

STRATEGIC PLAN AD HOC COMMITTEE MINUTES

DRAFT

March 30, 2022

Place: Havemeyer building
Present: Dr. Michael-Joseph Mercanti-Anthony (Chair)
Ms. Karen Hirsh
Ms. Karen Kowalski
Dr. Toni Jones, Superintendent

Meeting was called to order at 4:22 p.m.

1. Minutes

A motion to approve the minutes from 2/23/22 was made by Dr. Mercanti-Anthony and seconded by Ms. Kowalski. Motion passed 3-0.

2. Update on the work of the Leadership Team

Dr. Michael-Joseph Mercanti-Anthony reviewed the next steps from the February 23rd Committee meeting prior to Dr. Jones updating the Committee on the work done by the Leadership Team. Dr Jones shared some feedback and discussion points from the Leadership team, noting that the Leadership Team felt there needed to be a systemic focus as well as a focus on areas that impact student achievement, including added professional development and planning time for educators, a review of the teacher evaluation system, more time for data analysis.

3. Discuss where best for the leadership to further probe their concepts through the use of the Fishbone Diagram Tool

The committee discussed some of the issues shared by the Leadership Team and how to best determine actionable solutions to address them strategically as well as ways for the Board to determine areas of focus for the Strategic Plan, those that are driven by the Leadership Team and those driven by the Board. The Committee discussed how the Fishbone Diagram tool might best work to make those goals actionable.

4. Participants will consider the former plan and identify aspects of it the leadership team should be mindful of as it continues their work.

Ms. Hirsh reviewed some of the continued challenges based on the prior 5 year Strategic Plan, noting that the most recent iteration of the strategic plan mostly focused on student success and had the proper outline but lacked clearly defined, time sensitive and actionable goals which did not allow the Board to monitor and evaluate progress. She noted that in order to create achievable goals in the next iteration, the Committee would need to review that plan with the following questions in mind: What did we learn from our current Strategic Plan? What has or has not worked and why? What does our district do well and what areas do we want to focus on for improvement.

The Committee discussed the importance of focusing on several key priorities and including both long and short term goals in order to see where we want to focus our energy, resources, and time.

5. Next Steps

The Strategic Plan committee agreed to consider responses from panorama survey over the last several years and each brainstorm “the five characteristics” they would like to see in a strategic plan as well as consider examples of other completed strategic plans. Leadership team will attempt to complete at least one Fishbone diagram of an issue.

The Committee set the next meeting date for May 4th at 4:15pm.

A motion to adjourn was made by Dr. Mercanti-Anthony and seconded by Ms. Hirsh. Motion passed 3-0.

The meeting was adjourned 5:31 p.m.