

School Leadership Team Minutes

November 19, 2020

1. 4:35-4:50 Joann Hill called the meeting to order at 4:35pm. Introductions of current and new SLT members: Ms. Vachicouras, Barbara Gordon, Mr. Pasetky, Mr. Re-Sugiura, Karen Bachman, Erin Dunlevy, Iris Springer-Elkerson, Luis Familia, Mr. Contreras, Joann Hill, Ms. Johnson and student representatives Royal-Essence Davis, Namiko Ketchie, Isabella Michilena and Lezlie Villegas (Student government representatives from every class)
2. 4:47-4:51-Review of Minutes- Karen Bachman moved to accept, Erin Dunlevy Seconded
3. Comprehensive Education Plan (CEP) 4:52
 - a. Current CEP Goals
 - i. Graduation - 95% (up from 94%)
 - ii. Chronic Absenteeism- 20% (down from 24%)
 - iii. Math- College and Career Readiness 91% (up from 89%)
 - iv. College and Career Proficiency 93% (Up from 91% as measured by CCPCI of students taking advanced courses)
 - v. Parent Outreach- Completed surveys at 822 (Up from 522 in the spring)
 - vi. IEP compliance goals- goal to have 90% of parents/guardians submit a vocational assessment with focus on English New Language students
 - b. Marking Period 1 data W=Seniors, X=Juniors, Y=Sophomores, Z=Freshmen
 - i. Some students are struggling in marking period 1
 - ii. is there any data on women and gender non-binary and non-conforming students available? We should see it.
 - c. Credit accumulation on track for 5+ credits
 - i. Cohort Z-85.20%
 1. Lowest $\frac{1}{3}$ Black males-n/a
 2. Lowest $\frac{1}{3}$ Latinx males-100%
 3. SWD Black males-50%
 4. SWD Latinx males-79%
 5. White male-84%
 6. Asian male-89%
 - ii. Cohort Y-83.56%
 1. Lowest $\frac{1}{3}$ Black males-56%
 2. Lowest $\frac{1}{3}$ Latinx males-62%
 3. SWD Black males-60%
 4. SWD Latinx males-66%
 5. White male-93%
 6. Asian male-78%
 - iii. Cohort X-79.79%

1. Lowest $\frac{1}{3}$ Black males-33%
 2. Lowest $\frac{1}{3}$ Latinx males-46%
 3. SWD Black males-50%
 4. SWD Latinx males-53%
 5. White male-77%
 6. Asian male-82%
- iv. Cohort W-74.84%
- d. Anticipated Grad 2020-2021
- i. 2019-2020 Cohort V- 94%
 - ii. 2020-2021 Cohort W 66%
 - iii. 2018-2019 Cohort U- 90.43%
- e. 90+ Attendance--school has changed the way it takes attendance
- i. 2019-2020 Cohort V- 78%
 - ii. 2020-2021 Cohort W- 86%
 - iii. 2018-2019 Cohort U- 70.5%
- f. Math-If Regents are cancelled, we will get a waiver if the student passes the class
- g. Graduation-40 students are at risk
- i. the Senior Guidance Counselor is working with them
 - ii. teachers are tutoring and 1-1 meetings
 - iii. SAT prep classes and portfolio classes
- h. College and Career Readiness
- i. pushing students toward advanced courses
 - ii. enrollment-AP classes are usually not a detriment to the student
 1. Erin Dunlevy asked about culturally responsive practices, specifically relationship-building in the classroom as a strategy for advanced courses
 - iii. How are we ensuring faculty are making connections with students?
Teachers are doing it
 1. Danielson Domain-teacher measurement. Building relationships is part of next Professional Development
 2. Karen named the need for students to put their screens on
 3. Mr Re-Sugiura-can we incentivize turning on camera?
 4. Ms. Vachicouras named the importance of screens on to teach and know students
 5. Namiko spoke to the difference of when cameras are on and an idea about turning the chat off so they can speak out loud
 6. Royal-Essence spoke to the benefits of camera on especially in her club and named that many students suffer from anxiety and depression, or issue of tech equity

7. Iris suggested that teachers try on a specific day with the week for cameras on, so that people can prepare for it
 8. Mr. Familia named "Theme Fridays" like Twin Day to build community and generate enthusiasm around cameras on
 9. Barbara named that there are issues with living environments not being suited to cameras on
- i. Parent Outreach
 - i. Survey will be sent in the Spring, need surveys in home language
 - ii. Ms Johnson is working hard
 - iii. Student Equity Survey had good information
 - iv. There are 1510 students at A & D so 822 families response is 65%
4. Principal's Report 5:38
 - a. Closure due to Covid for us
 - b. Equity Survey Feedback
 - i. Survey showed that grades and appearance felt like a barrier to feeling welcomed in the environment
 - ii. Barriers
 1. technology limitations
 2. grades
 - a. Isabella shared that work load is stressful
 - b. Lezlie shared that pupil path was helpful but that grades were stressful
 - c. Namiko-stress about projects and assignments, feeling pressured
 3. Family income level
 4. disabilities
 - iii. Experiences & Achievements-subjects under-represented
 1. LGBTQ+, Transgender
 2. families with different income levels
 3. disabilities
 - c. Parent Teacher Conferences
 1. Pros:
 - a. High turnout
 - b. easy access
 - c. generally well-organize
 2. Cons
 - a. Some difficulty in meeting access/entry
 - b. Organization for families, not just staff
 - c. Student centered
 - d. Post-Secondary Trajectory
 1. Students interested in college dropped from 63.7% to 56%

- e. Grading Policy Considerations
 - 1. remove HW as a category
 - 2. reduce assessment values
 - 3. Proposed “Do No Harm” Grading Policy Changes
 - 4. Priority Assignments-3 non-negotiable assignments to demonstrate competency vs mastery
 - a. Principal Re-sugiura asked for feedback from students and teachers regarding *Priority Assignments*
 - b. Royal-Essence said she thought it was a good idea to prioritize
 - c. Namiko said that it would help organize students’ work
 - d. Ms. Vachicouras said that it might be more difficult for arts classes
 - e. Mr Pastesky-could we study the assignments that everyone is giving so we can review student’s workload across all classes? Isabella-can we encourage teachers to connect with other teachers?
 - f. Need “organization” worked into our curriculum
 - 5. No zeroes in the gradebook
- f. Admission/Auditions
 - 1. New website is up for Open House
 - 2. No clear date on auditions from DOE central. Each audition will be major specific and there will be “call-back” assignments
 - 3. Anticipate recruiting a smaller freshmen class, 375
 - 4. No attendance or academics will count towards audition
- g. Celebrations
 - 1. Quarantine Life Zine out today with 7 students work featured with Art Students League
 - 2. CTE Model Program Approval
 - 3. Movement x AND Agency = Looney Tunes/Tik Tok
 - 4. Stress Balls from Ms. Castro
 - 5. Architecture Program Skyscraper EVOLO Project
 - 6. Nick Newbold x Marc Jacobs @ A&D Film
 - a. We watched an interview with A&D grad Nick Newbold and A&D teachers “A New York Story” about Marc Jacobs in quarantine
- h. General Questions
 - i. Mr. Pasetky thought it might help *everyone* if teachers knew what students were getting in terms of assignments in all their classes.
 - ii. Iris named that her child is stressed with the level of work
 - iii. Joann named that students are not getting consistent breaks and exercise

- iv. Mr. Familia reinforced the “priority assignment” model
 - v. Principal Re-sugiura named there is more work to be done regarding “effort estimation”
5. PTA Report 6:17
- a. Barbara named blending Fanfaire and online auction for fundraising plans
 - b. Barbara named the community and connection with other A&D families in zip codes and boroughs
 - c. Suggestion for meet and greets and need for 30 minute meets, maybe themed
 - d. Good budget for the year, possibility to meet needs (supplies, tech, etc)
 - e. PTA meeting tonight regarding school safety (11/19)
6. UFT Report: 6:20
- a. Mr. Pastetsky- nothing to report
7. Student Report: 6:21
- a. Royal-Essence asked about SLT schedule, also asked about budget for Seniors
 - b. Mr. Familia spoke to senior dues and options for cap and gowns and graduation needs . Can PTA pay for this?
8. Old/new business
- a. Isabella suggested a survey to assess what teachers are giving what amount of work
 - b. Lezlie added that she had taken an online form
 - c. Principal Re-sugiura named it as the “Panorama Form”
9. Adjourned at 6:29pm
- a. Joann Motion to adjourn, seconded by Principal Re-sugiura and Erin