



**ROCHESTER**  
**COMMUNITY SCHOOLS**

PRIDE IN EXCELLENCE

**ROCHESTER COMMUNITY SCHOOLS**  
501 West University Drive, Rochester, Michigan

**BOARD OF EDUCATION RETREAT MEETING**  
February 8, 2020

**MINUTES**

**Call to Order**

A Retreat Meeting, open to the public, of the Board of Education for Rochester Community Schools, Rochester, Michigan was held on Saturday, February 8, 2020 at Rochester High School. President Kristin Bull called the meeting to order at 12:14 p.m. Board members led in the Pledge of Allegiance.

**Roll Call**

Members Present: Kristin Bull, Kevin Beers, Michelle Bueltel, Mike Zabat, Barb Anness, Andrea Walker-Leidy and Scott Muska.

Members Absent: None

Others Present: Dr. Robert Shaner, Debi Fragomeni, Elizabeth Davis, Dana Taylor, Carrie Lawler, Cory Heitsch, Concetta Lewis, Matt McDaniel, Cindy Lindner, Lori Grein and approximately 6 visitors.

**Vision for Retreat**

Dr. Shaner welcomed the Board of Education members and recognized them for their continued support, leadership, and service to the district. He went on to remind everyone about some of the things the district has accomplished over the past year, such as the passing of the sinking fund and continued work with SEL.

Dr. Shaner thanked Dr. Daggett for his time at the morning's Focus on the Future: A Community Conversation event as well as to the entire RCS team who planned and executed the event.

Dr. Shaner asked each of the board and cabinet members what their (brief) takeaway was from the morning. Kristin Bull invited the visitors in the audience to also participate. The takeaways included: wellness for the whole child ("Are the kids alright?"); flexibility; application and transition of forward thinking; examples from other districts; relationships matter; insightful; questioning; thinking about the change on the outside vs. the inside; the power of student voice; the rate of change of technology and implementing change with fidelity; culture change; the possibilities for change for all students; acceptance; enlightened; inspired; work/life balance; evaluating how we do business; reflective; what success means; ensuring the work we are doing is for our students' wellbeing; and what are we willing to lose in order to gain some amazing things (change).

### **Discussion with Dr. Daggett**

Dr. Willard (Bill) Daggett opened his discussion by welcoming questions and comments about the morning's conversation. Discussion items included:

- How do you continue to challenge all students under the SEL lens while colleges and universities have a specific set of criteria?
  - Dr. Daggett suggested considering an adaptation (supplement) to report cards to capture the whole child (while still meeting state mandates).
- Studies about our nation's most rapidly improving schools
- Career Pathways and Predictive Analytics
  - Dr. Daggett gave averages of reading levels and criteria for students in high school, post-high, military, and entry-level workers.
- How robots and technology are taking over the workforce.
  - Grocery stores
  - Construction
  - Trucking

Dr. Daggett separated the board, cabinet members and audience into groups and facilitated an exercise that demonstrated different styles of thinking based on rating a topic by level of difficulty. Dr. Daggett went on to discuss organizational changes and that the following are needed to become more future focused in SEL: culture change (culture trumps strategy!); instructional change; vision; structure to reach our vision. He also communicated how important every role is within the district and each employee can be a mentor to a child.

Additional board discussion included focusing on arming students with the "D skills" (SEL trajectory); how do we speak to community about cultural shift (change how to approach instruction, not what is taught); the suggestion of self-evaluations from instructional staff (does it mesh with our SEL vision); college admissions process and how it correlates with SEL (engineering, information technology and medical fields focus on SEL); case studies of model schools (on [The School Superintendents Association \(AASA\) website](#)).

Dr. Daggett ended the retreat with questions for reflection of where we currently are as a district and where we want to be.

### **Adjournment**

A motion was made to adjourn the meeting at 2:56 p.m.

Moved by: Michelle Bueltel

Seconded by: Mike Zabat

Vote: 7-0

Respectfully submitted:

Christina Whitmore  
Recording Secretary

Approved by:

  
Secretary, Board of Education