

Rochester School Board/City Council
5-Year Strategic Plan Committee Minutes
School Department Board Room #1
August 9, 2017

Members Present:

Mrs. Amy Malone, Chair
Mr. Raymond Turner
Mr. Matthew Pappas

Members Absent:

Ms. Nichole Guptel
Mrs. Karen Stokes

Also Present:

Mr. Michael Hopkins
Mr. Kyle Repucci

The Chair called the meeting to order at 6:30 p.m. with a quorum present.

The Committee reviewed several sample strategic plans. They liked several of the designs. The Committee agreed that choosing a format and design would be part of the planning process.

Committee Mission

The Committee discussed the mission. The following mission was suggested: *The mission of this committee is to enable the most cost-effective and highest quality education for Rochester students by establishing the long-term priorities and goals of the Rochester School District.*

The Committee agreed to support the mission as written.

Committee Goal

The Committee also discussed the goal for the Committee. A proposed goal: *Develop a long-term (5 to 10 year) strategic plan using feedback from the school district, board and community that establishes educational priorities by assessing current conditions, determining the desired future state and defining the critical steps to achieve it.*

The consensus of the Committee was to support the goal as written.

Discussion ensued regarding the process for determining deliverables; including brainstorming, seeking feedback, selecting goals and action plans. The process will be discussed at the next Committee meeting. The next meeting is scheduled for August 17, 2017 at 7:00 p.m. in the School Department Board Room. The meeting will begin after the Instruction Committee meeting.

The Chair will present the mission and goal of the Committee to the full Board on August 10, 2017.

Adjournment

Mrs. Malone moved, second by Mr. Turner, to adjourn at 7:10 p.m. The motion carried unanimously.

Respectfully Submitted,

Michael Hopkins
Board Secretary

Rochester School Board/City Council
5-Year Strategic Plan Committee Minutes
School Department Board Room #1
August 17, 2017

DRAFT

Members Present:

Mrs. Amy Malone, Chair
Mr. Raymond Turner
Mr. Matthew Pappas
Mrs. Nichole Danforth

Members Absent:

Mrs. Karen Stokes

Also Present:

Mr. Michael Hopkins
Mr. Kyle Repucci

The Chair called the meeting to order at 7:11 p.m. with a quorum present.

Mr. Pappas moved, second by Mrs. Danforth, to approve the minutes from the August 9, 2017 meeting. The motion carried unanimously.

The Committee discussed several options for the strategic planning process. They discussed ideas around brainstorming and seeking feedback. The Committee talked about developing a flowchart, or roadmap with a timeline of activities. It was agreed that Mr. Hopkins and Mr. Repucci would develop this draft roadmap for the next meeting. The Committee agreed to also attempt this roadmap so a discussion at the next meeting could be productive.

The next meeting is scheduled for September 21, 2017 at 7:00 p.m. in the School Department Board Room. The meeting will begin after the Instruction Committee meeting.

Adjournment

Mr. Pappas moved, second by Mrs. Danforth, to adjourn at 7:45 p.m. The motion carried unanimously.

Respectfully Submitted,

Michael Hopkins
Board Secretary

**Laconia School District
Strategic Plan
Community Based Education**

Goal One

Community as a Classroom

Objective 1

Understand Current Community Based Opportunities

Action Plan

Year	Action	Person(s) Responsible	Due Date	Report Date	Evidence	Budget	Status
2016	Inventory current school/community activities and funding source(s)	Admin.	10/16	11/16	Report	No	No
2017	Show alignment of current activities to grade level	ACTL	1/17	2/17	Report	No	No
2017	3Re-evaluate activities with no or limited connection to curricular standards	ACTL	1/17	2/17	Report	No	No
2017	Identify curricular standards not being reinforced through appropriate community based education	ACTL	1/17	2/17	Report	No	No

Objective 2

Identify relevant community resources which could support future student learning

Action Plan

Year	Action	Person(s) Responsible	Due Date	Report Date	Evidence	Budget	Status
2016	Create a community based education advisory committee comprising stake-holders	Admin & SB	10/16	11/16	Formed	No	No
2016	Organize a forum of active community partners and district staff to generate future opportunities	Admin & SB	11/16	11/16	Held	No	No
2016	Research community based education occurring across New Hampshire, New England and the Nation	Admin	10/16	11/16	Report	No	No
2017	Identify current staff and student participation in relevant community organizations and underutilized resources (Community Relations)	All	1/17	2/17	Report	No	No
2017	Create resource map or directory of community partnership opportunities aligned to appropriate curricular unit(s)	ACTL	1/17	2/17	Report	No	No

Goal Three

Curriculum will become better aligned with the needs of the regional community by the end of the 2017-2018 school year as measured by the number of school / community partnerships and community groups advising the district on curriculum.

Objective 1

Determine current level of community input into curriculum and identify potential community partners

Action Plan

Year	Action	Person(s) Responsible	Due Date	Report Date	Evidence	Budget	Status
2016	Inventory current level of community involvement in developing curricular goals	ACTL & Admin	10/16	11/16	Inventory	No	No
2017	Identify key community partners for future curricular expansion	Admin	2/17	3/17	List	No	No

Objective 2

Determine community needs and how needs can be met within current curricular structure to meet existing curricular standards

Action Plan

Year	Action	Person(s) Responsible	Due Date	Report Date	Evidence	Budget	Status
2017	Develop a strategy for obtaining community input	Admin & SB	2/17	3/17	Report	Yes	No
2017	Engage partners to identify community needs	Admin & SB	4/17	5/17	Complete	Yes	No
2017	Align identified community needs to existing curricular standards and structure	ACTL & Admin	6/17	7/17	Report	No	No
2017	Identify community needs not being addressed by current curriculum	ACTL & Admin	6/17	7/17	Report	No	No

STRATEGIC PLAN 2017-2022

Teaching and Learning

Recommendation 1: Continue to implement a challenging and consistent K-12 curriculum that develops and leads to the successful achievement of the Exeter High School graduation competencies and promotes viable learning opportunities for each student

Recommendation 2: Continue to improve the consistency and relevance of K-12 assessment measures used to demonstrate student learning.

Recommendation 3: Create a unified report card for K-5, 6-8, and 9-12 that contains information on student performance in content knowledge, skills, and work/study practices.

Recommendation 4: Empower the professional staff within SAU 16 and the work of Professional Learning Communities (PLC's) by providing a technology-rich infrastructure, common planning time, and supportive professional development to enhance the K-12 curriculum.

Foundation

Our Mission

Learning in our schools is rooted in the values, history and language of the Iñupiat. Students develop the academic and cultural skills and knowledge to be:

- Critical and creative thinkers able to adapt in a changing environment and world;
- Active, responsible, contributing members of their communities; and
- Confident, healthy young adults, able to envision, plan and take control of their destiny.

Our Core Values

Compassion
Avoidance of Conflict
Love and Respect for Our Elders and One Another
Cooperation
Humor
Sharing
Family and Kinship
Knowledge of Language
Hunting Traditions
Respect for Nature
Humility
Spirituality

Competitive Advantages

What we do best

Educational Philosophy

How we will get there

Education, a lifelong process, is the sum of learning acquired through interactions with one's environment, family, community members, schools, and other institutions and agencies. Within the Home Rule Municipality of the North Slope Borough, "schooling" is the specific, mandated responsibility of the North Slope Borough School District Board of Education.
The Board of Education is committed to providing academic excellence in the "schooling" environment. This commitment to academic excellence shall focus on the learner, recognizing that each student brings to the "schooling" environment his own interest, learning styles, cultural background and abilities.

Strategic Goals and District Objectives

Instructional Focus

1 All students will reach their intellectual potential and achieve academic success through integrating Inupiaq knowledge systems into the core content areas.

- 1.1 CAIM: Complete Year 5 of the cycle for curriculum alignment, integration and mapping effort based on the Iñupiaq Learning Framework; establish the Sustainability Plan to ensure CAIM is sustained over time.
- 1.2 Academic Success: Students will be proficient or excel in academic areas at a rate equal to or higher than National Standards.
- 1.3 Technology 2.0: Enable student focused technology integration as a creative medium for student learning and ensure that teachers are technologically proficient in order to achieve this.
- 1.4 Student Wellness/Safe School: Enhance student wellness through implementation of a district driven wellness program which encompasses safe school, as well as spiritual, social, cultural, environmental, emotional, physical and economic well-being.

Community and Family Engagement

2 We will actively engage parents, Elders, businesses and the community as partners in our children's education.

- 2.1 Qargi Concept: Implement the Qargi Concept at each site.
- 2.2 Partnerships: Increase community and business partnerships to build mutual understanding, responsibility and investment in the education of our youth.
- 2.3 Family and Elders: Gain Family/Elder regular involvement, presence and participation in the schools as a powerful influence to improve attendance and school climate.
- 2.4 SAC: Increase the effectiveness of SACs in all communities.
- 2.5 Board: Increase community dialogue, awareness and participation through one Board Member visiting each village once per year.
- 2.6 Calendar: Implement with each community a culturally sensitive calendar that maintains an academic focus throughout.
- 2.7 Community Awareness: Increase awareness on the Slope around the progress and positive momentum happening at NSBSD.

Staff and Board Development

3 We will continually strengthen the recruitment, retention and professional development of highly effective staff.

- 3.1 Hiring and Recruiting: Improve the hiring and on-boarding process for all employees.
- 3.2 Retention: Maintain a staff turnover rate lower than the Alaska rural average.
- 3.3 Training and Development: Provide professional development and succession planning for certified and classified employees in support of the goals in the strategic plan.
- 3.4 Local Workforce: Maximize our local workforce by growing and employing local staff.
- 3.5 Teacher Evaluation: Provide teacher support through an updated evaluation process that meets new State requirements using the Danielson Framework.

Organizational and Financial Engagement

4 We will effectively employ our financial and operational resources to support our strategic goals.

- 4.1 Transparency: Continue to improve and implement transparency and credibility by strengthening financial policies and controls in the budget process.
- 4.2 Learning Environment: Provide classroom environments conducive to learning through proactive operational support including increased focus on efficiency and decreasing our energy consumption.
- 4.3 Technology Hardware: Evaluate and adjust the adequacy of technology as a tool to facilitate learning, communication and collaboration, especially in the villages.

Key Performance Indicators

How we measure success

Measure	Target

Vision

What our District will look like

Our students graduate prepared and qualified to excel as productive citizens in the world, and able to integrate Iñupiat knowledge and values with Western ways. Our curriculum is culture-based, our attendance rate is above the state average, our parents and community members are committed to education and meaningfully engaged, more of our teachers are our own graduates and speak Iñupiaq, and our schools reflect who we are as people.

Implementation

How we make strategy a habit

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