



# Hartman Middle School

*Building Champions for the Future*

**Hartman Middle School**  
**SDMC 4:45 PM - 5:15 PM**

**Mission:**

*Set Sail:* Our mission is to cultivate scholars who excel in science, technology, engineering, and mathematics. Through exposure to high-quality instruction and experiences, we prepare our students to become future champions, anchored in excellence.

**Vision:**

*Charting a Course to Excellence:* Nurturing curious minds, fostering critical thinking, and empowering our crew to sail toward a brighter tomorrow with emotional intelligence and intentional decision-making.

**Values:**

*Supportiveness. Collaboration. Accountability.*

**Required Attendees:** Lighteard, Calvillo, Abbs, Darden, Tucker

**Facilitator:** Zavala

**Timekeeper:** Darden

**Note Taker:** All

**Meeting objectives:**

- Conduct Needs Assessment

**Pre-Work:** Be on time, Sign In, & Read Agenda

Mins	Item/Activity
2 Minutes	Wellness Wednesday
20 Minutes	Needs Assessment
3 Minutes	Optimistic Closure



## **SDMC Meeting Minutes**

**Meeting Date:** October 30

**Time:** 4:45 - 5:15 PM

**Attendees:** L. Darden, A. Abbs, E. Lighteard, G. Zavala

### **Agenda & Key Points**

#### **1. Campus Positives for Staff Culture**

- **Announcements:** Recognized as a positive influence on campus communication and morale.
- **Weekly Newsletter:** Acknowledged as a helpful tool for keeping staff informed and connected.
- **Engagement Activities:** Positive feedback on activities designed to increase both staff and student engagement.

#### **2. Challenges in Staff Culture**

- **SPED Department:**
  - Continues to experience an increasing workload.
  - Lack of clear expectations and direction for additional tasks was noted as a concern.
- **DOL Annotations:**
  - Teachers initially felt relieved with the subtraction of "know shows."
  - However, when DOL annotation requirements were extended, it felt like a reward was given and then taken back, which caused frustration among staff.

#### **3. Student Behavior**

- **Positives:**
  - **Pirate Bucks:** Recognized as a successful incentive for positive student behavior.
- **Challenges:**
  - **Lack of Concrete Consequences:** Concern over the need for clear and consistent consequences for behavior issues.
  - **Behavior Contract:** Need to implement a behavior contract to manage repeat behavior issues.
  - **Parent Meetings:** Administration will organize parent meetings with the families of high-priority students with multiple discipline issues to address ongoing concerns.

#### **Next Steps:**

- Admin to establish and communicate clear behavior contracts.
- SPED expectations and task clarity to be reviewed for possible improvement.
- Follow-up on staff feedback regarding DOL annotation changes.