

Board Retreat Minutes
June 22, 2015
8:30 AM - 4:00 PM
District Office Board Room

Attendees: Trustees Carol Elliot, Kathleen Farley, Seth Rosenblatt, Nicole Bergeron, Adam Rak, and District staff Superintendent Baker, Assistant Superintendent Doerpinghaus (afternoon only) and Director Tom Keating (afternoon only).

Trustees and Superintendent Baker reviewed norms and agreements from previous retreats. After much discussion, the Board agreed and recommitted to the norms and protocols attached.

The Board and Superintendent reviewed in detail the District's Strategic Plan. Trustees were asked to highlight any aspects of the plan that:

- Remained most compelling and in need of "staying the course"
- Were in need of being changed
- Needed to be added

There was strong support for the plan as it currently is written, and only relatively minor adjustments were suggested. These changes are reflected in the attached redline version of the Strategic plan. The Board also discussed whether the revised Strategic Plan should have a renewed 5-year horizon. It was decided that it was better to maintain the same time span, from 2013 through 2018, but to note any time that revisions are made to the document.

Following the above conversation, Board Members and District Administrative staff engaged in a conversation focused on developing District Goals for the upcoming school year. Documents reviewed to help guide conversations included the District's (newly revised) Strategic Plan, District Goals from the 2014-15 school year, and high-level LCAP Goals. Also incorporated in the conversation were a few outstanding items from a recent Board Meeting that Board Members agreed they wanted to discuss in detail during this retreat. Those items were: 1) how our "dashboard" will be used to measure district progress, with agreements on which audiences would review which data; 2) fund development plans in order to increase ongoing revenue for the District; and, 3) consideration of investing in resources to improve and increase communications. Resulting from a review of all the above documents and conversations, the following Goals for the 2015-16 school year were generated:

1. Align Assessment and Curriculum resources to be prepared for the transition to the new school structures of P-3, grade 4-5, and grade 6-8, and ensure progress monitoring of and accountability for each student making measurable progress on CCSS and the 5 C's.

- a. Roll out a system for analyzing and reporting school and district data to support program and student learning improvements, and in support of the new Teacher Evaluation Pilot.
2. Develop plans for having all students engaged in a Personalized Learning Plan process, leveraging a few key areas, such as Math, homework, and middle school electives.
 - a. Experiment with bell schedules
 - b. Invoke the “educators broadly defined”
 - c. Global learning
3. Develop and execute a long-term fund development strategy and marketing and communications plan.
 - a. Build a brand
 - b. Develop and recalibrate ongoing operational revenue streams and one-time funding to support meeting FMP goals
4. Complete and revise the new Teachers Evaluation Pilot to be ready for implementation of the new system in the 2016-2017 School Year.
 - a. Collaborate with the negotiations team to develop career pathways within the Professional Growth and evaluation

[Note: the above 4 goals and subsections do not reflect exactly how items were listed during the brainstorm; rather, they reflect pulling together multiple documents, including LCAP goals, Goals from 2014-15 Retreat, and the brainstorm from the Strategic Plan activity done earlier in this meeting.]

Before closing the meeting, Trustees engaged in what has become a tradition for Board Retreats, which is “Crystal Balling” potential issues that might arise in the coming year for which we may not be prepared or that might take us off course from the goals we are setting. Those items included the following:

- FMP issues stemming from not having enough money to complete upcoming projects, especially those at TL campus
- Results from the new SBAC test
- Opening the new campus at Central Middle School
- The 7-11 Committee (citizens group that reviews existing district property to consider disposal of that property)
- Curriculum planning, especially for the new Arroyo Upper Elementary School
- The City’s possible bond measure for Black Mountain property
- Two new Board Members starting in December
- Effects of rain/drought
- Enrollment not meeting or far exceeding projections
- Edison Montessori School—will they find a new place? What will be community reaction?
- Math pathways
- Construction of CLC buildings—possible issues, concerns

The meeting was adjourned at 3:35 PM.