

## Site Council Meeting Minutes

October 10, 2017

In Attendance: Kathy Kaczor, Beth Kitsos, Shannon Pettis, Isabela Yepes, Sue Spreadborough, Larry Trevette, Anthony Curet, Tami Lobo, Rachel Spencer, and Ryan Brown.

Previous minutes accepted with correction to year of previous meeting from 2016 to 2017.

Met three new administrators: Tami Lobo, Ryan Brown, and Anthony Curet. Discussed the challenges of keeping administrative staff in district with the surrounding districts having significantly higher pay scales and lighter workloads. Currently 5 administrators oversee the high school building, staff, and students in addition to having to evaluate 150 teachers each year. There are no full time department heads - the school has Deans who oversee the various departments while still being classroom teachers.

Instead of having grade level assistant principals, HHS is having the principals stay with their students through their high school careers using the model from the guidance department.

HHS Mission Statement posted throughout the building. It is important everyone understands why we're all here:

*The Mission of Haverhill High School is to produce self-directed learners who read, write, and speak effectively in Standard English and who apply analytical and technological skills to interpret information and problem solve.*

Budget discussion was overview with some changes. HHS shares its school staff with the new Hunking school now. HHS also lost one custodian to the new Hunking School. HHS filled the space for a retired foreign language teacher to hire a certified nurse teacher for the health care program. Once that program is vocationally certified, the vocational funding will pay for that certified nurse teacher and the foreign language teaching position will be restored.

Turnaround plan (replacement for the School Improvement Plan) not ready for review. Will be sent to Site Council for feedback when ready. Plan is focused on areas that can show quick turnaround- specifically for HHS Instructional Support and Student Engagement. Had some staff changeover due to removing underperforming teachers with other teachers on improvement plans.

Dropout rate. The city needs to stop seeing the dropout rate as a high school problem and needs to recognize it as a district problem. Students don't arrive at HHS and suddenly drop out. Students have been struggling for their entire careers. The middle schools need to have more support for students and make them better prepared for high school.

School Calendar review. Currently the last day of school is June 11. With the early end to the school year there will be a challenge involved in getting all the final exams in after MCAS testing.

Dress Code. Discussed the current dress code and the need for review. Site Council is responsible for making changes to the code. Given task of bringing suggested changes to November meeting.

Handouts: Budget, May Meeting Minutes, School Calendar, Dress Code, Agenda, Turnaround Plan Letter and Data, Mission Statement, and Pay Scale info for Administrators.