

## Long Term Development Committee

### Meeting Agenda

11/16/2016

2pm @ District Office

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#### EFFECTIVE COLLABORATION NORMS AND GUIDELINES

##### Suspend Certainty:

- Remain open minded.
- Commit to big picture, not personal interest. Inquire into the ideas of others before advocating for one's idea.
- Putting all ideas on the table, this creates meaningful dialogue and discussion.
- Presume positive intentions of each member, this can prevent unintentional put-downs.

##### Respectful Responses:

- Putting all ideas on the table, this creates meaningful dialogue and discussion.
- Presume positive intentions of each member, this can prevent unintentional put-downs.
- Pause before responding to enhance dialogue and decision making.
- Pay attention to self and others, be aware of what you are saying and how it is said as well as how others are responding.
- Paraphrase to indicate that you are an active participant and understand the conversation.
- Encourage a spirit of inquiry, balance advocacy with inquiry, so as not to rush to decision making nor leave issues without closure.

### Introductions / Charter Review

### SWOT Analysis / Discussion

#### Strengths:

- High Graduation Rate
- Strong Athletics Program
- Strong Arts / Drama program
- Teachers make connections to students
- Great teachers
- Communication
- Safe School District
- Good Reputation
- Wealth of Technology Resources
- Plethora of academic opportunities
- Diversity in our students
- Staff and administrators ability to adapt to

outside forces / change

▪ Good number of committees that are indirectly saying subconsciously saying that things are not always perfect.

- We ask questions (via committee). Answers are easy if you ask the right questions. Have an open mind.
- Resilient despite internal / external changes

#### Weaknesses:

- Does not communicate effectively
  - Not the lack of communication, but the lack of effective communication

*The mission of the WCSD is to empower all of our students with the competencies and confidence to challenge themselves, to pursue their passions, and to realize their potential while growing as responsible members of their community.*

WCSD Core Value:

*"We believe that the collaboration needed for meaningful change is built on honesty, trust and respect."*

- The only time 'I hear from Wappingers' is when we get a newsletter asking to vote for budget.
- Lack of willingness to engage / respond to comments in the media (either +/-).
- Size is its blessing and curse
- Paralysis in making decisions
- Contentiousness that surrounds the district
- Media's perspective
- We do not educate the community on what we are trying to achieve.
- Students accept mediocrity
- Not creative in the way we teach our students
  - Find new ways of reaching these kids (motivation to learn)
- Board has always been contentious with the community
- Trust
- People are not valued appropriately for helping students achieve their potential
- The population in the 'middle' feels ignored while the extremes get all of the attention and resources

**Opportunities:**

- ESSA Standards changes
- Individual expertise exists in the community to help us educate students
- 5 Townships, create relationships with the town boards.
  - Work on building relationships
- Our teachers abilities
  - Put teachers on TV with lessons

**Threat:**

- Enrollment Changes
  - Fiscal Plant
  - Transportation
  - Population Projection
- Unwillingness to change (point of view or other)
  - Loud Voices
- Unpredictability of funding
  - Unfunded mandates
  - Change in economic environment

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- Revolving door of administration

## **Timeline Development**

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