



Shepherd Elementary LSAT Meeting

January 15, 2025



ROLE OF THE LSAT

The Local School Advisory Team (LSAT) is a group of elected and appointed members that exists for every DCPS school.

Our Shepherd team consists of parents, teachers, non-instructional school staff and a community member to advise the principal on matters that promote high expectations and high achievement for all students. The LSAT is a key lever to increasing transparency at DCPS and ensuring decisions affecting school communities are made collaboratively with the help of a diverse group of school stakeholders.

SHEPHERD ELEMENTARY LSAT MEMBERS

Teacher Representatives:

- Sabria Trotter
- Denise Hector
- Anna Marie Pereira- Co-Chair
- Jamie Weng

WTU Building Representative:

- Promithious Denmark Lawal

PTO Representative:

- Amber Romine

Parent Representatives:

- Jessie Caola
- Julia DeAngelo- Secretary
- Dominic Ju
- Kate Snyder- Co-Chair

Community Representative:

- Gayle Upson

Non-Instructional Staff Member Representative:

- TBD

AGENDA

- Insight Survey Results
- Updates:
 - Staff survey (potentially PTO w/ LSAT)
 - Hiring, Shepherd Handbook and IB Review
 - Early Readers start 1/14 and Playground Opening
- Review of the Budget Process

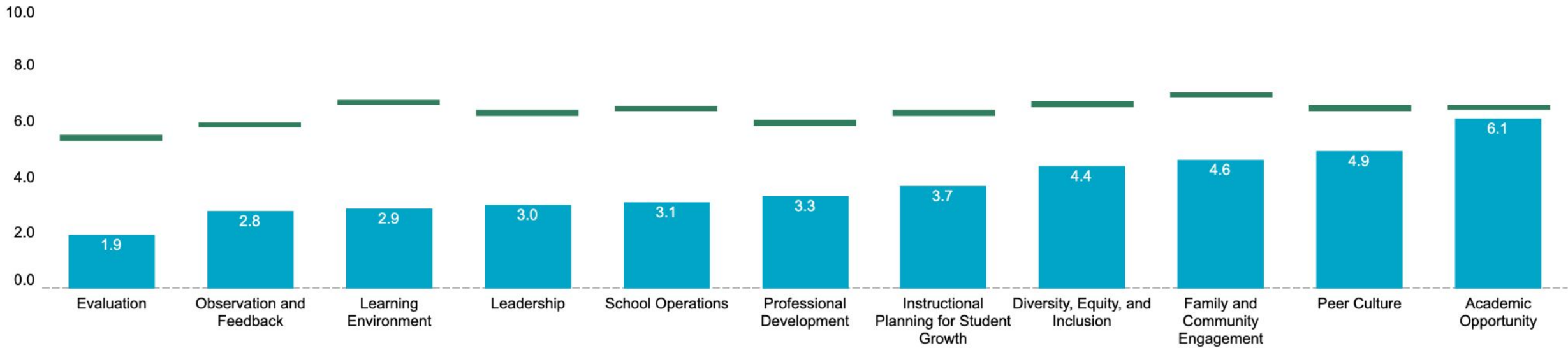
Insight Survey Results

- Teacher survey to get a pulse on how the school year is going
- Survey questions reflect I I categories.
- Each category has a score.
- Top score is reflected by the green bar.

Insight Results

Domain Scores

Click on a domain in this chart to see survey items from that domain in the chart below, and a link to resources for that domain



Take Aways

- 4 of the lowest areas
 - Evaluation
 - How clear are the performance expectations
 - Observation and Feedback
 - How frequently are the observations and is the feedback helpful
 - Learning Environment
 - What are the expectations and consequences for student conduct and how consistent are they maintained.
 - Leadership
 - How effective are school leaders communicating their vision how effective is collaboration



INSIGHT SURVEY: NEXT STEPS

Evaluation

Clear Performance evaluations

- Access
- Collaboration
- Info. Sessions for specifics

Obs & feedback

Frequent observation and Feedback

- Bi-Weekly
- Feedback within 48hrs
- Focus of the observations listed

Learning Environment

Expectations and consequences for student conduct

- Matrix
- Student Response chart

Leadership

Vision and communication

- Providing clear vision around expectations
- Collaborations and committees

Staff Survey Update

- Goal of the Staff Survey is Retention
- Inform program and incentives that the Admin and PTO can support
- Collaborating with Teachers, PTO and Admin to create the best instrument and process

Updates: Staff Vacancies, Handbook and IB Review Playground and Early Readers Program

Staff Vacancies:

- 1st Grade Teacher
 - Had 2 interviews this week.
- SEPD Teacher:
 - Had a strong candidate interview this week
- 3 CES Aides:
 - Have 3 subs interested in the position (as of this week)
- Leave Vacancies
 - CES ECE:
 - Had one in place which will no longer be joining us
 - CES K-2 room:
 - Still looking

Handbook

Beginning our next face honing in on classroom expectations.

Goals:

- consistency throughout the classroom expectations
- teachers implementing the expectations
- norm around responses and consequences for the expectations.

Early Readers

- The program began Tuesday 1/14
- Teachers K-1 recommended students
- Using their reading data
- 20 have been recommended
- 7 attended so far
- 10 volunteers overall

Playground Update

In order for the playground to be ready for students the fence needs to be installed, and the surface and playground need to be inspected.

These both require the snow to be completely gone from the playground. We are hoping that the snow will be gone beginning of next week, which will allow for testing and fence installation to be complete by 1/27/25. All of this is dependent on the weather.

Review of the Budget Process

Process:

- Expect to Receive the Budget In February
- Virtual meeting after receipt to review topline information in the budget and lay out timeline
- Admin team makes a preliminary plan which reflects:
 - Required staff allocations
 - Flexible allocations
- LSAT Reviews and offers input:
 - We discuss what the priorities of the school are based on our experiences as the school leadership team- admin, parent, instructional staff, non instructional staff and community
- Budget requests for additional funding are submitted
- Final budget and outcomes are shared

Shepherd 2024-2025 Final Budget Overview

FY25 Final Budget Overview	
Submitted Budget	\$6,021,341
Total Budget Changes	\$267,444
Amended Budget	\$6,288,783
Budget Detail	
Amended Per Pupil	\$16,292
PS Budgeted	\$6,229,954
NPS Budgeted	\$58,829
FTEs Budgeted	56

[Shepherd 2024-2025 Amended Budget](#)

NEXT LSAT MEETING: February 19, 4-5pm

We are **CURIOUS**

We are **ENTHUSIASTIC**

We are **SHEPHERD ELEMENTARY**

Questions or agenda items for our next meeting, please email either

LSAT Co-Chair:

Kate Snyder kateasnyder@gmail.com or

Ms. Pereira anna-marie.pereira@kl2.dc.gov