

Board Retreat - February 8, 2018 at Crossroads

*Notes taken by Dan Tjernagel
Updated February 12, 2018*

Board convention review

John H.

Mental health session - not just about officially diagnosed conditions

Physical activity & preparedness - ready to learn session (alternate seating, stools, under desk pedal bikes, exercise, meditation) - Omro Pupil Services director

Board pillars - Black River Falls - incorporate their pillars (much like ours) into their Board agenda layout; also have a professionally done document with their strategic plan highlights much like an annual report; report is also for realtors
Comprehensive planning & facilities plan

Changes in education - what should you pay attention to and what should you ignore? Curriculum, staff, discipline

Overall, there was an increasing emphasis on teaching to the child

Amy S

Amy served as our Board resolution delegate; democratic process is important and fascinating and we do hope our students

Competency-based high school approach for at-risk

Communicating after a capital referendum

Spectrum of communication (IAP2 spectrum we heard about last year from Drew Howick) we do discuss more in the community engagement portion of the agenda; more touches = more trust; Gen X uses Facebook, but Millennials use YouTube for information & Instagram

Jess H

Budget cycle - we like Jake's clear information

Legislative Update with John Forester from the SAA - a more positive message than usual; caution that it may be due to the upcoming election

20 Proven Tactics to Increase Community Engagement (Elmbrook); a lot of competition with private schools there, as well as other districts; send information to families who has given birth; special teacher celebration event with input from community surveys; weekly email update; alumni highlights/updates; annual realtor breakfast with professional materials realtors can give people

Beth C

Mental health session - every child ready to learn; coming to school hungry, without the sleep they need, without warm clothes; Kids Care for law enforcement - designated person & back up on the law enforcement end and the same on the district end (Brian and Ann shared some things occurring now through Roxie and a recent meeting at the jail)

Budget cycle - different from one Jess attended (dud presentation)

Communicating after a capital referendum - tons of proactive communication to keep things positive during the construction; videos and time-lapse videos were a huge hit; Blackboard online connect

3-hour finance session was very helpful; followed through presentation and was able to look at Sturgeon Bay numbers via our worksheet

Governance and leadership session

Keith M

Inducting millennials into the teaching profession (Fond du Lac) - many new teachers leave after year one and close to half leave the profession within the first five years; characteristics of millennials ; want someone to help them learn (formal mentor program), believe in the people around them/cause, access to technology, lots of feedback, approachable supervisor; working on challenge of providing flexible scheduling and time off; phases of a beginning teacher; Anthony Muhammad culture book; concept of recruiting your existing staff (or possibly another session; video tape a lot of what they provide so teachers can review it later

Superintendent evaluation - DAPES out of CESA 6; panel presentation of those using it; what is helpful, good, how to bring it in

<https://www.cesa6.org/services/ep/dapes.cfm>

Blended learning

Florence - From Dissolution to Resurrection (Keith didn't get to attend this one due to a conflict, but has been reviewing the presentation/materials; building community pride; partnering with NWTC; passed a capital referendum)

Keynote - Ravi had a millennial focus, interesting character and has done a lot internationally, believes world peace can be achieved by having kids from various countries to work together, BUT someone also has to figure out how to make peace profitable

Overall message from Ravi and other keynote messages in recent years = entrepreneurship, agile, problem solving - somewhat contrary to the technical focus we're in the midst of now

Teri H

Mentor program is more one-on-one than ours; specific to who they pick for mentors (ex. Baby boomers & millennials connect well)

ACP & Financial literacy session - incorporating things into other classes (Milton financial literacy and employability skills page); taxes & giving components, money mistakes

Baited Hooks and Trapdoors session - linked to a legislative update; legislation is sometimes drafted with good intentions and then leads to things that are not good; teacher protection act as an example, even though of course we want to protect our teachers; Special needs scholarship program as another example

Jake H

Investing in Wisconsin Public Schools - interactive experience much like a big board game; roughly \$1,000 to purchase and get rights to use it; Jake has talked with Caleb Frostman about it, too

Grade level configuration panel - Ripon, Brown Deer, Swallow (K-8 feeder to Arrowhead) - What does student success look like now and in the future? Grade levels as we know them could be obsolete. Can your buildings support the curriculum and how we see students learning? Need for flexible spaces.

Value of surveying staff and community - evidence on staff engagement helping pass referenda; being informed and positive about where district is going; engaged employees are more likely to stay, be motivated on the job

Employee retention - rounding conversations, for example;

Impact of school buildings on student performance - things you think of--and things you wouldn't probably think of (safety, air & water quality, lighting, etc.)

Aligned systems for improved student learning

Supporting high expectations to raise achievement for students with IEPs - was mostly about multi-leveled systems of support like we had heard in our learning session last fall; near the end got into having a false standard of what kids are capable of (ex. Video of a student with Down Syndrome)

Dan T

Dan had shared his convention notes with internal links previously

[Link to Dan's convention notes](#)

WASB session focused on the Key Work of School Boards - like the Board self-evaluation we used two years ago

[Handout 1 link](#)

[Handout 2 link](#)

20 Proven Tactics to Increase Community Engagement (Elmbrook)

[Elmbrook handout link](#)

Bill Daggett's keynote

[Bill Daggett presentation link](#)

Board planning conversation

Board/Admin relationship

Board leadership opportunities - as individual, member of work group, member of Board, Board oversight, Board officer opportunities

Success for today

Ability to review and update our pillars--but not necessarily changing all of them for next year

Some good topics could be given to individuals on a work group to move forward (Put it in the parking lot for future attention when needed)

Figuring out how to approach areas where we do have staff hired and how a Board member/work group/entire Board can support the work that we want to occur?

Looking at last year - where were we and where are we now?

Teaching & Learning - [Teaching & Learning presentation link](#)

Professional Learning Communities (PLC) work done by teacher teams

The four guiding questions that should guide PLC work:

1. What do we want our students to learn/know?
2. How do we know if they've learned it/know it?
3. What do we do/How do we respond if they haven't learned it/don't know it?
4. What do we do/How do we respond if they already have learned it/know it?

Curriculum work - PLC question #1

Can+statements & Unit planning template from Jen Weber

Assessment work - formative assessment focus coming next couple of years

PLC question #2

Growing tier 2 (Sawyer) & 3 (Sunrise) behavioral supports; County effort

And much more - see presentation

Community Engagement

Communication, Collaboration, Engagement and more could be part of how we view community engagement

John talked about some historical conversations in Sturgeon Bay (volunteer coordination, communication, engagement opportunities, etc.), the Friends of Gibraltar group (started in the 1980s), having a position and funding that position outside the district budget and operations but within the concept of supporting aspects of the district that benefit students, etc. A job description draft was shared.

John shared thinking about how to get the concept going, wanting to start a separate board that is separate from the school board (although there would probably be crossover with the board and admin team). However, to get things started, hiring a person first under the district umbrella and then getting the board going and expanding programming/partnerships would make sense. We have discussed getting the board assembled first, which would probably be ideal in theory, but then that make take quite some time to get it going yet and get someone on board.

Volunteer coordination, PTG, author visits, fine arts enhancement (artist in residence and commissioning music pieces, for example) were among the things that came up in communication.

At last year's retreat, we talked about having an intentional community engagement plan or master plan, if you will. Amy had attended a session put on by DeForest. She took their communication plan and has begun to customize a draft of their plan with our information and current efforts, as well as some of the things we know we'd like to expand, add, etc. There are a couple of different documents Amy has been working on already from looking at many forms of communication we use to others we want to add or expand, etc.

Finance, Facilities, & Operations

Jake shared the SAA website and continued progress about the low revenue limit ceiling legislation

5Cast+ demonstration and forecasting capabilities;

Jake shared several handouts: [Financial handouts link](#)

- Dashboard summary with revenues and expenditures

- General fund financial summary

- Health insurance mid-year estimate

- High level summary of key variables

Referendum timing - Due to changes with the last budget and referendum timing, if a district were to fail a referendum in a spring primary or general election there are years that district would not be able to turn around and go to referendum the next fall. There is also the dynamic of public perception depending what happens with the next state budget cycle and how some of that dialogue overlapping with conversations we'd be trying to have if we go to referendum in April of 2019.

Maintenance planning is ongoing - Jake shared the master spreadsheet that John Sullivan has been working on

What's next? (additional conversations & follow up are welcome)

Teaching & Learning

- Assessment presentation - when (and what exactly)? (parking lot for future attention) **[see spring learning sessions note below]**

Community engagement work group

- Position posting

- Communication plan work

- Progress on practical items (example: social media)

Capacity & utilization study - May 2 learning session **[or maybe April 4 learning session instead due to conflict on Eric Dufek's end--Dan will work with principals to fine tune spring learning session topics at next Admin Team meeting]**

Finance, Facilities, & Operations

- Prioritizing+maintenance projects

 - And improving entrances? **[Possible learning session]**

- Follow up to the Tech Ed presentation and STEM center conversation?

- Post-employment benefit work group - Jake & Keith so far--others are welcome

Thank you for your time and attention.

DT