



# Comstock Board of Education

July 20, 2020

6:00 PM

## Special Meeting

Virtual Meeting - Live Streaming [www.youtube.com/comstockps/live](http://www.youtube.com/comstockps/live)

3010 Gull Road

Kalamazoo, MI 49048

269-250-8907

Welcome to the virtual meeting of the Comstock Board of Education. In response to Governor Gretchen Whitmer's executive orders to combat the spread of the coronavirus pandemic while at the same time adhering to, and honoring both the spirit and intent of Michigan's Open Meetings Act, tonight's meeting will be conducted virtually. The members of the Board of Education and Superintendent's Team will be using Google Hangout Meet and its auto-captioning feature to conduct the business of the Board. Moreover, we will be live streaming this meeting on our district's Youtube channel, [www.youtube.com/comstockps/live](http://www.youtube.com/comstockps/live). Community members will have an opportunity to make comments during the "Call to the Audience." The posted notice of this meeting and information regarding how to access the live stream have been posted in the same manner as all other previous meetings of this Board. As is our standard practice, the agenda for tonight's meeting may be found on our website. Anyone who would like to participate in the "call to audience Public Comment" portion of the meeting please register before the meeting starts using this form <https://bit.ly/ColtComments>

### **I. Call Regular Meeting to Order**

### **II. Roll Call**

### **III. Approval of Agenda**

### **IV. Call to the Audience**

### **V. Regular Agenda ~ Discussion and/or Action Items**

#### **1. Strategic Planning Renewal Process**

Superintendent Thoenes

The Board will be drafting a renewal document of the district's strategic plan.

### **VI. Adjournment**

The mission of the Comstock Public Schools is to serve our community by supporting, inspiring, and challenging every person within the school district to reach their full potential through education.

The vision of the Comstock Public Schools is to be an educational community where every person is empowered to reach their full potential.

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the meeting or hearing, please contact Faye Goldner, Executive Assistant/Board Secretary at 269.250-8907 at least 72 hours prior to the meeting or as soon as possible

## Comstock Public Schools - Strategic Plan Summary 2016-2020

The MISSION of Comstock Public Schools is to serve our community by supporting, inspiring, and challenging every person within the school district to reach their full potential through education.

The VISION of Comstock Public Schools is to be an educational community where every person is empowered to reach their full potential.

### **WE BELIEVE:**

- All students have the ability to learn
- We prepare students for their future and foster lifelong learning
- In evidenced-based decision making
- We can meet the needs of each student
- Education is a community effort
- Diversity is valuable

## Strategic Focus Areas

### **Academics & Programs**

Goal Statement: Comstock Public Schools will improve educational outcomes for all students through the efficient and effective use of student data, academic programming, and school calendars.

#### First-Year Objectives

- Academic Data Warehouse will be uploaded, and staff will be trained to use it.
- Implement K-3 reading plan
- State assessment proficiency will increase by 20%

### **Learning Environment & Culture**

Goal Statement: Comstock Public Schools will develop a school community that supports the whole students through active learning, leadership, academics, healthy lifestyles, and the arts.

#### First-Year Objectives

- Identify universal support systems in all buildings (i.e. Leader in Me)
- Reduce out-of-school suspensions

### **Operations**

Goal Statement: Comstock Public Schools will develop a comprehensive, proactive, prioritized building and equipment maintenance program including funding, staffing, and technology.

#### First-Year Objectives

- Building improvements
- Address needs not included in current bond projects
- Technology replacement schedule
- Bus replacement schedule

### **Personnel & Leadership**

Goal Statement: Comstock Public Schools will develop and implement an ongoing process to review and update personnel policies, practices, and funding allocations to support recruitment, retention, and development of high quality staff.

#### **First-Year Objectives**

- Document and communicate responsibilities for HR staff
- Implement employee handbook
- Create and communicate compensation philosophy and policy
- Budgeting process - develop a 5-year forecasting plan

### **Communications & Community Development**

Goal Statement: Comstock Public Schools will develop and implement a plan to actively communicate through a variety of venues, media, and systems across the district, community, and county positively and effectively.

#### **First-Year Objectives**

- Marketing plan is established and includes positive monthly press featured on MLive and TV
- Survey results show 20% increase in communication satisfaction
- Increase IC portal/notification parent and student users by 20%



Comstock Public Schools  
Proposed Strategic Plan 2020-25 Renewal Process

July 10, 2020

Comstock Board of Education  
Comstock Public Schools

Dear Trustees,

Note - This document was co-created by President Dickinson and me, and we will be co-presenting this topic on Monday, July 13, 2020.

Given that we are in the final months of our current CPS Strategic Plan, this document outlines a proposal for the Board's consideration for renewing the plan. This potential process is intended to facilitate the outcome of updating the plan effectively setting the educational course and priorities of the district for the next five years. Appropriately, this proposal is inclusive and intentionally involves all of the key district stakeholders in multiple ways while prioritizing health and safety due to the coronavirus pandemic.

**Full Board discussion on Monday, July 13**

- Stakeholder virtual input via "Call to the Audience."
- Review of current Strategic Plan.
  - *Mission, Vision, and We Believe* Statements
  - Focus Areas
    - Academics & Programs
    - Learning Environment and Culture
    - Operation
    - Personnel & Leadership
    - Communications & Community Engagement
  - Goal Statements
  - First-year Objectives
- Review strengths - there are many!

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- Review areas of possible modification.
  - Focus Areas - Add “Facilities” to Operations (**Facilities and Operations**)
  - Focus Areas - Add “**Budget and Finance**” as new Focus Area
  - Edit the current *Goal Statements* to make them broader and more succinct.
  - Convert the *First-Year Objectives* within the Strategic Focus Areas to **Priority Objectives**.
  - Word the *Priority Objectives* so that efforts to achieve them last the five years of the plan.
- Board members discuss these issues and may make recommendations or proposals if they wish or time permitting.

#### **Monday, July 20 (Special Board meeting)**

- Stakeholder virtual input via “Call to the Audience.”
- Board members discuss the wording in detail; propose, discuss, and draft any changes to the Strategic Plan they feel will strengthen or improve the document.

#### **Monday, July 27 (Full Board)**

- Stakeholder virtual input via “Call to the Audience.”
- Board members review and finalize any proposed revisions to the Strategic Plan.
- The Board puts out a 10-day call for public and stakeholder input regarding the proposed Board revisions (Tuesday, July 28-Thursdays, August 6).
  - Call for input announced via Shoutpoint, email, social media, and the website; interested parties directed to contact the Superintendent
  - Superintendent collects and collates the public response, and prepares a presentation to the Board (Friday, August 7-Monday, August 10)

#### **Monday August 10**

- Stakeholder virtual input via “Call to the Audience.”
- The Superintendent presents the public input to the Board.
- The Board reviews and considers the public input; the Board finalizes the Strategic Plan accordingly.
- The Board votes to ratify or support the 2020-25 CPS Strategic Plan.

This timeline allows the 2020-25 CPS Strategic Plan to be printed and ready for the “Back to School” Breakfast. In terms of timing, it makes the most sense to have the new Strategic Plan ready by this date so it can set the tone for the new school year.

Sincerely,



Dr. Jeffrey J. Thoenes  
Superintendent