

North Buncombe High

Meeting Minutes

Meeting Date: 03/08/2022 - 3:15pm

Title: March SIT Meeting

Location: Media Center

I. Attendance

Team Members:

Nathan Brown, Tena Cole, Emily Gill, Allie Husted, Ashley Maney, Jason Miller, Nick Phairas, Suzanne Schule, Stone Shapiro, Samantha Sircey, Kimberly Sprouse, Mary Whitlock

Guests: Katie Wyatt, Courtney Dietiker

II. Celebrate recent successes

Celebrate recent successes
New members: Gill, Brown, and Phairis; Schule is chair-elect

III. Review and respond to coaching comments

IV. Approval of last meeting's minutes

Approval of last meeting's minutes
Motion to approve: Sprouse Second: Brown

V. Old Business

VI. Indicators to Assess-Create-Monitor

Indicators Assessed

Objectives Planned For

Monitor (updates made)

VII. Other Business

Action Taken:

Other Business

A. New SIT Secretary nomination: Emily Gill

Motion to approve – Schule; Second - Sprouse

B. Vote on Proposal of Updates for SIT Bylaws: Bylaw proposals were sent out to the committee via email previously.

1. Proposal to change "Each department and shareholder group within the school and community shall be represented on the team (assistant principals, instructional personnel, non-instructional staff, parents, and students)." to "Voting membership groups will include representatives from the following shareholder groups: assistant principals, instructional personnel, non-instructional staff, and parents."

2. Proposal to change "Each group is responsible for their representation and shall be represented on

the team by one person elected by secret ballot. Groups are as follows: ROTC with Social Studies, Foreign Language with English, CTE, Math, Science, PE, Media, Fine Arts, and Guidance" to "School Personal Groups (Instructional personnel and non-instructional staff) will be selected by North Buncombe High School staff to represent them on the committee through a nomination process. Staff will nominate and then vote on members by secret ballot."

3. Proposal to change "two year term" to "one year term"

4. Proposal to change "3." to "c."

Proposal to change "4." to "3."

5. Proposal to change "second and fourth Tuesday of each month school is in session and are open to all stakeholders" to "second Tuesday and third Tuesday of each month school is in session and are open to all stakeholders. The third Tuesday of each month is the department chair meeting. The fourth Tuesday of the month is as needed option."

Motion to approve: Sprouse; Second: Whitlock

C. Update from PLC Committee on Learning Walks - Schule

Encourage department members to participate and to open their classes. Kathy Bonyun (reading coach) will assist with logistics. It will happen very soon.

D. Student Population concerns - Stone Shapiro (student government representative)

Attitude of students at the school is terrible, especially because of the online presence of students. Everyone is very polarized, and there are things we can do to make this school a nicer place. It feels unhealthy and unsafe. Even the "smart" kids are having a hard time coping and are not coming to school. Counselors are not enough. We have no unification as a school; no "Black Hawk Pride."

We need a goal of unifying the school because it's becoming a toxic environment. We have lost our sense of family and school spirit. Too many kids are having mental breakdowns. This is something the SIT team should be aware of and address the problem ongoing into next year.

Discussion summary:

Brown – all schools are dealing with reacclimating to normal, but there are things we should do to be proactive. How do we "restart the machine"?

Miller – Every school he is visiting in his professional capacity is experiencing the same thing.

Shapiro – The student council is not meeting right now. Student council sponsored a lot of events in the past to build community (Come Together Festival), but there is no student council presence at this time.

Sprouse offered to work with Shapiro and Toby Anderson to come up with solutions.

Student surveys (PBIS) is a good place to start – They should make surveys specific to North Buncombe.

Dietecker – Relationships are most important: admin>teachers>students. This humanizes people and issues. Students and adults in the building must build relationships. She is trained on Restorative practices

Sircey - Hawk Quest might be a place to start

Hustead will send a charge to all staff committees to discuss ways to improve school culture at their next meetings. What they can do to help and ideas to get to "restart the machine."

E. Wellness Committee Update (Tena Cole)

As of right now, the Wellness Committee is focusing on bereavement and celebrations. The committee has been historically reactive, but the committee would like to focus more on proactive wellness issues.

The has been limited to celebrations and condolences. The team did research and found that a culture of recognition and praise is the number one thing to promote the social, physical, and emotional well-being of staff. Our next faculty meeting will feature a presentation on nutrition and wellness and its connection to our BCBS health plan; there will also be an exercise challenge!

We have no common space for the staff that is away from students or an outdoor space.

Ideas for next year – staff competitions (i.e. frisbee), massage, group huddle activities, meditation, walking groups, after school socials, snacks for faculty meetings, upbeat music for class changes, teacher care packages, renovate your work space challenge, door dash Thursday for lunch, pride days for faculty

F. ACT review – Suzanne Schule

Schule conducted after school (6-7 weeks; 6-20 students per week). However, the attendance was not consistent. She also did and “fast fifteen” class sessions during the school day in selected classes
Summary of her experience:

*Pre and post test results are very encouraging; even though most students were already highflyers, all students were making a big jump in scores.

*After school sessions are only helping students that can stay after school – equity issue.

*Time on task increased

*Test strategies need to be delivered earlier and more frequently (maybe start in 9th grade)

*ACT and SAT preparation is fundamentally sound in terms of academic/college preparedness

*Academic vocabulary instruction in all courses, esp. academics

Sircey: ESSR money was used for this, which is doled out in allotments; amounts change from year to year. We will probably get our new amount in October for the 2022-23 school year.

Proposal for next meeting: Conduct a work session for the SIT team with Kathy Bonyun to implement the ACT at the whole school. We need lots of ideas about how to make this happen.

Motion – Ashley Maney; Second – Sprouse

G. Motion to adjourn – Sprouse

Second – Schule

VIII. Next Meeting

Date: 04/05/2022

Time: 3:15pm

Title: April SIT Meeting

Location: Media Center

IX. Adjourn

4:15pm