

JRM SAC Minutes for January 3, 2023

■ [November 1 SAC Meeting Minutes APPROVED.pdf](#)

■ [December 6 SAC Meeting Minutes APPROVED.pdf](#)

Roll Sheet Link- Sign In Sheet: [January Roll Sheet](#)

Facilitator - Roll call of SAC members:

<i>Parent Members</i>		<i>Admin & Staff Members</i>		<i>Community Members</i>		<i>Students SGA reps</i>	
Sam Vitiello (F)	P	Dr. Payne	A	Carolotta Stafford	P	Candelaria Beatty(HS)	P
Lauren Bell (S)	P	Ms. Solomon	P			Izzy Silverman (MS)	P
Aubrey White (O)	P	Ms. Gray	P				
Michael Wang	P	Ms. Neu	P				
Kristine Ho	P	Ms. Geiger	P				
Anne Dorn	P	Dr. Alberti	P				
Marte Smith	P						
Eva Anderson	P	Admin Team					
		Ms. Harrison	A				
		Ms. Lennon (present for Dr. Payne)	P				
		Mr. Gilken	A				

Sharing of Agenda- [January 3 SAC Agenda](#)

To submit a topic to be placed on the agenda next SAC meeting please use: [SAC Input Form](#)

1. Welcome and Approval of Minutes: - ■ [December 6 SAC Meeting Minutes APPROVED.pdf](#)

Motions to Pass: Sam Vitiello **Seconded:** Carolyn Gray **Motion Passed**

2. Rules and Norms- SAC - [SAC Purpose / Norms Slide](#)

3. SAC Update: Facilitator:

Pre-SAC Meeting Update and General Updates:

Pre-SAC Meeting Wed, 12/19: [12/20 pre-SAC meeting Agenda](#)

Pre-SAC Meeting Wed, 11/29: [11/29 pre-SAC meeting Agenda here.](#)

- Presented results of teacher survey from Ad Hoc Bell Schedule Review Committee
- Update that Counselors will be pushed into Junior advisories for college application guidance
- Dr. Payne informed us that there is no plan to return to an 8 period schedule
- SAC gave Dr. Payne the update from meeting with the SDP Operations team. [Operations Update](#)
- Confirmed security for HS concert
- School selection update: around 170 current 8th graders qualified for Masterman.

Mid-Year School Data Review: (Stacy Koilor, VP HSA)

- SAC and HSA leadership attended a mid-year data review hosted by school leadership on Dec. 15.
- Data regarding student performance, climate, and the student wellness survey were presented and discussed.

- School leadership has committed to sharing this data with the Masterman community via portal notification and presenting to the Masterman community. This meeting took place on Jan 29th at 5pm. Here are the documents that were shared with us:
 1. [JRM Community Data Meeting](#)
 2. [Masteman's School Goals 23-24SY](#)
 3. [Padlet - Note Catcher for feedback](#)

SDP Operations Updates: (Aubrey White , SAC organizer)

Operations Update

- SAC and HSA leadership had two meetings (Dec. 8 and Dec. 22) with the School District of Philadelphia (SDP) operations department Mr. Oz Hill, Chief Operating Officer, invited members of his operations team to have an open discussion about operations needs at Masterman.
- A representative from SDP Operations will provide a more detailed update at the scheduled HSA general meeting on Jan. 17. Discussion will include status of building repairs and upgrades, as well as the Executive Director from the Office of Environmental Services will help us interpret the recently released AHERA report detailing the results of an independent inspection for asbestos, lead, and other hazards.
- [2140-Masterman_2023_3-Year AHERA.pdf](#)

Jeff Scott, Director of facilities for the school district facilities and Tom Sharer Facilities Area Coordinator, together they handle the day to day operations of the building were present. Summary of their updates and community questions are in this report [Safety and Facilities January Report and SAC meeting update](#)

4. Update from Principal - (Ms. Lennon attended the meeting instead of Dr. Payne)

- Ms. Barrow from ESS will replace Ms. Donahue (who is leaving on sabbatical) in the classroom. She will have the opportunity to shadow until MLK day.
- Conference sign ups will be a new system and will come out in Dr. Payne's Friday day update next week. Sign up opportunities are being made available earlier as requested by parents. Conferences will be 2 afternoons and also evening conferences on Thursday, Feb 1st.
- Change in Mid Term Policy
- Change in PLC format

Ms. Lennon: We have secured a teacher for our sabbatical for our fifth grade sabbatical. That teacher is Miss Barrow. I think I'm saying it right. But she will be coming in next week to shadow with Miss Donahue who will be going out for the rest of the year starting after MLK. It has been staffed by ESS which is our educational substitute services. So she has agreed to take the role for the rest of the school year. She subbed for us in multiple spaces and we love her just like we love Mr. Beck, who we ended up hiring. So we have looked up with some amazing substitute teachers, certified teachers who have wanted to stay and remain at Masterman so that is the biggest update.

We will be sending out the report card signups earlier than last time. We are switching up the system a little bit of how it's going to be similar to signing up but that information will be coming out in next week's not this week's Dr. Payne's update but next week, so that information on signing up for the February 1st and second conferences. Our goal is to have all of that out to you by time we go out for next Friday's update but it will be going out much earlier for parents to sign up because we know slots are limited. The biggest thing though, to think about is that we will be having evening conferences that Thursday. So for planning and scheduling purposes for our families, which is I believe the first, whatever that Thursday is February 1, those conferences will be in the evening time. So that will be the evening time and then it will be back to the normal half day schedule because those two days are district wide. half days. So report card conferences will be in the afternoon. So that's two big things for families and community to look out for and also as well as the data meeting that will be coming out.

Teacher: Ms. Lennon, our parents have asked me to explain about the midterms policy and the new PLC department meeting policy with teachers getting covered because parents are asking me and I want to make sure I get it right. So I thought I'd ask you. Thank you.

Ms. Lennon: I don't know how parents would know about the PLC coverage unless teachers told them because it only directly impacts teachers. So unless you told them, I don't know. But as far as the actual midterms that impact students. We took in consideration what our students were saying about how overwhelming APs are and Dr. Payne did put this out already in writing back in October in her update explaining the new policy. So I would always refer back to what actually Dr. Payne's words but what is actually happening is there will be midterms for AP courses, and it will be more of a simulation, because we know how important AP exams are to our students into our school into our community and also just that, the high stakes of that test. So midterms historically, have always for AP exams have been basically a mock AP exam. So students can get familiar with the structure, the timing and everything of that test based on their AP exam. So we'll maintain that same exact practice as far as what has always been at Masterman and the structure of that assessment. But as far as the other courses, we're not doing midterms, teachers still can do some type of mid year assessment if they choose to, but it won't be under the high stress and pressure. They didn't take into consideration the mental Health and Wellness which all of the things we talked about, that the stress and the pressure our students have been putting on ourselves, especially how we put it on back to back where the students were taking two to three maybe midterms a day back to back each day, and how our students were feeling. Our high school students were feeling the pressure and how much of an impact that had on their grades because if they did not do well on it, it could impact their grades significantly. It could potentially impact a lot without a curve or things like that. So with all of that information taken in consideration, we decided to focus on what students need to practice for which is the AP exams and the midterms that way and teachers at their discretion could create any type of mid year assessment that doesn't feel mental health and wellness or pressure for the students, but still can accomplish the same goal as far as they want to but without the same structure as prior to what it's been. So that's the difference. Dr. Payne explained this all a little bit before but as the date comes up. We'll be putting that out also this week in the structure for those AP exams and again, the explanation was provided in the October update.

Teacher: I will say that I've within the ad hoc scheduling committee, I let my team know about teachers being pulled from classes to get coverage and parents within that committee wanted some more feedback as to the decision making process of that. So that's why I was asking for that because as one of the leads of that meeting, the fact that we were supposed to be having our meetings at the end of the day and now there are teachers that are missing AP courses and other courses to have department meetings. It was brought to me not just by, you know within our presentation yesterday by staff members to please share this with ad hoc building. So I just wanted to bring it to the larger group and allow you to explain the thought process behind that because I don't want to take responsibility for that.

Ms. Lennon: Okay, so and also I don't want to derail the timing of this meeting. So Sam, I'm gonna go to you if you want me to stop and explain it. I can.

Facilitator: Yeah, absolutely Ms. Lennon. One of the reasons given for the seven period schedule was that seven period schedule would make it better and easier to have PLC meetings. It was actually in your presentation, last year. So if it is not working out and we have teachers to leave the classroom now to have PLC meetings, then obviously the schedule is not good for PLC meetings.

Ms. Lennon: You're absolutely correct. The advisory in the morning, which we presented. I presented a PowerPoint that was absolutely the plan for an effective PLC. So you're absolutely correct. That did not happen as you know that the appeals against, not administration but 4 40 changed the schedule for the afternoon. One of the reasons behind why PLCs would have been better in the mornings is because many of our teachers are also coaches, as many of you know if you have any sports players, and so they're not present to get the PLC standard for professional learning community. This is where teachers get that instructional development, SDP updates, this is the time for teachers to get developed by SDP and by SBTL school based teacher leader and this is a time for them to have collaboration time to work with one another to discuss their best practices. That has not been happening with the advisory at the end of the day. And that is because teachers aren't there. So for example, PLCs are supposed to be at least 45 minutes right now with the advisory at the end of the day when it's happening. It's not 40 minutes. And also what's happening is that teachers have not been able to get to their time their actual meeting times on time. So because they're waiting for somebody to cover them and different things like that. So at any given time, some teachers are

only there for 20 minutes a week to get developed. And we all know that's not an effective amount of time to create collaboration to have professional conversations, discuss instructional practices. And so it is a requirement for the district that we have to provide this time, but the time in the afternoon. To your point Sam, during advisory is not effective. Learning for teachers to get that development that they need or want or the time for collaboration through so many different district initiatives and different things like that admin initiative, things like that. They have not been able to do so the change has been that we would take one day per month. And it would be and you know, I'm not sure where we're missing all of these classes and different things. So you know the framing that must be provided is not really accurate, but so let me give you the exact timing. So one they will be missing a total of four days for the rest of the school year and not the full day if only half so they'll miss maybe two to three depending on when they're perhaps all in classes. And it's not for a whole day because there'll be teaching the rest of their classes and they will get about three hours to really have that time for collaboration have time that they can work with amongst themselves as peers also we were able to do all of the turnaround training that's required from the district for the instructional practices based the coming out of the Teaching and Learning department. Because teachers do get that email every week, updates and things like that, like the math, you know, the math is really big with the new math curriculum. So they're still getting ongoing professional development time. And so we decided to do that once per month, instead of doing little 20 minute intervals and in some teachers I had some coaches who have never been at a PLC at all. So when we talk about the effectiveness of professional learning that has not been happening and our teachers deserve and want that time to get developed in that time to collaborate with you know, their peers and that has been happening effectively. So we decided to switch it up this year for us to be able to do it for the rest of this year. That's why we wanted to do that.

Teacher: I guess after being and PLCs for the last five or six years that we've had them that with the 8 period day, we had a 48 minute PLC every week and we met every single week as an English Department. And it was, I feel very successful and productive and collaborative. So it seems like we've created a problem now that we already had a solution to in the past that now we're like well now we can't do this anymore. So we need to pull teachers out of classes for a half a day, every month. And it's actually still not meeting the minimum amount of time for PLCs. It should be 45 minutes a week, which should be three hours but teachers still need to have their 72 minutes of prep time and 30 minutes of lunch everyday which will then take out part of that time when they're supposed to be meeting in PLCs as well.

Ms. Lennon: No, I totally agree. So now since you know based on the advice of the Union, which the meeting that we all sat in, I know you were there about the way I structured the seven period, eight period, which I'm not really here to discuss. I'm here to discuss the reason behind what's not working right now and how to make it better. And so we have teachers on here who know that we haven't had any real good time, the quality time that Dr. Alberti has talked about this school year based on the way with the current schedule now a lot of that to be honest, has to do with so many of our teachers are also coaches who leave early for the day to go coach hence why it would be a little bit more effective if we had in the morning time which was originally designed. And that was because we knew that so many teachers were going to be out because of their sports schedule.

Facilitator: Ms. Lennon from after what Dr. Alberti said it looks like the weekly PLC is going to be replaced by a monthly PLC for teachers. Is that right?

Ms. Lennon: Yes, they will just be once a month for a longer period of time.

Parent: I just wanted to ask Ms. Lennon, I was just wondering, you know, you said that. A major concern is that the advisory not in the morning because they're coaches that missed in the afternoon. But my question is, if the advisory were in the morning, then there would be a ton of students missing for sports. So if students had to leave early, because advisories in the morning, if they had a game when I taught there, every Thursday, the entire cross country team would miss my class. Because you know, that's when the meets work. And so if advisory is in the afternoon, the kids are not missing class. So to me, it seems a little disingenuous to say this. The morning advisory was going to be great so the teachers had time to meet. While it would clearly not be great for students who were missing class time. And so that seems like to say that that's a problem seems to not really address another problem.

Ms. Lennon: Students always miss class for sports because students always leave and they leave a missed the eight period. So without question athletes always miss towards the end of the day. We were just trying to alleviate how much time they miss with the schedule for students now instead of missing two periods or even three in some sports, they are now missing one or two. So the schedule did do that. And did that well for the students. It is that but the issue to your point is what

happened with the adults, so you're absolutely correct. So it did help what you're saying. And we are making sure students aren't missing as much instruction to your point. But that the back end of that is the impact it's had on teachers and getting their professional learning.

Parent: My concern is that you really can't have it both ways. You can't say that the advisory at the end of the day is harmful for this PLC without acknowledging that it is helpful for student athletes. because otherwise they would prefer advisory at the beginning of the day, I think it's better to begin a day with advisory than at the end of the day. But you know, it's not like it's really cut and dry that that, you know, one answer is definitively better, and if it changed from the beginning of the year, it should still be an excuse for why things are happening at the end of the first half of the year.

Student: I'm an 11th grader at Masterman and I guess I'm just sort of listening to this conversation. I've noticed that there seems to be a lot of, I'm sure there were flaws with the eight period schedule as well, but there seems to be a lot of flaws with the seven period schedule and it doesn't seem to be addressing what it was supposed to. And now I'm hearing for the first time. I didn't know that Dr. Payne officially said like there's no chance of going back to an eight period schedule until this meeting. But yeah, so I guess I'm just wondering, I know so many people in support of the eight period schedule over seven periods, and I'm seeing all these issues with the seven periods. So I guess my question would be, Dr. Payne isn't here - so Ms. Lennon, why isn't the eight period schedule being considered to be brought back and then I guess, Mr. Gordon, is there any chance you guys would reconsider maybe the possibility of bringing it back because from what I'm seeing the seven period schedule is causing a lot of chaos and confusion. And the eight period schedule has always worked well for us, you know, in my early years and Masterman it's always worked well. So yeah, thank you.

Mr. Gordon: So I just want to thank you for your question. I appreciate it. Just to do some little history. So what happened was, my understanding is that schedule had been discussed months before my arrival in this position, and so there was a plan in place to kind of roll it out, roll out the new schedule with the advisory being in the morning. I know that took away some conversation or options that it impacted. That was also impacted by the fact that you know the schedule went from eight periods to seven so I don't want to get into any heavy detail. There are some adult issues, contractually that we had to address behind the scenes, but we were hoping that the seven period schedule with the advisory in the morning would have an opportunity to have a nice balance with things across the board. So, as it was discussed, you know, unfortunately, you can't have everything and certain changes would have some adverse impact on something else. So two things that happened: one we did have some students who did testify in front of the board, discussing their displeasure with the way that the schedule was currently set up. Myself and the administrative team at Masterman have received a directive to make a change to what we currently have. There were discussions about trying to, again, put the schedule back to the first period and that also was voted down against, again by directors from above me. So really, the answer to your question is one we recognize and again, you heard Ms. Lennon talking about this we both recognize that there are a number of flaws in the current schedule as it stands because this was not the original intent of the schedule that we currently have in place. So that's number one. Number two. We can't guarantee a return back to the eight period schedule. I will say this. I do have a series of conversations that are currently scheduled with the leadership here in the school district to start having some conversations about what are some of the options that we can start exploring with regards to not just structural issues around Masterman and we'll get into some of the discussions I'm sure during the course of this meeting. And some of those structural conversations are also in regards to many of the concerns that have been shared with me regarding the schedule as well. It's almost like we're the little boy with our finger in the dike right now. You know, trying to hold out throughout the course of this school year, because in the process behind the scenes, it is my goal to try and figure out how we can have these structural conversations with school leadership so that we don't have this continued miscommunication between what's happening on the ground at Masterman what's being directed from central office.

Ms. Lennon: I want to finish the actual question on PLC, I want to close that out. So just for one more thing to add, the number of classes teachers will miss will be two per meeting. So there's only for this month, it's just January. February, March, April, May. So there'll be five more left, none in June. So they'll miss..we're going to do every other. So they would only miss that one class per month, every other month. So for example, if you're a math teacher, they wouldn't miss an AP Stat if they have it first period every other month. So and but then you know, in the afternoon, so I just want to actually give a number, you know, and any other absences that may occur if they just don't come to work, but you know, sorry, I wanted to make sure I give that exact number of how many classes they miss.

Teacher: I'm sorry, because I thought there were half days that we were missing a half day. Half day is not one period, it's 4.

Lennon: So half day is not four periods because we only have seven periods. So if you have your one class, that class you teach in the morning, so for example, first period of that schedule is always the same, right? If it's an everyday course, so therefore, you would only miss that class every other month, which will be two or three depending on you know, because it's five months left. And that's how many they would miss of that class. So I'm talking about the actual group of students sitting in that class. So that yes, you would miss a total of two or three classes, but I'm just talking about the actual course because people were naming APs and this and that, so I just wanted to have students families understand that teacher would miss two or three of that class of it for the rest of the school year to do PLC.

SAC Parent: I just wanted to clarify with AS Gordon, you were saying earlier that you had a meeting with higher ups in the district and they were backing the seven period schedule, so I just wanted to clarify, you know, is it out of Dr. Payne's hand as well. Does she, because we I guess in the Pre SAC meeting, we had sort of a confusing exchange where she was saying we just can't go back and we were saying why. And she wasn't able to really say why and is the answer because it's not up to her that the you know, the higher ups have told her we're not going back and she doesn't know, she's just as confused as we are or, or is it up to her and they're backing her up? I just like to clarify that point.

AS Gordon: I don't think it's not up to any one person. My understanding and I again, I apologize. The lack of clarity has a lot to do with the fact that unfortunately, I was not part of prior discussions in spring 23. So please forgive my vagueness if that is coming across. There are some contractual obligations that we currently have and I'm in the process of still investigating, having some of those conversations and how they originated. To be very honest with you, there are some there's some confusion about where it originated, and I'm still trying to track that down, but as of right now, there are some there are two things that are at play, which is contractual obligations, number one, and number two, some of the challenges that were presented by the fact that in our middle school that there was a board requirement for a number of minutes required for some of our core subjects. What I'm saying is that I'm having discussions with our higher ups regarding these matters, because I have some, some additional opinions that I would like to add to the conversation based on the research that you and many individuals on this call provided me with a lot of information or research that we were able to get through. I want to make sure that it makes it to those who are who are going to be part of the final decision making with regards to getting prepared for the schedule next year because we also know that the enrollment for next year is also going to drive the schedule and the offerings that are going to be possible for for Masterman. So that's why I said that we have to get through a lot of these structural conversations. And I've been driving home the importance of us having a series of conversations and it looks like it appears that some of those conversations are going to start happening. I'm hoping a lot more frequently as a sense of urgency rises as the high school selection process moves forward. Does that make sense?

Teacher: Mr. Gordon, it sounds like that the schedule for next year is not actually set in stone yet that this is actually up for discussion, as opposed to I guess the information we've received.

Mr. Gordon: I'm saying it's up for discussion with me because I know what I'm advocating for. But again, there are some upper level conversations that had taken place last spring that I was not privy to, and I need to get into the rooms with those individuals who were privy to those conversations.

5. High School Update-Candelaria Beatty

[SGA January SAC Update](#)

SGA President: I can go over some of our recent updates and events, that's mainly what we've been doing recently. In December, we had our gingerbread house competition. It was super fun and festive. And it did include middle and high schoolers. We felt like it was a really good way to sort of unite the school, the two groups. We had first place in the high school, first place in the middle school and then the most creative award and they're all amazing, and I think everybody had a lot of fun. So just on that festive note, we also had a winter assembly with some really incredible performers right before break. That was exciting.

We have our next big event coming up, which is International Day, in which each high schooler will be sorted into cultural workshops that are hosted by their peers. They'll spend second to fifth period attending those workshops, and then they'll have a normal lunch and then after that there is an assembly with a cultural fashion show and cultural, dance and music performances. So again, just a really fun way to get everybody in the community united and connecting over their cultures. We've also started planning for spirit week with our Mod Squad so that's really exciting.

To just touch on what's been discussed so far, not to rehash anything, I know we need to keep this meeting moving. But I just would like to re-emphasize that these discussions really should be students first. And not just in these meetings, but in the sort of behind the scenes work. Students need to be involved in that too, even if it seems just like adult stuff. Students, especially high schoolers really want to have a voice in that and that's part of the reason why students have expressed displeasure with the schedule is not just necessarily because of the logistical implications, but also because they just want to be involved in the decision making. And that's been, as you all know, shared with admin, and SAC very clearly and I think I just want to re-emphasize that we are doing lots of outreach to students in terms of posting the SAC meeting and committee meeting links on Google Classrooms regularly. So we have a couple of students here today already. And we've got representatives in the committees so that that student voice is being heard. And then also specifically regarding the schedule, we are having a survey to be sent out to middle and high schoolers with feedback about the schedule, just for that committee, you know, not necessarily to be set in stone or to be like, as far as I know, to be directly used to make the decisions for next year, but it's definitely a contributing factor and I think, is really important to consider. So student voice will be taken into account for next year scheduled to so that's it for me. Thank you.

6. Middle School Update- MS Rep TBD

Zoey: In the month of December, the middle school, we didn't have too much going on. Unfortunately the middle school girls and basketball teams will not play this year. As far as we know the program has been canceled, which is very upsetting for some of us.

The week before we went on winter break for middle school, we had a winter themed spirit week from sports jerseys to pajamas and that had a lot of participation. So that was very fun. And we probably will do something like that again in the future.

Jocelyn: In December, we now had our first official meeting with all the roles assigned, which includes like the president, vice president, treasurer and Secretary with each role. And the SGA eighth graders have voted on their end of year trip and we're now all looking forward to it. There's going to be a river cruise with roller skating and food and a DJ.

Izzy: I just wanted to say hi, because I'm the elected president for a middle school student government this year. So I'm happy to be attending the meetings again because I was vice Prez last year so I just wanted to say hi, to let everyone know I'm ready to listen and just share my opinion. So yeah, good to see everyone again. Thank

7. Home and School Update- Anne Albert HSA President

[HSA January SAC update](#)

Dr. A: HSA was so wonderful in providing for the staff winter party that we had in December. It was the best winter party we have ever had as a staff at Masterman thanks for the HSA. It was just the most wonderful, smoothest running event ever. And so I know we've talked about in the chat, especially like the low morale of staff like this definitely lifted spirits so much so I just want to say thank you. Thank you. Thank you to the HSA for being so absolutely amazing and wonderful in that it really made our week and made our month it just made our whole holiday season. So thank you. Thank you. Thank you.

HSA VP: And for anyone who doesn't know that HSA sponsored a holiday party for teachers and staff and everyone in the building over at Yards and so and included food and drinks for everyone to enjoy and that was on December 15. It was the half a day so it was a great time..

The next update relates to the auction, which is another exciting event and we hope that everyone can join your friends and family and anyone who really wants to have a good time with all of us. The date is April 13. And so we'll continue to communicate that day through April. It will be at Kraft Hall, which is on Delaware Avenue. It's really a great space. It'll be a big event with lots of really good food and drinks and fun items to auction off. And we really hope that everyone can come and make it a huge success and also if anyone wants to help with planning even if it's just reaching out to a local establishment, vendor company, whatever it may be, to source additional AUCTION ITEMS that'd be great. We would love the help if you could just email fundraising at Mastermanhsa.org or president at Mastermanhsa.org. And I'll include those in the chat as well but we would love your help and planning and also love for everyone to come out and have a really good time with us.

The membership drive continues, and we started a pizza party competition for advisories and we'll pick that up again later this month and hope to have a really successful membership drive. We also had the Sixers night out, and if you didn't attend, please attend the next time it was so much fun to see friends, families, Miss Lennon and others at the basketball game. It was really really a great time and we were able to raise a small amount but everything counts. But just hope that we continue to have this event and we have even more participants going forward. Logo sales will continue the sale items. We sold a bunch of stuff at the Winter concerts and we heard a request for sweatpants and gym class friendly colors. So we're working on it and we're actively seeking any help that any of the parents can provide.

Grants: We've been paying out lots of grants across many different categories. So to teachers across departments, grades coaches and clubs. We're continuing to spend away and we hope to continue that program for the remainder of the year. Extra curricular support: we've paid into the school's fund to help with compensation for teachers for time, a portion of the time that they spend facilitating extracurricular activities we know they spend lots and lots of time with our students and really donate a significant amount of their time. And so we did provide funding towards supporting the compensation so they can continue to do so. And just wanted to give a reminder for parents to stay connected via Facebook. There are groups for each of the classes on Facebook. I'll drop that in the chat as well. But it really is a great space to share information. Continue to be updated, ask any questions you might have. There's always someone in the group to help. And that's it.

8. FACE Update- MiMi Gravley FACE Liaison for our school.

There was a profile on Ms. Mimi in last week's HSA newsletter. It was a really nice profile. So for those of you who don't know her, she's wonderful and you know, you should read that profile.

9. Committee Updates & Reports:

a. Diversity, Equity and Inclusion - Co-Chairs: Carolyn Gray and Lauren Bell

Meeting time: TBD

Committee Update:

In my note that I sent in December, I indicated that someone had been hired from Heights. I had the opportunity to meet with Cassidy just very briefly to introduce myself and I indicated I would be working closely once they were settled in. So that was the last week before we broke for vacation. So since we've only been back two days, I haven't had an opportunity to see them. So I once again, I don't have a report, but I'm always looking at everything to see the importance of Diversity, Equity and Inclusion. And just calling things out that I see. So when I believe their name is Cassidy once they get themselves organized and settled, then we will meet and I also sent the note to Miss Horner Bell and she is up with moving forward once we have set an agenda.

Dr. A: Miss Gray may add on for a second. Yes, I have met Cass already. They are amazing. They are so supportive and wonderful. They are going to be our full time Heights person so they'll be there every day Monday through Friday or Monday through Thursday and then they are virtual on Fridays. But they have already met with middle school ACC. They use 'they' pronouns and they are incredibly supportive. And then our other person who has been there since October is only there on Tuesdays more doing that high school support for like applications.. They are working virtually all this week so they'll be back in school on Monday.

b. Teaching and Learning - Co-Chairs: Kim Neu and Sam Vitiello

Meeting time: Second Mondays @ 8-9

Committee Update: PSSA (scores, prep and teacher awareness), Criteria for admissions (percentiles, grades, behavior), Learning differences and supports, Parent Teacher Conferences (structure, adequacy for a school with large number of students, 5th grade family concerns), HS/MS joint endeavors

What was discussed mainly at this particular Teaching and Learning was about PSSA scores. And parents at the meeting were concerned about supporting our seventh graders specifically in their PSSA scores because they're going to need to get to a certain level in order to be admitted to high schools. So they're concerned about what we can do to help the seventh graders especially with their math, PSSA scores so that everybody can get into the high school of their choice. This second thing that

was discussed, had to do with getting more teachers to come to the meetings they thought it would be. I'm not always an expert on everything. I'm just a music teacher. So how can we get more teachers to attend the meetings? I see we have several teachers at this meeting. And I was asked to post for the teachers on the Masterman Staff page that they will be aware of the meetings which I did and hopefully that will help. And there was a discussion, there was a discussion about conferences, and how everybody can get a chance to meet with the teachers that they really need to meet with for their child. And I know that maybe Miss Lannon would like to speak to that because that was spoken about at our faculty meeting the other day. There's going to be a new approach to arranging the conferences to hopefully make that happen. And lastly, there was a positive brought up, which is the drama class. The high school drama classes were coming to the middle school classes, leading like improv exercises and the parents on the committee really, really liked that idea and love the interaction between the middle and high school.

5th grade parents are looking for some more guidance around scheduling conferences. Overall conference time has also been cut due to the new district guidelines. 5th and 6th grade teachers had more time to meet with parents in past years.

Dr. A: I think part of the problem with this year in particular is the school district decided to decrease the number of days and times that we have for conferences and so in the past, it's always been three half days of conferences, and then we'd have a nice conference somewhere in there. And now they only did one full day of conference, which is the equivalent of two half days, and that'll be the same for the winter and spring conference periods as well. So they've actually cut the number of conferences by a third this year, which is further frustrating this issue.

Mr. Gordon: I would just want to have a conversation around looking at the totality of the the district schedule, and maybe we can come to some agreement as to where some opportunities might lie in the schedule, including some of the some of the PD scheduled times to take a look at using some of that latitude to have these conversations for parents if that's okay with you.

Parent: I just wanted to say in comparison with our grade school in coming to Masterman, it's completely different. Where we aren't really encouraged to meet with teachers for report card conferences. I always come anyway because I really want to compliment our teachers and thank them and have a chance to meet with them face to face. But it's impossible for all parents to do that. Because as you're saying, there just isn't enough time. But I just don't feel that parents are encouraged to come in. And, you know, as has been discussed, it hasn't even been posted. With much advance notice for parents to make changes in their schedules to attend. And I just feel like the focus is very different than our grade school, where parents were expected, of course, at every report card to meet with teachers so it's just a very different setup. And it would be nice for all families to meet with their teachers and for the teachers to know the families of their students. Thank you.

c. Health and Wellness - Co-Chairs: Carolotta Stafford and Eva Anderson

Meeting time: Second Thursdays @ 7-8

Committee Report: [Health and Wellness Dec meeting update](#)

I would just like to mention that I think we have a problem with commuting, especially those kids who take SEPTA. I noticed that since the last SEPTA strike that morning rush h our standards changed dramatically. It's no longer 5-10 minutes, it's suddenly become 20 minutes waiting time for the past especially when the weather it's not friendly and we need to get to school on time so we really need help and contact sceptor and help kids get on time not wait in unfriendly cold weather outside.

d. Climate and Culture - Co-Chairs: Aubrey White, Michael Wang

Meeting time: Third Mondays @ 7-8

Committee Update: 1. Climate Staff, 2. SchoolExperience Survey Discussion, 3. School Communication.

Committee Report: [SAC Climate and Culture Committee Meeting Report: 12/18](#)

SAC Input Form Synthesised: Family/Community Concerns: Aubrey White (SAC Organizer)

[SAC Input Synthesis, Volume 4 \(12/31/23\)](#)

I'll be really brief at the Climate and Culture committee meeting and we take seriously a lot of the concerns that are raised since many are tied to the Climate and Culture of the school. So as things are raised in the input form, we bring them to that

meeting, and we spent a good deal of time last time on three topics. One was about the attendance procedures, just both for absences and early dismissals. The second was the seventh grade, bathroom hall pass, the digital Hall Pass that was a new procedure that had been introduced. Really close to when our meeting was so many families came and wanted to speak about that. And then also, we did have a number of inputs regarding concerns about safety in the seventh grade, and especially specifically with concerns about physical altercations. And so we did talk about that at length at our Climate and Culture meeting. So the report is in the chat I also put in the chat, the synthesis of the inputs. We did this as a measure of accountability. We also put the inputs that are directed towards me towards SAC as well. We want to be really transparent with what we're hearing. All of the concerns that are in there have either been elevated to administration at school and discussed in this meeting, or the Climate and Culture meeting. So you can go there to see what concerns have been raised this month, there were two themes. Some months like last month, there were like 50 topics. This month, there were fewer topics, and then we're clustered around two major concerns and one is the middle school basketball program. That really hit the community hard to get a lot of input on that. And then the other one is around concerns about safety in the seventh grade and you know, just what families are hearing and trying to understand about physical altercations that may be occurring and how the school is addressing them and communicating with them. So we are collecting that as I said, we discussed in the Climate and Culture meeting and also just making sure that we discuss it at the Pre-SAC meeting and we're elevating those concerns. There were still a lot of inputs on the schedule like 10. So the schedule does continue to be it wasn't like a new theme. For this month, but does continue to be a theme of parent input.

e. Safety and Facilities - Co-Chairs: Joe Alberti, Marte Smith and Kristine Ho

Meeting time: second Tuesdays @6:30

Committee Update: Meeting time: second Tuesdays @6:30

Committee Update: [Operations Update](#) from meeting with SDP Operations team

f. Ad Hoc Bell Schedule Review - Co-Chairs: Ester Roche Curet, Elana Solomon, Carolyn Gray, and David Neale

Meeting time: First Mondays @ 7-8

Committee Report: [Ad Hoc Bell Schedule Committee Report 12/14](#)

+There is a growing concern with how the new schedule is limiting college readiness for students and how the inconsistencies in course descriptions (especially with the listing of honors classes) may affect students.

+The committee is creating a report with a comprehensive list of emerging concerns to share with the school community, the school administration, and district administration.

So I think David just put in the chat a report from our last meeting which was basically a month ago. So some of the things that you'll see on there actually have been addressed. But for the most part at the meeting, we were just discussing a variety of concerns that came up. A lot of the concerns kind of trickle over, obviously with issues with, you know, Teaching and Learning and Climate and Culture. Just challenges that have been occurring because of the new schedule change. So one of them was language, just the need to offer more than just one language. There was also concerns about the course listings, there was a conversation around you know, some of the courses being offered not being honors and being listed as honors even though they were not or vice versa. So things just are not matching up.

Gym and other specials for the middle school were a concern. So Gym, for high school. The concern is, juniors will need to take it next year in order to meet their graduation requirements. And then for the ninth grade. The fact that they're taking it every day but then there is an opportunity or there are limited opportunities after ninth grade for Gym as it currently stands. And again for middle school, just you know, middle school students having access to every special every year.

Junior Seminar came up and just the overall preparedness for our students to apply to colleges. There have been a couple of things that are being put into place. So we know that Naviance is being pushed in advisory but that doesn't seem to be sufficient. So counselors also our understanding is that they will start pushing into advisory or maybe it was a class to help support with that process for you know, our juniors who are preparing for all of that come late summer, early fall next year.

Forensics class came up and I just want to highlight that we have a mix of students. We have a couple of teachers that come on here and we have parents, so it is a good mix that come to these meetings. And we really appreciate the student input because it is firsthand and how it's impacting them and also the teacher input because you guys are both in there in the day to day to know what's going on.

Another concern has been the clubs overall, the way clubs have functioned, having a sponsor that is available, and not just available but present and engaged in the club has been something that has been a concern for multiple clubs, including peer counseling, which has suffered both in the amount of time and access they have to the students, to the middle school students, but also just the sponsors being present in helping them plan and make that peer counseling to be an impactful relationship between the high school and middle school students.

Seventh grade came up and one of the some of the behavioral concerns with seventh grade came up at the meeting. And one of the questions or ponderings I guess that was raised was maybe this has to do with the fact that they have lunch early and then it's like having a big stretch of classes back to back and not really having you know, those brain breaks and all of those like in movement and all of those things that we know work well with students in order to keep them focused and keep them on task. So that was just something that was mentioned.

There were a couple concerns that weren't directly related to the schedule, but they just were raised in this meeting. So I encourage everyone to just look over the committee report to look at that. A lot of it had to do with communication between students and administration. And the seventh grade bathroom form came up. And then our next steps is to generate a report with the emerging concerns and what we're seeing, using the data that we collected from the teacher survey, getting the input that student government and our student reps will be that we're working with them to gather, and obviously the parent concerns that come either through the second platform or you know, through these meetings, or in other avenues and putting that all kind of together to show what the impact is.

We definitely want to get that done as conversations about next year start taking place, especially taking into consideration the changes that will be happening with the ninth grade or that we anticipate will be happening with the ninth grade and the expansion of the grade. So again, a lot of like crossover with all of the different committees. And a lot of people come multiple times so it is good to have a lot of people in both between this meeting or that meeting and now I was able to attend the Pre-SAC meeting.

The teacher survey data for the teacher survey that was collected so we did present that at the Pre SAC meeting to the admin. We also brought up the fact of how to get student input. And AP Lenon, you know, suggested for us to work with the SGA and with the student representatives that do attend that committee to figure out the best way to do that. So we're working in collaboration with them to make sure we get that student input and raise it at the SAC meetings and at the committee. And the other thing that we also discussed was putting together just a summary of any concerns that we feel haven't been addressed in some way by the administration. So that they're aware like hey, these things have come up and we don't think we've received a response and hopefully we can get more information out to people who attend the committee or you know, the general school community.

Ms. Lennon: I just want to make sure you address the things that Admin did fix or correct because we answered some of those concerns. So I just want to make sure because we tend to leave those information parts out. So can we address those things? There's some things that were responded to so people least can leave here knowing that it's been addressed.

Committee Chair: If you would like to share those things Ms. Lennon.

Organizer: I was even doing the input form, you know we have the action items. I was like, I'm not actually sure which of these have been addressed. Or sometimes I'm not sure it's not like I know, and I'm like I don't know.

Committee Chair: I just want to say that this is a report of a meeting that happened four weeks ago. Yeah. And so you know, we wrote the report there. There were several places where we put that this has clearly been addressed since the meeting. But you know, I don't know what has been addressed, necessarily.

Ms. Lennon: I was talking about in the pre-SAC meeting. So like, you know, one thing that's been addressed is the junior seminar thing we've already discussed. We've also talked about, you know, the communication with students. You know, I really think it's to talk to students, as far as peer counselors go, I know, Mrs. Nelson and Mr. Gilken were working out who Miss Nelson was the person last year. She's one of the school counselors, just FYI. And also Mr. Gilken, and we're working out supporting I know peer counselors I've met they, you know, they've been assigned in their work and they brought some outside partnerships and different things in so again, I could follow up with Miss Nelson and Mr. Gilken on providing that specific update on where we are with peer counseling. As far as the course offerings and issues that has been fixed and corrected and addressed. I know I believe I'm not sure as to if you were on that, but I believe somebody on here was on that email.

Facilitator: It has been addressed for the juniors but it has not been corrected for the 10th grade courses and other courses. There are still courses listed there as honors which are not like music technology. So I don't know, I'm not a high school parent. I don't have a kid in every grade in high school. So there are still like five issues in that course offering document that have not yet been corrected based on the feedback you got in that email chain, so it will be great if those can be addressed.

Ms. Lennon: And so in that email, I haven't received the response, in fact, saying it wasn't addressed. So thank you for lifting it up and I'll go back to it. Then it's like a whole bunch and I just want to make sure some of the things have been addressed, you know, and I just want to make sure that it's being communicated something still as Ester pointed out that still some of the larger conversation may not be addressed immediately, but we're trying to fix those things that could be fixed immediately, or at least not well fixed or corrected or at least addressed immediately, in a timely way. And those that require a longer conversation, at least we have put in place it on the books for time to have those more extensive conversations.

Committee Chair: I just wanted to add that I think that was part of why I kind of want to put like a chart or something together because like, for instance, the seventh grade snack, I don't have a seventh grader so I might not receive that communication. So I don't know, but I want to make sure that everyone knows like, hey, this was brought up. It has been addressed, or we don't have a solution for it right now. But like they are aware like just somewhere like clearly where everyone can see because we have so many meetings and so many different communications happening and I definitely don't want that to get lost that you guys are working on stuff or you have acknowledged it but like, you can't necessarily do anything about it at this time. But at least that can be for parents like okay, they heard us they did this or they can't do that, like you know what I'm saying? So I'm gonna work on getting that to you a plan and I know like it was winter break and all of that. So I will work on that and send it over to you. So you can look that over.

g. AD HOC Bylaws - Co-Chairs: Elana Solomon, Nichole Geiger, and Michael Wang

Meeting time: Third Thursdays @ 7-8

Committee Report:

h. AD HOC HS Admissions - Co-Chairs: Anne Dorn and Jen Lennon

Meeting time: Third Sundays @ 7-8

Committee Report: [Report of the Ad Hoc Committee for High School Admissions December 17, 2023](#)

Meeting

- Committee Update:** 1. Update on plans for expanding the ninth grade.
2. Demographic effects of the lottery.

Ms. Lennon: I'm also the co facilitator so we had an amazing meeting. The next one is January 21. We're not doing the weekend of the Sunday of MLK. So just want to put that out there removing that date, but that email

will be coming out in the update this week. So we are focused around charter schools and we also looked at the charter school applications and making sure eighth grade families or any family that's looking to apply for charter schools had information on where to go, how to get in contact or support for our students on our website. And our students with our counselors. So I made sure they got that information. And also we did invite some charter schools and we talked a little bit about the charter school process. Because we do know that you know, we want to make sure we offer all the information to our families, because it is their choice of what they would like to do for school selection. So we want to make sure we give them all the information so we spent a little bit of time on that.

And then also we spent a great portion and a really rich conversation on looking at the demographics, the change in demographics. Over the last based on the impact that lottery has. has over the last few years. We had a really good conversation on just the demographics and we're talking about race, specifically. Did the lottery do what it wanted to do to make our school more diverse? So we engaged in that conversation and Dorn was able to collect some data around that and a historical perspective. I believe it was like the last eight to 10 years so you'll be able to check that out in the report. She did an awesome job of organizing that and then also just those that came in participated. I know that our committee is probably not as interesting to many, but please come out. Because we are the committee that discussed, we had about five or so people on there but our committee is the committee that talks specifically of the impact of the growth of the school selection process, what's going to happen to the organization. I definitely feel like the next meeting we're going to have more attendees because we'll probably have information, excuse me on the lottery by then towards the end of the month because we know that that information should this shortly to come before the end of this month. So we want to make sure we get all the information and myself as Gordon we are in constant communication about what the district's intent and plans are inquiring about and has been at school. Board meetings inquiring, I have been in administrative space inquiring about the answer which we still do not have definitively because that honestly will impact what I've mentioned in other spaces, and other meetings that will impact us greatly. So a lot of decisions about next year can't happen until we at least know the structure and the numbers and I'm going to reiterate that again. So I want to let you know I know there's a delay and all of the things that we're talking about our Bell schedules and this and that you know things like that, but nothing can be done. Until we exactly know our numbers. AS Gordon is, you know, been saying that, you know, multiples in multiple spaces. So once we have that information, I feel like we can then get more organized. The district has not shared that with us or any school. Let me be clear, no school has their enrollment numbers yet. But we should be getting that you know, very shortly since the lottery will be run before the end of the month. So please join us on January 21. I believe that Sunday 7pm. Information and login information will be sent out this week. Thank you.

10. Old Business:

a. Request for more shadowing opportunities for current 8th graders who qualify for Masterman:

Anne Dorn and Sam Vitiello will follow up with Mr. Gilken this week.

b. The addition of this language in the community handbook:

[Masterman Community Handbook](#)

page 17 under **Athletics, Music & Arts, & Extracurricular Activities.**

- *Students, teams or clubs who are part of an active investigation may be prohibited from participating in scheduled activities until investigation procedures are completed.*

This was raised by a parent. This new language in the student/community handbook removes a student's right to due process. Last year, the baseball team forfeited their season because of an allegation that when investigated cleared them.

Also, according to the student handbook page 1/2 :

“Disclaimer:

This document is subject to change. Updates to the Student Handbook will be provided to the students and changes will be made to the online version of the document and will be included in any subsequent printing or publishing of the document.”

Ms. Lennon clarified at the SAC meeting that this was not considered new language and did not go through student review because the wording was added in the summer months (meaning it was not new this school year - as it was added prior to the school year starting, but agreed it was different from last school year).

- i. Is this in compliance with district policy and student rights?
- ii. SAC researched both other schools' handbooks and could not find similar language in other handbooks?
- iii. Community is not comfortable with this addition as anyone can prevent Masterman students from participating in competition by simply lodging an allegation and it erodes student trust in the school.
- iv. Is there a process of taking community input/informing the community when new language is added to the community handbook.
- v. The student dress code was changed without student input before the 2022-23 school year. Students had to work on it for a whole year before the wording was revised at the start of this year. It would be good for there to be established processes when making policy changes that affect students directly in formally taking their input and concerns into consideration before changes are instituted.

Mr. Gordon: So I have taken concerns to Dr. Lynch's office supervisor in athletics, and Assistant Superintendent in charge of student life and to have that conversation with legal to make sure that we were you know, we were on grounds. And so we do understand that because these are activities that are taking place that are extracurricular, that a lot of the decisions, you know, can you know can be made at the school level. So, but we are still in the process of having conversations. I'm not totally finished with really addressing this issue, because I think that there are still some other conversations that I need to have privately with school administration. So but we are definitely following through to make sure that we are a lot clearer as to what the expectations are, so that we can make sure that is shared out and clearly outlined moving forward. So because again, I do understand, it's a lot to do with situations that developed previously. And so you know, so again, taking every moment I can to kind of speak to everyone who was involved in that process previously, to have a better understanding so that we have a very clear understanding of what our process is going to be in the future. But one of the things I want to make sure that we do is make sure that we are looking at each case on a case by case basis so that we can make sure we make the best decision possible. So please understand that right now that language is under review, under review by the Office of Student Life and also by our legal department as well.

c. Microwave access: do we have enough climate staff for supervision and access now?

d. Admissions Equity Goals:

Has the school done an analysis as it is important to know how satisfied or dissatisfied the district is with its progress on equity goals to date.

Ms. Lennon: I lifted all of our concerns from the community from our meetings with Dr. Payne. I actually have a meeting with our DEI person from the district not Cass from heights, actually the district to talk about that. But ultimately the only thing is that, you know, the lottery is the lottery, which is out of our control, like those parameters are set from the district. And since we don't have any, say talking about administration and who we can select into it into our school, you know, the numbers are the numbers. So it's kind of like, like, we want to bring it to their attention to the district's attention, but I know we don't actually have actual control over it, if that makes sense.

e. MS SGA:

Is MS SGA meeting? Have elections been held? (addressed earlier in MS SGA update)

f. GIEP Program at Masterman: There appears to be a Gifted Individualized Education Plan (GIEP) program at the school. Parents are asking for the process to become eligible for gifted programming. When can this information be distributed to all families so everyone has equal access to this opportunity?

g. Allowing students to enter the building earlier in the Winter: In the past MS students were allowed to enter earlier in the winter and during bad weather and HS students were always allowed early entry. **What resources are needed to allow kids to enter at 7:30? Can they sit quietly and read in the auditorium or library?**

Ms. Lennon: We have started back our NHS tutoring in the morning. There's been rehearsals in the morning so students have access to the building before eight o'clock, if they are part of one of those things. That is because there's a teacher assigned or an adult assigned to them. So we are looking into seeing if we can get a climate staff to come a little bit earlier to assign for those that are not participating in extracurricular activities in the morning. So yes, I think again, it's just you know, my concern if starting something knowing that we're about to be short staffed again, might be a concern. But yes, we have been looking into that and getting someone assigned until at least until we aren't unable to have someone staffed.

h. AP Course Approval on the AP Course Ledger: looks like it is updated now and the courses are showing up on the ledger.

[AP Course Ledger - AP Listings for Masterman](#)

i. Digital Hall Pass: formerly known as the **Google form for bathroom use**. Implementation update

11. New Business:

1. MS Basketball has no coach and the season is canceled: Parent: Amanda Soskin

Parent: Yes, so the middle school students really didn't have any inkling that the basketball program would not go forward. They were asked to provide their PIAA forms and were encouraged to practice ahead of arriving at a meeting last week in December, which they thought would discuss tryouts and when to show up and where, but instead, the communication from Mr. Otorola was that the program would not go forward. And that some consolation maybe there'd be an intramural program. But intramural is not basketball. It's not a team sport. We value team sports or pipeline to the high school. So I just wanted to understand why that might be the case. And if someone could respond to that, that would be great.

Ms. Lennon: Oh, we didn't have any coaches. We didn't have anyone sign up to be a coach for it. So we put the procedures, the contractual procedures that we posted within the schools and then if no one picks up on the school then it goes within the district and it gets posted and when those things were done and confirmed and done. No one signed up for it. So if you don't have a coach, you don't have a person but I know that I had been working with some of the teachers and kind of convinced them. We have a teacher that might be interested but because things have to be turned in on a certain date. I'm waiting to hear if we can be squeezed into it since we've missed the deadline of establishing a team and all the paperwork has to get submitted from athletics. So I'm waiting to hear back from the Director of Athletics. But yeah, I've been on top of it and been advocating for us things get a team we may not have two teams because I have had one teacher that has agreed to do it now but again, now it's up to the district to see if we can get it approved since we are late with the deadline.

Parent: Yeah, I'd like to highlight one thing just quickly because I think there's a more general kind of conversation to be had is one that that middle school sports should be valued, broadly speaking, because we don't have a volleyball team. There's no basketball team, there are other sports, also snap to that, also the clubs. So these after school activities are very much part of the culture and the enrichment and that there has to be some sort of organization structure around that the Student Government Association didn't really meet until December for the middle school. Why that was the case and they couldn't meet in September. I cannot understand it. So some structure, some coordination and if you need parents assistance, there's a lot of people who are happy to help.

Ms. Lennon: Awesome, thank you. Yeah. And the reason why they didn't meet we didn't have again, we didn't have anyone to volunteer to do it. We did get someone later Miss Stevens has stepped up to do it. So again, everything we agree with, we're just trying to make sure we can get it staffed. There is money that's a lot for it, but again, it was just more so we just couldn't get someone to actually do it. It's not that we don't value it. It was just the fact that we needed to get it staffed. But like I said, I was able to convince a teacher to work with her. And so we're now just working on now it's up to the district.

Mr. Gordon: Just just to make everyone aware, because on the 16th, I believe there's going to be a meeting about athletics on the 16th that we were sharing with the community. So in case there's any concerns about athletics at Masterman, we've scheduled a meeting for the 16th on you know, on a zoom call, so that individuals can actually come and have these kinds of conversations as well because we were just as concerned about some of the concerns coming out of the community. So we wanted to make sure that your voices were heard.

HS Student: I guess while we were on the topic of sort of like sports and coaching. I just wanted to bring up briefly because I will be attending the meeting that Mr. Gordon just talked about, I wanted to ask about in the spring for Boys Tennis, the initiative for finding a coach because as I'm sure most of you know, Miss Tooke, who was the coach for the tennis teams as well as the squash team was laid off or transferred to a different school. So I was just sort of wondering if there was an initiative being taken to find a coach because I don't want to get into a situation where it's like a last minute thing. And I think it would also be really great to find a coach who's actually sort of passionate about tennis and knows the sport and has coaching experience. So yeah, I was just wondering if the initiative was going to be taken on soon.

Ms. Lennon: That's already started to answer your question. So yes, that's already started. We, you know, there is a time when we can post for that. That time is coming up soon. It's usually towards the end of the winter sport season is when we are able to post for those positions. So that is already in the works. We've actually inquired because Miss Tooke can still work if she chooses to and still remain as the coach. So I know to Mr. Otorola has already reached out to her to see if she wanted to remain as the coach. Again, that's up to her and you know, her scheduling. It will be posted and we have we're also seeing work trying to convince Ms. Tooke to remain. But I also know that it might be a scheduling conflict for her so but yes, those initiatives have been taken and will be taken.

Parent: I just wanted to mention that. You know, I think that these problems with finding staffing for clubs and finding staffing for teams are related, maybe related to the schedule, because one of the points that came out in the survey of teachers was how overburdened the new schedule is making them to burden to take on clubs, and how a lot of teachers that used to support clubs have dropped them. And I suspect the same thing may be playing out when it comes to coaching. You know, so I think that other than just what we see in the day of the school, there are ripple effects that are playing out that we should be taking into consideration. You know, Masterman in its first year with the squash team last year with all this free equipment and free shoes and free coaching at the specter center actually won the Philly league. And this year, they didn't even know they had a game today. And they only practice once a week and to hear now that basketball, middle school doesn't even have basketball is really sad because there are just so few sports to begin with.

Ms. Lennon: Absolutely, and just just for the record, so when it comes to the middle school, it's just that the coach that's always been doing basketball, you know, personally just wasn't able to do it this year. So these are personal things, but it's not because they didn't want to because we've had the same coaches for the past few years when it comes to the middle school. And then we just couldn't find a replacement for it. So, again, sports is definitely a passion. If anyone who's on the athletic team or athletic committee knows I'm usually the main advocate and Mr. Gordon can also testify to that that I have been the most vocal administrator as far as it pertains to athletics within our building and advocating for support from the district with as it pertains to making sure athletics gets covered and we have as many opportunities for sports as possible.

Facilitator: Thank you Miss Lennon and while we look at these things, I hope we will also look at what impact losing a PE teacher has had on the athletics program at the school. And also earlier you said everybody leaves early. You know, there's so many coaches leaving early this year. Nobody gets to leave early for practices. Everyone is in the school until 3:19. The only time a coach and students get to leave the school early is for actual games. So you know that situation has changed a lot. And I also wonder, you know, the swim team gets only 20 minutes practice, you know when they go out because their facility is only booked until four o'clock. So they don't get as much practice. I'm also wondering whether students are not doing so great because they don't get that much practice time. And the tennis coach for the girls team. They only got to know that they had a coach three days before the season started. So it's not like we're all on top of everything and the students know that everything will be in place like last year or the year before. Things are very much up in the air and in flux this year for all sports. Because the SAC, we get a lot of concerns regarding where's the coach? What is the process? What is the process for parents to want to be coaches? It would be great if you could look into that as well.

Parent: I don't have I don't have a question. I really just have an observation and a comment. It just seems like the recurring theme of this meeting and previous meetings is there's just this recurring theme of like reduction or diminishing of experience or something being taken away. Teachers' planning hours are taken away. Students don't have the ability to experience all the

music and art and programming that existed before with a period schedule. It's just a continuous theme of reduction diminishing and like, really decrease and the experience for our students and so I just wanted to put that out there because it's just becoming harder and harder for me as a parent to think about continuing and Masterman with this continuous sort of just diminishing truly of the academic experience I think you'll all see and the results of the of the data that's included in the SAC agenda, that again, there's a decrease in the achievement of our students and so just everywhere we look there's a decrease there's a reduction there's something being taken away. It's just really negatively impacting the experience here.

Organizer: I went to the district website just to see what was going on with the spring sports and I did see there are four that are posted there. So I was just putting in the chat so that you have that and you can be equipped with what's going on. How can these other schools get this done? There's obviously not some rule against it, and we gotta get that tennis one up. And we don't want to have like, it looks like our squash one. We posted it and it was posted for like a week or two weeks and we want to get it posted. So we've got two months and we can spread the word and we can fill these roles. We want to have a basketball program, we want a tennis program, we're here to help you, we're here to find people. We just need it posted, put it in the portal notification. I'm telling you we will get it filled. We will get it done. So thank you. I just wanted to throw that up.

Concerns about physical altercations (climate and culture update)

2. Flyer at the bake sale :. There was a flyer that some students made that had to do with generally speaking with the war in the Middle East right now that was perceived as being as displaying bias or prejudice. And so there's been conversations surrounding that. Mr. Gordon, addressed parents who had concerns about this and other concerns in a separate parallel zoom forum.