



Timberlane Regional School District Minutes

Type of Meeting	Strategic Planning Committee
Date	2/23/23
Facilitator	Justin Krieger
Attendees	Steve HARRISES, Michael Boucher, Justin Krieger, Neil Campbell, Ken Henderson, Chris Kellan, Patrice Liff, Karl Ingoldsby, Sandy Allaire, Kelley Brooks, John Vaccarezza, Maria Watkins, Mitch Mencis, Meaghan Guanci (notetaker)
Agenda	1. Review the work of each of the four buckets
Notetaker	Meaghan Guanci and Steve HARRISES

TOPIC: Reviewing the work of each bucket	
Discussion:	Targeted discussion based on focus questions for each group
<p>Community, Connection, and Communication:</p> <p>Three Focus Questions:</p> <ul style="list-style-type: none"> • <i>What else should the narrative include/pinpoint in regards to our current state and do we want to keep the bullets in regards to communication?</i> • <i>Do these goals effectively target TRSD's mission to enhance Connection, Community, and Communication?</i> • <i>Do any of these goals need to be refined and/or additional tasks created to support the goal?</i> <p>Discussion:</p> <ul style="list-style-type: none"> • Including a vision for schools in the narrative with the community connection • Goals <ul style="list-style-type: none"> ○ Educational social programming for families- define better the idea behind social programming ○ Increasing attendance at program based events-> incorporate task connected to this <ul style="list-style-type: none"> ■ Student led events to get students more involved to bring the community in to bring in stakeholders ■ Connects to Goal 3- how do we get student voices out into the community more ■ Discussion about holding board meetings at schools ■ School board members attending events/activities <p>Learning</p> <ul style="list-style-type: none"> • <i>Are the goals clearly stated?</i> • <i>Should the sub-topics (a, b, c) be deleted to keep it more open ended and general?</i> • <i>Does this capture what you see as the main priorities for learning?</i> • <i>Are there suggestions for adding any additional information?</i> • <i>How do we measure personalized learning? What does personalized learning at all levels look like when it comes to fruition?</i> 	



Timberlane Regional School District Minutes

Discussion:

- Following the path of our students- considering their transitions and gauging level of success
 - Counseling department has been working on this to an extent
 - Bringing this to each level of schooling (elementary/middle)
- Narrative is beefy (it's a large topic and therefore requires a lot) but it may be worth looking at refining or being more concise in some areas
- Protocols- Certain bullets only captures specific age levels
 - Discussion regarding transparency but also writing it in a way that does truly capture the work that has taken place/on-going
- SEL- conversations around how to evaluate level of success/impact in this area
 - Discussion about keeping academic and SEL separate but also acknowledging that they intersect
- Discussion about weaving facilities into academics- Do we have the adequate facilities needed to achieve learning?
 - Pathways/competency based personalized learning-> providing more career type experiences- needing facility spaces that align with that type of learning
- Discussion surrounding specifically noting Special Education and programming
 - Goal 1 reflects "all learners" and systems of support
- Discussion about this version being more open-ended compared to previous Strategic Plan (tech, STEAM, etc.)- these are embedded into who we are/what we do- antiquated to bring it up- like that this group did not do this
 - Showcase using tools/modernizing the document vs. directly calling it out
- Measuring personalized learning
 - Discussion about the "can of worms"
 - Quick mention of portfolios/personalized learning plans-> this wouldn't be noted in the plan but would be the "work" stemming from the plan

Facilities and Learning Environments

Focus Questions

- *The needs of the district are great, what would be the direction that the board/committee would like to proceed? New Construction? Renovation? Maintenance only?*
- *Ed Space Study? Should this be included in the Plan or should the study direct the plan?*
- *Athletic Spaces: Does this get included? Or is the focus primarily on upkeep the buildings?*
- *How can we get a diverse, community involved, long range facilities planning committee, and is this what the committee would like to move forward?*

Discussion:

- Looking for more guidance from the group as to where to go with the information we have about current state of buildings
 - Discussion about surveys in the buckets- finding out the appetite from the community about where they are and what they'd like to do
 - Discussion about putting forth a vote and allowing it to fail and continue to put it out there to drive the point home



Timberlane Regional School District Minutes

- How are we selling it? How are we informing our constituents about the real needs?
- State guidelines and licensing to consider; understanding the learning environments that are required
- Engineers of schools for the future- tapping into a resource like this to help determine where to go
- Incorporate the tone of “the charge to push this forward” in the narrative/plan

Personnel

Focus Questions

- *Specific to the Narrative section, are there other essential components to capture?*
- *Specific to the objective, do you agree with the the priority of this bucket is to “attack, secure, grow, and retain?”*
- *Specific to the goals, do they capture the full spectrum of needs of our District and employees so we can improve student learning?*

Discussion:

- Goal #2: Contingency plans for sharing the work
 - Consider also adding in repurposing positions to meet the needs if a position is not filled (timely manner- board process)
- Goal #1: CBAs
 - Where are we competitively with districts that are closest to us? How do we compete with other local districts? Not the same market anymore.
 - True “apples to apples” comparisons and then getting out there what benefits we do have
 - Establish a system of reflection and recalibration so that we’re not in the position we are currently in
 - Discussion about making wages competitive -> Calibration
 - Leveraging certain benefits-> i.e. Training opportunities (college credits)
 - Exploring options to provide opportunities for employees (specifically paras)
 - Valuing the work with children
- Goal #5: Partnerships
 - Really working to enhance collegiate partnerships to pull in young educators, as well as professors working with young students to support our teachers
 - Create a program or pathway to encourage more Special Education hires to fill Special Education vacancies

DISCUSSION REGARDING OVERALL STRATEGIC PLAN:

Do we create a one page executive summary?

- Something succinct that allows our community a quick overview and then provide further in-depth sections that are hyperlinked within for those looking for additional information
- Need to make this as simple as possible to navigate
- User friendly → example = flpsnack



Timberlane Regional School District Minutes

- Easily digestible

Creating an index with additional information that supports the work/needs of the district (i.e. facilities documentation)

Conclusions:

Timeline:

Bucket leaders will work through March to synthesize the work of each sub-group. Presenting to the board for the first read in April, then gaining feedback from the stakeholders, then presenting to board in June for a final read.

Action Items

Person Responsible / Deadline

Synthesize feedback

Bucket Leaders- March