



## P-CCS Dynamic Plan Steering Committee Meeting Minutes

Monday, October 4, 2021  
4:30 p.m.

Committee Attendees: Nick Brandon, LaRonda Chastang, Heather Fitchpatrick, Seth Furlow, Hal Heard, Cori Johnson, Ashley Kline, Patti McCoin, Monica Merritt, Maureen Molloy, Deborah Piesz, Leander Rabe, Bethany Rayl, Anthony Ruela, Kurt Tyszkiewicz, Liz Vartanian-Gibbs, and Shawn Wilson

Committee Absent: Lloyd Abramson, Michelle Brown, Andrace Deyampert, Angeline Hammons, James Hunter, Denise Lilly, Lynne Meadows, Frank Ruggirello, Cheri Steckel, and Julie Woodhams

Others Present: None

The Dynamic Plan Steering Committee Meeting was called to order at 4:35 p.m.

Mr. Leander Rabe, Organizational Developer with Hulings & Associates, LLC, welcomed committee members, reviewed the agenda for this evening's meeting, and provide a recap of the work completed during past sessions.

CORE Team administrators provided a detailed overview of each department's draft objectives, tactics, and one-year action plans.

### **Teaching and Learning Strategic Objectives and Action Plans**

Presented by Ms. Bethany Rayl, Chief Academic Officer

- Objective #1 - The Teaching and Learning Department will develop and consistently implement culturally responsive PreK-12 vertically aligned, standards-based curriculum, instruction, and assessment in all content areas.
- Objective #2 - The Teaching and Learning Department will design and ensure that all schools consistently implement a P-CCS Culturally Responsive Framework.
- Objective #3 - The Teaching and Learning Department will design and consistently implement a comprehensive and culturally responsive Multi-Tiered System of Supports (MTSS) framework that provides needed supports for the academic, social-emotional, and behavioral growth of all PreK-12 students.
- Objective #4 - The Teaching and Learning Department will design and implement a framework to support action research that leads to innovative instructional practices at P-CCS.

The committee asked clarifying questions, provided feedback and, offered the following suggested edits:

- Remove the phrase "multi-tiered system of support" from Objective #3. This could, instead, be unpacked in the action plans.
- Consider using "Institutional Review Board" to clarify non-negotiable for staff.
- Student achievement and learning loss were discussed. Ms. Rayl spoke about the layers of support, the role of MTSS to help identify students' needs and close gaps, the action plans focusing on student achievement, and the work being done to produce a forward-facing document with additional information for parents.

### **Human Resources and Student Services Strategic Objectives and Action Plans**

Presented by Dr. Liz Vartanian-Gibbs, Assistant Superintendent for Human Resources and Labor Relations, and Mr. Kurt Tyszkiewicz, Executive Director of Student Services

- Objective #1 - The Human Resources Department will diligently and consistently recruit, hire, and retain exceptional and diverse staff members.
- Objective #2 - The Human Resources Department will implement relevant, job-focused, professional development.
- Objective #3 - The Human Resources Department will increase communication strategies that will promote stronger engagement with staff.
- Objective #4 - The Student Services Department will design and implement processes which provide clarity on procedures and reporting.
- Objective #5 - The Human Resources Department will develop a wellness program for staff.

The committee asked clarifying questions, provided feedback and, offered the following suggested edits:

- Provide additional explanation to Objective 3.3 (specify student teachers, all staff, etc.)
- Consider incorporating explicit language on targets, groups, recruiting, etc. for Objectives 1.1 - 1.3
- Consider combining Objectives 2.1 - 2.3 to reduce redundancy
- Explicitly call out onboarding of new staff
- Will policies align to the new wellness initiatives to fully support staff members?

### **Finance and Operations Objectives and Action Plans**

Presented by Ms. Deborah Piesz, Chief Finance and Operations Officer

- Objective #1 - The Finance and Operations Department will create a physical environment that is well built, maintained, and supports physical, social, emotional, and nutritional health.
- Objective #2 - The Finance and Operations Department will continue to improve districtwide transportation of students from home to school and from school to home.
- Objective #3 - The Finance and Operations Department will improve the budgeting process to align resources to the areas of focus throughout the Dynamic Plan and the areas of greatest need.
- Objective #4 - The Finance and Operations Department will investigate, pilot, review, and implement new service delivery models that improve the effectiveness and efficiency of the Finance and Operations Department.

The committee asked clarifying questions, provided feedback and, offered the following suggested edits:

- It was suggested to clean up language in objective 1:1 to remove redundancy
- Adding the word “on-going” to describe work in progress was suggested
- Define Objective 1.2 more explicitly with language that is less vague.

## **Communications and Marketing Department Strategic Objectives and Action Plans**

Presented by Nick Brandon, Executive Director of Communications and Marketing

- Objective #1 - On an annual basis, the Communications and Marketing Department will increase the frequency and access of events offering direct two-way interactions (either in-person or virtually) with P-CCS Stakeholders, creating a feedback loop to stay better connected with the P-CCS community.
- Objective #2 - On an annual basis, the Communications and Marketing Department will increase the use of social media/electronic two-way interactions, both publicly and through direct messaging, through increased messaging, and promotion, creating a feedback loop to stay better connected with the P-CCS community.
- Objective #3 - The Communications and Marketing Department will develop and implement partnerships with local businesses that will enhance student understanding of how their education applies to the working world, support the elements of the P-CCS Learner Profile, and support the diversity, equity, and inclusion work within P-CCS.
- Objective #4 - The Communications and Marketing Department will foster partnerships with local community groups, service clubs, and organizations that will create goodwill and bring time, talent, and support to the diverse needs of students in our district.
- Objective #5 - P-CCS Administration will participate in regular contact and conversation with all municipal and state government agencies to provide benefits and support for our schools and students.
- Objective #6 - P-CCS Teaching and Learning Department will develop appropriate and meaningful partnerships with local colleges and universities that expand opportunities for student success through on-campus opportunities for students, as well as internal and external partnerships.
- Objective #7 - The Communications and Marketing Department will perform a partnership audit for P-CCS.

The committee asked clarifying questions and provided the following feedback and offered suggested edits:

- The committee asked what is being done to promote district enrollment. It was suggested that language be added to address increasing enrollment and customer satisfaction.
- The committee asked if feedback was received from families that left the district.
- The importance of “relationships” created through Objective #7 audits were discussed.
- The use of Facebook Messenger, Twitter, and YouTube open comments were discussed.

The committee broke into subgroups for additional review and discussion of the strategic perspectives framed by the CORE team administrators.

### **Timeline/Next Steps**

- Nick Brandon will update the Dynamic Plan Objectives to include recommended changes from this meeting and share the revised draft for review as a draft by Monday, October 11, 2021
- Slowing down to allow revised objectives to be reviewed by additional stakeholders (building administrators, staff, and students) to gain additional perspectives and input was discussed

- October 18, 2021 - Superintendent will share the revised Objectives to Board members in Board notes
- October 26, 2021 - Board Workshop - Present revised Objectives (part 1)
- November 9, 2021 - Board Workshop - Present remaining revised Objectives (part 2)
- October 12- November 12, 2021 - Create a student event to gain student input/voice and seek parental input
- November 15, 2021 – Steering Committee to meet for a final reflection and review
- November 23, 2021 – Potential presentation to the Board for approval (first and final reading) of the Dynamic Plan finalized draft

Mr. Rabe complimented CORE team administrators for their hard work to create comprehensive, detailed objectives in the midst of a pandemic.

#### **Future Meeting Dates**

- November 15, 2021 – 4:30-6:30 p.m.

The Steering Committee Meeting adjourned at 6:50 p.m.