

**Alignment Jackson Middle School Team Meeting**  
**United Way**  
**October 23, 2014**

**Welcome and Introductions**

**Review of Principles**

Meeting **commenced** at **11:00 am**

**Members Present:** Malkie Schwartz, Kamper Floyd, Dr. Josephine Kelly, Shanina Carmichael, Layla Fitzgerald, Chinelo Evans, and Brandie Finley

**Guest:** Amber Mays

**Cultural Change That Sticks**

Definition of Change-It's systemically remapping and a holistic approach

- What's missing? approach, rationale, sustainability, resistance, critical reflection, and trust
- What's the cloud? Assumptions. Sometimes we make assumptions about the players and all of the players are not the same.
- What's the other cloud? Time
- Have you assessed what they want and need (teachers/parents).
- Survey to find teachers/parents to address needs, wishes, and understanding

**What is culture?**

- Collective mindset
- Coming together
- How we do things

Do they ever compete? Amber stated yes, they bump heads a lot.

Anthony:Let's start to think about this journey that we have been on in the last couple of weeks.

Is change easy? We are talking about the culture of a school and it's not easy work and so we have to consistently tweak and evaluate how we do things. We are trying to reflect on everything that is happening and tonight is game night.

When we talk about cultural change we need to fully wrap our arms and hearts around that and how hard or how easy this process is.an

What's happening as we are taking the next step with the Blackburn teachers?

How does it impact how we are taking that next step in cultural change?

- Teachers overwhelmed
- Frustration
- Teachers had no knowledge of AJ middle school committee
- New teachers

What other things are happening at Blackburn?

- New Principal
- Lowest scores
- Shift in 50% of personnel
- Overcrowding-assistance in getting new teachers
- New teachers
- Part of JSU
- Other programs

- MDE because of the failing school
- Kirkland Group
- Lead teachers
- Mandates from the state

Communicate what we are trying to do and let everyone know that we are trying to aid the school. We can also look toward the teachers and parents for support. There will always be issues when trying to change mindset and even some resistance. Therefore as a committee we want to bring support to the school and find out what is needed to move forward. The challenge is still with the time and assumptions.

Was this information rolled down to the staff?

We are in a great place and there is never a perfect time for change. There are some things that we know and something's that we have no control over.

### **Staff buy-in**

We did talk to one of the team lead teachers to get an understanding of the dynamics and see if it would be possible to get teacher buy-in. We removed all barriers for the teachers and presented this as an opportunity to help the teacher engage with the parent.

We provided examples of the student data and let them know that we are here to support you and we will help during these conversations with the teachers.

Who is doing the workshop tonight? The teachers are going to do the workshops  
The process workers when you remove barriers for teachers and parents

### **APTT Meeting tonight**

- Some committee members have been assigned to be in classrooms
- 4 classrooms
- 1 for room for childcare/kid friendly movies

### **Agenda**

- Welcome
- Icebreaker
- Foundational data- sheet with students name and grade individually
- Other data points- look at individual students
- Parent sheet-goal tied to the district vision
- Activities
- Send home passage and model for the parents so that they know what to do at home
- Parents ask questions

**Next meeting: November 20, 2014 at Blackburn Elementary School**

**Meeting adjourned: 1:45 pm**