

ANDOVER SCHOOL COMMITTEE WORKSHOP MINUTES
October 24, 2022

MEMBERS PRESENT: S. McCready, Chair (5:22pm) T. Spruce, Vice Chair
 E. DiCesaro L. Conoscenti
 S. Wright

MEMBERS ABSENT

OTHERS PRESENT: M. Parvey, Superintendent
 K. Taverna, Assistant Superintendent of Finance and Operations
 J. Riley, Assistant Superintendent for Teaching and Learning
 Guest Speaker Dennis Cheesebrow, CEO and Principal Consultant,
 TeamWorks International

I. Call to Order – Ms. Spruce, Vice Chair, called the Meeting of the School Committee of October 24, 2022, to Order at 5:15 p.m., at the School Committee Conference Room.

A. Call to Order/Moment of Silence/Salute the Flag

B. Agenda

1. Welcome, Introductions, Agenda
2. Review of District Strategic Plan elements to date
3. Draft District Strategic Roadmap, Mission, Core Values and Vision
4. Draft School Committee 3 Year Work Plan
5. Points of Learning and Insight

Ms. Spruce introduced Dennis Cheesebrow and reviewed the Agenda for the evening. Mr. Cheesebrow reviewed the Roadmap, Mission and Vision statements and advised that there always be a 3-year work plan and a 3-year operational plan and revise the strategic roadmap as needed. He reviewed the Educational Leadership System and the roles of management, governance, and consultation. The classroom to boardroom strategic planning process was reviewed. An example of District Strategic Roadmap was shown to the School Committee. The desired daily experiences unique to students, staff and family’s feedback will be reviewed for major themes. An Environmental Scan was done in March 2022 to help show current trends and needs, trends that are going away and upcoming trends and needs.

The District Vision card was reviewed and “What are the key measures” explored, such as “Up and Out” is reporting to the School Committee, “Down and In” is reporting to schools and department.

The purpose of strategic planning is to change the behavior of adults and outcomes for students and staff, not just to create a document.

The existing definitions for Mission, Vision, Core Values and beliefs were reviewed.

The School Committee broke into small groups to work on the Mission, Core Values and Vision.

School Committee Governance Work Plan – draft

Policy and procedures were reviewed. One-third of policies should be reviewed every year resulting in an entire review every 3 years.

Public engagement, long range planning, Superintendent relationships and development were all discussed.

School Committee Governance Work Plan

The completed draft was reviewed. Discussion regarding open seats on the School Committee followed. Public engagement is where “hot topics” should be placed and if a policy is developed or is standard practice, it does not belong on the draft.

Mr. Cheesebrow explained that this process is showing the community that governance is different than management work.

Discussion followed regarding the survey and feedback collection. Discussion of the timeline for completion followed and will be determined. Mr. Cheesebrowsuggested getting it implemented sooner rather than later so that there is time to work with the plan and then refine it.

A motion to adjourn was made by Dr. Conoscenti, seconded by Ms. DiCesaro and unanimously approved 5-0.

The meeting adjourned at 8:16pm.

Submitted By: _____
Lynn Viselli, Recording Secretary

Approved _____
Date