

SLT Minutes 2025 06 23 (met on zoom) approved online July 2025



School Leadership Team Minutes

June 23, 2025

Attendance

Core Members:

Principal Brian Pew (present)

UFT Chapter Chair Melanie Pflaum (present)

PTA Co-President: Ursula Schindler (absent)SLT

CBO Bard College:

Valeri Thomson (present)

UFT Members:

Kyung Cho (present)

Annie Shields (present)

Parents:

Yr II (Early College)

Primary: Cindy Hsaio (absent)

Alternate: Rosemarie Bray (Absent)

Yr I (Early College)

Primary: Marie Edesess (Present)

10th Grade

Primary: Miri Navasky (Present)

9th Grade

Primary: Abhijit Sengupta (present)

Students:

Yr I

Primary: Ivy Laidlaw-Morris (present)

Agenda

1. Address concerns about incomplete minutes, approval process and need to regularly post them
2. Review and Share comments regarding 2025-2026 CEP

School Leadership Team Minutes

Starting Time 4pm – Short meeting over zoom – primary purpose to go over remaining CEP priorities. Beginning of meeting had no minute taker

(1) Minute taking, approval process & posting of the minutes

Admin asks about minute taking, approving minutes and taking attendance and how it was decided. Explained that at the start of the year, Interim Acting principal Canty was voted in as secretary. This role limited her ability to fully participate which was essential as IA. The SLT decided to resume the previous practice of sharing the responsibility of taking minutes among faculty and parents. A clear consistent system for securing the official attendance sheet is needed for next year. The possibility was raised that going forward one person could be responsible for getting attendance, making sure the minutes get approved and making sure they get to Jose – even if the taking of minutes is rotated week to week. Just an email to Jose and he can post them. Approving the minutes should be a permanent first agenda item and the co-chairs can make sure it happens. **Concerns were expressed that the ByLaws were signed without consensus. Several members requested that at the beginning of the next year the ByLaws are reviewed side by side along previous ByLaws so that all members can review and understand the changes that were made to this important document. During that discussion, we agreed to create better systems to ensure that the minutes are taken, approved and added to the web site.**

(2) Reviewing of the CEP.

Significant data has been added to CEP draft document that we have. We scrolled through the iplan portal for the Priorities 1-5 for the CEP, everyone read through all of them and examined the smart goals, action plan, and budget allocations for each.

Priority 1 - There was discussion around the hiring of a Special Ed position. Still working on hiring someone. Moving forward. And comments that it is so great we have Dr. Pew who has special ed training - in the meantime.

Priority 2 - Some discussion around restorative justice training of faculty. Training kids in it - longer term goal. Also Faculty notes that the small class size funding we got will enable us to put in an extra ICT class in every grade. Next year it will be significantly easier to get IEP kids

into ICT class. Students with IEP will be spread out with more offerings. Not as many kids with IEPs in one class. Will make it closer to reflecting the percentages in the school. IEP students will have more choices with the college programs too. Make sure this is VERY clear to parents with kids with IEPs. Which of the college classes they can take. Admin says this also is another good thing in that there will be a smaller counselor/kid load so more attention can be given to each kid with an IEP. Discussion about how this works logistically. Raise the idea that advisory could also be used more effectively for things like this (ie mini training classes on course selection). Should this be put into the CEP so we're held accountable to explore better ways to use advisory?

NOTE: Start next year talking about Bylaws, Minutes and Advisory and Clubs.

Advisory

Admin notes that we did have advisory training this year which came out of SLT discussions so we are starting to try and make better use of advisory. Also faculty notes 2 years ago we hired a company to do executive functioning training which was brought into advisory - so we are trying things. Admin raises an idea he has that down the road we set up some kind of advisory system so that parents aren't meeting with every teacher - but rather teachers are responsible for a certain number of kids and know a lot about them. Discussion of having a primary point person model. Make sure all forms are turned in, they do conferences, etc...but this is a 2 year plan or something like that.

Clubs

- Equity & Financial gate keeping of clubs. More Effort needed to work towards understanding and minimizing financial gatekeeping with clubs. Admin asks if there is data on who is participating in clubs and who isn't. If Jess collects attendance Admin can go through and see who is accessing clubs to see what % of kids are free and reduced lunch. Other issue is whether certain clubs have pay to play problems (uniforms, paying to travel, etc...). It was noted that we dropped some of the requirements of payment for clubs. (Did it increase participation?).
- Timing of clubs – club fairs were happening during sports time – but that was changed so that fairs were also happening during the day. Discussion about doing lunchtime one– so club fair happens at a time that all kids can make it.
- Discussion about other changes in clubs (club leaders need to have meetings to prepare, per session payment made a big difference to faculty as well. When you run a club, it's not just babysitting but taking part. Club leaders (students and faculty) get trained.

Priority 5 - Group read CEP out loud. Notes need to mindfully communicate in languages other than English. Identified top three languages - plus others spoken at Bard (top languages spoken: English, Spanish, Bengali, Mandarin). All data will be put into CEP. Discussion of newsletter and versatility of Smore app (can have many users) and can be read in all different languages. There is a button on the top that translates the whole newsletter. SLT discusses whether we can have training for people so families know how to use. Maybe put under action steps for priority 5 write in: using Smore translation function ensure that families who speak languages other than english have access to communication from school.

Discussion of need for more translators at various school events including increasing accessibility of translation on zoom for parent/teacher conferences. This might be why families are not coming for conferences. DOE translation system worked really well this year, but we are

not using it effectively for zoom conferences (translators don't go on zoom, but will be on the phone). Discussion of curriculum night as well. Will have translators there. In the beginning of the year – maybe a phone call to reach out to families where English is not their first language. According to the DNLO ATS report, there are 164 families whose home language is other than English. It is important to create systems to align the language of school communications with home language

Also need these kinds of services for the College CTO stuff – translator/live interpreter also. Prof Cho will stop by tomorrow to discuss with Val further.