

Professional Personnel Leadership Committee Minutes
John Hancock College Prep High School
October 30th, 2023 in room 105 at 3:30 p.m.

Purpose: The purpose of the committee is to develop and formally present recommendations to the principal and the local school council on all matters of educational program, including but not limited to curriculum, school improvement plan development and implementation, and school budgeting.

1. Call to Order
2. Roll Call
3. Approval of Agenda:
 - a. Previous minutes/Announcements
 - b. Current agenda
 - c. Agenda and Minutes process moving forward (review)
 - i. Review Officer roles if needed
 - ii. Reporting to the community (PPLC Webpage is updated)
 - Updated dropdown in school website to display PPLC minutes
 - under “staff
 - iii. Publishing for public record (PPLC Webpage is updated)
4. Old Business (none)
 - a. [Democracy School Report from Mr. Martinek](#)
 - Democracy school since 2013, renewed in 2022, established a sub-committee in PPLC. Strengths: students experiencing simulations of democratic processes and student voice. Concern: seems to be a gap in data between what teachers feel is happening and what students feel is happening.
 - Math survey results, teachers took the EOS Survey during PD on 10/27. Math teachers implemented the EOS survey during the week of October 23rd in their classes. Cultivate data 85% of students took survey (one of the highest in the network).
 - b. Democracy Committee Report
 - c. Trust Committee proposal
5. New Business
 - a. CIWP update (from principal)
 - CIWP focus aligns with district focus

- Adjusted progress monitoring meeting for next Thursday to examine action items and address any possible modifications. It is a living plan document that can be adjusted.
 - b. Budget update (from principal)
- Spend CTU money
 - c. Democracy School update (from Mr. Martinek)
 - d. Professional Development update (from Neidt)
- 10/27 PD 38 responses to survey. Question about future PDs: 5 maybes, 26 no and 2 yes
- If you attend external PDs please bring back information to disseminate with the larger school community during breakout sessions.
 - e. Form submissions
- Summary report is extensive with various topics. Main concerns: LSC relations, LSC reps to step down, preparing for new administration, minutes not reflecting discussion, PPLC election process was not as smooth this year (suggestion for first week pd), Toner had to address Saldivar's comment about PPLC involvement within LSC, Mr. Martinek's shirt at previous LSC meetings, in response to the comments on the google form, this tool should not be used as tool to attack people,
- PPLC form should not be used to formulate attacks towards specific individuals
- People that have been on the PPLC used for the wrong purposes. It should be used for school improvement.
- Neidt suggested to add clarity points on the PPLC form to remind people of the intended purpose of the form
- Ayesh: inventing things when they dont come true has been the trend and then we learn it is not CPS. Form for PPLC is for school wide recurring issues relating to curricula. Emails about flaws in the voting process. Multiple PPLC members should check summary reports to minimize "agenda pushing" within the PPLC.
- Form submission summaries were created with good intent in an effort to reduce time spent sifting through the form submissions.
- Just because something is on the PPLC form submission does not imply that it will be addressed at the meeting. Issues will be addressed in order of priority and also what is actually addressable by the PPLC.
- What do we need to prioritize to share with the LSC as they begin their principal selection process.
 - Changes to the curriculum with new administration
 - People concerned about the loss of discussion about race equity and inclusion

- Concerns about how we are addressing the teaching of our youth of color and Black students
- LSC concerns about school test scores and misrepresentation of what those test scores mean
 - Neidt: our school has been really intentional about making sure to focus both on realistic testing metrics of our school and the culture of culturally responsive teaching at the school
 - What do we need to share with the school community about standardized testing and scores?
 - Test scores can open or close doors for students of color
 - Intentional work has been done to address standardized testing balance. New leaders will have an enormous task to figure out what that means in relation to the school's future. Also acknowledging the previous work that has been done as a school to address rigor, CRT, and ongoing curriculum.

6. Action Items

- Having a common meeting time
- Acknowledging guest present
- Adding public comment to every meeting
- Clarify the process for deviating from outside conflict, addressing comments, a possible facilitator/mediator to ensure individuals do not weaponize PPLC membership, deliberately breaking quorum
- Role of co-chairs is to moderate

7. Committee Reports/Establishment of

8. Recommendations for Principal/LSC

9. Planning/Approval of Next Meeting's Agenda

10. Date of Next Meeting

11. Adjourn

Attendance:

Name	Signature
Vanessa Puentes (Principal)	Present
Abla Ayesh (LSC)	Present

Froylan Jimenez (LSC)	Present
Katherine Donalek	Present
Jeschelyn Pilar	Present
Violeta Cerna-Prado	Present
Erin Neidt	Present
Andrew Martinek	Present
Jennifer Velazquez	Present
Leandro Padilla	Present