

RSU 63
Board Workshop
Regarding Strategic Planning
Tuesday, February 8, 2022
Via Google Meet
meet.google.com/opv-ddhm-dtq
Phone: 1-443-507-8542 PIN: 854761664
5:30 pm

1. Call the workshop to Order
2. Introduction: Judy Sanders, Organizational Planning and Team Development Consultant & Facilitator
3. Strategic Planning Discussion
4. Adjourn

JUDITH SANDERS, BA, MED, CAS

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OBJECTIVE *Systems work with school leaders to support school change*

QUALIFICATIONS *My entire career has been centered on education. I have worked...
as a teacher and an administrator in Maine public school systems
as a member of the adjunct faculty in the University of Maine system
as an independent consultant for school systems in Maine and nationally*

EDUCATION

- 1971 *Bachelor of Arts (English) - University of Maine at Orono*
1979 *Masters of Science in Education (Professional Teaching with a concentration in
Exceptionality)-University of Southern Maine*
1988 *Certificate of Advanced Study (Educational Administration) -University of Maine at Orono*

EXPERIENCE

- 1976-1978 **SAD#2 – Greenville**
• *Teacher Corp Project Teaching Intern while working on Masters Degree*
• *Prior to that, short term and long-term sub for SAD#2*
- 1979-1990 **SAD #54 – Skowhegan, Maine**
• *Special Education Teacher and then Special Education Director*
• *Middle School Asst. Principal and Chair of District Professional Development*
- 1990-1991 **Maine Dept. of Education**
Invited to spend a year as a consultant in the Division of Drug and Alcohol Education.
- 1979-2013 **University of Maine**
• *Adjunct Faculty UMO – Teaching masters level education leadership courses*
• *Adjunct Faculty UMF – Teaching undergraduate and masters level education courses*
- 1991-2013 **Independent Consultant**
• *Education consultant working independently in Maine.*
• *Concurrently working for three corporate-sponsored education partnerships over 15 years. I worked with school leaders and/or school leadership teams in AL, NC, TX, IL, IA, MS, WA, CA, and OR schools on a regular basis as part of the Champion Middle School Partnership, MBNA Middle School Partnership, and Union Pacific's Principals' Partnership.*
- 2009-2011 **Consolidation Support Team Consultant**
Invited to work with a small team of systems change consultants in selected school systems undergoing consolidation.
- 2013-2019 **Systems Change Partner**
• *NMEC – Northern Maine Education Collaborative*
• *WCLT – Washington County Leadership Team*
Worked with both of these organizations as their inception to help them develop their organizational infrastructure.
• *WCC – Washington County Consortium: Assisted WCC to reorganize*
- 2009- 2022 **Organizational Planning and Team Development Consultant and Facilitator**
• *Working most often with systemic planning initiatives and complex facilitation of large groups of school community stakeholders. Currently engaged with my 4th client employing Future Search and/or Word Café visioning/planning processes.*

Community Engagement Clients
Strategic Visioning/Planning for Groups of 30 -100
Judy Sanders

Updated 2022

5 Most Recent Clients

• Auburn, Schools, <u>MA</u>	World Café
• Augusta Public Schools. ME	Future Search
• Cape Elizabeth Schools <i>Donna Wolfrom, Supt.</i>	Future Search
• Carrabec/North Anson Schools, ME	Future Search
• Dudley- Charlton, Schools, MA	World Café
• Five Towns Community Schools, ME	World Café
• Groton Dunstable Schools, MA	Future Search
• Jefferson School, ME	Future Search
• Lee Academy and Lincoln Schools, ME	Future Search
• Leicester Public Schools, MA	Future Search
• Lisbon Schools, ME	Future Search and World Café
• Lyndonville Schools, VT	Future Search
• Maine Association of Middle Level Educators, ME	World Café
• Maine Dept. of Education/Entire Dept. Staff, ME	World Café
• The Mid-coast Community Alliance	Future Search
• Peru Schools, ME	Future Search
• Portland Schools, ME	Future Search
• Smithfield Public Schools, RI. <i>Judy Paolucci, Supt.</i>	Future Search
• Somerville School, ME	Future Search
• Somerset High School District, MA	Future Search
• St. John's School, Bangor ME	Future Search
• The Principals' Partnership: Fairfield, CT	World Café
• Vassalboro/South China Schools, ME	Future Search
• Western Maine Education Collaborative, ME	World Café X 3
• RSU 2, ME <i>March 2022</i>	Future Search
• RSU 4, ME	Future Search and World Café
• RSU 9, ME	World Café
• RSU 10, ME	Future Search and World Café
• RSU 11, ME	Future Search
• RSU 19, ME	Future Search
• RSU 29, ME	Future Search
• RSU 38, ME <i>Donna Wolfrom, Supt.(at the time of event)</i>	Future Search
• RSU 39, ME	World Café
• RSU 40, ME	World Café
• RSU 56, ME <i>Pam Doyen, Supt.</i>	Future Search and World Café
• RSU 58, ME	World Café
• RSU 64, ME	Future Search
• RSU 68, ME	Future Search
• RSU 71, ME <i>Spring 2022</i>	Future Search
• RSU 74, ME <i>Mike Tracy, Supt.</i>	Future Search x 2

Participant Evaluations

Provided Upon Request

Judy Sanders
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1. Advisory Committee Name: *RSU #63 Strategic Planning Committee (SPC)*

2. Purpose of the committee, the specific issue(s) for study, and the scope of the committee's activity:

The purpose of the SPC is to create a recommended three-year strategic plan for RSU #63 that includes review of RSU #63's current mission, vision, values and goals, staffing models, facilities, and other areas deemed appropriate by the SPC or RSU #63 Board.

3. The first agenda of the advisory committee will be drawn up by the Chairperson of the Board; all succeeding agendas will be drawn up by the members of the advisory committee at the end of each meeting for the next meeting.

4. Composition of the committee, including voting and non-voting members:

(NOTE: The language above is directly from policy BDF. In the planning stages the various roles of stakeholders should be considered. For example: Board, Admin, Hourly Staff, Teachers, Parents, Community Members, etc. Consideration should also be given as to whether the consensus model or voting will be used in decision making. Based on the scope and purpose of the Advisory Committee sub-committees could also be considered.)

The SPC will include at members from each of the following groups:

RSU #63 School Board (at least 2)

RSU #63 Administrators (at least 2)

RSU #63 Support Staff (at least 2)

RSU #63 Teachers (at least 1 from each school)

Parents of RSU #63 students (at least 1 from each town)

The RSU #63 Strategic Planning Committee reserves the right to establish sub-committees as needed to provide recommendations to the SPC.

5. Length of time each member is expected to serve (time or subject):

Members of the SPC are expected to serve until a draft strategic plan is presented to the RSU #63 School Board (Board). Members may request to limit their role in the SPC in time or scope at the time of joining the SPC and may still participate so long as two members from each of the categories identified in #4 are able to fully participate.

6. Role of the committee is advisory only.

7. Resources the Board will provide to assist the committee:

The Board will provide the necessary resources to facilitate committee meetings including space to meet and technology for remote participation. The Board reserves the right to provide additional resources needed that are identified by the SPC.

8. Expectations regarding the committee's relationship with the Board:

The SPC will provide monthly updates to the Board and will present a draft strategic plan along with a presentation on the reasoning behind the elements of the plan for the Board's review and consideration.

9. Designation of the group's spokesperson: *TBD at the time of first SPC meeting.*

10. Time and place of the next meeting:

a. Date: *TBD*

b. Time: *TBD*

11. Timeline for progress reports to the Board:

Monthly.

12. Date the Board expects to receive a final report or recommendations, and the dissolution of the committee:

August 2022. The Board reserves the right to adjust this timeframe as needed.

Planning Process Proposal for RSU 63

Revised – Jan. 31, 2022

Draft proposal to support the completion of the RSU 63 Education Plan

Phase 1: Preparation for the development of key initiatives and action plans for Goals I, II, III. Prior to July 1, 2022 (April – June) \$2000

1. Judy designs and facilitates a one-hour meeting with the SPC (Strategic Planning Committee) to review and further customize this draft proposal.
2. Judy designs and facilitates an SPC team development session (8:30-2:30) to work on team infrastructure including, but not limited to:
 - clarity of the team's mission
 - team working agreements
 - team operations
 - team information management
3. Judy meets with the Admin. Team for 1 hour to discuss its role in the planning process.
4. Judy designs and facilitates a two-hour meeting with the SPC (and perhaps some other selected stakeholders) to develop an invitation list and personalized invitation process for a one-day school/community education "input" event.
The purpose of the "input" event is to gather key stakeholder **input** for the development of key initiatives and action plans for Goals I, II, and III.

Phase 2. Holding the school and community stakeholder one-day "input" event. July - August, 2022 \$3500

1. Judy and her assistant design, organize, set-up, and then facilitate a customized "input" event for 50-80 stakeholders. Stakeholders offer **input** on initiatives for Goals, I, II, III.
2. Judy drafts a report reflecting all details and data from the "input" event.

Phase 3. Developing initiatives and action plans for Goals I, II, III. August – September 2022 \$3500

1. Judy designs and then facilitates a 2-day customized planning process for the SPC. Key initiatives and action plans will be drafted for Goals I, II, III using the data gathered at the "input" event and other sources of relevant systemic data.
2. Judy composes the first draft of the plan. The SPC finalizes the plan.
3. Judy returns a final time to facilitate/model a process for the 3-4 SPC update meetings annually.

Services provided in this proposal:

Services for this proposal include all design, preparation, facilitation, consultation, and follow-up for a customized planning process for RSU 63. It also includes all expenses for materials, copying, mileage, and hotel expenses.

Estimate total for the planning process: \$9000