

NWCS Strategic Planning Committee Meeting

Agenda

Sept. 18, 2017 - 6:30 PM

I. Welcome –

II. Introductions: *Scott Mills, Mark Misch, Lane Gerber, Doug Denney, Jeff Miller, Alex Nafzinger, Angie Topp, Mark Reinhard, Rhonda Bower, MariBeth Harder, Tim Wilson, Kent Kotesky, Ginger Butcher, Kathy Thompson, Deanna Elzey, Scott Elzey, Cami Shelton, Brooke Orellano, Kristen Wall, Gene Donaghy.*

III. Brief history of Strategic Planning at NWCS:

1. History

When Scott interviewed with the board 10 years ago, the board wanted a superintendent to take NWCS to the next level but didn't know what that was. SPC was started to help determine what that might be. The early years were tumultuous because of the rapidly changing landscape at the IDOE and two rounds of budget cuts at NWCS.

2. Aim

After trying to determine the mission and vision of NWCS, the SPC decided that a single and clear AIM would be best. SPC started with the aim of “equipping students to maximize their success,” but decided that success breeds success and the present should also be included.

The AIM of NWCS is to equip students to maximize their present and future success. The AIM is to be the filter everything we do is passed through.

3. Graduate Profile

The Graduate Profile was developed in 2011-12 to identify the characteristics students should possess to reach our AIM. In the 2012-13, SPC created a map for what adults could do to help students reach the characteristics of the Graduate Profile.

4. Marketing, Graduate Profile awareness, Positive & welcoming school atmosphere.

SPC then established some short, medium, and longer range goals. These were the short-term goals. 1) Marketing: NWCS wants to spread the good news about our school and we rely on out-of-district students to maintain our enrollment and programs. NWCS is up about 50 students this year. 2) Graduate Profile: We realized that both students and parents weren't aware of the Graduate Profile like we had intended do so a conscientious effort was needed to increase the awareness of the Graduate Profile. 3) Positive and welcoming school atmosphere: SPC wanted to ensure that our schools were a place where people wanted to be. This included a positive experience when people called or visited our schools.

5. Careers awareness and Preparation Focus

SPC's mid-range goal was to create a careers awareness and preparation focus. We believe that students must see light at the end of the tunnel of their time in K-12. We found that approximately 50% of our current juniors in high school had no idea

want they wanted to do beyond high school. We believe that is the responsibility of our school system to create a structure where students will know what they want to do by that time. This year in SPC we will delve deeper into the details of this notion.

6. Student-led conferencing

Student-led conferencing was a longer range goal and will now be the norm beginning with the 2018-19 school year. This year, schools will be finalizing the plans to standardize these conferences.

IV. Where we are:

1. NHS (in yellow were areas with most tallies when prioritizing)

- a. Implementing this year an additional round-table on Wednesdays that has a focus on student-led conferences and careers
- b. Select a cluster: narrow to top 2-3
- c. Continue interests and Aptitude survey
- d. Work on values as 11th graders
- e. Passion
- f. Opportunities information for students
- g. DIP/Career exploration
- h. Multiple college visits/each year
- i. Job research
- j. Job shadow
- k. Interview/Resume skill practice
- l. Incorporate careers into curriculum
- m. Career resource database
- n. ICE training
- o. Boy Scouts program
- p. November Career Expo for Freshman & Sophomores and interested Jr./Sr.
- q. Questions:
 - i. How are roundtables formed?
 - ii. Any thought on developing roundtables with mixed grade levels or by career interest?

2. NMS

- a. Focus on career clusters (Indiana Career Explorer)
- b. Interests & Aptitude surveys
- c. Learning styles
- d. Account in ICE
- e. Passion
- f. College day
- g. Technology, Robotics, Related Arts classes with career focus
- h. Career fair
- i. Round-table on Wednesday with a focus on careers
- j. Research colleges of their round-table teacher

3. OES/LES

- a. Junior Achievement
 - i. 1st – community
 - ii. 2nd – Community – Production/Business?
 - iii. 3rd – Business and Zoning
 - iv. 4th – Community involvement, resources
- b. Grade levels (slightly different in each building)
 - i. 1st grade - Community helpers
 - ii. 2nd grade - Business project, interview for class jobs
 - iii. 3rd grade – College visits during College Go Week
 - iv. 4th grade – intentional guest speakers, colleges in Indiana
 - v. 5th grade – visitors sharing job experiences, intentional guest speakers
 - vi. Health fairs that tie to walk-a-thons
- c. School Counselors
 - i. Guidance lessons at each grade level – slightly different at each school
 - ii. Hosting career fairs at both schools: one indoor and one Careers on Wheels
 - iii. Learning style interest inventories
- d. Clubs
 - i. Robotics
 - ii. STEAM
- e. Student-led conferences
- f. College Go Week
- g. Two-week focus areas with the Graduate Profile

V. Lilly grant application update.

- a. Applied for a grant; should hear more September 30th
- b. Part of this grant asked for a counselor who would focus on careers

VI. Activities to support careers awareness learning. Asking the right questions.

1. Possible barrier? People in the careers are intimidated to share about their career
2. Brainstorm: Types of Questions to Share with Visitors to be used as a marketing tool to
Is there training needed yearly?
3. Additional/continuing training?
4. Are certain fears bad for your job?
5. Are the local opportunities for your job?
6. Are there fears
7. Are there lay-offs that happen in your work? What causes them?
8. Are there local opportunities?
9. Are there organizations that “control” your job/field? (i.e. state funds schools, etc.)
10. Are you evaluated as a singular person or rated as a group?
11. Are you happy with your job?
12. Can you share your process in getting to the position you have now? Where did you start?
13. Can you support your family or live the way you want with your career?
14. Career Longevity? Will this career still be here?
15. Did you have a mentor or someone that inspired you to pursue a job like this?

16. Did you make the right choice in your job?
17. Do I have to go to college?
18. Do I need to be on time for this job?
19. Do you consider yourself successful?
20. Do you enjoy going to your job everyday? Why?
21. Do you ever get flexible time off in your career choice?
22. Do you get to go out for lunch?
23. Do you get to have fun?
24. Do you get to speak in front of large groups of people?
25. Do you get to travel with your job?
26. Do you get to work and discuss things globally?
27. Do you have a boss?
28. Do you like your boss?
29. Do you have a certain amount of work you need to accomplish in a day?
30. Do you have to be away from your home a lot?
31. Do you have to present in front of others?
32. Do you have to think about your job after work hours?
33. Do you have to work on weekends?
34. Do you struggle to balance work and family?
35. Do you take work home?
36. Do you work in groups?
37. Does a person in your career prefer to work alone or with others?
38. Does your job have incentives or bonuses? How are they awarded?
39. Does your job require a certain style of dress?
40. Financially what is expected to pursue a job like this?
41. Have you ever had another career before this one? What encouraged you to change direction?
42. Health requirement?
43. How did you develop your vocation? How did you choose your field?
44. How did you get your job you have now?
45. How do you communicate with others in your job?
46. How do you prepare for your work day?
47. How do you see this job changing in the near or distant future?
48. How does the government impact your job?
49. How does this effect our family?
50. How has your job changed over time?
51. How has your job changed?
52. How long did you go to school?
53. How long have you had your job?
54. How many careers have you had?
55. How many emails do you get a day?
56. How many hours do put in a week?
57. How many hours do you get paid for?
58. How many hours per day? What time do you start each day?
59. How many jobs have you had?
60. How much do you deal with angry people?
61. How much interaction do you have with people?
62. How much time do you get off?

63. How much vacation do you get? Do you get vacation time?
64. How often do you collaborate?
65. How often do you get to work as a team to accomplish long and short term goals and effectively get your job done?
66. How repetitive is your job?
67. How soon can you retire?
68. If you could start school over, what would you do differently?
69. In this field, what are other job opportunities? With this same degree?
70. Is driving required? Do you travel?
71. Is job stressful?
72. Is there a forced retirement date?
73. Is there additional certification and/or training needed?
74. Is there advancement or steps in career?
75. Is there an age limit to start or end your career?
76. Is there any specialized schooling needed?
77. Is there assistance to pay for training?
78. Is there continued education in your career?
79. Is there opportunity for growth (status/salary) in your position?
80. Is this a day job? Are there multiple shifts?
81. Is your day always the same?
82. Physical demands of the job?
83. Schooling, training?
84. Was this your first career choice?
85. What additional training is needed for this career?
86. What are daily hours?
87. What are each degrees- 2 yr., bachelors, masters?
88. What are the areas you least like about your career?
89. What are the perks of your job?
90. What are the physical demands of your job?
91. What are your favorite parts of your career?
92. What content areas are important in your job?
93. What days during the week do you work?
94. What degree and/or training did you have to receive?
95. What did you want to be when you grew up? Why?
96. What do you want to be doing in five years?
97. What do you want to do in five years?
98. What does my job do to make world a better place?
99. What does your normal day look like?
100. What does your work day entail?
101. What dress attire is needed for this job?
102. What equipment do you use?
103. What gives you satisfaction at work?
104. What is a two-year degree? Bachelors degree? What made it worth it?
105. What is a typical day?
106. What is a typical/unexpected day?
107. What is an unexpected benefit of your job?
108. What is the best/worst thing about your job?
109. What is the progression of your job?

110. What is your job title?
111. What is your moral responsibility?
112. What is your philosophy for management?
113. What kind of personality does it take for the job?
114. What kind of stress does your career cause?
115. What kind of technology do you use
116. What kind of technology?
117. What kind of tools
118. What kind of tools do you use?
119. What kind of training on the job did you have?
120. What kind of traveling do you do?
121. What other companies have the same types of jobs?
122. What pathway must I take to get promoted?
123. What qualities on our Graduate Profile do you need to demonstrate to be successful in your job?
124. What school did you go to?
125. What school subjects do you use everyday?
126. What schooling do you have?
127. What skillset must you have to pursue a job like this?
128. What social interactions do you have at work?
129. What social interactions do you have at work?
130. What subjects did you enjoy in school that led you to your career?
131. What tools do you use? (i.e. bring some of the tools used on a daily basis)
132. What tools or equipment do you use in your job?
133. What tools, equipment do you use?
134. What types of community connections does your job involve?
135. What was unexpected benefit of job?
136. What's the most challenging part of your job?
137. When did you decide on this career?
138. When you were my age, what did you want to be when you grew up? Why? What changed your mind?
139. Where can I do this job- city, rural, anywhere?
140. Where did you start?
141. Where do I need to live?
142. Where do you work?
143. Where would I need to live to get a job in this field?
144. Who do you communicate with on your job?
145. Would a second language benefit someone in your position?
146. Would you choose your career again? Would you want your child to have this career?
147. Would you recommend this career to someone else?
148. Would you want your child to have your job? encourage people to visit our district and share their story with our students

VII. Next Steps

- a. Lilly Grant

b. How do we want to prioritize our list of questions for our career focus visitors

VIII. Next Meeting – Oct. 16, 2017

IX. Adjourn