

FMHS SLT
Monthly Meeting Minutes
November 4, 2014

Present: Principal Danielle Salzberg
Kate Hickey
Ann Marie Foss
Maria Hartman
Ina Norris
Mary Manhardt
Cristina G (Student Gov't. Rep)

Prepared by: Mary Manhardt, SLT Secretary

The meeting was called to order at 5:20 pm.

Ann Marie Foss, 2013 - 14 SLT chair, led the meeting pending election of 2014 - 2015 SLT President and Secretary.

Distribution of SLT Documents: Ann Marie discussed the SLT Training she had attended on Wednesday, October 29 and per their recommendation, distributed the materials that are mandatory for all SLT Members to have: FMHS's 2013 – 14 CEP; FMHS's SLT By-Laws, adopted in 2010; FMHS Galaxy Budget, dated 11/3/2014; and the DOE Chancellor's Regulations on School Leadership Teams.

All members present received their copies, and Ann Marie handed off 2 additional sets to Danielle, to be passed on to the 2 UFT/Teacher members and who were not able to attend, since school was closed for Election Day.

Remuneration: There was a brief discussion of the SLT remuneration of up to \$ 300. for member's time and service; all agreed that each member would communicate individually via e mail with Principal Danielle Salzberg whether they wanted to receive the compensation, or donate it back to the school.

Elections: Since Ann Marie is serving as PTA President for 2014 – 15, she cannot continue as SLT President. A secretary is also needed for the year. Mary Manhardt offered to serve as SLT Secretary; Maria Hartman volunteered as President; with no opposition, they were elected by voice vote/consensus.

CEP Goals for Last Year/This Year: There was discussion of last year's CEP goals: how FMHS had 4 goals, corresponding to the key constituencies in the school (Administration, Faculty, Students, Parents.) We discussed how the goals were implemented and measured, and what the outcomes were – most CEP goals were met or very nearly met. In the case of the promotion goal, there were measurement/cohort issues

that clouded the outcome, but in fact fewer students had to repeat their grades at FMHS. The Parents goal of 25 % family participation, as measured by donations to the PTA, fell short by only 1 or 2 families – meaning excellent progress was made. The Student Goal of establishing a Student Court is also moving along nicely. Principal Danielle also gave us some background on goals established in years past, for example, an early school goal was to improve passage on Regents' Exams, which was achieved.

Principal Danielle explained that the deadline for submitting CEP goals changes from year to year, but that last year it was in January.

As we moved into a discussion of possible FMHS CEP goals for 2014 – 15, Ann Marie handed out a chart of “peer” schools and their CEP goals for our comparison. Members brainstormed some ideas for goals and how they might be implemented and measured:

Parents: Increase our dismal School Environment Survey participation, at least up to the city median of 47%; suggested measures included distributing the surveys not in advisory appointments but at a central, school-wide table at Spring Conferences; providing access to laptops to fill out the surveys at conferences; incentives or competitions between advisories – the advisory that has the most families returning surveys wins (suggestion proved impractical because the school only gets numbers of participants, not names); a Survey Party for families; consulting the peer schools that have higher rates of return to see how they achieve them.

Ina suggested another possible Parent CEP goal: improved communication, establishment of class reps and community-building, through such mechanisms as phone trees and personal contact amongst parents.

Administration: Possible CEP goals: around admissions – Principal Danielle discussed the new tour/interview format FMHS is using this year, in order to increase the number of applicants who have toured and been interviewed, with the goal of increasing the number of applicants the school is able to rank; School initiatives, such as PROSE, or the new Intersession.

Faculty: Possible CEP goals: Peer evaluation and support among the faculty.

Students: Cristina will discuss possible goals with Student Government, with Ms. Hickey's guidance.

Maria asked whether we could ‘economize’ around goals. Are CEP goals there for their own sake, or to actually prioritize and give structure and accountability to efforts of the school constituencies?

Finally, as we continue to brainstorm and solidify our goals and their implementation and measurement, SLT needs to remember the importance of maintaining goals that have been – for example, even if the Parent CEP goal this year is around the Survey, we don't

want to lose the gains made in 2013 – 14 in parent participation as measured by donations. Same goes for the improvements in promotion rates, establishment of Student Court, etc.

Brainstorming and discussion will continue at the next SLT meeting.

By-Laws: Principal Danielle explained that FMHS's SLT By-Laws were approved in 2010 when the school first started from a basic template provided by the DOE. Now that the school has 4 plus years under its belt, perhaps there are amendments and customizing that would help the SLT.

Ann Marie suggested that we all read over the By-Laws, and come to the next meeting with changes to propose. (One question is the number of SLT Members.)

Conclusion: Meeting adjourned at 6 pm.

Next monthly meeting scheduled for Tuesday, December 2, at 5 pm at the school.