

## October 2022 SDMC Attendees/Agenda/Meeting Minutes

### Attendees

Brita Lindsey, School Leader  
Candice Ayala, 9-12 Principal  
Lorin Watkins, 3-8 Principal  
Allison Solesby  
Karen Herring Muston  
Cecelia Morris  
Audra Kennedy  
Jarrod Bass  
Khali Bittle  
Kathleen Coussens-Flores  
Kristy Dunn  
Dr. Debra Hurwitz  
Samantha Spray  
Bryan Yancy  
John McKittrick  
KT Trimbur-Glenn  
Amanda Averitt  
Rene Edwards  
Yeilemer Hewett  
Stephanie Stafford-Cole  
TCAH Staff

### Agenda

Pulse Survey  
School Improvement Planning  
HISD School Improvement Plan  
Targeted Improvement Plan

### Meeting Minutes

#### Greetings

Brita: Howdy, TCAH!

I am so grateful to be here with you on this phenomenal journey. Please put one thing in the chat you are grateful for today. Thank you!

Now let's have a moment of silence for those who have lost loved ones, those who are losing loved ones, those who have loved ones serving in the military and the TCAH Family as we undergo staffing changes that impact us all.

Thank you for your engagement.

Before we get started with the meeting agenda, I emailed the October School Memo this morning, note the following:

- Stop and open your TouchBase IAs so you can add your reflections at the end of this meeting or before your drop off for the day. Reflection prompts are in the email. Happy hunting!
- Strand Focus Group Representatives were chosen. Congratulations!
- The first 3-8 Strand Focus Group meeting is today at noon, no need to stop and update the Google docs for this meeting.
- The link to the all-staff meeting was provided.
- Don't forget to take time to read and reflect on Story 4 and our school mission, vision, goal, and core values. Are you Story 4 and why?
- The ESF links are provided again. Encourage students and families to submit their feedback when you talk to them or connect with them in various ways.
- The dare to lead team survey will be sent out this week. Remember, submit one survey per supervisory team on or before October 28th. Individual reflections can be placed in your TouchBase IA.

#### Agenda

Brita: Today's all-staff meeting will cover the PULSE Survey and school improvement planning. You will have an opportunity to vote for our plans at the end of the presentation. Remember, the entire plans were sent as September School Memo email attachments.

TCAH, we are Story 4, we not only care about our students and families, we care about each other as a learning community.

I know my updates regarding staffing are unsettling and left you with a lot of questions. I promise, once the impacted staff are notified, we will come back together to talk about the support plan for impacted staff and staff that are remaining.

Your engagement and feedback are critical to the success of our students and families. We are very fortunate to have our AWESOME HR Partner, Kristen Teeter, here to share important information about our PULSE Survey.

#### Pulse Survey

Brita: Welcome, Kristen!

#### Calendar

Not ideal timing –we understand

But the two surveys combined can serve to give us a real true picture of the state of TCAH

We appreciate your honest and thoughtful feedback on both surveys to aid in school culture and engagement work

#### Using Results

Individuals who give constructive feedback are going out on a limb and typically don't want to hurt people's feelings

Staff must be able to trust that the person(s) receiving the feedback will act on it in the spirit in which it was given, without fear of retribution.

Feedback represents the reality of the situation or the individual's perception of reality.

If you agree that something is broken, than you can start to work on it.  
If you don't agree with the feedback, then there's work to be done to change perceptions.

Recognize the effort to provide constructive feedback  
Frame what you are hearing by stepping into the shoes of the individual giving the feedback

Resist tendency to shift to solving problems  
Instead ask questions, listen and learn

#### School Improvement Planning

Brita: Thank you so much for taking the time to share critical information with us Kristen!

Before we transition to school improvement planning with Lorin, Candice and Amanda, stop stretch and go grab your favorite healthy snack and drink.

We will get started in 5 minutes

#### School Improvement Plan Vote

Candice: Now it is time to vote! Do not drop off, Brita has closing remarks.

#### Closing Remarks

Brita: Remember, TCAH, we are Story 4!

Don't forget to update your TouchBase IAs with your reflections and enjoy the rest of your day and week; thank you!