

AGENDA



**Addison Central School District
Ad Hoc Strategic Plan Committee
Committee Meeting
Monday, October 30, 2023, 8:00 am - 9:30 am
208 Charles Avenue, Middlebury VT & Virtual Connection**

ACSD District Vision and Mission

OUR VISION

Our vision is for all ACSD students to reach their full learning potential, have a sense of belonging in our schools, and enrich our community and the communities where they live in the future.

OUR MISSION

Our mission is to provide high-quality, equitable, and varied learning environments that inspire a passion for learning and growth among our students.

Please click the link below to join the webinar:

Link to join Webinar

<https://us06web.zoom.us/j/81815755754>

- A. Call to Order Upon Reaching a Quorum
 - 1. Introductions: Board Members, Administrators and Staff
- B. Public Comment - Agenda Items
- C. Approve Minutes from October 23, 2023
- D. Continuation of Ad Hoc Committee Discussion:
 - 1. Clarify goals with outcomes/targets
 - 2. Review Strategy Statements
 - 3. Review Action Steps
- E. Public Comment - Any Topic
- F. Adjournment

***Public Comment Guidelines:**

Public comments are encouraged and welcome at each regular board meeting during the period designated for public comment. Comments are limited to three minutes per person. Citizens will be called to make their statement by the board chair. Public comments regarding personnel, students or legal matters will not be heard by the Board.

MINUTES



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A. Call to Order Upon Reaching a Quorum

Meeting called to Order at 8:05 AM

1. Introductions: Board Members, Administrators and Staff

Present: Barb Wilson, Ellie Romp, Ellen Whelan-Wuest, Jason Chance, Mary Heather Noble,
Assistant Superintendent Nicole Carter & Communications Director Emily Blistein

B. Public Comment - Agenda Items None

C. Ad Hoc Committee Discussion:

1. Clarify goals with outcomes/targets

Barb provided an overview of our focus as a committee, including trying to refine the goals of the plan without overstepping into the work of the implementation committee and suggested that we start with goal 1 today and jump to goal 3 if possible. First we need to clarify the goals with outcomes and targets. Barb suggested that we have targets separated and following the goals so that they are easy to find and understand. Barb suggested that ACSD will annually survey students and staff to establish a baseline and track progress on an annual basis Mary Heather suggested that the language could include a target and within that saying something like "which will be determined through survey" and leaving the methods and tools for surveying up to the

implementation committee. Ellen quoted from the Burlington plan. Jason suggested that we aim for 100%

DRAFT TARGET 1: "100% of our students and staff say that they are safe, welcome and included at their schools, with demonstrated improvement over time."

NOTE: Nicole suggested the addition of some language that would get at renewed, focused efforts to get to 100% for those who, when surveyed, indicate they do not feel safe, welcome and included, specific efforts will be made to increase them.

Jason recommended we not include this language.

Jason suggested we have a way of surveying families around our engagement.

DRAFT TARGET 2: Focused on family engagement

DRAFT TARGET 3: Something that measures mental health

Mary Heather pointed out that we might need to update the goal to include a goal around Mental Health.

Ellen suggested that it could possibly be worded to clarify that there are limitations to what ACSD can control and influence.

Emily pointed out that the language we use in schools for students is Social Emotional Learning

Ellen asked if we can name MH in the goal and SEL in the strategy?

Mary Heather suggests having 3 targets:

1-100% percent of students and staff have a sense of belonging

2-Focus on family engagement

3-Improvement in how students and staff believe their social, emotional learning and mentalhealth needs are identified and met at their schools.

Ellie suggested that Target 3 be modified as follows: Improvement in identifying and addressing SEL and MH needs that are impacting student and staff success in schools.

UPDATED DRAFT TARGETS:

1)100% of our students and staff say that they are safe, welcome and included at theirschools, with demonstrated improvement over time.

2)Something that measures valuable family engagement (Needs wordsmithing)

3)Improvement in identifying and addressing SEL and MH needs that are impacting studentand staff success in schools.

2. Review Strategy Statements

Ellie asked if we are going to be working on the goals & strategies alone, or also the action steps? Mary Heather explained her belief that the work of the board is not to tweak or edit the action steps, though if we as a committee and then the full board believe that some of the action steps do not speak to the goals and strategies, then we should take them out Emily agreed that it seems easier or more aligned with the work of the action team to take out an action step

rather than tweak or edit it. Nicole and Emily both said that the Actions Steps were intended more as suggestions, and Jason noted that the way they were presented read like final decisions/actions the board would be approving. Ellen agreed that the Action Steps as presented were interpreted as final decisions, and knowing that they were suggestions changes some of what she believes was causing concern about the current draft. Discussion centered around identifying these action steps as “suggestions” and possibly memorializing them in the document in a section of “community action suggestions.” The committee continued discussing strategy revisions, and whether or how we can include “staff” into the wording and focus of Strategy 2.

Emily pointed out that a lot of Goal 2, Strategy 1 speaks to staff wellbeing Ellie suggested that we can broaden the strategy to include “everyone,” or perhaps “the school community.” Proposed revision for Strategy 2: Elevate and prioritize the mental health of students and staff. Ellie also noted that we could include “staff” in all the strategies- To be determined.

3. Review Action Steps

Discussion centered around identifying these action steps as “suggestions” and possibly memorializing them in the document in a section of “community action suggestions.” The committee continued discussing strategy revisions, and whether or how we can include “staff” into the wording and focus of Strategy 2. Emily pointed out that a lot of Goal 2, Strategy 1 speaks to staff wellbeing Ellie suggested that we can broaden the strategy to include “everyone,” or perhaps “the school community.” Proposed revision for Strategy 2: Elevate and prioritize the mental health of students and staff. Ellie also noted that we could include “staff” in all the strategies- To be determined.

D. Public Comment - Any Topic

Mary Slosar noted that the clarification of action steps as suggestions rather than definitive is really important. She also wanted to challenge the thinking that mental health belongs in the belonging section- doesn't see the direct link. Sounds more like our approach is focused on success than mental health. From a survey perspective the target of what parents and children think or say is not a good indicator that our school district is doing what it should.

E. Adjournment

Meeting Adjourned at 9:40 AM

Respectfully Submitted,
Ellen Whelan-Wuest

Move: Jason Chance Second: Mary Heather Noble Status: Passed

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