

Executive Committee Meeting

Monday, September 12, 2022 3:00 PM

Tate Hall Conference Room, 615 Olof Hanson Drive, Faribault, MN 55021

1. **Call to Order**
2. **Committee Appointments**
3. **Board Reappointments**
4. **School Goals for 2022-2023**
5. **October Board In-Person Meeting**
6. **Adjourn**

What does communication mean to you?

- Less email groups. We notice this tends to lead to leaving people out anyway. Over communicate by emailing more, if not all, staff. Even if the information doesn't apply to some staff, the communication is appreciated. It's nice to know what others are dealing with.
- There's a lot of division between departments and not a lot of time to get information all as one. We only have staff meetings once a month. It would be nice to share information more regularly.
- Communication via email. Learn how to reply to the person, not to all staff.
- Try to communicate and other person not following, at work sept..
- Need same page to sent emails to once's
- A new program is available for people who have cochlear implants and open communication access for deaf schools.
- To communicate across all department. Have more explanation of WHY decisions are being made.
- Language
- Auditory, signing, tech devices
- Listening well
- Shared understanding
- Wanting to learn
- Gracious approach
- Two way communication, not just one way.
- More transparency to teachers, families. Emails to families should cc staff so we're all on the same page.
- Over communicate and Listen to our concerns.
- Modes of communication, emails, zoom, ASL, in person meetings. Clear, short, to the point.
- Paraprofessionals need to know earlier (advanced communication).
- Timely and consistent communication (absences, subs, pulled person).
- Be mindful of intent and impact of the conversational topic
- Seek to understand in order to be understood
- Be willing to prepare different ways to communicate and repeat as many as possible

What are some ways we can involve you in decision making at MSA?

- Involve staff in decisions:
- Recruit broad input— parents, paraprofessionals, food service input...
- Talk with staff in person about how things are going (“how is the behavioral consult team working at MSAB?”, for ex.)
- Email all staff for big decisions and invite us to town hall ideas and decisions or feedback for your ideas. Email or in person, ask for our input.
- Small decisions relating to a department should involve those people in that department through an open discussion.
- Google forms work for collecting quick pulse to see if a bigger meeting is needed.
- more all staff meetings (no games)
- involve with decision making about our students
- be more inclusive
- when have events or school wide activities, include paraprofessionals for their feedbacks.
- dept meeting, include paraprofessionals rep
- bring back Paraprofessionals Fridays meetings
- Use one program set for dorm and school to use. Campus wide service means all.
- Update organization chart to train style (left to right/horizontal), not top to down
- Include people who should be included in the decision-making process
- Communicate and be transparent of the decisions within departments or people that may be impacted or affected

Input from staff regarding School Goals for 2022-2023

Question asked: List the top needs/goals for MSA this year
(Input from staff were sorted into common categories)

Category: Collaboration

- Community
- Facilitate direction and vision for our different programs
- Festival with Fbo town with our students
- Food culture: International food, vegan friendly, and nutritional.
- Increased collaboration
- Increasing community and family engagement—more family support
- Merging of schools
- More merging of campuses
- More Off campus activities
- More school/class field trips
- MSA should be "tough knitted" together through all various of problems
- One MSA, not two separate
- Outreach
- winter season contests snow sculptures
- Work together as one team!
- improve family engagement

Category: Communication

- Transparency communication
- Better communication
- Better unification and communication between all staff-day staff, dorm staff, teachers, paraprofessionals, Administration at MSAB
- Clear communication between administrations and all departments.
- Communicate
- Communication
- Communication
- Communication
- Communication
- Communication
- Communication.
- Communication/transparency
- Full communication
- Increase the communication access to all area
- Knowledge around more
- Lead teachers facilitating conversations about programs, needs
- More clear communication
- Staff Communication to improve with each other through the whole school
- To have a clearer transparency throughout all departments at MSA. Better communication.

- Transparency
- Transparency
- Transparency
- Transparency in communication between admin, staff, and families
- Work for each other and communicate
- This also means open communication and transparency.

Category: Enrollment

- Enrollment at MSAD
- Bring in more students
- Draw more students enroll including out of state
- Enrollment numbers
- Enrollment
- Focus on get more students join MSA.
- Growth (enrollment and opportunities)
- Increase enrollment,
- Increase school enrollment.
- More students
- More students.
- Need expand more students
- recruit students and employees
- increase enrollment,
- increase enrollment

Category: Facilities/Fiscal Needs

- Need new gym
- Be fiscally responsible

Category: Social Media

- Be loud on social media- pictures of students engaging with teachers and staff in classrooms.
- Be more active with social media to make MSA more visible.
- Make our school more visible and spread around
- Network with other school and do better in social media
- Social media
- Social more around MSA

Category: Staff Support

- All staff works 40 hours
- Be considerate of all people in your environment
- Be on time
- Be respectful of all coworkers
- Be supportive of staffs by provide them snacks, gifts to show that they are appreciate.
- Behavioral specialists hired to help improve Paraprofessionals and Teachers with behavioral students

- Better pay
- Board support
- Cheaper staff lunch or free
- Follow through
- Free lunch for staff
- Have more opportunities to have staff interactions to create a more positive environment/community.
- Healing
- hosting something meals and invite them to come
- Increase morale,
- Increase pay
- MNIT present on MSAB campus for problems
- Morale better
- morale better
- Positive recognition of staff
- Positive vibe & energy
- Positive vibes
- Positivity
- Providing unique and challenging opportunities to students and staff and promote growth and thinking outside the box
- Remove all nepotism from the campus
- Respect/support all equally
- Stay positive
- Team building with staff from day/evening and both campuses
- Training for autism Spectrum
- Treat all staff equal
- Visibility leadership
- Support for teachers. This means unlimited supplies, approved mental health days (no questions asked), behavior support, etc.
- Increase or need more tools for teachers to have resources or curriculum available to teach in class (ie deaf plus, hands on curriculum for these unique learners)
- Include teachers in more decisions
- List class names as modified to reflect students' actual skills since all of our classes are modified, if they can handle normal classes they go to FHS
- Rebuild trust. Work with teachers, with our union, as one together, not fighting against each other. We can do this!

Category: Student Support

- More support for the students. This means more field trips approved, behavior and mental health support, SBG up and running (if no teachers are willing to do this, then admin run it, etc.)
- Different Discipline Program
- Get actual counselors that are full time at MSAB to help with mental health needs that arise daily and teachers have to address

- Get computers for middle school and high school students instead of iPads to prepare students better for after high school and make them more independent
- Have a full time speech pathologist for both schools
- Incorporate more ECC opportunities/classes offered at MSAB
- Outdoor activities like fishing ice fishing tubing skating
- To help kids develop become better person
- To help kids to be "ready" for the real world
- To see more activities for the blind campus- more opportunity for them to work together in a team.
- Vocational programs

What does transparency mean to you?

- “Why are we doing this?”
- What were the reasons?”
- Circling back, following up, explaining.
- People respect honesty, even if it is admitting a fault.
- To keep communication open start something with share info like dorm use E-log to put information or concerns about students we would like to use same with school use too so both school staff and dorm staff are on same page same time
- Brain Child we just had: transparency is going directly to the person first. Not going to others to vent or gossip but having the conversation with the appropriate person first before sharing with others not directly involved
- The final decision was made. Most of the decisions left us with many questions. Transparency, we would like to know the reason or why the decision was made.
- All the information I need to keep myself safe has been communicated to me quickly and concisely.
- Understanding how decisions were made, who decided that, how that decision happened, how can I be involved in those decisions, etc.
- Check with impacted parties. Decisions that impact a specific group should have that group's input before finalizing.
- Don't tell parents things we haven't already been told because how can we support students through changes we don't know about.
- Be clear and open about the intent and the reason of the topic
- Anyone that is being mentioned in the conversation should be included
- State the “learning objective” for conversations, emails, trainings, and/or workshops and mental breaks in between long trainings/workshops