

## Pana CUSD#8

### July, 20<sup>th</sup> Strategic Planning Meeting Minutes

#### Unit Office Board Room

The meeting was called to order and roll call taken. Kyle Anderson was then assigned and voted Secretary Pro Tem. The motion was made by Ann Dorn and Second by Doug Kirkbride. Motion carried

Bill Beyers gave a brief review on Board and Superintendent Roles and relationships and ingredients to help build important district partnerships.

We discussed the purpose of the meeting, some of the goals we want to set. The main categories of Structure, Culture, Direction and priorities will be discussed with a goal of at least one Action Step in each to be implemented this coming school year. The Board wants to/should be able to give direction, goals and priorities that we would like to see implemented in our District. Mr. Bauer can then, with the rest of the District Team develop a way to get there.

Mr. Bauer presented our new Quarterly Board Calendar that Bill Beyers and Mr. Bauer discussed prior and agreed it would be helpful to the Board in planning throughout the year. Mr. Bauer and Nicole did a great job on this.

Bill Beyers asked Mr. Bauer to present the current Evidence Based Funding model to the Board and compare it to what we had before it was implemented. Mr. Bauer did a good job presenting this information

and the Board has a better understanding of the Evidence Based Funding Formula and how we can utilize the information moving forward in making decisions on prioritizing funds.

Agenda item topics 6, 7 and 8 were discussed together over a couple hour timeslot, beginning with Bill Beyers and Doug Kirkbride giving the history and method of initiating and gathering the information for our meeting today. They thanked our principals and teacher participants for their time and input. The information from the IDEAS Committee meeting and the information from the teachers had been provided to each Board member for review before the meeting. Kyle Anderson, Doug Kirkbride and Bill Beyers recapped the IDEAS committee meeting.

Each Board member had the opportunity to bring up any particular topic or ask any questions about the process, comments or other topics that were presented from this process. Many of the main topics will be discussed in more detail for action steps under their specific agenda timeslot.

The Board members thought the information was very helpful and discussed continuing the process on maybe an annual basis.

Bill Beyers also noted appreciation to Mr. Bauer for his guidance in the legal aspects of the process.

During the Culture and Team Building agenda topics each board member had the opportunity to discuss the topics, teacher input, and any ideas they had. Board members discussed teacher's stresses and concerns and how it affects them and how the process we are going through now will help find ways to address these. Bill Beyers presented a specific idea to the Board for consideration. Our teachers are the

front line, in the trenches, the day to day implementation of educating our students. Now that we are in a different place with our financial situation, let's give the teachers the opportunity to be creative and put funds to best use based on their experience and knowledge. I propose we create a Board Initiated Pilot Project. "In The Trenches Funds" Giving each teacher access to \$500 dollars each (proposed amount) to use for enhancing student learning, creating Optimal Learning Environments, Unique learning Experiences, Experiential Learning etc. The funds can be used by the individual teacher for their classroom or can be collaboratively pooled and used at grade level or building level. An outline was presented of parameters for use and what it can't be used for. After discussion and further defining some parameters the Board thought this was a good thing to try. This will be implemented through the IDEAS committee. (Not adding additional things for the Principals to oversee) The teachers will have a simple application form to fill out stating how they intend to use the funds. Then toward the end of the year they will be required to submit to the IDEAS committee a summary of their fund use and how it benefited the students and how many students benefited from it. The Board will evaluate the project and see if it is something they will continue. Bill Beyers had Mr. Bauer explained the logistics of how the teachers would obtain the funds through the District. Bill Beyers and Mr. Bauer will refine and finalize the process and present it in detail for full board vote at our next Board Meeting in August.

Mr. Bauer stated he is exploring the option of implementing the program "Capturing Kids Hearts" program that could help us address discipline and culture. He will be bringing us more information about this program for review.

Technology/STEM projects were discussed. Based on conversation during the IDEAS committee meeting in which it was brought up about the need for an additional technology person for the lower grade levels and the need for ever changing technology needs, Bill Beyers asked if we could develop a 3 year technology plan similar to our 5 year facilities plan. Out of that meeting Mr. Bauer and Amanda Skinner worked to develop a 3 year plan. This was presented and discussed. After much discussion the consensus was the board would like to move up the addition of an additional technology person if funds allow. We also discussed STEM needs within the conversations. Many of the teacher's comments were around additional support and STEM topics. The Board thought this could help in both those areas but wanted to have further discussions around what a new position would look like. It was agreed some additional input from the teachers, especially STEM oriented ones, could be helpful. Mr. Bauer, Amanda Skinner and the IDEAS committee will pursue this further.

Also considered in the above conversations was the requested information, sent to Bill Beyers in email format, from some of our STEM oriented teachers. Bill Beyers read these at the beginning of this agenda topic.

A review of our 5 year Facilities Plan was discussed with conversations about what we are finishing up, what we no longer intend to do, and what our future needs might be. This included discussion of being "shovel ready" if State or Federal Capital Projects Monies were to become available for new building projects. We are going to continue the conversations and exploring our options through the Facilities committee.

In this current teacher shortage environment hiring and retention strategies are a need conversation and one the teachers had concerns about also. We had input from Mrs. Adam via an email Bill Beyers read and we also invited Mr. Ellis to present information she had on the topic to the Board. The Board definitely wants to retain our great teachers and wants our District to be a desirable district for teacher to want to teach in. Anne Dorn presented an idea of mentoring our new teachers that are hired. This is done in other districts and she thought it was very helpful.

Discipline was discussed at length. Going into this meeting the Board knew this was one of our top priorities. Because we are restricted by what we can and cannot do, Mr. Bauer presented an overview of SB100 as a refresher to the more experience Board members and for educational parameters for the newer members.

During our collaborative discussion on discipline at our IDEAS committee meeting, Mrs. Ellis brought up an idea of a District Team approach to handle the repeat and difficult disciplinary students. This was well received and we asked her to refine and present this to the Board at our Strategic Planning Meeting. Mrs. Ellis put together a presentation and plan for our consideration starting this coming school year. There was discussion on the overall discipline problems at all levels including on the buses. The Board felt this approach was well thought out and is ready to back the process this coming year.

A recap of the day and final discussions and thoughts were voiced. The overall thought was it was very informative and productive. Some additional ideas that were presented for possible implementation were,

- Starting student compiled portfolios- accomplishments K-12

- District STEM- Create a competitive Stem Fund that teachers could apply for.
- More District wide Professional learning opportunities. Based on discussions, more of these are being planned.

We summarized the day and the following are the main action plans we intend to see implemented if not already done or in the process.

Structure:

- Global District Flowchart
- Flow charts of specific positions or projects as they evolve.

Culture/Team building:

- Cookouts, teachers/staff and bus drivers
- Board Initiative “In the Trenches Funding” Pilot Project
- Annual Teachers Input through the IDEAS committee
- Mr. Bauer—exploring and presenting “Capturing Kids Hearts” program.

Direction:

- Improved engagement, real world learning experiences.
- Improved learning and real world skills, not just test scores.

Priorities:

- Discipline—Implement Mrs. Ellis’s presented District Team Approach.
- PLC—Mr. Bauer and Team (Principals) have already made strides in this area after our IDEAS committee meeting.
- Structured teacher input.