

NWCS Strategic Planning Meeting
Agenda
April 15, 2019; 6:30 PM – 8:30 PM

I. Welcome

II. Introductions-Attendees introduce themselves and share their connection to NWCS.

Scott Mills, Cathy Dunwiddie, Cami Shelton, Kristen Wall, Ginger Butcher, Erin Newcomb, Kathy Thompson, Cory Krug, Traci Werling, Jeff Miller, Tim Wilson, Scott Elzey, Steve Jones, Angie McKean, Maribeth Harder, Ron Harnish, David Parker, Gene Donaghy, Chanel Burton, Angie Top, Joel Stoppenhagen, MaKayla Troyer, Katy Lopito Meyer

III. NWCS Strategic Planning Committee overview (if necessary)

Scott gave brief history. Started committee in 2008. Scott discussed how the AIM was created. The strategic team developed the AIM then the Norwell High School Graduate Profile. Scott shared the Lotus diagrams. We came up with shorter term and longer term goals. A short term goal; positive and welcoming environment, marketing, started a social media and website presence. We send out mailers not only in Northern Wells and neighboring areas. Increasing awareness of the graduate profile. Longer term goals; creating a careers awareness preparation model, we want students to have choices by the time they are a junior, we want kids to have and study options, Naviance is a tool students have to dig deeper into careers and student led conferences in grades K-12.

IV. Current targets or goals

- A. Positive & welcoming environment,**
- B. Marketing our schools for the great things we do,**
- C. Increase the awareness of the Graduate Profile and how we strive to equip students with those characteristics,**
- D. Create a careers awareness and preparation model, and**
- E. Implement student-led conferences to provide a format and forum for our students to speak positive about themselves.**

In regards to marketing our schools: This is the first year NWCS has actively participated in college recruitment days. Scott shared the banner and tablecloth that we have purchased to draw attention to our schools. David and Tim attended a recruitment day in Danville, IN. They were really glad they went and teachers are starting to take jobs. There were approximately 80 school corporations represented. The college students visited tables of schools that were of interest to them. Tim and David interviewed 7 candidates. David and Tim sent information out to the NWCS administrators with prospects. Some colleges had given out names of their students to other K-12 schools who contacted those prospects beforehand so the students knew who to contact when they come to the recruitment sight. Most of the college graduates were from the Indy area. PFW has a recruitment day coming up on April 23, 2019. Scott explained the job application process for NWCS. A candidate fills out application and is then sent an online screener. We then first the top candidates to conduct a structured interview. The best of these candidates then go to a school level interview. We have high expectations of our teachers. David and Tim created questions to ask the candidates in a shortened version on the recruitment day. One of the questions they asked; Who was your favorite teacher? Why? It was a nice way to build a catalog of candidates. Every prospective teacher that was interviewed has already received the online screener. It would be helpful to have a placard for the table. Students are looking at location and jobs. A map of the state of Indiana with our location marked would be helpful.

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V. Career awareness and preparation activities in the since Nov. 12 in each building.

NHS- Job shadow days for all freshman, David and Traci attend Wells County Education, Manufacturing Tours, job fair at the visitor center, the number of students in attendance went up, IVY tech, Wells County Education Committee, talking with graduation pathways to students, Area 18 programs visited by students, working on increasing the numbers, Naviance with students, Lessons “What Makes Me Unique” Brett Landrum took a group to a manufacture, counselors are talking with students for next year classes and the graduate pathways, Grade 11 did a paper on occupation, hosting Adams-Wells manufacturing alliance, counselors use opportunities when talking with students in office, Ron had ICE banquet and every student attended but one, Gene shared that Fort Wayne Metals likes our ICE program

NMS- 8th grade went to Finance Park, Explorers Club-Steve Higgins has partnered with them. The club meets after school and do interest inventories; they have taken trips to Sweetwater Sound, News-banner, Honnegers Vet, Barkley Builders, FWO, Erin Prible will come in to speak to the students. Naviance occurs every Wednesday, quarterly student meeting, Angie Dial has come in to talk about teen court, Robotics Team, Law Enforcement Day, National Junior Honor Society, related arts talk about the different careers within their area, computer applications, keyboarding, students can take computers apart, Tim believes the middle school will move to the Explorers Club model

LES- 5th grade continues to do Genius Hour, first and fifth grade have started partnering together, all grades have started their Junior Achievement, first grade have started their community research, the research, dress up and have guests in, school counselor has done their career café with 5th grade, Career on Wheels will be May 17 they will use QR codes for their career research projects

OES- similar as LES, we have 8 different presenters, May 10 will be for 4th & 5th, K-1 awareness, Science Fair, Young Authors, Health Day will be with field day, we had 6 freshman shadowing in our building, students were able to connect, Pre-school community helper, Kdg- embed careers in the subject areas, field trip to zoo, 1st grade- has expert gardener come in after Botanical Gardens, 2nd grade- farmers, research with chickens, 4th grade racing industry, 5th grade math in the real world, writing projects

*Scott shared we want to be intentional in our efforts for careers awareness and preparation.

VI. Information on social/emotional issues and data from each building.

OES- Why Try Groups in grades 2-5. 25 students were referred in the first round. Grades 3-5 students can sign themselves up, Reasons for meeting; conflict, school issues, family, meet with individual students (25 students) anger issues, friendship, Quarter 1 for bus safety, YWCA comes in to do bullying issues, Hope Mentors, Big Brother Big Sisters,
Data: 83 individual log entries, 40 had of them have had some form of trauma, done 1 suicide,

LES- Why Try Groups, 1-5 grades 53 students, QR codes for student self-referrals, 141 students have self-referred in grades 3-5, 504 13 were mental health, 7 students with outside agencies, 13 students with Kids Hope Mentors,

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NMS- two main issues; social media, Katie shared 504 & IEP's, they have lot of risk assessments and self-harm, crisis intervention, emotional trauma is high, gen ed kids have self-harm, death in family, have outside counselors and team coaches, HA group that will need guidance, SAT meeting, transgender, 21st Scholar applications are difficult to get parents in to sign

NHS- Traci has seen 80 students this year, conflict resolution and stress management for the freshman to be pro-active, social media is causing stress and not being able to cope with it, Traci sees 6-8 students a week, Traci has referred 13 students to therapy and only 3 are going, kids are seeing their parents in crisis

*Scott talked about systems that will cause continual improvements, who do we involve? If you have any knowledge of schools similar to ours, we'd like to study them. Cory would like to see us bring in a motivational speaker. Gene asked about Campus Life. Great partnership but there is a disconnect because we can't always talk about them.

VII. Student-led conference feedback by each building for the most recent conferences.

It is going well in both elementary and middle school. High School not so much! The high school did receive feedback from 120 parents. Feedback shared the parents already get their feedback at home and know where their students are. High School is going back to the drawing board. Big take away; parents like the choice part. Students shared that their parent went with one of their siblings but the parents did not attend his. His parents trust him. Cory asked if teachers could create a 2-minute video on each student with their iPad. Angie shared two things she learned from her children during student led conferences- nothing. As a parent what they want is maybe different than what the schools want, Cami as a parent appreciated the team approach with her child and teacher and the accountability. Maribeth shared she liked having all the teachers in one room. Chanel appreciated that they had every student write something whether parents attended or not. David will go back to the drawing board and look at their system.

VIII. Next steps toward improvement

Scott shared we need a plan to move forward with social/emotional. Gene asked about eLearning. Scott said that he would discuss with the board. They will continue to look at improvement. Gene shared two celebrations; the Riley Dance a-thon and the Veteran's Day program

X. Adjourn

First SPC in 2019-20

Mon. Sep. 16, 2019

Other dates TBD