

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

106 Hancock Road
Peterborough, New Hampshire

CONTOOCCOOK VALLEY SCHOOL BOARD

Strategic Plan Committee

Monday, April 18, 2022

8:30 a.m. ~ 3:30 p.m.

Physical Location: SAU #1 Board Room

Minutes

School Board Committee Members:

Tim Theberge – Chairperson

Tom Burgess

Alan Edelkind

Katherine Heck

Greg Kriebel

Kevin Pobst

Present: Tim Theberge, Tom Burgess, Alan Edelkind, Greg Kriebel, Kimberly Saunders, Ben Moenter, Cari Christian-Coates, Lori Schmidt, Mark Schaub, Carrie James, Tim Grossi, Janine Lesser, Dr. Ann Forrest

1. Call to Order

Tim Theberge called the meeting to order at 8:47 a.m.

2. Format of Plan

Tim Theberge referenced four plan formats for consideration.

The Framingham Plan was favorably mentioned.

Greg Kriebel said that he preferred the Baltimore Plan because it had measurable goals.

After discussion and committee agreement on the Baltimore Plan, Kimberly Saunders said that she will connect with the Baltimore group to ask about their approval of using the plan format.

3. Outline for Plan

- **An Introduction will appear first.**
- **About the ConVal School District**
- **Measuring Success (A recommendation will come forward about milestone achievements)**

Four of the Strategic Plan Subcommittees have developed goals from their work.

Diversity, equity, and inclusion needs to be worked in. It may be a priority area?

It should be part task and part aspirational.

Co-Curricular:

- Increase Co-Curricular/Athletic Participation Grades 5-12
- Exam cost share for participation
- Possible need for intramurals
- Master facilities plan

- Equity between opportunities (coaching, advisor, money spent)
- Explain participation costs, communicate them effectively
- Identify any additional co-curricular opportunities based upon student interest and viability
- Create more offerings at the elementary level
- What is the mission/vision for athletics?
- Equitable access across schools, grades, and towns
- Inclusive
- High quality resources

The above was developed by looking at it from a higher view. These potential goals may fall under one or more priority areas.

The Strategic Plan should not be a task list.

Technology:

- Digital Citizenship; SEL, technology balance, students & staff, ethical/moral use of tech, Library media specialists, resource evaluation. Set expectations on the culture of technology use. Equipment care.
- Determine/Develop tech plan for each educational level in the district (ES/MS/HS)
- Maintain & upgrade existing hardware & network infrastructure
- Provide enhanced PD training to all staff; IT, Support staff, Instructional staff
- Re-examine role of technology K-4 & how we communicate with parents. Expectations on the amount of screen time at school.

Information that provides some level of detail as to who provided the input, who was surveyed, or who sat on a committee should be included in the plan.

Wellness:

- Students strongly agree that they do not look forward to coming to school
- Improving culture will improve the general atmosphere-support healthy social/emotional well-being
- Strengthen community outreach and partnership to support and improve well-being of students and staff
- Improve, with fidelity, social/emotional learning and well-being in the schools, Pre-K through 12
- Communication components of SEL

The above was a post-pandemic survey.

Focus on students not looking forward to coming to school was discussed. The reasons would vary at each level. Attendance issues are alarming. It has been an issue before the pandemic and after.

Students at the high school level have found that they can be successful and get good grades without physically being present.

Is it time to consider, like at the college level, implementing a percentage of the grade related to participation?

Priority to supportive structures and climates” is possible priority area.

“Increase student learning, achievement, and opportunities” is also a potential priority area.

Finance:

- Consolidation/Reconfiguration Pre-K-12 educational service
- Examine technology use vs. hands on
- Expand community utilization in under-utilized buildings (adult education, child care, vocational training)
- Safety; physical and mental
- Cost controls

- Reorganization of Administration/Staff budget
- Building renovations to serve consolidation/reconfiguration bond, Capital Improvement Plan, Trusts
- Connect constituents to Board decisions regarding finances; clear, concise, easy to access
- Education in the future; what will it look like:
- Enhance current programs prior to implementing new ones

“Effective and Efficient organizational, financial, and infrastructure” is a possible priority area.

“Promote DEIA” is a possible priority area. (vital)

“Recruitment and retention of highly qualified staff” as a possible priority area was cited. Making sure that the right person is in the job; not settling. Climate for staff is important. Recruitment, work environment....

The pandemic has heightened a staff shortage...30% are leaving education.

High quality staffing, retention, and recruitment to provide staff and cultivate and maintain a desirable work environment.

Priority Area # 1 –

- Increase student learning
- Achievement & Opportunities
- Examine technology use vs. hands on
- Education in future, what will it look like
- Enhance current programs prior to implementing new ones

Priority Area # 2 –

- Supportive Structures and Climate
- Safety, physical, and mental
- Increase co-curricular/athletic participation 5-12
- Student interest regarding co-curricular/athletic
- Digital citizenship
- Students don't look forward to school
- SEL – improve
- Strengthen community outreach and partnerships

Priority Area #3 –

- Promote Diversity, Equity, Inclusion, and Accessibility
- Exam cost share model of user fees for athletics and communicate it
- Possible need for intramurals
- Exam/increase elementary opportunities
- Equity between opportunities (coaching, advisor, money spent)

Priority Area #4 –

- Effective & efficient organizational, financial & infrastructure
- Consolidation/Reconfiguration
- Community utilization in underutilized buildings
- Cost controls
- Building renovations
- Connecting /communication w/public
- Master facilities plan
- Maintain & upgrade existing hardware & network infrastructure

- Communication - SEL

Priority Area #5

- High quality staffing through retention, recruitment, and cultivating and maintaining a desirable work nt.
- Review reorganization of administrative staffing
- Provide enhanced PD training, specific to technology, to all staff
- Well-being of staff

Committee members and admin broke into groups to review each priority area to look at objectives and goals at 10:27 a.m. and resumed at 11:03 a.m. to conduct a gallery walk where each reviewed the work done on prioritization. Comments were added.

A spokesperson from each group spoke about each priority area.

Priority Area # 2-

- Complete the development of a shared vision of schoolwide SEL which includes families, staff and community members
- Utilize ConVal 2025 to create meaningful school-wide opportunities to build relationships and collaborate to support student's social, emotional, and academic development.
- To have a school-wide and classroom learning environments that are supportive culturally responsive and focused on building relationships, connection, and community.
- Increase student participation in co-curricular/athletic activities 5-12.
- Redefine digital citizenship in culture of technology

Priority Area #3 –

- Have an equity, diversity, inclusion, and accessibility audit to determine areas of growth and opportunity
- Examine costs/use of resources across all district programming and determine if appropriate to promote equitable opportunities for all students
- Review and respond to the challenges presented to underrepresented populations
- Develop District-wide processes that support diversity, inclusive environments, and equitable access

Priority Area #4 –

- Look at and analyze consolidation and reconfiguration to assess the educational, social, community, and financial benefits and opportunities
- Master Facility Plan – technology infrastructure, community use of schools
- Cost Management – continually evaluates our expenditures
- Communication

Priority Area #5 –

- Implement high quality professional development that promotes internal growth and leadership opportunities.
- Develop a Public Relations strategy that illustrates ConVal as a “Destination employer”.
- Develop and Implement a “Whole District” approach to promoting staff well-being.

4. Plan Goals

Thursday's meeting will run down goals and define success for those as well as measures and objectives.

Administration will be asked to look at the goals and define the pathway suggested to get there since they will implement them. Additional outcomes will be asked.

Time will be spent going over Group 1 using today's process.

5. Next Steps

Meeting adjourned at 12:33 p.m.

Respectfully submitted,

Brenda Marschok