

PUBLIC NOTICE OF A COMMITTEE MEETING OF THE SCHOOL BOARD
OF THE SHAWANO SCHOOL DISTRICT

Public notice is hereby given to the public and news media pursuant to Wisconsin Law, 19.84(2), that a **Joint Executive Board & Finance Committee** Meeting of the School Board of Shawano School District, Shawano County, State of Wisconsin will be held.

Wednesday, March 8, 2017
5:30 P.M.
DISTRICT BOARD ROOM
Shawano Community High School
SHAWANO, WISCONSIN

1. Middle School Soccer
2. Technology
3. End of Year Money
4. Photographer
5. Health Savings Account (HSA)
6. School Start Date Resolution
7. Strategic Planning
8. Adjourn to Closed Session per Wisconsin State Statute 19.85(1)(c) to consider the employment, promotion, compensation or performance evaluation data of any public employee over which the district has jurisdiction, specifically to consider pay increases for administrators.

Notice is hereby given that a majority of the School Board may be present at the meeting of the Joint Executive Board & Finance Committee scheduled to discuss subjects over which they may have decision-making responsibility. If so, this constitutes a meeting of the Shawano School Board and must be noticed as such although the School Board will not take any formal action at this meeting.

School Board Resolution on School Start Date Change

WHEREAS the State of Wisconsin by state statute has indicated that public school districts in the State of Wisconsin cannot start school before September 1 pursuant to **Wis. Stat. sec. 118.045 Commencement of school term**; and

WHEREAS the school board may commence a school term prior to September 1st if it submits a written request to the Department of Public Instruction asking for an earlier start date listing the extraordinary reasons for the earlier start date request; and

WHEREAS local control over the start date would allow for additional days of instruction for students prior to state and local assessments, and preparation for the ACT and Advance Placement; and

WHEREAS local control over the start date will allow Shawano School District staff to participate in professional development college coursework for license renewal as K12 schedules become more aligned with postsecondary schedules; and

WHEREAS local control over the start date will allow the Shawano School District to better align its school calendar with the co-curricular schedule for students that begin in early August; and

WHEREAS tourism has changed to where most tourists leave Wisconsin in early or mid-August and in States surrounding Wisconsin regionally, public schools start co-curricular activities in early to mid-August; and

WHEREAS private, voucher, and charter schools have the flexibility to start prior to September 1st and still receive public funding from the State of Wisconsin.

WHEREAS the State Superintendent is recommending in his 2017-19 Biennial Budget to allow the Milwaukee Public School District to be provided an exception to this provision in the state law to allow the district to maximize learning opportunities; therefore, the opportunity should be granted for all school districts in the State of Wisconsin.

BE IT RESOLVED that the Shawano School District is officially requesting approval to commence the school term prior to September 1st and establish local control in determining the school calendar.

BE IT RESOLVED FURTHER that the Shawano School District will be better able to educate its school children because of this flexibility as greater outcomes are anticipated academically as well as preventing absenteeism and for the safety of students.

BE IT RESOLVED FURTHER that on March 20, 2017, the Shawano School District unanimously passed this resolution in order to establish local control for the school calendar by an 8–0 vote (1 vacant seat).

Dated this 20th day of March, 2017.

Tyler Schmidt, Shawano School Board President

Beth McFarlane, Shawano School Board Clerk

Gary W. Cumberland, Shawano School District Administrator

Strategic Planning Design & Facilitation

Maximizing effectiveness and results when groups or teams are working together is part science and part art. With more than 25 years of experience, our Patina Professionals specialize in that unique blend, helping people work together more effectively to get things done.

As experts in change management, adult learning, and group dynamics, we apply our *Design and Facilitation* services to a wide array of business problems and objectives. The barrier to greater results for many groups and organizations is that they don't spend enough time before bringing people together to consider:

- What is the objective for this group?
- Who are the right people to involve in addressing this problem or issue?
- What are the right questions for this group to address?
- What process or tools can help this group have a different conversation and therefore get better results?

Skilled Facilitators Can Make All the Difference

There are times when an outside resource can bring clarity, insight, and better results to the work of teams and groups. Outside facilitators are effective in high stakes settings such as strategic planning meetings, problem solving sessions, pilot programs and situations with a history of conflict. Skilled facilitators from Patina Solutions are equipped to fill this role for large or small groups, one time or many.

Strategic Planning

Our approach to strategic planning focuses on engaging key stakeholders (i.e. customers, leaders, employees, vendors, etc.) at critical points in the planning process in an effective and efficient manner. This results in a plan that more accurately reflects the current state of the organization and provides a robust set of strategic options to move the organization towards its desired future. We have had considerable success in involving large numbers of people in the planning process in a very efficient and productive manner.

We also find that in planning, there is often a great distance between stated goals and action. Thus, we spend time with you during the planning to ensure you have the processes, structure and accountabilities in place to not just create a plan but to successfully execute it.

Whole System Planning and Visioning

Traditional planning approaches utilize small teams (typically senior executives) or focus groups to assume responsibility for planning and communicating organizational strategy, vision, or futures. Drawbacks of this method include a lack of insight to all aspects of the organization, and a need to "sell" the remainder of the organization on what the small groups devise.

For over 18 years, Patina Solutions has utilized a unique method by which a *whole system* is involved in an effort to conduct planning efforts in real time. Derived from groundbreaking methodologies known as Future Search® or Real Time Strategic Change®, our expertise in whole systems planning helps organizations create exciting possibilities, alignment, and collaboration for their organizations.

A successful Whole Systems planning or visioning effort involves the largest possible number of people with a stake in a community or organization's future. Although the work is facilitated by an outsider, the work is self-managed by participants, working mostly in small groups of about eight people each. Discovering common ground in one of the primary goals of the process.

During the conference participants complete five tasks:

1. A review and analysis of the past.
2. The construction of a composite picture of everything that is happening in the present that is external to the system that will have an impact on the future.
3. A look at how the system is currently responding to the present external reality, and a look at its current theory of operation.
4. The development of one or more future scenarios for the system five to twenty years into the future.
5. The construction of action plans for both the short and long term.

This planning method has a wide array of uses and options. Contact us to discuss your goals and how Whole Systems methods can shorten your planning and execution timelines while increasing engagement from all of your stakeholders.

Course Design

Patina Solutions can provide proven training and learning program designs for face-to-face or on-line learning, or we can collaborate with you to create learning specifically for your needs, culture and objectives.

Our learning expertise and designs are driven by these core principles:

- adults learn best by doing, so all of our learning designs include instructor presentation, application activities, discussion, and trial opportunities.
- it can be challenging to engage adult learners, so we incorporate a variety of means to ensure your learners are highly engaged and achieve the behavior or results changes you are seeking.
- people have a variety of different learning styles, and we incorporate different learning features, activities, and methods to ensure that the needs of your learners are met.

Notes from Drew Howick

It was a pleasure to talk to you on Friday and learn more about your interest in the community engagement process that you have heard about. As I mentioned on the phone, I have worked with approximately thirty school districts in Wisconsin over the past ten plus years using the future search approach to engaging the community and the comments you heard from the panel in Milwaukee are very representative of the experience that the others have had. Although the framework or approach is very similar in each district, the outcomes are never the same as they reflect the values and priorities of the community, and that's what make it both powerful and memorable.

Some board members who are considering this process find it useful to talk to other board members who are familiar with the process. The board members who were part of the panel are the following:

tkinnard@luxcasco.k12.wi.us Tim Kinnard at Luxemburg-Casco
donna.tarpinian@stoughton.k12.wi.us Donna Tarpinian at Stoughton
dahlket@wautoma.k12.wi.us Tom Dahlke at Wautoma

Other board members who have experienced the future search process and would be willing to comment on their experiences include:

jberg@deforestschoools.org Jan Berg at DeForest and stenpas@deforestschoools.org at DeForest
Jen.seliger@maps.k12.wi.us Jen Seliger at Merrill
cdamm@columbus.k12.wi.us Cindy Damm at Columbus

Let me know how your discussion on this with the board goes. A follow-up phone conversation with you and your board president would be the recommended next step at which time we would explore the desirability of me coming to Shawano to discuss with the full board.

Drew Howick

Practice Director - Human Resources, Leadership & Organizational Development

o: 608.819.4961 m: 608.695.1637

Phone Conversation with Drew

- Developing the plan is a four month process typically February to April or September to November.
- Process involves a design team of 15 to 20 people and the event itself could go to 100 plus people.
- Typical event itself is a Thursday PM, Friday PM, Saturday AM into the PM if needed.
- Cost is \$20,000 to \$25,000 which includes 130 to 140 hours and includes
 - ◆ 3-4 hour meetings for set up
 - ◆ 3 meetings with the Design Team of 15-20 people
 - ◆ Prepare for all meetings and event
 - ◆ Facilitate a three day event
 - ◆ Put plan together from the event and present to the School Board
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Steps to take

Contact Drew for background information

Meet with Executive Board do we go forward investigating

Board President and Superintendent Phone conversation

Drew meets with the whole school board (COW) to explain the process and costs

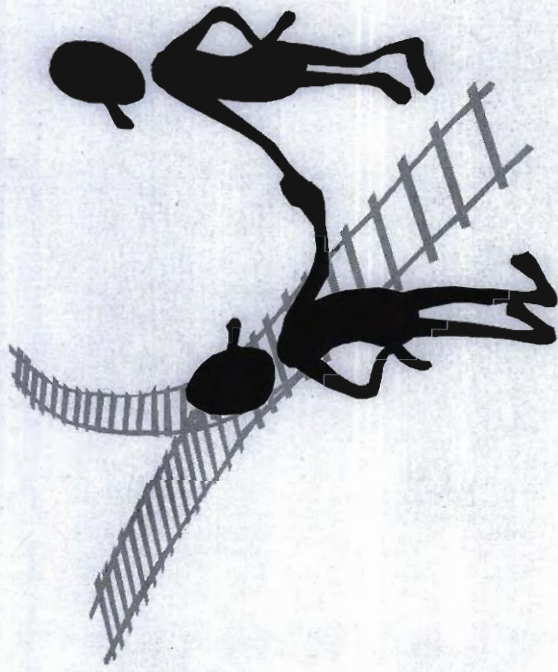
Board members who would like contact other board members that have done this

Set a design team

Facilitate event

FUTURE SEARCH

To provide a forum for diverse stakeholder groups to contribute jointly to a vision of the future, through discovery of their common ground, and to work together towards implementation.



Future Search Principles

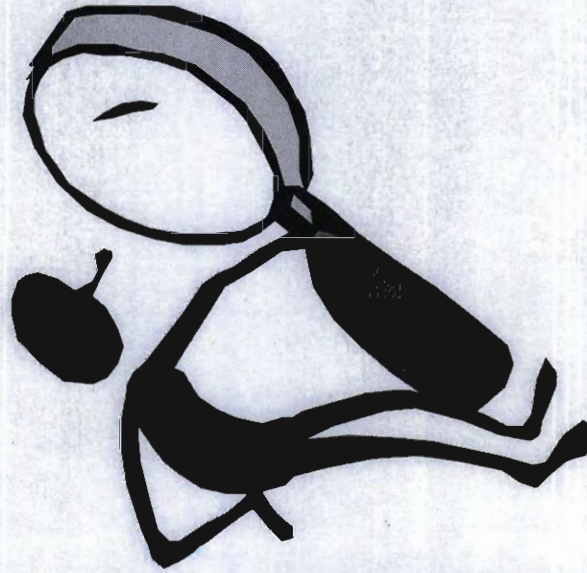


- ▼ **Whole system in the room.**
- ▼ **Global exploration before local action.**
- ▼ **Understand the past—focus on the future**
- ▼ **Search for common ground**
- ▼ **Everyone relate as peers**

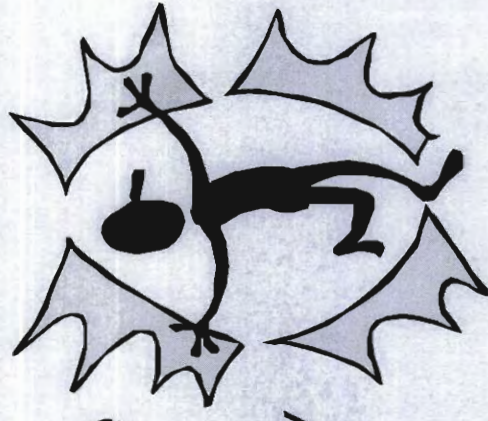
Don't Do This If . . .



- ▼ You're looking for a quick fix
- ▼ You seek "buy in" to a pre-determined strategy
- ▼ You're not prepared to support the follow-through
- ▼ You aren't able to keep your community engaged regularly



Do it Because . . .



- ▼ *You want to bring out the best in people*
- ▼ *It gives the entire system a clear focus*
- ▼ *It links yesterday & today with tomorrow*
- ▼ *Literally and figuratively, it brings everyone together*
- ▼ *It clarifies the focus of leadership energy and time*
- ▼ *It's effective, efficient and productive*
- ▼ *You want what you do to count*

Common Ground Themes: Luxemburg-Casco



Luxemburg-Casco
SCHOOL DISTRICT
WE ARE SPARTANS.

Creating Our Future Together – A Community Conversation Themes with Final Group Tallies

1. Strategic Facility Plan / Long Term	65
a. One Campus	
b. Revamped Campus	
2. Technology Upgrades Including	52
a. Tablets, e texts, virtual & flipped classrooms	
3. Community Fitness Center / Gymnasium	49
4. Partnerships with Business, Community and Higher Ed.	48
5. Quality Teachers, Methods, Training & Retention	42
6. Upgraded Tech. Ed. Facility, Machines and Programs	40
7. Communication with the Community	35
a. Newsletters, email, web broadcasts of meetings, applications	
8. Early Involvement from Guidance re careers	31
9. Creative Funding through	13
a. New Businesses, Scholarships and Open Enrollment	
10. Community Service Programs for Students	11

Common Ground Themes: Wautoma



Focus 2025 Strategic Directions

Business/Community Involvement Through Internships/Job Shadowing/Mentorships

Improve student's career awareness as well as promote community partnerships that are mutually beneficial to both parties.

Develop Marketing of the District/Community Through Branding

Improve students enrollment trends by promoting what the community and schools do well.

Improve Work and People Skills

Develop 4K-12th Grade Character/Career/Work/People Skills Action Plan

Develop Parental Contracts Promoting School Involvement

Objectives: To Increase Parental Belonging at the School Setting

Build Productive Relationships With The Medical Field To Increase The Support And Open Lines of Communication To Support Students With Mental Health Issues

Objectives: To increase services and support to students with identified mental health issues



Stoughton Area



School District

Learning

- The District will ensure that all students are able to read, write, express, calculate and compute effectively in order to critically analyze situations and solve problems independently and as part of a group.

Partnerships

- The District will build community support by promoting, encouraging and maintaining meaningful partnerships and mutually beneficial collaboration.

Workforce

- The District will use best practices to hire, develop and retain a skilled, empowered and engaged workforce to ensure that the district achieves its mission and vision.

Funding

- The District will maintain a balanced budget by using available funds in the most efficient and effective manner and, if necessary, will seek needed funding to advance its mission and vision.