



Sullivan High School and Language Learners' Academy

PPLC Meeting Minutes 06/01/2021

1 June 2021 / 4:00 PM / VIRTUAL / Regular

OUR PURPOSE

The purpose of the **Professional Personnel Leadership Committee** is to develop and formally present recommendations to the principal and the LSC on all matters related to the educational program, including but not limited to, curriculum, school improvement plan, development and implementation, and school budgeting.

ATTENDEES

Present In-Person:

Present via Video Meet/Speakerphone: Jason Brookes, Katerina Kiriazopoulos, Cyriac Mathew, Stephanie Moore, Benjamin Passer, Annmarie Handley, Calvin Clark

Absent: Adam Norman, Joshua Zepeda

Quorum Present: Yes

SECRETARY

Annmarie Handley

AGENDA

- **Call to order 4:65 pm**
- **Roll call**
- **Approval of agenda - approved**
- **Approval of minutes - approved**

- **Public Comment N/A**
- **Fulfilling our purpose**

Old Business

- **Diversifying Sullivan's Staff**

- Issue: Sullivan needs to hire more teachers and staff of color (particularly Black), so that staff better represents the make-up of our student body. Sullivan needs connections/relationships with other teacher preparation universities to draw more diverse candidates.
 - **Updates/Resolution:** Hiring Process updates; Student-teacher connections (NEIU); Website revamp meeting
 - BEC has been involved in the first-round of hiring; We have some student teacher candidates from NEIU; Website review meeting with PPLC & Equity Committee Thursday, 5/20 (Update?)
 - New interview for a staff position (Latinx); Ask new hires about the hiring process; How is Sullivan preventing attracting the best hires via inconsiderate practices? Equity team may be working on improving the hiring process. Ask for updates on the hiring process.
 - Thomas has a step-by-step process but adding a **time table** may help for efficiency. PPLC could add or change to this process. Find a reasonable time table for candidates to take off work, know if they did not get the position, etc. More explicit. **Ask for clarity on the hiring process.**

- **Budget & Budget Committee**

- Issue: Further clarification/transparency of budget decisions
 - **Updates/Resolution:** Other money - as soon as new money hits the books - budgeteers get involved
 - How do we find out about the new \$? Moore: Process - **meet once a month** until a reason to meet more frequently; do a check-up to see if budget ideals are being met/are people spending their money appropriately, if not, where is it going? **Ask Principal Thomas about when money comes in, how much, and for what purpose (how do we remain informed about new funds as they come in?)**
 - **Create incentives for departments to work with PPLC?**
 - **Next Budgeteer mtg after next ILT mtg - no ILT meeting as of 6/1**

- **PD Recommendations for SY22**

- Issue: How do we develop these recommendations?
 - Initial ideas:
 - We need to get the tech before we decide PD
 - We need to get more ideas about strengthening Strategy 3 of the CIWP (connecting with community)
 - Personalized Learning PD from outside organizations; objective theories
 - Use Equity Team Listening Tour to determine PD
 - Tech Hardware PD
 - Anti-racist practices PD
 - Clinicians in the building-training on varying therapies
 - Individualized PD
 - Survey with data analysis
 - Updates/Resolution:
 - We are a PL school, so our learning should also be personalized, we need to discover what that means. Info from the listening tour may push us into the right direction (hiring an outside org. to come in to do PD) - money from budget for these goals; include paid conferences?
 - School Safety without ROs; Coming back after the pandemic - PDs from experts on how to handle trauma and other fallout as individual teachers;
 - When do we need to make these recommendations, this year or next year?
 - Learner profile push; being intentional about our meeting times (PD on making the most of meetings?)
 - Send out a survey to staff?
 - Have rotations of PDs to allow staff choice for learning (we are a PL school)
 - Each department gets to choose a conference paid for with the budget?
- **Communication**
 - Issue: Ongoing concerns from staff and teachers regarding the lack of professionalism in response to their payroll concerns (when asking questions regarding overtime, missing days, and/or how to request days off, purchasing, and reimbursements)
 - Updates/Resolution: Norms Brainstorm
 - Tackle next year so we can put more thought into this final list of norms? We need to have the whole school weigh in on the recommendations before they become "norms."
 - We need to make sure we are being equitable in our recommendations as communication customs are different culturally.
 - Whole staff PD?
 - **One of the first things we tackle at the beginning of next year**
- **Equity Team Listening Tour** (Brookes, Moore, Dada, Clark, M. Lopez,

Coven, Passer, Brick, Hart, Kautz, Liv, Heller)

- Issue: Members of wEquity team will be presenting to GLTs on what the Listening Tour will look like, goals, who is on the Equity team. A survey will be given out asking people how they want to share their opinions.
 - **Updates/Resolution:** Tours are still happening and will be analyzed next year

New Business

● **Transitioning Students to In-person Learning**

- **Issue:** What are we doing in the fall to help students transition back to in-person learning? What are we doing to help students process the trauma they've experienced? What are we doing to not just return back to the "normal" of what we were doing pre-pandemic?
 - Survey idea: talk to the kids to see what they need
 - Bring in experts before we try to tackle trauma next year on our own (this isn't our field and trauma of this nature - after-pandemic trauma isn't in anyone's realm of expertise);
Look into "Compass" social workers/therapists/psychiatrists for the fall PD
 - ILT mtg. 6/2 with BHT - bring up including experts before trying to tackle trauma next year on our own
 - Take this opportunity to revise/predict making changes in the fall concerning the daily schedule, etc.?
 - Create a committee that involves ALL levels (BHT, etc.) to find holistic solutions?

● **School Safety Plan**

Issue: Background on the discussion & document from the Board; Update from Whole School Safety Team meeting on 5/25; Item to be voted on by the LSC at 6/14 meeting

- LSC must vote on something related to this doc - find out if the PPLC will be able to review the [student] survey before it's sent out
- Are other schools' PPLC in charge of the school safety plan?; Thomas thought this document would lay out detailed guidelines about changes, but it does not yet; We may need to help (as a PPLC) or combined with the safety team, come up with a more detailed plan
- Moore -Bring in Safety security from CPS to help with plan
- Clark - head of security at Sullivan for the last 4 years - would like to be a part of the PPLC Committee to assist the Safety Committee design a more detailed plan to have ALL the plans in place we may need

- Student Voices: students created survey questions; Thomas must choose which questions to include
- Spencer: “Alternatives Inc. gave training about alternatives to SROs last year -can they be involved?” - WHO can assist with this?
- Moore: hire extra security for dances and events if we are understaffed

Concluded Issues

NEXT MEETING

- June 15, 2021; 4:00 pm - Final Meeting

ACTION ITEMS for next PPLC agenda

- Kiriazopoulos: Schedule next Budgeteer meeting for after next ILT meeting - bring up including experts before trying to handle trauma on our own this fall
- Mathew: Ask Chad about money that comes in after the budget - can PPLC be in the loop when it comes in, how much, and for what purpose to maintain transparency; Ask for clarification on the hiring process (add a time table?); Create a committee to address trauma in the fall that includes ALL levels (BHT, etc.) to find holistic solutions
- Clark: Ask Chad when we need to make professional development recommendations - before year's end, summer, or next year? Join upcoming PPLC Safety Committee to assist in designing a more detailed plan for fall
- WHO? Look into “Alternatives Inc.” for PD on the Safety Plan (if you can)
- Handley: Look into Compass for fall PD on how to handle the trauma from covid
- Moore: Bring in Safety Security from CPS to help with the Safety Plan

ADJOURNMENT

Meeting adjourned at 5:11pm