

**MINUTES OF THE
DISTRICT SITE COUNCIL OF
DISTRICT 497- LAWRENCE PUBLIC SCHOOLS**

February 21, 2019

- Welcome/Introductions

The meeting began with Kathy Johnson welcoming the group. Mrs. Johnson obtained permission from the group to change the order of the agenda items to be discussed.

- Reports and Discussion

Strategic Plan

Paula Murrish, Executive Director of Nutrition, Wellness, Purchasing & Printing, is coordinating the logistics regarding the Strategic Plan process. The district has hired Martha Greenway of Greenway Strategy Group to assist us with developing the district's five-year plan. (Greenway Strategy Group has previous experience with helping school districts draft their strategic plans; they are education focus-not business oriented.

Mrs. Murrish shared that a design team of about 75 representatives of students, teachers, classified staff, school and district administrators, school board members, parents, and community partners gathered Monday morning to kick off the strategic planning process.

Greenway Strategy Group of Atlanta presented its analysis of student academic data, district survey results, and feedback collected during the fall Listening and Learning Tour. Participants also conducted a SWOT (strengths, weaknesses, opportunities, and threats) analysis and identified their individual and collective priority student outcomes.

Greenway collected the input received and shared it with the Superintendent and Executive Leadership Team Tuesday morning.

The next step is to share a draft of long-term student outcome priorities and strategic themes with the school board during a 6 p.m. work session on February 25. Following the board meeting, Strategic Planning Forums are planned for high school students, teachers and staff, and community members to provide feedback:

- February 26 - Lawrence High Student Strategic Planning Forum, 9:30-11:00, LHS library
- February 26 - Free State High Student Strategic Planning Forum, 1:00-2:30 p.m., FSHS library
- February 26 - Teacher and Staff Strategic Planning Forum, 4-6 p.m., Billy Mills Middle School (**Open to all staff!**)

- **February 28** - Community Strategic Planning Forum, 5:30-7:00 p.m., Billy Mills Middle School
- **March 4** - Community Strategic Planning Forum, 6:30-8:00 p.m., Connect Church, 3351 W 31st Street

After compiling all the data received from the various stakeholders, the game plan is to determine 5-6 major themes/concepts; hone in on those key themes/concepts in order to determine desired outcomes (goals) and how to get there (action steps) and determine how it will be measured.

The group was involved in a lengthy discussion regarding this entire process and how not only is the community's input important but the community's buy-in and support. It is essential to have the community attend the community strategic planning forums in order to allow their voice to be heard and included.

It was requested that the info/timeline above be specifically shared with principals in order for them to share with PTA/PTO's, and site councils and to be posted in buildings. The more this information can be shared increases more community awareness and ultimately community involvement.

Once the strategic plan is created and shared, it was requested that the plan be easily accessible to the public (i.e. on website and translated into various languages) It should be completed by mid-June 2019.

- **Kansas Re-Design**

Assistant Superintendent Jerri Kemble shared information regarding the Apollo Redesign Process. Our system is not meeting the needs of our students- so Kansas State Department of Education is focusing on changing the system (not doing things the same way as we have for generations) in order to meet the goals of 95% high school graduation and 75% post-secondary effectiveness.

At the state level, this is the 2nd year of Re-Design. It is a 5-year process. Re-Design will ultimately merge into KESA. The key element to bear in mind about Re-Design is that it is the people in the schools redesigning how things are done based on their specific data- must be teacher led.

To be involved with RE-Design, a school can become involved on their own or as part of the State Re-design Project (more assistance and accountability throughout the project).

In order to become involved with the Re-design Project, the following must be in place-

1. Local Kansas –National Education Association or other professional organization support (LEA must be on board!)
2. Faculty vote of 80% (80% of the school’s staff must be on board!)
3. School board approval (School board must be on board!)

Last year, to be included in the state re-design project, the requirement was an elementary and a secondary school. Of the 3 schools wanting to do this (Hillcrest Elementary, West Middle School and Free State High School), only Hillcrest had the 80% of votes. Hillcrest has moved ahead with the re-design process on their own!

This year, every staff member has been given a Readiness Survey to take to Determine where they think they are as a school. All schools will vote between 3/6 and 3/20 (via Survey Monkey).

- .5 – 1.0 FTE person can vote
- If .5 in 2 schools- can vote 2 times
- If person does not vote- it is counted as NO

At the upcoming 3/25/19, board meeting, information regarding the survey results will be shared regarding which schools received 80% of the vote and if those schools would like to move forward as part of the Kansas Re-design Project.

Applications must be submitted to the state by April 5th (by principal).

KSDE will announce new Apollo Schools April 16th at State Board Meeting. (*Again, this is a 5-year process. The new school design would not launch until 2020-21 school year -year 2 of process).

This topic generated lots of conversation. Main concerns were regarding why take on another new initiative until we have the Strategic Plan in place and can be sure that or actions are guided and focused in the same area as outlined. Also, monetary implications were addressed. Being a part of the Re-Design Project does allow assistance in the form of consultants at the state level that will work with us, weekly/bi-weekly staff meetings and some allowances from LEA but no additional money.

It appears that what the Re-Design Project requests from schools are things that we as a district are already starting to do and slowly implement. This process allows for research/planning/guided change (opportunity to be prepared and have researched based evidence to use as guide); specific data to use for that particular school to drive decisions, and an action plan to use to hit your targets.

All schools have School Improvement Plans- this Re-design project delves deeper and loosens some of the reins (LEA).

All of our schools will not be ready/willing to take this on. We are predicting no more than 2-3 of our 21 schools. Breakdown in obtaining 80% at the building levels include-

- FEAR of CHANGE
- Not having district office support
- Not having board support (ability to not be perfect, to be able to make mistakes, learn and move forward)
- Awareness (Teachers actually knowing and understanding what this project is and what it entails)

As the conversation continued, it was understood and agreed that the Strategic Plan (completed in June 2019) and Re-Design (would start August 2019) would be able to work together simultaneously.

- **Other Information to Share**
 - The group was made aware and encouraged to attend one or both of the upcoming **Community Conversations regarding Public Safety** in light of the recent incidents involving guns at Lawrence High School in the past 2 weeks.
 - 6:30 p.m. on Thursday, 2/21 in the LHS cafeteria.
 - A second conversation will be scheduled in March at Free State
 - Lastly, there were a few people present at this month's meeting who were absent from last month's. As such introductions were done.

Next meeting date –March 21, 2019