled at a later date to discuss the final Site Improvement Objective

Meeting adjourned at 12:25pm.

Respectfully Submitted,
Krista M. Frechette