

# School Improvement Team

The goals of our School Leadership Team will be:

- 1) To facilitate the involvement of our parents, school community, and teachers in the development of the School Improvement Plan
- 2) Encourage and create opportunities for involvement within the school for our parents/community
- 3) Continuously monitor the effectiveness of the School Improvement Plan and make amendments as needed  
based on data
- 4) Review policies and procedures that enhance the safety of students and school

Date: **May 15, 2025, 8:15AM**

Note Taker: Smith

Time Keeper: Douglas

## **Members:**

### ***Parents***

<i>Jessica Hightower</i>	<i>Sage Arbor</i>	<i>Tafine Arbor</i>
<i>Dawn Baynham</i>	<i>Karthikeyan Pandurangan (KP)</i>	<i>Diaman Salazar</i>

### ***Instructional Staff***

<i>Anne Cooper</i>	<i>Shari Douglas</i>	<i>Katherine Kil</i>	<i>Brittany Kivett</i>	<i>Michelle Talavera</i>
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Teacher Assistant

<i>Nina Whortan</i>
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### ***Administrative Team***

<i>Jigna Patel</i>	<i>Temika Smith</i>
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### **Upcoming Meeting Dates:**

8:15-9:00 in the Media Center

Thursday, June 5, 2025

**I. Culture-**

- A. Bear Leader Lunch- May 27, 2025
- B. Bears Ceremony- June 6, 2025
- C. Celebrations-  
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- D. Action Teams-
  - Student Lighthouse- Leadership Day- May 16th
  - Final preparations taking place
  - Culture
  - Continuing to collect feedback from this year
  - Behavior-
  - Golden Bear Tickets winner will be announced the end of May
  - Community Outreach-
  - National Poetry winners announced in May
  - Parent Square- calendar is updated with events

**II. Academics**

- A. EOY Data preliminary review of 24-25 Data

**III. Leadership**

- A. School Improvement Plan- Updating plan for next school year

**IV. Title IX-**

- A. Strategic recommendations for preventing sexual harassment.
- B. How can we help students understand how to report possible sexual harassment?
- C. How can we help students understand their right to be protected from sexual harassment?
- D. Strategies so parents are aware of the school's obligation to promptly and effectively report sexual harassment.

**V. Update on the Title IX Regulations**

Based on a recent court decision (Tennessee v. Cardona, No. 2: 24-072-DCR (E.D. Ky. Jan. 9, 2025) the 2024 Title IX regulations are null and void effective immediately, and the 2020 Title IX regulations are back in effect.

Significant Differences Between 2024 regulations and 2020 regulations are:

- Title IX prohibits sex discrimination, including sexual harassment, in schools and educational programs. "Gender identity" and "sexual orientation" are no longer part of Title IX's definition of sex discrimination. Please Note: The other CMS school board policies that provide protection for gender identity and sexual orientation still remain in place.
- We must go back to using the 2020 definition of "sexual harassment":
  - Unwelcome conduct determined by a reasonable person to be so severe **AND** pervasive **AND** objectively offensive that it effectively denies a person equal access to the school's education program or activity
- The 2020 Grievance procedures are back in effect, and our District Title IX webpage is updated.
- A substantial difference is that for investigations into all formal complaints, there must be two 10-day periods of review of the draft investigative report and related evidence.