

Strategic Planning Committee

Meeting 1

January 3, 2023

East Building Training Center

<https://rsu57.zoom.us/j/82779048196>

4:30pm-5:45pm

Agenda/Minutes

I. Introductions

- Team Members introduced themselves through an Ice Breaking activity
- In Attendance: Dr. Stephen Marquis, Dominic Vermette, Allison Ellis, Richard Pasquini, Jennifer Mayo, Ty Thurlow, Christine White, Christa Cyr, Nora Lantange, Jamie-Lynn Stevens, Jodi Laine, Michelle Connors, Michelle Filiccitti, Heather Chase, Kristina Crowley, Marisa Penney

II. Meeting Norms

- For consideration:
 - Start & end on time
 - Be engaged in the work of the group
 - Come prepared for the meeting
 - Assume good intentions
 - Consensus without filibusters
 - One topic at a time, stick to the agenda items

The group discussed the norms as presented and settled on the norms above as written.

III. Review charge from School Board

Charge: To create a five-year strategic plan for RSU 57 to include, at a minimum, statements of mission and core beliefs, with identified goals, actions for meeting those goals, and identified performance indicators to measure progress.

The Planning Committee will engage the community and staff in the planning process, will report on its progress at a School Board meeting each month, and will present a draft plan for the School Board's review, input, and eventual approval by the first School Board meeting of the 2023-2024 school year. The School Board reserves the authority to edit, approve, and distribute the Strategic Plan.

- *Dr. Marquis shared an overview of the planning process. He expressed the goal for the committee and how the work of the group would meet the charge of the board. This work will lead to measurable goals for our schools and our students.*

Membership

Three members of the School Board:	Jodi Laine Jennifer Mayo Dominic Vermette
Four community members:	Heather Chase Michelle Conners Christa Cyr Michelle Filicetti
Three administrators:	Nora Lantange Marisa Penney Ty Thurlow
Four teachers:	Kristina Crowley Allison Ellis Jamie-Lynn Stevens Christine White
One town official:	Richard Pasquini
Superintendent of Schools:	Dr. Stephen Marquis (Facilitator)

IV. What Students Need

Small Groups Discussions

- Group 1 - Jodi, Heather, Nora, Kristina
- Group 2 - Jennifer, Michelle C., Marisa, Christine
- Group 3 - Dominic, Christa, Ty, Jamie-Lynn
- Group 4 - Michelle F., Allison, Richard, Stephen

Discussion Questions:

1. Briefly discuss and identify what you see as the biggest changes in society over the past two decades as they relate to the world of employment, higher education and the overall current state of American society.
- *Technology has changed and access has increased greatly*
 - *Interconnectedness of the world through tech*
 - *More choices available for employees*

- *Job demands have changed and jobs being created in the present moment haven't previously existed.*
- *Decrease in family involvement with schools.*
- *Skill gap for the trades is seen in many of the vocational trade fields.*
- *Less loyalty in the workforce with employees changing jobs more frequently.*
- *Greater dependence on technology.*
- *Have a higher demand today for the trades.*
- *Remote learning and remote working options are new opportunities.*
- *Social media choices by young people.*
- *Cost of living changes - inflation.*
- *Safety/Lockdown drills and their prevalence in schools.*
- *Greater diversity and discussion of gender fluidity.*

2. What do you see as the key 3 or 4 skills individuals will need to be successful in the American economy? (See table below)
3. What do you see as the key 3 or 4 skills individuals will need to be positive and productive members of American society? (See table below)
4. Of the skills you've identified, how intentional are our schools in helping students develop these skills prior to graduating? (Rate each one: 0 = Not at All, 1 = Somewhat, 2 = Very)

Skill	Score
Work Ethic	1
Team Player	2
Communication	2
Communication	1
Time Management	0/1
Leadership	1
Soft Skills	1
Financial/Budgeting	.5
Accountability	1
Communication	1
Communication	K-5 - 2
Tech Skills/Social Media	6-12 - 1.5
Tenacity	
Problem Solving	
Taking Initiative	
Soft Skills	
Interpersonal Skills	

Qualities/Skills	
Financial Literacy Personal Wellness/Health Family Planning Democratic Discourse Time Management	All scored 1.5/2
Discerning Between Fact/Opinion Respect & Kindness	0 1
Awareness Proactive Self Motivation Being Mindful	0/1 0/1 0/1 0/1
Empathy Compassion Team Player Trust Compromise	2 2 2 1 1

5. What will schools need to do, do better, or provide more of to help students develop these skills?

- *More accountability*
- *Alternative Options, Additional pathways*
- *Exposure to Careers/Colleges and Opportunities to Practice Soft Skills*
- *Mindfulness*
- *Time Management Skills*
- *Personal Economics Focus*
- *Expanding Advisory/Morning Meeting Conversations*
- *Systems for Accountability*
- *Integrating Technology*
- *Using Technology to help students communicate effectively*
- *Media Literacy*
- *Integrating Skills at all levels, interdisciplinary learning*
- *Being explicit about the skills being taught*

V. Review Sample Plans

- Whole Committee Discussion
 - Talking points:
 - What are aspects of the samples the committee likes?
 - *Simple and Easy to read*
 - *Considerations around focusing on whole child and not only on student achievement*
 - *Focus on teacher recruitment and retention was liked in the RSU 22 plan.*
 - *Focus on access for kids and removal of barriers was liked in the RSU 14 plan.*
 - What are aspects of the samples the committee would not like to include?
 - *Overly cumbersome plans that are not easily accessible to all.*
 - What more information would the committee need to make decisions regarding the plan format, focus areas and information to be included in the plan?

VI. Establish Future Meeting Dates

- The group will set, at a minimum, the next three meeting dates and times.
 - *Meetings will be held on the 1st Tuesday of each month from 4:30-5:45pm.*
- Identify the first Board Meeting at which there will be a formal Strategic Planning Committee update.

VII. Homework & Action Items for Future Meetings

Action Item	Date of Completion	Notes or Additional Information
Continue to Review Sample Strategic Plans	2/7/23	In preparation for next meeting
Consider what additional data points the committee would like to review	2/7/23	In preparation for next meeting

VIII. Future Agenda Items & Meeting Adjournment

- Finalize discussion on format and areas of focus
- Create sub-committee Action Teams for each identified focus area
- Begin work on Vision and Mission statements

- Discuss plans for soliciting stakeholder feedback
- Meeting end time: 5:45pm