

## E. Rivers Elementary

Date: 10/29/23

Time: 4:30pm

Location: Media Center or <https://tinyurl.com/3xae26ab>

I. Call to order: 4:33pm

II. Roll Call

Role	Name (or Vacant)	Present or Absent
Principal	John Waller	Present
Parent/Guardian	Cason Given	Present
Parent/Guardian	Gregg Smolar	Present
Parent/Guardian	Khaki Janusz	Present
Instructional Staff	Matthew Bryant	Present
Instructional Staff	Keekee Holloway	Present
Instructional Staff	Devon Rusert	Present
Community Member	Dr. Hersch Chopra	Present
Community Member	Marc Hardy	Present
Swing Seat	Megan Martinez	Present

Quorum Established: Yes

### III. Action Items

#### a. Approval of Agenda

- Motion by Martinez
- Second by Bryant
- All approve; 0 opposed

#### b. Approval of Previous Minutes

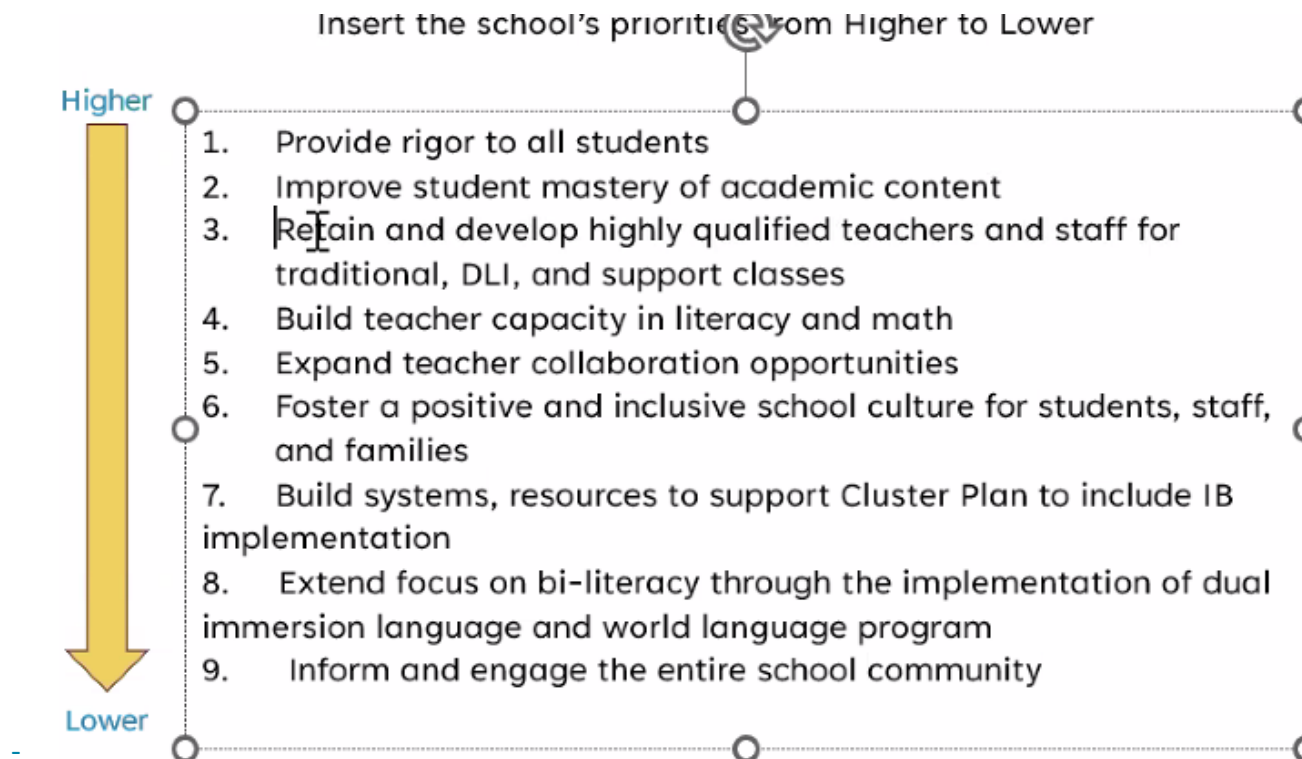
- Motion by Martinez
- Second by Hardy
- All approve; 0 opposed

#### c. Strategic Plan Update << much of SP is embedded w/i the CIP as well>>

- Motion by Smolar
- Second by Martinez
- All approve; 0 opposed

#### d. Ranking Strategic Plan Priorities (see discussion notes in II.d)

- Draft ranking of priorities below:
- Motion to approve by Martinez
- Second by Hardy
- All approve; 0 opposed



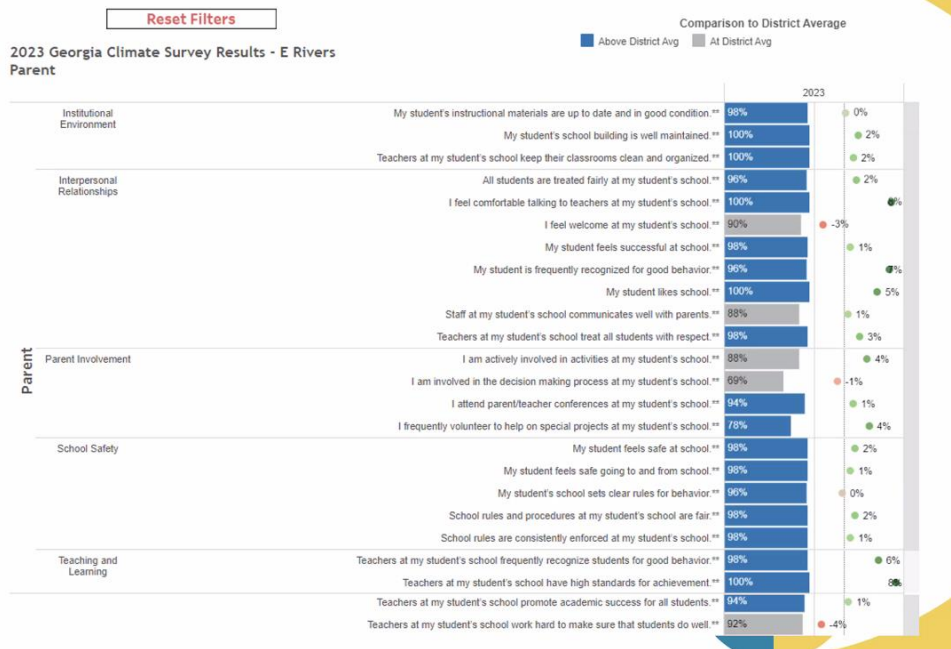
## II. Discussion Items – see principal's report as needed at [this link](#)

### a. 45-Day Continuous Improvement Plan Check-in

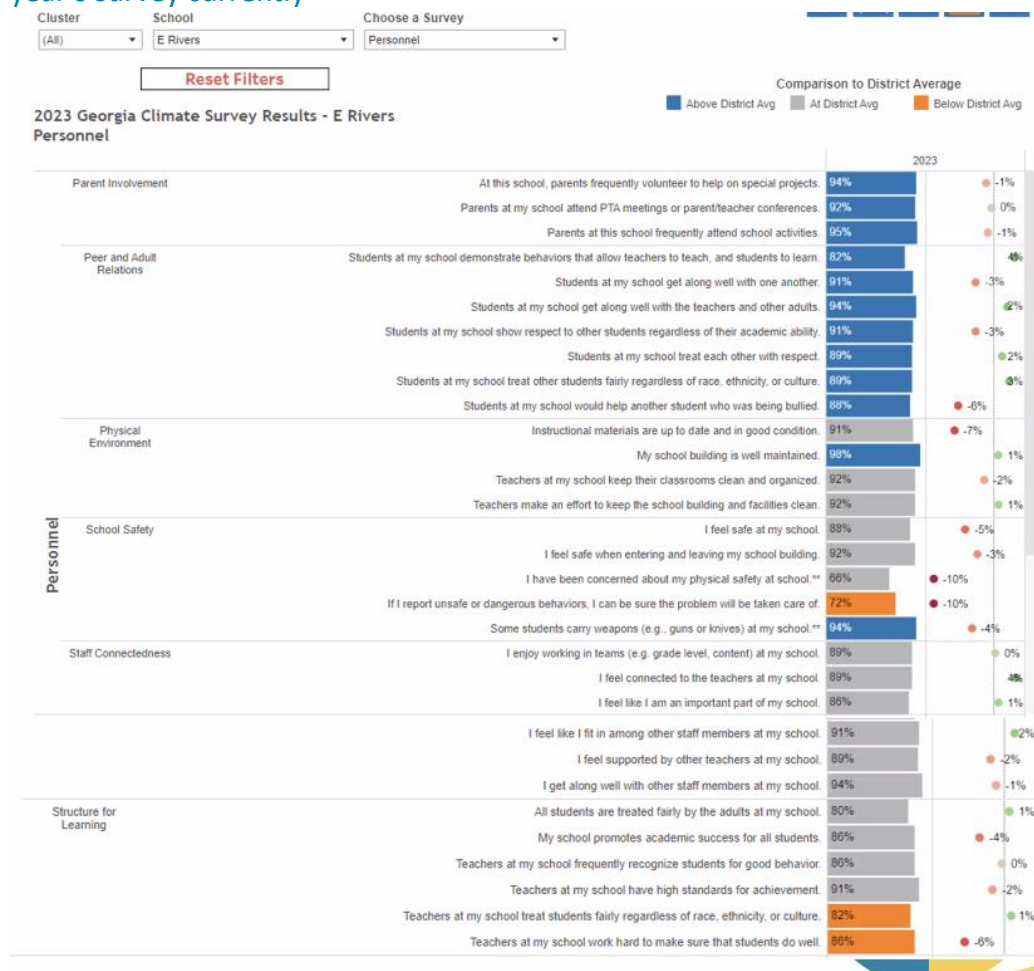
- ~one quarter of year has passed so far → much of CIP is in-process
- CIP has 3 main areas: literacy, numeracy & whole child
- Literacy: leveled readers, guided reading groups implemented; standards are determining rigor; iReady is a resource for district teachers to build best practices
- Numeracy: data meetings occurring 2x a month among teacher teams to review data (how are students doing relative to the assessments); formative assessments inform small groups which flex as needed based on data
- Whole child/SEL: staff training on Second Step; revise school behavior plan & standardize classroom expectations; align SEL strategies with IB characteristics → currently ERES is on or above pacing plan for Second Step

### b. Climate Surveys Data

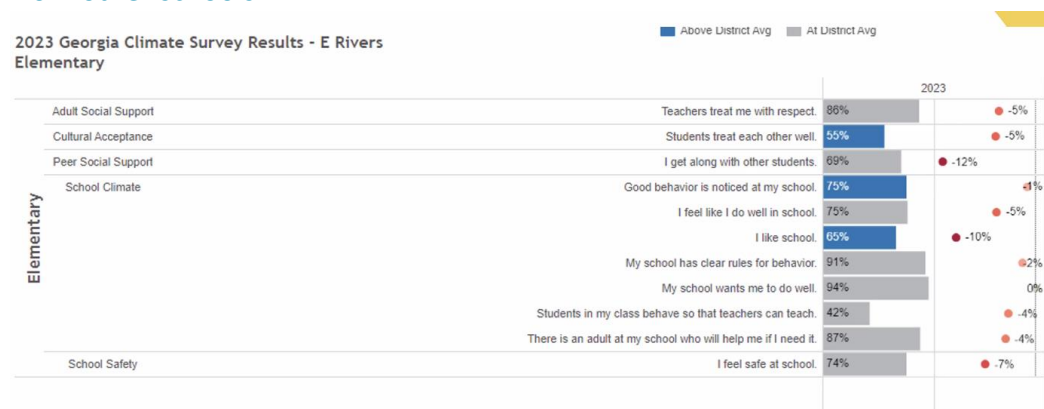
- i. Georgia Climate Survey – has *not yet* been administered for SY23-24; data below is from Jan 2023; updated data for this school year will be collected in Jan 2024; all schools across the state of GA take survey; below captures **parent perspectives**



- Set of data below is from **teacher perspective** from last year; teachers are taking this year's survey currently



- Data below is from **student perspective**; w/i NA cluster, ERES results are similar to data from other schools



## ii. Panorama Equity Survey:

- statistically-reliable survey w/ data from **teachers** below:



**E. Rivers Elementary School**  
Fall 2022 Panorama Social-Emotional Learning: Adult Measures, Teacher Survey



## Summary

Topic Description	Results	Comparison
<b>Cultural Awareness and Action (Adult Focus)</b> How well a school supports staff and faculty in learning about, discussing, and confronting issues of race, ethnicity, and culture.	<b>62%</b>	<b>62%</b> Atlanta Public Schools
<b>Cultural Awareness and Action (Student Focus)</b> How well a school supports students in learning about, discussing, and confronting issues of race, ethnicity, and culture.	<b>63%</b>	<b>65%</b> Atlanta Public Schools
<b>Educating All Students</b> Faculty perceptions of their readiness to fully support all learners.	<b>82%</b>	<b>76%</b> Atlanta Public Schools
<b>Professional Learning About Equity</b> Perceptions of the quantity and quality of equity-focused professional learning opportunities available to faculty and staff.	<b>40%</b>	<b>47%</b> Atlanta Public Schools

- data from **families** below:



**E. Rivers Elementary School**  
Fall 2022 Family-School Relationships Survey- Fall 2022, Family Survey



## Summary


Topic Description	Results	Comparison
<b>1 &amp; 2-Way Communication</b>	<b>85%</b>	<b>81%</b> Atlanta Public Schools
<b>Collaborate with Community</b>	<b>85%</b>	<b>76%</b> Atlanta Public Schools
<b>Collaborate with Families</b>	<b>78%</b>	<b>74%</b> Atlanta Public Schools
<b>Family Wellness</b>	<b>82%</b>	<b>79%</b> Atlanta Public Schools
<b>Shared Power</b>	<b>83%</b>	<b>74%</b> Atlanta Public Schools
<b>Strategic Family Engagement</b>	<b>90%</b>	<b>80%</b> Atlanta Public Schools
<b>Support Student Success</b>	<b>85%</b>	<b>78%</b> Atlanta Public Schools
<b>Warm and Welcoming Environments</b>	<b>96%</b>	<b>84%</b> Atlanta Public Schools

iii. Gallup Employee Engagement



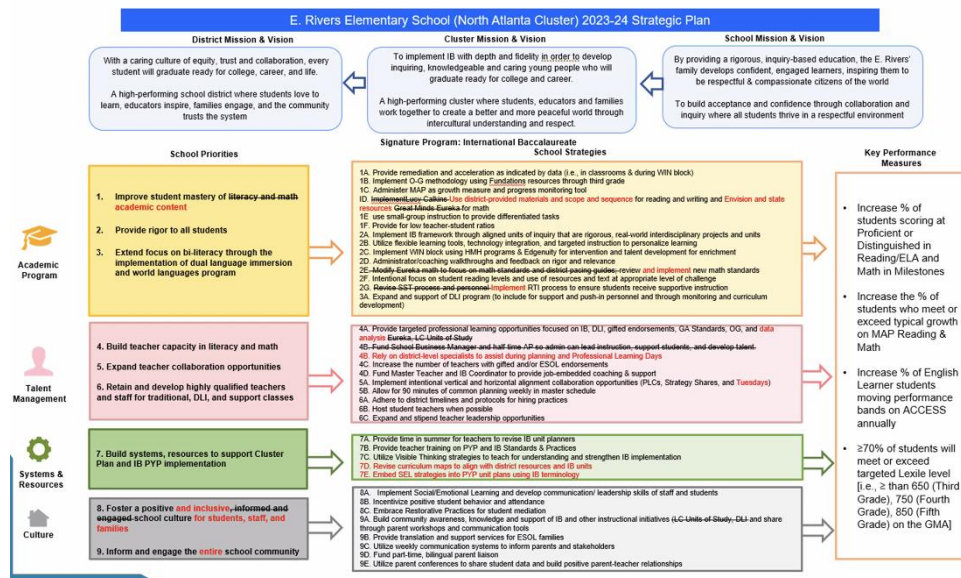
- Data from **teachers**; survey has been given for several years; change YoY shown to right of current mean; all Qs had an increase expect for .2 reduction in Q11

EMPLOYEE ENGAGEMENT REPORT | ATLANTA PUBLIC SCHOOLS SPRING 2023 EMPLOYEE ENGAGEMENT SURVEY  
DIRECT | WALLER, JOHN WESLEY | ALL - ALL | APR 10, 2023 - APR 24, 2023

Engagement Mean	Change	Mean Percentile Rank - Industry - Education - K-12	Respondents	Engagement Index		
 4.04	0.09	<div><div></div></div> 55	63	Engaged: 48% Not Engaged: * Actively Disengaged: *		
	Current Mean	Change	Last Mean	Frequency Distribution <div><div></div><div></div><div></div><div></div><div></div></div> 12345	Mean Percentile Rank - Industry - Education - K-12	Mean Percentile Rank - Gallup Overall
Q00: On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your school as a place to work?	<div><div></div></div> 3.77	0.11	3.66	<div><div></div><div></div><div></div><div></div><div></div></div> 1:2% 2:6% 3:29% 4:39% 5:24%	<div><div></div></div> 42	<div><div></div></div> 27
Q01: I know what is expected of me at work.	<div><div></div></div> 4.54	0.14	4.40	<div><div></div><div></div><div></div><div></div><div></div></div> 1:0% 2:0% 3:11% 4:24% 5:65%	<div><div></div></div> 69	<div><div></div></div> 54
Q02: I have the materials and equipment I need to do my work right.	<div><div></div></div> 4.21	0.00	4.21	<div><div></div><div></div><div></div><div></div><div></div></div> 1:2% 2:8% 3:11% 4:26% 5:33%	<div><div></div></div> 64	<div><div></div></div> 49
Q03: At work, I have the opportunity to do what I do best every day.	<div><div></div></div> 4.11	0.17	3.94	<div><div></div><div></div><div></div><div></div><div></div></div> 1:2% 2:6% 3:18% 4:27% 5:47%	<div><div></div></div> 53	<div><div></div></div> 44
Q04: In the last seven days, I have received recognition or praise for doing good work.	<div><div></div></div> 3.48	↑ +0.28	3.20	<div><div></div><div></div><div></div><div></div><div></div></div> 1:11% 2:19% 3:11% 4:26% 5:32%	<div><div></div></div> 42	<div><div></div></div> 35
Q05: My manager, or someone at work, seems to care about me as a person.	<div><div></div></div> 4.21	0.02	4.19	<div><div></div><div></div><div></div><div></div><div></div></div> 1:2% 2:6% 3:11% 4:32% 5:49%	<div><div></div></div> 42	<div><div></div></div> 42
Q06: There is someone at work who encourages my development.	<div><div></div></div> 3.98	0.08	3.90	<div><div></div><div></div><div></div><div></div><div></div></div> 1:3% 2:5% 3:22% 4:30% 5:40%	<div><div></div></div> 42	<div><div></div></div> 41
Q07: At work, my opinions seem to count.	<div><div></div></div> 3.65	-0.03	3.68	<div><div></div><div></div><div></div><div></div><div></div></div> 1:8% 2:8% 3:25% 4:29% 5:30%	<div><div></div></div> 43	<div><div></div></div> 32
Q08: The mission or purpose of my school makes me feel my job is important.	<div><div></div></div> 4.02	0.15	3.87	<div><div></div><div></div><div></div><div></div><div></div></div> 1:2% 2:8% 3:14% 4:40% 5:37%	<div><div></div></div> 42	<div><div></div></div> 42
Q09: My coworkers are committed to doing quality work.	<div><div></div></div> 4.06	0.06	4.00	<div><div></div><div></div><div></div><div></div><div></div></div> 1:0% 2:6% 3:13% 4:49% 5:32%	<div><div></div></div> 36	<div><div></div></div> 40
Q10: I have a best friend at work.	<div><div></div></div> 3.87	↑ +0.26	3.61	<div><div></div><div></div><div></div><div></div><div></div></div> 1:8% 2:13% 3:10% 4:23% 5:47%	<div><div></div></div> 69	<div><div></div></div> 57
Q11: In the last six months, someone at work has talked to me about my progress.	<div><div></div></div> 4.05	↓ -0.20	4.25	<div><div></div><div></div><div></div><div></div><div></div></div> 1:5% 2:2% 3:16% 4:39% 5:39%	<div><div></div></div> 59	<div><div></div></div> 49
Q12: This last year, I have had opportunities at work to learn and grow.	<div><div></div></div> 4.24	0.07	4.17	<div><div></div><div></div><div></div><div></div><div></div></div> 1:2% 2:5% 3:11% 4:32% 5:50%	<div><div></div></div> 59	<div><div></div></div> 55

- c. Strategic Plan Update: slightly updated language in 1 to broaden / include science & SEL in curriculum vs. only math/English; 8 & 9 language also slightly adjusted → call out the word inclusive (8) and entire (9)

## Updates to the Strategic Plan

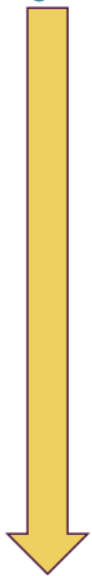


d. Ranking Strategic Plan Priorities: the ranking of priorities will inform the allocation of budget dollars when budget design & approval begins

- Smolar: Discussion re moving #5 up to #3 (cascading effect of retaining HQ fac/staff)
- Waller: EREF carries bulk of professional development costs currently → general budget does not have to account for huge sum of those expenses
- Janusz: Suggestion that 1 & 4 move to 1 & 2 → focus on students; cascading effect of putting students first
- Smolar: suggestion of grouping academic priorities, then school culture priorities
- Janusz: prioritize students and teachers; everything else follows
- Waller: ERES prioritizes biliteracy & IB which informs curriculum decisions (ex Spanish instruction starts in K by choice; IB requires starting by 2nd grade) → informs budget allocation

Priorities as they currently stand (prior to vote) captured below:

Higher



Lower

1. Improve student mastery of academic content
2. Build teacher capacity in literacy and math
3. Foster a positive and inclusive school culture for students, staff, and families
4. Provide rigor to all students
5. Retain and develop highly qualified teachers and staff for traditional, DLI, and support classes
6. Expand teacher collaboration opportunities
7. Build systems, resources to support Cluster Plan to include IB implementation
8. Extend focus on bi-literacy through the implementation of dual immersion language and world language program
9. Inform and engage the entire school community

**III. Announcements** - Cluster advisory update from Rusert: many elem schools w/i cluster implementing similar engagement events (eg fall fairs, pumpkin design contest); NA Fan of the Week appreciated; encouraging families to visit Sutton & NA campuses; working to welcome current NA / Sutton students to their former local elem schools → build connectivity across cluster

**IV. Public Comment** - no comments from public

**V. Adjournment**

- Motion by adjourn by Martinez
- Second by Hardy

- All in favor; 0 opposed

**ADJOURNED AT** 5:31pm

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**Minutes Taken By:** Cason Given

**Position:** Secretary

**Date Approved:** [Insert Date When Approved]