

Mervin Iverson ES
School Organizational Team Meeting
Mervin Iverson Library
November 9 2022
3:30 P.M.

SOT members:

Amanda Benavidez, teacher

Carrie Bowden, teacher

Cindy Froman, support staff

Victoria Watkis, assistant principal

Kent Sabo, principal

Rodney Bowden, Parent

Megan Farnsworth, Parent

May Anthony, Parent

This meeting minutes is posted publicly on the school website at
<https://schlor0.wixsite.com/iversoneschool>

The school organizational team may take items on the agenda out of order; may combine two or more agenda items for consideration; and may remove an item from the agenda or delay discussion relating to items on the agenda at any time.

Speakers wishing to speak during the public comment period for this meeting may call Iverson 702-799-7260, or sign up in person immediately prior to the beginning of the meeting. Speakers will be called in the order in which they signed up. No one may sign up for another person or yield their time to another person. Generally, a person wishing to speak during the comment period will be allowed two (2) minutes to address the School Organizational Team. Speakers may also submit additional comments in writing.

It is asked that speakers be respectful to each other, Team members, the principal and school district staff. Speakers that are disruptive will be asked to leave the meeting.

1.0 Welcome

1.1 Member Attendance

Present: C Bowden, R Bowden, Benavidez, Farnsworth, Watkis, Froman,

2.0 New Items

2.1 Approval of minutes from 10/12/2022

Motion to approve: Farnsworth Second: Benavidez

All approved

3.0 General Discussion

3.1 Staffing

Ms. Bien will stay in intermediate autism until end of December

Mr. Cheney has a lead for someone in January

Someone is interested in the instructional aide position

3.1.1 Attendance Officer update

Attendance Officer (per Dr. Sabo)

HR informed me after the position had closed that a vehicle purchase is required in order to fill this position.

My plans for this position didn't include transporting students, but HR told me that's why the position gets paid at a decent rate.

I reached out to Ms. Skvarek at Harney to see if she would be interested in splitting the costs. She said she has some substantial expenditures this school year, but that she'll run it by her SOT and admin team. I told her I was happy to be creative with the funding. For example, I could fund both the position and vehicle this year on Iverson's budget with an agreement that Harney would split-fund the position or do a budget transfer over the next 2-3 school years that would eventually get us to a 50-50 split (or other agreed upon ratio) on overall position and vehicle costs.\

Aside from the reminder that rules and policies make it difficult for us to do our jobs well, I learned that there are plenty of people willing to work in schools. I've hired for 40 or more positions over the last five years and I've never seen the volume of applicants (29) we had for this position. I'm going to keep this in mind when we put together the 23-34 budget so that we can be more competitive in attracting candidates.

There is concern about the amount of money needed to make this position work.

- Elementary kids aren't skipping school, it is a parent choice
- Would a parent care if someone showed up on their door?
- Would parents send their young child with a "stranger"?
- Is this the best use of our money?
 - Refly the position under a different title that doesn't require a vehicle. (Lower pay with money being used in another place like tutoring, etc) This position could focus on phone calls being made (right now there are so many people making calls that have other responsibilities...). Also this person could try to build relationships with the chronically absent kids and families so they would be more willing to share what needs they may have. This person could also be responsible for following the steps needed for documentation (interventions, attendance contract, etc.)
 - Can we use the money to help students that are here (tutoring, extended school day, incentives)

3.2 Reading Growth

Reading Growth (per Dr. Sabo)

I'm very excited to see our continued reading growth (as measured by STAR) over the last couple months. Watkis and Benavidez can share the growth spreadsheet with you. It's good evidence that Tier I, II, and III instruction is working.

Ms. Watkis shared a document showing the STAR growth for each teacher for this school year.

- Want to see an average growth of 0.1 every month
- Grade levels are making growth
- Reading logs for home reading for the whole school? Help with accountability
- Discussions with students and teachers about taking the test seriously

- Kinder kids take STAR and fluency (1st-5th) before class placements
- Math facts for all students to help with placements

3.3 Attendance- follow up with ideas from previous SOT meetings

Need to meet with the staff and get the programs going.

Teacher incentives (gift card drawings): attendance, prep buyout, split classes, etc.

3.4 District Survey discussion follow up

Resend the survey out to parents

4.0 Information

4.1 Next meeting: TBA

Wednesday, Dec 7, 2022 3:30 pm

5.0 Public Comment Period (2 minutes maximum allotted)