

### ***Suggested Framework for Councils of Excellence***

**Mission:** To establish a meaningful process at each school site for formally gathering and utilizing stakeholder input to impact student achievement and teacher productivity.

**Immediate goal:** Establish first Council at THS in Summer/Fall 2012 with the expectation of meeting bi-monthly to make formal recommendations in late Fall/Winter 2012.

#### **Process:**

- Group to be established and initially guided by a facilitator
- Identify and come to a consensus on 2-3 school issues
- Form 2-3 sub-groups ‘tasking’ them with gathering information on issue, formulating realistic, tangible recommendations including removing current barriers
- Allocate necessary district support and data to sub groups
- Make recommendations to entire Council
- Present formal recommendations to THS leadership, faculty, district leadership and Board
- Formulate and execute implementation plan of recommendations
- Evaluate plan throughout the school year

**Council Membership\*:** Group to be comprised of teachers (including members of faculty senate), parents, students, administrators, school board member, community (business/civic/faith members) and alumni. Individuals should be willing to make a 2-year commitment.

*\*Note: Identify district personnel that could lend support (technical, data, etc.) to process but not serve as member.*

#### **Council’s Guiding Principles:**

- Members should be guided by 3 overarching questions:  
1) What needs the most attention? 2) What could it look like? 3) How do we sustain it?
- Discussion in group should be deemed confidential
- Issues should be considered universally problematic/toxic
- Recommendations should align with school’s and district’s strategic plans
- Recommendations should immediately impact the restoration of trust and encourage a culture of one team
- Councils’ progress should be made public periodically

#### **Timeline for 2012:**

Discuss concept with THS Leadership/PTO – Early May

Present framework to Board – May 22

Secure and meet with Facilitator – June

Invitation for participation – June

Meet with members and secure commitment of 2 years from Council participants- July

Launch THS Council led by Facilitator – July

Identify issues and make recommendations – Fall 2012

Present formal recommendations to district leadership and Board –Late Fall/Winter 2012

Implementation of plan- Winter 2012

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