

W-E Experience Steering Committee Group Work Notes, 1st Meeting

Thank you to our Steering Committee members for their input and guidance as we create our path of improvement focused on the W-E Experience.

A quick note about the notes

We organized our brain-storming breakout groups around several key areas as they relate to Priority #2 of the district's Strategic Vision. Those key areas are:

- Nurture the intellectual, emotional and physical development of students.
- Support the well-being and professional growth of the staff.
- Enhance opportunities to prepare every student for college, career, military, and life

Within those key areas of the Strategic Vision, our Steering Committee is focusing on the following:

- Fine Arts & Athletics
- Student Leadership & Student Wellness
- Student & Staff Recognition

There are two summary sessions below. The first represents the whole group introduction and conversation summary. The second section summarizes the thoughts of the Steering Committee's brainstorming session. The purpose of the Steering Committee is to *steer* the work of our administrators through the next two years of our Strategic Vision. The ideas expressed will allow the administrative team to start the collaborative processes necessary to work towards our Promises to the Community, also outlined in the Strategic Vision.

Section 1: Whole Group Summary

1. Welcome and Overview

- Purpose of the meeting: Review Priority #2 of the Strategic Vision document and engage stakeholder input. Mike opened up the meeting with introductions.
- Quick overview of W-E Experience, including intellectual, emotional, and physical development of students, staff well-being, and preparing students for future success.
 - Portrait of a Graduate overview
 - What is needed for students to be successful?
 - Feedback on the portrait? Common words that we see for jobs people apply for; creator is a new emphasis and being creative helps drive the human existence, love that it is on there; communicator - so important because it's becoming a lost art due to technology, more human to human connection is needed; empathetic and resilient speaks to a healthy perspective; empathetic and resilient is important because when students are behind screens they don't get to experience empathy, or know how to keep going when negative comments are shared; schools are the bedrock, foundation of the community and is needed for any society to be successful and the portrait includes those essential elements; creator, empathetic and resilient support everything else; want students to be healthy, effective members of society

- Shared Vision, Priority 2, The W-E Experience
 - Reviewed the goals of the W-E Experience priority

2. Steering Committee Roles and Responsibilities

- Define the purpose and function of the steering committee.
- Clarify expectations for committee members from different groups (parents, board, staff, students).
- Discuss the need for internal and external work groups for focus areas.
 - Steering Committee is the roadmap for setting the foundation to get to our goals
 - We'll meet again in the spring to see what we've accomplished, what else we need to work on and what might need to be changed.
 - Tonight we will break off into groups, there is chart paper on the wall where you can provide your comments and ideas as to how we can identify what we need to do to ensure a focus on the priorities

Section 2: Brainstorming Summary

Fine Arts & Athletics

Non-negotiables in our Process	• We have many schools, but are 1 district. We must remain consistent between our high schools, middle schools, and elementary schools. • We understand that all extracurriculars deserve the same foundational principles and that customization is needed for some of the unique opportunities available. • Our goal is to create systems, processes, and frameworks that support all stakeholders (ie coaches, players, parents, etc)
Things to consider in this work	• Honest Feedback. We must be cognisant that the quality of feedback is determined by our ability to create a space for those conversations that is based on growth and improvement. • Funding: We have a lot of great organizations that support individual buildings and teams, is there an opportunity to centralize/rethink funding? • Can we create a portrait of an athlete, coach, director, extracurricular participant? How do we identify competencies necessary for success outside of the classroom? Are they the same as our Portrait of a Graduate? If they are, how do we grow them in our extracurricular settings? • Are we supporting our students at an age-appropriate level? How do our advisors/coaches/directors have tough conversations with students?

	Recognize that school spirit is not just football, it is about all of the hundreds of athletes that play in a variety of sports
Key Moments for Collaboration	- Season ends, new ones begin. How do we capture feedback at the conclusion of a season/activity? Allow space for reflection and growth. - Is there an opportunity to survey coaches, parents, players, advisors, directors? How do we make this about growing together and not about blame/complain/defend? - Growth focus. We want to establish a culture of mutual respect and improvement so that W-E Schools extracurriculars are the model programs throughout Lake county. - Community-based programs. How are we connecting with our youth programming in each city? How are we deliberate about creating a vertical path for student growth in extracurriculars? - How can we empower our team captains and stand-out students in our extracurricular activities to meet, discuss, learn, and grow our programming?

Student & Staff Recognition

Non-negotiables in our Process	- Alignment with the Portrait of a Graduate competencies. How do we recognize student leadership within the Portrait of a Graduate - Student voice in the process for student recognition. Peer-to-peer systems give students greater control of climate & culture. - Alignment of recognition throughout the district. Student recognition experience needs to be the same throughout the district, and consistent vertically.
Things to consider in this work	- How do we make our student recognition visible? Recognition walls (All Star Walls) in the buildings, social media, BOE meetings, etc. - Structures in place for enduring recognition and a sustainable model for consistent recognition. - How to find areas to recognize students who may not typically be recognized. - Possible categories aligned to the Portrait of a Graduate: Improvement, volunteerism (in & outside of the district), music, athletics, clubs, academics, kindness - How are we recognizing academic success at the high school level? - Staff/student relationships and words of appreciation are important.

Key Moments for Collaboration	• Conversations/empowerment of our student leaders in recognizing other students. ie section leaders, team captains, student council, etc • Partnerships with local businesses and city leadership for student recognition. Sub-committee of staff and students • Culminating event for those recognized throughout the school year? Should we combine high schools, middle schools, elementary schools (W-E Experience).
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Student Leadership & Student Wellness

Non-negotiables in our Process	• Everyone deserves a reason, everyday, to be excited to come to school • Student leadership alignment across the district. Opportunities for leadership no matter which school you attend.
Things to consider in this work	• Student mentoring, peer support systems. Are we empowering our section leaders, team captains, squad leaders to mentor/grow the next leaders? • Alignment of leadership opportunities vertically. If we have a middle school student council, does it exist at the high schools?
Key Moments for Collaboration	• Our existing systems of student leadership • Increase student-to-staff collaboration • Student voice in understanding where/how/what they consider to be leadership
Student Leadership that exist and those that can be created to increase opportunities for students to be leaders	

Elementary	Middle	High	District
• Student Leadership • Advisory Council • Buddy System • Safety Patrol • Sports to Welcome • Music to Welcome • Letters	• National Jr. Honors Society • Choir/Band/Art • Choir Festival • WEB • Student Govt.	• Rebel Grow • NHS • Student Govt. • Drama • Field directors • Athletic Council • Arts Council	• Superintendent Student Advisory Group 6-12