

Strategic Planning Steering Committee Meeting
October 24, 2016
5:00 p.m.

Facilitator: Mr. Al Brown

Present: Dave Anderson, Marilyn Brink, Kacey Hanson, Eric Brown, Michelle Schmidt, Steph Ernst, Jessica Folstad, Pamela Steger, Lexi Witt, Arlene Tank, Richard Ross, Michelle Byholm, Lois Freeland, Judy Swander, Karen Thorp, David Schmidt, and Bob Kopisch

Discussed the makeup of Taskforce Committees, whether ad hoc or standing committees, made up of board and public.

Suggested that in one year this same group should meet (Oct. 2017) and have reports from the action committees (Taskforce Committees) on what they have done in that one year. And celebrate the accomplishments. The things that didn't work need to go into the next year's hopper. And discuss if anything needs to be modified; shifts in priorities. The Strategic Plan should be a living document.

Plan-on-a-Page

Once you get the 2016-2017 page down, get it on one page to show what is being worked on. Do not give people a large, multi-page document.

Discussed:

Area of potential revision: (How to make revision in the plan. Questions to ask about the proposed revision.)

- Why is this important?
- What is the educational or community impact of this revision?
- Where is the support for this revision in the data?

Strategic Plan Executive Summary 2016-2019 was handed out. Committee members reviewed the document. Several questions were asked regarding the survey questions and answers being used in the makeup of the Summary, as well as last meeting's work being incorporated. It was answered that all was taken into account when the leadership team worked on the Executive Summary.

The four focus sections were reviewed with time for discussion.

FOCUS: Workforce Development

S.Ernst: There is nothing in plan regarding retaining staff. We should not just be a stepping stone job, but what about the people that stay and retaining them? The word "retain" needs to be added to the first sentence.

M.Schmidt: Question regarding 'conducting a staff engagement survey' under the 2016-17 Action Steps. How honest would staff feel they could be?

D.Anderson: It could be an anonymous survey.

FOCUS: Community and Communications

The 3 year goals in this section are the communication goals for staff/admin/board relations.

Will need to have mid-process review at board meeting, perhaps in 4 months:

- Need to have 'discussion on plan and process' at Board of Education meetings.
- Ask committees for a monitoring report to be presented.
- Have as an agenda item. One page only, written and passed out to board – suggest 10 min. presentation, 5 min. summary, 15 min. discussion.
- Approve process so far (if appropriate), or ask for additional information.

FOCUS: Social Emotional Well-Being

Question: Why was staff moral not a part of this section?

Answer: It is focused on elsewhere.

FOCUS: Teaching and Learning

S.Ernst: Is there any 'increase of physical activity' anywhere in this? Structured physical activity? It is needed.

The Strategic Plan that the board approves is the Goals. Then it is up to the superintendent and leadership to follow through (with action plan).

The Strategic Plan will come to the Strategic Planning Steering Committee to approve as being ready to present to the board for action. Possibly at the December board meeting. This finalized Plan will be send to the board as a committee recommendation for approval. The board approval would be at the GOAL level, not the individual components. Then the work will be divided up into committees to work on.

At the board level, there should be a one-year schedule created. The plan's components will be rotated through the board meetings for discussion, etc., according to that schedule, which should lay it out in a reasonable order and timeframe.

There will be a revision to the Strategic Plan Executive Summary document that was handed out tonight. The revision should be given to the committee members several days prior to the next meeting for review prior to the meeting. Also any questions or issues should go to Dave Anderson prior to the next committee meeting.

Meeting ended at 6:43 p.m.

