

ILT

9/9/20

Attendance: Doreena Fox, Daniel Coleman, Kylie Bridgeman, Tanya Ficklin, Mitchell Perdrix, Katelyn Sullivan, Sara Mcguire-Jay, Samantha Bramlage, Kathleen Keener, Acacia Moraes Diniz, Ashley Morgan, Joseph Stewart, Olivia Ballard, Laura Wasem, Margaret Fisher-Bellman, Brian Sweeney, Kathleen Restle, John Chambers, Kasey Shao, Christopher Gibson, Patricia Morgan, Peter Riddle, Ferd Schneider, Heather Durbin, Jessica Smitson, Elizabeth Neil Thelen, Elizabeth Duncan-Scruggs, Mike Miles, Julie Vernon, Michael Sherman, Barrett Smith, Samantha Stephenson, Denise Pfeiffer, Brad Smith, Debra Armstrong, Tara Ligon, Erin Kenney-Levin

Accept Minutes from August: Motion: Erin

Second: Kathy Restle

Favor of August Min: 16 in Favor, 1 Abstention

Motion passes

Schedule E: Ashley Morgan

- Subcommittee met looked at budget from Steve, made changes as needed
 - https://docs.google.com/spreadsheets/d/1sR8si4UZ-b7jV_2Y90KMnzMEkV2yIBVieBDi29gVgXk/edit?usp=sharing
- \$8,781 remaining-- returning to Josh Hardin to see if it can be split among clubs
- Looking at clubs that are inactive via Student Congress
- Laura Wasem: Why non-staff for clubs when faculty members could perform duties?
- Ashley M.: I talked to Josh Hardin, once we have data regarding which clubs are active, we will meet as subcommittee and look at the possibility of rearranging advisers.
- Laura W: Academic Team seems like it should be faculty-run
- Sara MJ: Classes mislabeled on Schedule E
- Ashley: That needs to be adjusted by grad year; district sets amounts for class advisers
- Erin: seems like we are still deciding what will be happening with Schedule E

Erin K: There is no PBIS committee meeting yet-- no update regarding Yousuf's Proposal. It will be addressed

Erin K: Calendar revisions for meetings. Email communication today (9/9) has updated calendar. This is a Schedule E meeting (ILT) so meetings must happen after standard

school day. Department meetings and Department chair meetings are different. Be aware of difference.

Denise P: Sept has no dept meeting

Jessica S: Since last meeting was late in August, adding one would fall out of rhythm.

Next dept is Oct 5

Sara M: I thought meetings were contractual.

Denise : I think it's only that they are on Mondays

Brian S: Didn't we do dept meetings last week?

Jessica: That was dept chair

Denise: Do we still have Learning Team Meetings day off? Are we still off Monday before election day?

John: I will find out.

Erin: No word from district on Learning Team days

Brad S: My understanding is that Learning Teams are gone this year and have been replaced by an extra PD day.

Erin: When is that?

Brad: I would have to look.

Denise: I have heard that as well, but no one knows the day.

John: I will find out.

Reopening of Schools:

Instructional Committee: Joe

FOS committee met in July

Instructional Committee:

240 min--capped for class

60 min-- teaching only sixty min

These are SACROSANCT. All teachers need to implement these structures as best practices. Phone calls coming in regarding teachers going over 60 min-- and assignments taking far longer than 240 min.

Jake Riordan brought a year's worth of data to July meetings regarding how long assignments

take. Kids take longer to do work than we may anticipate.

Mitch: We know 240 min is a significant reduction-- perhaps a 50% reduction from the standard year. This is challenging-- but kids already have SO much going on. There is significant extra stress. We must adjust courses to avoid needless stress.

Katie S: We have to keep adjusting our expectations and checking in with students. Adjust pacing, too. We have to accept that this is where kids are. We must lead with compassion. Be flexible. Trust that they aren't lying-- and if they are, does that matter right now?

Mitch: To add: There is a lot of subtle suggestion coming from teachers that

students may need to go beyond 240 in order to be “truly successful” -- our kids don’t understand “Subtle.” They feel pressured to go above and beyond.

Katie: Help kids to develop healthy routines. Make assignments due in routine.

Sherman: This needs to apply to weekends as well. Lots of kids talking about excessive homework.

Joe: We are all in this together-- we don’t need to squeeze more in. More isn’t always better.

Margo: Are teachers being notified regarding going over the 240 minutes? When parents call in about them, do they know? Some may be completely oblivious.

Brian: That needs to come from administrators-- and it should happen.

Joe: That’s correct-- but we don’t want to take that tactic until it is a serial offender. We will continue to repeat until it’s muscle memory.

Brian: I agree-- but people need reinforcement.

Kathy: Lesson plans should indicate the anticipated time for activities.

Tanya: Teachers need to be reminded that they need to augment their curriculum and there is not a punitive measure for that.

John: We don’t mind having the tough conversations-- but we should be able to talk to each other and remind each other about these policies. This was a decision made by the instructional team. I don’t want one teacher to assign less bc someone else is giving too much. If you encounter that, please let us know.

Erin: Have teams met to discuss what it will look like to return on 9/28?

John: we have one more meeting.

Erin: How will info be distributed? We don’t have ILT before that.

John: It will go out immediately to staff. The only thing that needs to be discussed applies to how ABC groups will move through schedule.

Honors Program: John Chambers

Discussion: Move honors from teams to a la carte. Feedback from teachers and students indicates that higher level discussion in CP/ AA classes has decreased due to expansion of honors (move from 90→ 180). There is also an issue of equity as the honors program is not diverse. Additionally, it prevents enrichment in one specific subject area, if grades in another are weak. This is not a proposal. We need to know what teachers think. Please get feedback from departments.

Tanya: Are you saying they can pick one class without picking all honors? Isn’t this the same as AA?

John: What’s the difference now?

Tanya: Honors is blocked.

Ferd: It’s more than just blocked. Do the seventh grade teams see the same kids? Do we then “uncluster” seventh grade teams?

Katie: I can speak to the diversity piece. The current honors program doesn't reflect the current diversity of Walnut. If doubling it was meant to diversify honors, that has not worked.

Denise: The skills set for science does not work well honors-- it shifts too significantly.

Brian: I thought it wasn't supposed to be grades only.

Jessica: This year was just grades-- but it has been in the past grades and teacher recs. For rising 8th grades, we had 60 students who could fit in the 15 spaces due to success within the class.

Joe: I talked to honors teachers who believed the bottom 30 of the 180 kids weren't really "honors kids." Is this impacting their ability to feel successful in honors. IF they could pick their honors courses, kids may be feel more success. A la carte would also make scheduling much easier.

Ferd: Maybe we should go back to 90. 90 worked for a long time.

Patty Morgan: Our enrollment increased so we needed to increase the program

Kathy R: The honors program does indicate a select group-- but AP classes are for all. It makes sense to make them a la carte like AP-- so students begin to select schedules that speak to their true interests and needs.

John: I needed to bring this up bc it has come from many directions. We had a new family sue to get their kids in honors. This has become "my kid's not good enough"-- the elite of the elite. Is that the message we want to send?

Ferd: We already do that with our test into the school. That's our elitism in the district.

John: The cut score is at 70% to get in. To get into honors, you need straight As.

Ferd: You have to separate yourself to get into Walnut

Ploy: As a graduate, I did not get into honors. It took me a very long to get over that. I felt judged and it took me a long time to realize that I was smart and capable. IT took me a long time to get over that stigma.

Sara MJ: It seems like the honors program is (elitist). If it were a la carte, the weighting would change.

Kylie Bridgeman (student): it has taken a long time for me to get over not being in honors. Even when it moved to 180, the number of black students still is minimal. As a black woman, it does take a shot to the self-esteem-- and even the confidence to option for AP courses years later.

Ferd: Perhaps we should think about the stigma of having to leave Walnut bc grades

Ashley: The SSC has really slowed down that attrition.

Jessica: We are down to 1-2%. As an alum, I can also speak to the difficulty of not being able to make it into Honors. I can still remember it.

Katie- There may be 2 different solutions for 8 and 9 honors. Maybe the 8 classes are not tracked and those levels come about in high school.

Ashley- This has been brought up bc of the teaming in seventh grade.

Katie: It would allow teaming across the board-- not just for honors.

Erin: Anything else--

Brian: Can we go back to calendar?

Ferd: Do you think they have the same experience with AP? Or is that not as important

at those levels?

Brian: IF you want in to AP English, you're in.

Jessica: It's harder on the newer, younger kids.

Tanya: The younger kids know from an early age what they need to get into AP. Many seventh graders have no idea how they get into honors. Students should be able to self-select.

ANOTHER NOTE:

John: We have been fighting with mice in the building. We have Scherzinger coming-- they came today and are here this evening. Will continue monthly.

Denise: Roaches, too?

John: Full extermination

Back to Calendar

Brian: Usually the district indicates Open House, Learning Teams. We vote on conference night. We have not yet decided that as ILT. However, we have upcoming days off bc

John: I am going to reach out to Dr. Brown. I think as ILT, we just have to determine when they are. We will have conferences. I think it's better if we come up with one and present it to district.

Brian: What about Open House?

John: The only problem is that only any given Google Meet, you can only have 250 people. I am not sure of the plausibility of this. Having individual teachers meet with families may work.

Ashley: We could run the Weds morning calendar in the evening.

Ferd: That idea should get some legs.

Brian: Either if we return or stay remote, these conversations may be important.

Jessica: We plan to do another orientation meeting if we go blended.

Erin: We are waiting for John regarding conference.

John: Yes

Proposal to adjourn: Erin K

Second: Denise P