

Grady High School GO Team

Date: March 13, 2017
Location: Black Box Theatre, Grady High School

Attendees: Bockman, Brandhorst, Bray, Brewer, Herrera, Kinard, Styles.

Guests: Travis Norvell, Atlanta Public Schools; Tekeshia Hollis, Instructional Coach; Tim Lagan

- I. **Call to Order:** The meeting was called to order at 4:05pm.
- II. **Approval of Minutes:** Minutes from the February 13, 2017 meeting were approved unanimously (Motion: Herrera; 2nd: Styles).
- III. **Chair's Report:** None
- IV. **Principal's Report:**
 - a. Dr. Bockman presented the attached Restorative Practice/Conflict Resolution program as a part of the SEL program. The school has found that it is often the same students in conflicts that result in disciplinary measures and this should help those students. The school is currently identifying student candidates.
 - b. Travis Norvell, Atlanta Public Schools (APS) Office of Organizational Advancement, discussed the district's Q12 Gallup Staff Engagement Survey that was administered in the fall. The survey identifies three levels of engagement – engaged, not engaged, and actively disengaged. All full-time APS staff were invited to take the survey and there was a 47% district-wide response rate. There are twelve questions that go from a personal satisfaction level to engagement with teams and support for employee growth. This survey is designed to identify areas of strength and opportunity with engagement in the workplace. The staff will review and discuss the survey findings at their staff meeting this week and then present to the Go Team. The school will identify areas to focus on for the upcoming months and APS will provide the school's the resources and support to do so. The Go Team briefly discussed a few points:
 - i. The survey is being used because it gives better and more immediate feedback than the CCRPI Climate survey. Styles asked if there was a way to get periodic checkpoints during the school year, as opposed to waiting a full year. Herrera was concerned that teachers did not fully understand what the survey was for. The school could do periodic checkpoints with a quick survey during PD days.
 - ii. The survey came during a time of transition. How will that affect the survey.
 - iii. What does "engagement" mean in this instance? That a staff member is more likely to stay, that they are more productive. Typical engagement rates in all industries nationwide is 13%; APS engagement is 30+%.

- iv. How will the district measure factors that either positively or negatively affect engagement or that are effected by engagement? The next steps will be for APS to integrate this data with performance to determine overall effects.
- c. Norvell also led the Go Team through a discussion of Governance versus Management and how Grady's team is performing on that continuum. The biggest challenge for Go Teams district-wide has been understanding this difference and budget expectations. APS is updating its training to help make these issues more clear. Having a Strategic Plan in place will help the process because the document will help keep the Go Team focused on priorities and not strategies (management).
- d. The previous discussion lead the Go Team to ask about the autonomy and flexibility that the team has to address school issues. There has been a struggle to understand what the team can and cannot do. APS is still building their understanding of what autonomy should look like and this process will probably be slower than the school would like. The Go Team discussed this with particular focus on the testing that the system requires of the school. The Team discussed the following points:
 - i. It would be advantageous if the school could move around the days that EOCT subjects are tested, based on school needs and the AP testing schedule.
 - ii. The Go Team reviewed the spring testing schedule and agreed with the school's concern at the number of tests administered, especially those that are redundant. Can the team apply for waivers on which grade levels take the CAAS testing and when? For example, 9th graders take three EOCTs. Can they be exempt from year-end CAAS testing?
 - iii. The team will do a full review of the annual testing calendar at the May meeting and determine if there is a need to request waivers from some assessments for next school year. The Go Team will invite someone from the district to explain the information received from each test. The school administration will assemble information about all the tests administered to the students.

V. Committee Reports/Establishment of new Committees – The Go Team currently has two committees associated with facilities – a Facilities Committee to review existing issues and the Design Committee to support the planning and build-out of the longer term plan. The Go Team established a Career Opportunities committee to research options and programs to increase Grady's Career options, in alignment with the cluster's College and Career focus. The team will be identifying individuals from the community to be on the committee. Go Team members to serve on the committee include Styles and Pilson.

VI. Old Business:

- a. Teacher Feedback Meeting – Teachers have requested a meeting to discuss issues and then begin investigating school-based solutions. Travis Norvell offered support for the meeting. Dr. Bockman will discuss this with Mr. Herrera and find an appropriate time, possibly at Friday's PD day.
- b. The Go Team has indicated they would like to have a deeper dive into understanding AP offerings, including why some offerings seem more popular than others with the students. Is

there a way to gauge student interest outside of just signups? This conversation would also be beneficial at the cluster level to help build a program to prepare students for particular AP offerings or support under-represented students in particular classes. For example, keeping female students interested in STEM throughout the grade levels so they do not lose interest by high school. Teachers would like to be included in any discussion about which classes are offered.

VII. New Business:

- a. Pathway and Elective Offerings – Grady will be changing elective offerings next year to reflect shifting enrollment requests and introduce new options. The law pathway will be phased out due to lack of interest. Past recommendations have been for Grady to pare down its pathway offerings. The administration is investigating how to staff the remaining classes to get the juniors and seniors through the remaining pathway, as it is phased out. An Energy/Sustainability class and an Intro to Digital Technology class will be added. The team discussed ways to create interest and promote diversity across the pathways and in the various AP classes including working at the cluster level to drive interest. Ideas included have high school students visit the lower grades to discuss offerings, an Elective Night, hosting virtual labs, a coding day, and discussing pathways as part of interest groups rather than career choices.

VIII. Agenda Items for April and May :

- a. April 17 – Facilities Update – APS will be coming to report back; review of AP schedule
- b. May 8 - testing review and discussion; possible waivers associated with testing

IX. Public Comment

- a. Tim Langan complimented the Go Team on their discussion of diversity and inclusion in school programming. He asked if the school has had problems since APS eliminated full re-registration each school year and instead only at the major transition points. Dr. Bockman has indicated that the new process has not helped at all and has required additional work load on the school to follow up with any possible fraudulent registrations.

X. Announcements

- a. Kudos to Mr. Brandhorst for building the huge numbers to support Pi Day activities. Teachers and students will participate during lunch on March 14.
- b. Matt Westmoreland has indicated to Mr. Brandhorst that the district has pledged to do theatre renovations either this summer or next. It is still unclear as to the scope.
- c. One Grady student participated in the district Poem Competition.

The meeting adjourned at 5:51pm.

Respectfully submitted,
Janet Kinard
Go Team Secretary