Meeting Minutes

Present: Chester – Charles King  Dillon 3 – Martha Heyward  Dillon 4: Jayne Lee  Marion- Cheryl Warren  Marlboro- Dannie Blair  Evaluation Group- Felix Blumhardt  PBIS- Bob Stevens  Winthrop University- Mark Mitchell, Mary Chandler, Sharon Buddin O’Keefe, Dale Goff, Kathi Gibson, Tara Comer  
Not present: Cherokee, Fairfield, Union, Research Associates, CERRA, & SCASA

I. Welcome by Mark Mitchell

II. Approval of the minutes of the October 21, 2014 meeting

MOTION made by Robert Stevens and Martha Heyward to approve the meeting minutes from the October 21, 2014 meeting.

III. Amendment and approval of the agenda

MOTION made by all to approve the agenda for the November 18, 2014 meeting.

IV. NetLEAD Updates

a. NetLEAD Mini-Grants Year 5 - Mary Chandler

- So far, Mary Chandler has received seven mini-grant applications.
- The deadline for submission has been extended by a few days until November 24, 2014.
- Please encourage schools to apply.

b. School Climate Initiatives – Bob Stevens and Mark Mitchell

PBIS

- Bob is working with schools in Marion, Chester, and Marlboro.
- Currently, PBIS training is focused on classroom management. In the spring, PBIS partner schools will work on data. A summer training session is planned for NetLEAD partner schools that are interested.
- Let Tara Comer know if you have a school interested in PBIS.
- The Second Annual SC School Behavioral Health Conference is on April 23-24, 2015 in North Charleston and will focus on mental health and school wide...
Last year, there were over 450 attendees. All NetLEAD partners are eligible for a discounted rate. The regular $120 rate will be discounted by 50% to $60 per person. Interested in the discounted conference rate or would you like to present? Please contact Bob Stevens at: ROBERT_STEVENS@charleston.k12.sc.us.

OLWEUS

- Upcoming Olweus Training:
  - Refresher in Marlboro
  - Cherokee County initial training
  - Possibly a new school in Union
- If you have a school interested in Olweus Bullying Prevention Training, please contact Tara Comer.

c. Evaluation Update – Felix Blumhardt

- The PIMRS surveys have been sent out and are due by December 5th. Please encourage participation.
- APR – The data submitted on the APR does not show large differences from the mentees versus non-mentees, but mentees report that the instructional practices make a difference. The mentor services are valuable to the mentees.
- Thank you to those that helped turn in student achievement data.

V. Special Guest Speaker – Beth Phibbs – Future of Education in South Carolina

- Right now, an important equity lawsuit has gone to the Supreme Court. The ruling states that the Supreme Court cannot tell the legislature what to do, but there is a burden to provide a minimally adequate education. The Court has asked both sides of the issue write a plan. This is an opportunity for both sides to look at what is needed.
- Funding is a big issue right now. There is $280 million surplus. Education, healthcare, and infrastructure (roads and bridges) are competing for funds. It is important to use the money wisely.
- A redesign can be exciting and there is hope.
- In education, standards, assessment, and evaluation are always a top priority. Must be able to create high quality standards that are aligned to the assessment and be able to evaluate the teachers on these.

VI. Corps of Mentors Report – NetLEAD Corps of Mentors

a. Introduction – Mary Chandler

- Group discussion of the most important characteristics of a principal today.
  - Some of the ideas the group shared include: building relationships, true leader of instruction, building trust, and positive group mentality.
- Focus of school leaders:
  - Principle-centered leadership
  - fair process
  - shared governance
  - relationship building
o develop organizations as a community of learners
o transformation leaders
o focus on student achievement

- Secret to Success: Leaders must build trust that is sufficient to persuade individuals to set aside their personal concerns and to pursue school goals that have been developed around a shared vision.
- Most Important: Becoming a lead learner. The lead learner places the focus on teaching and learning, establishes strong lines of communication, fosters shared beliefs about schooling, builds a sense of community and establishes a standard of excellence to govern operational procedures and normal routines in the school.

b. Creating a Common Plan – Kathi Gibson
1. Beware of fat plans. Plans should be strategically simplistic so that everyone is on board.
2. Plans should be STICKY. Everyone knows the plan and can “talk the talk.”
3. Timelines and Responsibilities:
   o Create and adhere to timelines.
   o Designate responsible persons and hold them responsible.
   o Remember that you are the final person responsible!
5. Monitor implementation. Keep track of whether actions yield results. If it is working, it will steadily become internalized.
6. Build internal capacity. Use data to create and implement professional development. Implement PLCs.

c. The Lead Learner – Dale Goff
- As the lead learner, you should grow yourself and create an environment for others to grow.
- Teachers should work in collaboration.
- Allow teachers to try new things that will not be evaluated. Provides the opportunity to teach in a different way and an opportunity for deeper student learning.
- If teachers are given step by step instructions and are not asked for their input, they are shown that the leader does not trust them to think for themselves.
- The lead learner must model.
- The lead learner allows dialogue and growing together.
- The Flipped Leadership Model:
Prior to meeting with staff, send out a video (Touchcast) or an article about a topic. This allows everyone to dive deeper into the learning at the meeting.

d. Developing Trust and Establishing Relationships – Sharon Buddin-O’Keefe
   - When hiring, hire people that are different than you.
   - Create an atmosphere of deeper thinking.
   - Get the naysayers on board.
   - Get the team together.
   - There should be a mindset to focus on the student.
   - Empower others.
   - Build a positive culture. Hope is important.
   - Listen to others. People want to be heard and know that they have a voice.

VII. Other
   a. The next GMT Meeting will be held via zoom.us on January 20, 2015

VIII. Adjourn