



RECEIVER'S MEETING

February 22, 2024

QUESTIONS AND RESPONSES

<p>How does DIBELS line up with iReady?</p>	<p>Acadience (formerly known as DIBELS) are short fluency measures used to regularly monitor the development of early literacy and early reading skills. This assessment is administered to students in grades K-3, three times per school year.</p> <p>iReady Reading assessment is more comprehensive and assesses Phonological Awareness, Phonics, Vocabulary, and Comprehension. It is also administered 3 times per year.</p>
<p>How often do we monitor teachers districtwide?</p>	<p>Teachers receive informal observations regularly and formal observations at least once per year from the building administration and members of the central administration. Additionally, the district administration team participates in Learning Walks quarterly.</p>
<p>What are we doing through truancy for attendance efforts at Chester High School and Digital Academy?</p>	<p>There are initiatives in place district wide to improve attendance throughout all schools in the district.</p> <p><u>Monitor Student Attendance District-Wide</u></p> <p>Support School-Based Teams Monthly Meeting with building principals and community-based program providers Daily Operation Monthly Meetings with individual school-based teams</p> <p><u>Daily Operations</u></p>

	<p>Schedule Student Attendance Improvement Conferences (SAIC's) Create Student Attendance Improvement Plan (SAIP's) Provide Daily Monitor Checks and Weekly Follow-up Provide supports to parents to address attendance concerns Provide supports to schools to address attendance concerns Complete phone calls, send letters and complete home visits</p> <p><u>Technical Supports</u> Auto-Generated calls, emails and texts to alert parents 3/6/10 day letters and additional letters as specified</p> <p><u>Community Based programs to promote attendance improvement</u> Justice Works - Why Try Programs (Middle & High School Programs) Child Guidance Resources Truancy Prevention Partnership MST (Multi Systemic Therapeutic) Program Juvenile Probation</p> <p><u>Legal Courses of Action</u> District Court Delaware County Children and Youth Services</p> <p>Provide Residency Verification</p>
How many bus company's do we have serving the district?	8
When will we be hiring someone as the Transitional Coordinator who will assist the Special Education Students from school to work and community life?	There isn't a Transition Coordinator vacancy currently.
When will the approved positions for Climate Manager and Security be posted?	Positions were already posted. Review agendas for recent hires.
What is the plan to improve staff morale?	The Chester Upland School District supports a comprehensive approach to improving morale across the district. Here are examples of various levels of engagement at our schools.

At Chester High School the school leadership have:

Walk it Out Challenge-Promotes health and collaborations/ sense of community.

IXL Awards- Teacher awards for top questions answered, hours spent, and skills proficient.

MAP Awards for teachers who met CSI goals for at least % of students meeting their RIT growth goal.

Faculty room beautification collaborative effort to beauty areas of the school.

Teacher attendance raffles biweekly.

Staff shout outs from student for providing a supportive learning environment.

Teachers who go above and beyond are provided with gift cards or prep coverage.

This year to bolster morale and build up the team at STEM the leadership has:

Professional Learning: we are intentional about using our Staff members to lead professional learning in their areas of expertise. We have asked Teachers to lead sessions based on what we have seen them do well, and also asked them to propose sessions on things they are passionate about

Staff Member of the Month: each month we identify a star Staff member whose contributions are exceptional. We are always sure to acknowledge members of various departments. Our winners this year have been: Shakeerah Vicks (SSO), Andre Wilkins (Climate), Leanne Skelly (Teacher), Rob Cambell (Teacher), Austin Woodlin (Teacher). The winners get a premium parking spot and gift card

Staff Perfect Attendance: each month we also enter all Staff members who had perfect attendance into a raffle for a gift card.

Supporting Initiatives: we have supported all initiatives (within reason) that Teachers and Staff have proposed in the interest of

improving our school. Examples from this year are: Academic Integrity Updates, Student Service Club, and Winter Concert

February Staff Attendance Appreciation: Our Staff attendance during the month of February was significantly better than typical for this time of year. Principal Bell and Mr. Brown treated their entire staff to catered lunch last Friday as an acknowledgement.

Chili Cook-Off, Pot-Luck and Meats & Sweets: We have regular events in which our Staff (those with the talent) cook for each other. We just had our annual Chili Cook-Off this week. We have a Pot-Luck during all Parent Conference evenings. Meats and Sweets is our annual feast the day before the Winter Holiday.

Toby Farms has a very active staff engagement committee. We have recently done a 'snowman swap,' where we surprised each other with little gifts. This past Monday we provided lunch for teachers during PD (Professional Development), and Principal Donofry regularly writes notes of gratitude to teachers and staff who she 'catch' doing something that deserves a shout out.

At Edgmont Scholars Academy they acknowledge their attendance all-star (staff member who has been per every day during the designated month); and our staff member of the month (two individuals who exemplify our core values). These staff members receive a gift card and preferred parking.

Principal Medley @ Main Street has initiated a "You Didn't Have To Do It But You Did" Award. She recognizes teachers that go above and beyond the scope of their job description. They are allowed to park in her parking space for a week.

	<p>Chester Upland School of the Arts build and maintain the morale of their staff by:</p> <p>Donuts for staff perfect attendance. Gift card drawing for attendance. Giving You Your Flowers – team building activity PD. Speed “dating” with staff members, so that staff members can get to know each other (team building PD). Lunchtime Karaoke (team building PD). Positive Messages handprints.</p> <p>At Stetser Elementary, monthly, staff are acknowledged in their newsletter under the "Stetser Staff Spotlight." Staff are highlighted for their efforts that contribute positively to our learning community. Staff are given a personalized certificate and acknowledged during our monthly PBIS assembly.</p> <p>Each year we acknowledge and show appreciation for all staff members throughout the first week of May. Culminating the week's activities with a day of health, wellness, fun and entertainment and giveaways, to show our gratitude for their hard work.</p> <p>The Chester Upland School District supports the many ways staff are engaged to promote morale. Many of the successes in the district are celebrated regularly through our social media platforms, the Superintendent’s newsletter, Moments with Dr. Mumin on video, leadership support to our district and school administrators, as well as visits to schools.</p>
<p>Will the district start publishing employee salaries?</p>	<p>As previously stated by the solicitor, CUSD has complied with the school code as it relates to salaries being publicly displayed during the time of hire. Any additional information, residents are welcomed to put in a Right to Know Request.</p>

