BUSINESS SERVICES

- Address Verification
- KEEP Paul Reed
- Make sure our spending matches our priorities
- Connect $ to student learning; reconcile the differences
- Compare best practices to Huntington Beach or Irvine USD
- Explore city/other agency partnerships
- Maintain communication (ongoing) re: fiscal/facility issues
- $8000 (IUSD) vs. $12,000 (NMUSD)
  - NMUSD programs much richer (music, counseling)
  - Student demographics
- Outstanding leadership in Paul Reed
- What’s working for kids – so we don’t cut good programs! Need to look at and evaluate programs. Perhaps a survey
- As parents what’s working for their kids…at their school. We need to keep good programs
- Put Paul Reed’s power points on websites. You can understand them at home. “Paul’s Page”, or under NMUSD Business Services
- Use websites to train parents. This is what it costs; this is what we spend, etc.
- Important to do ongoing maintenance
- Financial decisions are made with integrity
- Training needed for volunteers working with Fiscal to ensure efficiency and correct billing protocols
- Need training on Use of Facility permits

COMMUNICATION

- Recommend training and hands on use of School Loop. Concern about families who do not have access to technology
- Not all teachers are using School Loop
- How can we get all teachers to go on School Loop?
- Perhaps have a computer in office that could be used by parents; training available to parents
- Concern about newsletters not being sent home, only available electronically
- Need ways to communicate directly with parents. Callouts are good. Email?
- There is never enough time
- How can the good news be spread? Consistently great websites are needed. Need more participation with website development. STATE & SPREAD the good news!
- Principals should encourage all teachers to join PTA
- Tutors @ Davis Magnet – 16 digit number for parents to go online to get information to help their children
- Parents do not all have Internet-School Loop not available to all. Need other forms of ways to communicate
• Good communication with teacher is important. Willingness is needed on part of teachers to help “early on” for students
• Parent-Teacher dialogue is important. Different grade/levels-invite parents to dialogue
• Schools share information with each other, NHHS→Ensign→Kaiser→Whittier
• Community Collaboration…School/Parent/Outside Mentors
• Parents need ongoing information about available programs in community/SOY/Shalimar/Maple for academic support
• Parent support group to teach how to work with school on student needs

ELEMENTARY EDUCATION
• Inconsistency among elementary schools, high expectations for all students
  Victoria compared to Rea and Whittier
  Administration is Key component
  Kids coming to Ensign without homework
• What the school can and can’t control
  Increase parent support
• Concern about math proficiency of teachers
• Shadows/aides need to serve more than one student
• 4 year university emphasis
• Collaboration and articulation
  Built in time during the day
• Play first eat next

FACILITIES
• Bathrooms! Need to be cleaned, plumbing updated. Classrooms near bathrooms smell bad

HUMAN RESOURCES
Effective teachers:
• Enthusiasm
• Out of the box teaching
• Happy in work environment
• Knowledgeable
• Good relationship with students and parents
• Modern technology (use)
• Well-trained and ongoing
• Differentiation
• Professionally competitive
• Need more offerings for classified on Staff Development Day; computer skills (Power Point, Excel).
• Connect Classified to Student Learning
• Need more listening to input from classified employees, more collaboration
• Positive employee relations, Super Star Awards need to come from principals and across the board
• “Employee of the Week” at schools sites
• Effective teacher; connects, individualizes, doesn’t talk all the time
• Teacher evaluation should be determined if all students at all levels have learned
Recruit/Retain
- Respect for administration
- Inspirational environment
- Awards/recognition – “status quo” challenge
- Combat the cultural pressure for mediocrity
- Seek out the very best!!
- Include a variety of stakeholders in selection process
- See out additional input in/during evaluation
- Good relationship with surrounding universities

LEARNING
- Common language concerning curriculum K through 12
- Hands on activities expanded to increase student comfort and understanding. Emphasize relevance and fun
- Our schools are wonderful but improvement is always possible
- Smart Boards
- Healthy snacks needed at all schools…more information needed on eating healthy
- Homework overload – suggest extending schools hours/do homework at school, not as much at home
- Time for homework – more tutoring and after school programs to support ELA and Math core
- Teachers need to simplify lessons. use hands-on demonstrations
- If students are failing teacher must reteach, do not move on in lesson
- WEIT – Early morning program such as Kaisers’ needed at all sites
- Change schedules to control students all day.
- Look at teacher data – Success in teaching all students.

PUBLIC INFORMATION
- School Loop is wonderful, all teachers should use
- Teachers (NHHS) are willing to provide extra time for student learning
- Difference between District image and School image (focus on school)
- Deal with important issues at beginning of Board meeting
- Love call-outs, website, School Loop
- Board meetings on Internet (live streaming video or at least audio)
- Laura Boss is doing a great job!! She is trying new things, transparency, more is better

SECONDARY EDUCATION
- Teacher collaboration is critical. Coordinate information
- Villages were great
- Small learning communities
- Collaborate around: How can we help students who are advanced? How can we help students who are struggling?
- Teachers/staff need to focus on getting all students ready for a 4year college/university
  - No goal of being mediocre
  - Need leadership
  - OCC at capacity…can’t handle anymore students
  - 2year then transfer not working
- Focus on university eligibility
• Advances students placed in class with middle students
• “Middle” getting lost
• Advances students should not be told to help teacher, should extend their learning instead
• Increase support services (maintain education) for students facing personal challenges
• Class sizes!!
• Improved articulation/transition between elementary, middle and high
• School principals set goals/standards; goals aligned with community
• Disparity between CDM and NHHS; world languages
• Staff development, resources, connect with parents=some goals of principal
• Develop partnership between school/PTA/parent groups
• Promote idea of “collective response” to school’s needs
• Expectation/collective response: communicate regularly with parents
• How do we serve all students at their instruction level? “This is a tough Job”
• Interventions and enrichments both need to be infused
• Mentoring programs are helpful. This help to bridge the gap between grades and levels. (Mentoring/Transition programs)
• Avoid using acronyms when talking to parents
• Parents want to know what teachers are studying and collaborating about. Need to market this. Identify what teachers are learning…tell students and parents
• Long lunch lines at NHHS, not enough to feed kids

SPECIAL EDUCATION
• It is very expensive
• Districts are trying to help all students
• Marketing issue-need to praise students when they “graduate” out
• Board minutes are full of expenditures District need to make for Special Education
• Response to Intervention (RTI) and multi-layered interventions are helping
• Goal=helping all kids
• Need to be more nurturing
• Shift to serving kids in our District and not contracting services out
• Teachers need more training
• Use in-house expertise (capacity building)
• Blur between the medical needs and academic needs of special education students…need more training
• “Pandora’s Box” of shadow/aides needs to be re-evaluated (shadows are not being used effectively). Expand their role beyond one child to entire class
• Look for ways to maximize (staff) resources. How can we expand their role to provide widespread support?
• Special Needs student need to remain a priority. Teachers need training to help special education students
• Santa Ana has schools where all special education student go-is this possible here?