

Portland School Committee

Workshop– 7pm

Wednesday, January 16, 2008

Room 250

Casco Bay High School

Assuring that all students are learning for their future

Workshop

1. School Committee goals

Upcoming School Committee Meetings

Jan. 23, 2008 7pm School Committee Business Meeting
Room 250, CBHS

Upcoming Finance Committee meetings

Jan. 16, 2008 5:30pm Budget Presentation – Operations
Room 321, PATHS

Jan. 23, 2008 5:30pm Special Education presentation

Jan. 30, 2008 5:30pm Budget discussions
Room 321, PATHS

**Portland School Committee
Goal Setting Workshop**

Objective: To define three to six goals for the Portland School Committee's work for the upcoming year (January 2008 through November 2009)

Agenda

Portland Public Schools Strategic Plan 15 minutes

Objective: Ensure an understanding of the PPS Strategic Plan.
Opportunity to ask questions.

(I understand that all School Committee members have copies of the plan – I'll bring extra copies just in case.)

2006/2007 School Committee Goals 15 minutes

Objective: Ensure an understanding of the 2006/2007 goals.

(School Committee members got a copy of the goals and minutes from the goal setting workshop in their packets.)

Define Goal Setting Criteria 15 minutes

Objective: To agree to the criteria for the School Committee goals.

(In the interest of time, I'll start with the criteria determined by the September 2006 School Committee and go through a process to revise, delete, add)

Brainstorm Goals 15 minutes

Objective: To get all ideas on the table.

(A typical brainstorming session – every idea is valid and clarifying questions only.)

Prioritize Goals 15 minutes

Objective: Come to consensus on three to six School Committee goals.

(Open discussion on goals – opportunity to clarify, combine, etc. – then we'll multi-vote.)

Next Steps

**Portland School Committee
Workshop – September 13, 2006**

Meeting Objectives

To prioritize the 2006/2007 Portland School Committee Goals

To define next steps for the top 3 to 6 goals

Define Criteria to Prioritize Goals

Members discussed the following criteria to consider while prioritizing School Committee goals for 2006/2007:

- Real work – that the priorities reflect significant work
- Legitimate School Committee work – that the priorities do not infringe upon the role of others in the district
- Doable/feasible – that there's a real chance to accomplish the goal
- Measurable – success can be defined and measured
- Reflect all strategic goals – that the priorities are balanced among the three goals (Purposeful Response to Learners' Needs, Highly Skilled Employees, Positive Learning Environment)
- Clarity – that the priorities are simple and easy to understand
- Actionable – that the School Committee is able to define action steps to accomplish the priority
- Relevant – that the priorities will make a difference

Multi-vote – Resources (three votes per School Committee member):

- Create and adopt a budget through the lens of learner - 0
- Outfit our schools with 21st century technology - 0
- Allocate resources based on data and need - 6
- Allocate resources based on shared decision-making around the budget, community involvement - 0
- Work with the city council to hire a grant writer who will bring additional resources to the district - 4
- Maintain facilities with designs that are beneficial to student learning; environmentally sound, and energy efficient - 6
- Increase staff awareness of diverse needs of student population - 0
- Lower class sizes to facilitate differentiation - 0
- Incentivize and facilitate employee leadership, learning and performance - 2
- Fund needed interventions to close the achievement gap – 2
- Pay for one college application per student - 7

Policy (three votes per School Committee member):

- Support a calendar that allows for ongoing professional development - 1
- Increase staff awareness of diverse needs of student population - 0
- Lower class sizes to facilitate differentiation - 3
- Encourage and support policies which honor diversity in hiring practices - 1
- Support small learning communities (not just kids) - 2
- Support ways to get students into the community and the community into the schools - 2
- Make college application a graduation requirement - 2

**Portland School Committee
Workshop – September 13, 2006**

- Develop creative ways to promote post-secondary enrollment - 2
- Remove barriers to earning graduation credits outside the classroom - 2
- Adopt a policy that mandates service learning as a graduation requirement - 6
- Adopt comprehensive policies that pinpoint and ameliorate barriers for students in subgroups - 5
- Draft policies reflecting the belief that all students can learn (look for barriers) – 1

Accountability (three votes per School Committee Member):

- Ensure that employees use assessment to increase student achievement - 6
- Develop a 360 degree approach to evaluating superintendent - 3
- Adopt a method for evaluating teachers' ability to differentiate their classroom and dimensions of learning - 0
- On an annual basis, review and discuss feedback from a teacher survey to increase job satisfaction - 2
- Review and assure the relevancy of our assessment mechanisms to ensure district growth - 6
- Support systems that allow individual and collective assessment data on student achievement to be accessed and evaluated by parents, teachers, and students (PowerSchool data) - 4
- Assure that teachers are cognizant of divergent learning styles of all students and create different learning environments for varying student needs - 3
- Monitor the effects of class size on student achievement - 3

Communication:

- Define and then model the behaviors of a positive learning environment (workshop?) - 1
- Ensure that parent/community involvement is reflective of Portland's demographics (task force?) - 3
- Develop and support a plan for communicating vertically and horizontally within and outside the organization about the work of the district and committee - 5

Identify Top Priorities

Members reviewed the results of the voting and discussed the top vote getters. They also looked to combine priorities where appropriate with an eye to the criteria established. The priorities that were drafted (in no special order):

1. The School Committee will develop creative ways to prepare student for college, work and citizenship including: paying for one college application per student; making a college application a graduation requirement; and making service-learning a graduation requirement.
2. The School Committee will receive and review assessment data three times a year and make policy and budget decisions accordingly.

**Portland School Committee
Workshop – September 13, 2006**

3. The School Committee will develop and support a plan for communication vertically and horizontally within and outside the organization about the work of the district and the School Committee.
4. The School Committee will maintain and construct facilities with designs that are beneficial to student learning, environmentally sound and energy efficient – and make policy and budget decisions accordingly.

Next Steps

1. Document the meeting – Sue/Ellen
2. Put the priorities on the School Committee Agenda for a vote at the September 20th meeting – Ellen
3. Consider a workshop very soon to discuss facilities – Ellen

Members also discussed ways to keep the priorities alive:

- Include in the brochure, *Welcome to Our School Committee Meeting*
- Explore formatting the School Committee agenda within the priorities
- Printing the priorities on the back of the School Committee Norms

Plus/Delta

Plus	Delta
<ul style="list-style-type: none"> • Facilitator • Multi-voting process • Ended up with balanced goals representing all three district strategic goals • Receiving the priorities in advance through email • Everyone attended at least one of the planning meetings (either the retreat or the workshop) • Reached consensus • Equal say for the students • Worked collaboratively 	<ul style="list-style-type: none"> • Having two additional items to discuss prior to this work made for a long night • Pre-work – include <i>Effective School Committees</i> • Two members missing – how to catch them up on the rich discussion • Need SNACKS

**Portland School Committee
Goal Setting Workshop**

School Committee Goals – September 2006

1. The School Committee will develop creative ways to prepare student for college, work and citizenship including: paying for one college application per student; making a college application a graduation requirement; and making service-learning a graduation requirement.
2. The School Committee will receive and review assessment data three times a year and make policy and budget decisions accordingly.
3. The School Committee will develop and support a plan for communication vertically and horizontally within and outside the organization about the work of the district and the School Committee.
4. The School Committee will maintain and construct facilities with designs that are beneficial to student learning, environmentally sound and energy efficient – and make policy and budget decisions accordingly.

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Portland Public Schools Strategic Plan – Goals and Targets 2007 to 2010

Strategic Objective: Highly Skilled Employees

<p>Goal: Assure that our employees, at all levels and in all departments, have the necessary skills to perform their jobs professionally in a diverse culture that honors adult learning as a means to increase growth in student learning.</p>		
<p>District Targets:</p>		
<p>2007/2008</p> <p>All staff will meet the Portland Public School Performance Standards as documented in 1999 and revised in 2007.</p> <p>Within 3 years of hire, all <i>newly hired educational staff</i> will demonstrate <i>knowledge and/or experience</i> with:</p> <ul style="list-style-type: none"> the Art of Science and Teaching (to include: differentiated classroom instructional practices and the concepts in Dimensions of Learning), K-12 math and literacy (across content areas) instructional practices, and Knowledge of strategies to meet the needs of ELL learners <p>as a condition of employment.</p>	<p>2008/2009</p> <p>All staff will meet the Portland Public School Performance Standards.</p> <p><i>All educational staff</i> will demonstrate <i>knowledge and/or experience</i> with:</p> <ul style="list-style-type: none"> the Art of Science and Teaching (to include: differentiated classroom instructional practices and the concepts in Dimensions of Learning), K-12 math and literacy (across content areas) instructional practices, and Knowledge of strategies to meet the needs of ELL learners <p>as a condition of employment.</p>	<p>2009/2010</p> <p>All staff will meet the Portland Public School Performance Standards.</p> <p><i>All educational staff</i> will <i>implement</i>:</p> <ul style="list-style-type: none"> the Art of Science and Teaching (to include: differentiated classroom instructional practices and the concepts in Dimensions of Learning), K-12 math and literacy (across content areas) instructional practices, and Knowledge of strategies to meet the needs of ELL learners <p>as a condition of employment.</p>

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Portland Public Schools Strategic Plan – Goals and Targets 2007 to 2010

Strategic Objective: Purposeful Response to Learner Needs

<p>Goal: Continuously examine growth in student learning and identify purposeful interventions as a means of making informed decisions about instructional practice with our diverse learners.</p>		
<p>District Targets:</p>		
<p>2007/2008</p> <p>Increase the number of student in the Meets and Exceeds categories in the MEA 4th and 8th Grade Math and Reading whole groups and subgroups up to 10% over three years (2007 baseline data.)</p> <p>Implement a structured system for interventions at key transition grades – 2 to 3, 5 to 6 and 8 to 9.</p> <p>Increase high school SAT average scores up to 5% over three years (2007 baseline data.)</p> <p>Increase post-secondary intent to enroll percentage up to 5% over three years (2007 baseline data.)</p> <p>Increase high school completion rate up to 5% over three years (2007 baseline data.)</p>	<p>2008/2009</p> <p>Increase the number of student in the Meets and Exceeds categories in the MEA 4th and 8th Grade Math and Reading whole groups and subgroups up to 10% over three years (2007 baseline data.)</p> <p>Implement a structured system of interventions K-12.</p> <p>Increase high school SAT average scores up to 5% over three years (2007 baseline data.)</p> <p>Increase post-secondary intent to enroll percentage up to 5% over three years (2007 baseline data.)</p> <p>Increase high school completion rate up to 5% over three years (2007 baseline data.)</p>	<p>2009/2010</p> <p>Increase the number of student in the Meets and Exceeds categories in the MEA 4th and 8th Grade Math and Reading whole groups and subgroups up to 10% over three years (2007 baseline data.)</p> <p>Evaluate K-12 interventions to assess student growth in learning</p> <p>Increase high school SAT average scores up to 5% over three years (2007 baseline data.)</p> <p>Increase post-secondary intent to enroll percentage up to 5% over three years (2007 baseline data.)</p> <p>Increase high school completion rate up to 5% over three years (2007 baseline data.)</p>

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Portland Public Schools Strategic Plan – Goals and Targets 2007 to 2010

Strategic Objective: Positive Learning Environment

<p>Goal: Establish a culture that promotes and supports continuous improvement in the cognitive, physical, social and emotional well being of each member of our diverse school community.</p>		
<p>District Targets:</p>		
	2007/2008	2008/2009
Maintain employee retention rate at 90%.	Maintain employee retention rate at 90%.	Maintain employee retention rate at 90%.
As active members of professional learning communities, all staff will have the skills (collaboration, data analysis, etc.) and resources (state and national curriculum frameworks, sample rubrics, record keeping tools, etc.) to promote high levels of learning for all students.	As active members of professional learning communities, all staff will have the skills (collaboration, data analysis, etc.) and resources (state and national curriculum frameworks, sample rubrics, record keeping tools, etc.) to promote high levels of learning for all students.	As active members of professional learning communities, all staff will have the skills (collaboration, data analysis, etc.) and resources (state and national curriculum frameworks, sample rubrics, record keeping tools, etc.) to promote high levels of learning for all students.
Evaluate data and implement action plans at the building level to improve SST Employee Survey results as an indicator of our continued progress towards a professional learning community.	Evaluate data and implement action plans at the building level to improve SST Employee Survey results as an indicator of our continued progress towards a professional learning community.	Evaluate data and implement action plans at the building level to improve SST Employee Survey results as an indicator of our continued progress towards a professional learning community.
Promote and support Positive Youth Development and strength-based educational practice by increasing Developmental Assets among students as measured by the My Voice student survey.	Promote and support Positive Youth Development and strength-based educational practice by increasing Developmental Assets among students as measured by the My Voice student survey.	Promote and support Positive Youth Development and strength-based educational practice by increasing Developmental Assets among students as measured by the My Voice student survey.
Increase parent and community involvement up to 10% over three years ((2007 baseline data.)	Increase parent and community involvement up to 10% over three years (2007 baseline data.)	Increase parent and community involvement up to 10% over three years (2007 baseline data.)