



Strategic Planning Committee Minutes
March 20, 2018
5:00 pm to 8:00 pm

I. Welcome and Agenda Review

- a. Review our working agreements and choose one that you will focus on tonight.

Strategic Planning Committee Working Agreements

Mutual Respect	Seeking input, listening to understand
Focused and active listening	Have an agenda and stick to it
Good questions; progression of ideas	Willingness to share
Safe environment	Art of conversation (one speaker at a time)
Keeping an open mind	Assume positive intentions
Research-based information	Respect for time
Delegate tasks	Parking Lot of good ideas—not to get sidetracked
Speak up, voices heard, no fear of debate	Ask for clarification

II. Legislative Update

- a. Budget process – Scot and Gina are building budgets with schools. The district budget was balanced going into this year. What are the effects of HB 140 on Sweetwater #1? Education will be losing \$27.3 million dollars in Wyoming the next two years. Next year Wyoming schools will take a \$7 million dollar cut and year after is \$20 million dollar cut.
- b. Special Education reimbursement will be frozen for the next two years and the state is going to review staffing guidelines.
- c. Transportation will be frozen and there is a cap on the reimbursement. Next year we will lose \$738,000.00 dollars next year.
- d. District ADM is not figured out school by school anymore—ADM will be determined at a district level with a loss of about \$500,000.
- e. Grounds keeping –Sweetwater#1 will lose about \$1500. Assessment funding—they took back NWEA MAP funding \$135,000.
- f. Additional Wyoming Retirement Contributions (.25% per year) will be picked up more by employees and employers.

****Handout below covers all of the specific cuts.****

Special Education Reimbursement:	14,002,112 (14,002,112)	14,002,112 (14,282,154)	14,002,112 (14,567,797)	HB140	Limits special education reimbursements for 2019-2020 and 2020-2021 to amount received in 2018-2019.
	-	(280,042)	(565,685)		
Special Education Extra Hazardous:	(50,000)	(50,000)	(50,000)	HB140	Extra hazardous applies only when working directly with eligible students.
School Bus Purchase:	-	-	-	HB140	100% reimbursement for approved school bus purchases. Leases no longer allowed.
District level ADM:	(447,606)	(380,494)	-	HB140	Calculated ADM on a District level, three year average or prior year (if greater).
Groundskeepers:	1,577	1,577	1,577	HB140	District Groundskeepers calculated at 10% of Groundskeeper FTEs for elementary, middle, and high schools.
Student Assessment Funding:	(135,450)	(135,450)	(135,450)	HB140	Student assessment funding of \$25/ADM is repealed. \$5,418*25=\$135,450.
Wyoming Retirement Contributions:	(213,107) 106,554	(426,214) 213,108	(639,321) 319,662	HB109	Employee and Employer increase of 0.25% each per year for the next four years.
Total legislative cuts - 2018 session	(738,032)	(1,057,515)	(1,069,217)		

Alternatives for cost savings have been generated. The district will run a process with forums, feedback and informed decisions will be made.

III. Strategic Planning Committee Update

- a. Civic group/Employer visits solicited feedback to drive our strategic planning process. What do employers in Sweetwater County look for in a potential employee? Spreadsheet shows the places that Sweetwater#1 reached out for meetings. Additional ideas (hospital/city/college/businesses) for visits have been generated. The committee is asked to consider alternatives.
- b. The committee decided to add an additional meeting on Tuesday, April 17, 2018 from 5:00 pm to 8:00 pm to generate action steps/validate/re-address themes. Take the strategic plan to the Sweetwater #1 board in May and June. We need to review new community input and use it to inform our strategic plan. Community relationships may be damaged if we move forward with the plan and continue meetings. We will be meeting in April.

IV. Research Review

- a. Grounding the committee in research. Pull out the article you read and round robin the main ideas out to your table group. Record table big ideas on poster board.
 - i. Three rules of thumb (jurisdiction, relevance, expertise), Language barrier, not the school improvement plan, collaborative, teacher buy in, not top heavy and involve everyone, different in schools, three issues (inadequate funding, lack of commitment, inflexibility), guiding the process from within, improving critical points and not change everything
 - ii. Work with schools to get better while still holding them accountable for performance, make sure the plan is adaptable—flexible, make sure we have a model strategic plan—action, involve stakeholders—top down communication, involve stakeholders, know where we are going, have constant change towards a goal with a purpose, don't change to change
 - iii. Respect for people, continuous improvement, living document—ability to change to meet student needs, trust the process, bottom up grass-roots approach, respond to the changing world, stakeholder participation—respect for process, beware of lack of community involvement and lack of training, action steps to make the vision a reality, impact everyone-connect everyone to the process
 - iv. Teacher buy in, everyone must understand their roles, let the data lead, we need to reach out to college and healthcare providers

V. Validation Venue

- a. The crest groups review/validate group thinking on their theory of action draft statements. Groups changed their action statements and shared statements with the whole group. Draft statements are:

Theories of Action



1. How might we help increase the availability of info and learning techniques to students and families of students around social skills and prep courses needed for their specific next step?



2. How might we create continuous partnerships between the school, community and family to create on-going life experiences and awareness?



3. How might we increase positivity through celebration successes at all levels for all stakeholders?



4. How might we nurture a positive climate and culture at Sweetwater#1 that will promote a willingness to succeed?

What are we noticing?

- Positivity about the strategic plan
- We need to start on the “How”
- Encouraging our students and making them feel valued, adapt teaching methods to promote social and interpersonal skills,
- Building relationships
- Celebrate accomplishments
- Culture of positivity for staff and students
- Consistent process to teach employability skills K-12
- Great visions—How are we going to do this?
- Continue with community and stakeholder involvement
- Include employability skills into the theories of action
- Focus down to the student level
- Ties with community/employer together—can’t rest on schools alone
- Work on climate and culture
- Give parents resources and support parent involvement
- Creating a culture that will continue on for years and years
- Define success
- How might SW1 nurture and celebrate the positive relationships built with its stakeholders so that students may succeed in all aspects of life?

VI. Next Steps

- Last meeting Tuesday, April 17, 2018 from 5:00 pm to 8:00 pm