



SLT Agenda

Thursday, September 18, 2014

5:30 pm

Mrs. Mary Henderson, The Chairperson, called the meeting to order at 5:41 P.M. at Harding on September 18th, 2014.

Recorder: Michele Magaña

In attendance: Laura Schroeder, Everett Deshay, Evita Ishman, April Price, John Floyd, Michele Magaña, Sean Johnson, Madalina Corneanu, Kelly McKinnon, Tracey Robins, Annissa Johnson-Anthony.

Introductions: We went around the room and we introduced one another.

Purpose of the SLT: The purpose of the SLT is to work with the staff to improve the school. The SLT is another support beside the PTA to help the school.

Update/Feedback from Mr. Floyd

- Culture: Teachers need to feel valued. Can we have a recognition program? Our culture has direct impact on the teachers. Can we have raffles for teachers? Can parents come to Harding to volunteer? If parents volunteer and demonstrate that they care. The teachers will feel valued.
- Harding has money for Professional Development. Harding has funds from Title One. Floyd has \$57, 000.00 to spend on Professional Development for teachers and staff. The principal will have "Top 20" come to Harding in a

couple of months to improve the culture at Harding. Floyd is also considering "PEAK". "PEAK" will address relationship building. Mr. Floyd expressed an interest in having the front staff attend training as well. They will learn how to deal with angry parents, customer service etc... All facilitators and Department Chairs will go to a training next summer in Colorado. This particular training will teach adults how to deal with other adults.

- A parent offered her service to train our staff. Her training is entitled "Intensive Internal" Training that will enable teachers to deal with one another.
- Mrs. Henderson expressed an interest to help in any way she can with increasing teacher moral. She will also attempt to get the Student Council involved.
- The opening of school went very well. As of today, Harding is fully staffed. Harding has 1766 students enrolled as of September 18, 2014. However, Harding needs to work on truancy. There is a problem with the care riders and the ones who are walking to school. Harding is also trying to get the students on time to class. *Bells mean nothing to the kids*. Harding needs teachers to be more active in getting the students to class. *Harding is still a work in progress*.
- Harding has another BMT to join the staff. Harding already has two on board. BMT is a Behavior Modification Technician.
- Harding may get more students from another charter school that just closed down.
- Harding is attempting to meet the needs of its Latino community. Harding is getting bilingual tutors, Harding will have on site training for the teacher and the staff, Harding is looking to add a bilingual counselor, a male Latino secretary, and a Latino advocate who will help the PTA. Harding suggested

holding its SLT meetings in various locations – perhaps Pinewood Elementary - so we can go to the Latino community.

- A parent expressed an interest in incorporating Character Education in our curriculum. Magana also shared what was discussed at the SLT Training. We discussed getting a Latino parent on the SLT. We also discussed having an on-site childcare operated by our IB students when the SLT meets. The IB students will be certified by the American Red Cross and they will earn Community Service hours.
- Harding also wants to celebrate the grows and accomplishments of the students. Harding will plan an award ceremony every quarter. Harding will have a guest speaker who will come to talk to the kids. The guest speaker is No Limit Larry from Power 98. He has a life coach he is bringing with him.

Goals:

CMS has three goals – They are the following:

- Provide a duty free lunch for every teacher on a daily basis.
- Provide duty-free instructional planning time for every teacher with the goal of providing an average of at least five hours of planning time per week.
- Provide a positive climate at Harding. Increasing our culture index.

Harding's Goals are the following:

- To maintain our current graduation rate.
- Decrease our teacher turnover.
- Maintain the 4-year cohort graduation rate.
- Increase the IB enrollment, to include, IBMYP and IBDP.

Safety Plan

The Safety Plan can be shared on the Google Drive. It should remain CONFIDENTIAL because it details Harding's evacuation plans. Copies of the Safety Plan will also be placed in the front office.

Self-Evaluation Process

We submitted the SEP to each department. They gave input on how they view the school. It will be on google drive for the SLT to review.

SIP Draft – The deadline for the draft is to be submitted next Friday, September 26, 2014.

Parent/Teacher feedback/questions/concerns

- Improve communication from teachers about the due dates. Do not change the due dates of a paper or project without informing the students. Just follow through...
- Can Mr. Floyd get the teachers to update the Power School more often please?
- A link will be placed on the website for parents to express their concerns.
- We need to have someone who can handle the parents' concerns.
- The PTSA is outdated – it is from 2013.
- Harding needs to update the website.
- Can Harding have a list forwarded to all SLT members with names and contact information?
- The list with contact information will be shared by Mrs. Everett.
- Mrs. Johnson-Anthony is working on the website.

Naming of the Football field

The football field will be named after Dave Harris who spent 24 years at Harding. He passed away in 2010. He and his family invested a lot in Harding University High School. Dave Harris was a champion for women.

Harding has a rich Alumni association. They created an endowment of over \$400,000. The endowment is called *The Hawkins Endowment*. The Alumni Association wants to reinvest into Harding.

The Harris family wanted to name the football team after Dave Harris and they wanted to create a scholarship for a football player. The proposal was initially turned down. Mr. Floyd wants to see the request through with the support of the SLT.

The stadium was paid for by Harding.

Once we get the letter from the SLT, Harding will then go to Dr. Carroll who will then bring the letter through the proper channels.

The SLT team agreed last night to name the football field after Mr. Dave Harris.

Leadership roles to be filled

- Recorder/Secretary - Kelly McKinnon
- Time Keeper – Madalina Corneanu
- Mr. Floyd mentioned perhaps incorporating a webinar for the parents who cannot physically be present.
- CLUB 300 can be a fundraiser opportunity through the PTA.
- Harding can have dances approved by Mr. Floyd if the proposal is well planned.

The next meeting will be on October 16, 2014 from 5:30 to 6:30 p.m.