

WARREN COUNTY SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
SPECIAL MEETING MINUTES
GOAL SETTING
TUESDAY, SEPTEMBER 27, 2016

1. Opening Activities

1.1 Call to Order

The special meeting of the Warren County School District Board of School Directors was called to order by Arthur Stewart, Vice President, at 6:31 p.m. in the Board Room of Central Office, 6820 Market Street, Russell, Pennsylvania.

1.2 Pledge of Allegiance

Mr. Stewart led the Pledge of Allegiance.

1.3 Roll Call

Present:

Mr. John Anderson

Mr. Joseph Colosimo

Mr. Thomas Knapp

Mr. Paul Mangione

Mrs. Marcy Morgan

Mr. Arthur Stewart

Mr. John Werner

Mr. Michael Zamborik

Mrs. Donna Zariczny

Roll Call

Absent:

Mrs. Donna Zariczny (called away for a family emergency)

Others Present:

Mrs. Amy Stewart, Superintendent; Mr. Gary Weber, Director of Administrative Support Services; Mr. James Grosch, Director of Business Services; Mrs. Rhonda Decker, Director of Curriculum, Instruction and Assessment; Dr. Patricia Hawley, Director of Pupil Services; Mr. Eric Mineweaser, Supervisor of Elementary Education; Mr. Chris Byham, Solicitor; Mrs. Ruth Huck, Board Secretary; Mr. Brian Ferry, Times Observer; Mrs. Melissa McLean, Information Specialist; Mr. Glenn Smith, Assistant Principal; Mrs. Amy Beers, Principal; Mrs. Louise Tharp, WCEA President; and approximately 40 members of the public in the audience.

Arthur Stewart explained the process and flow of the evening with the goal setting beginning after public comment.

The work product is not changing and there will be no goals at the end of the evening, but will come at a later time.

The Warren County School District does not discriminate on the basis of race, color, national origin, sex, disability or age in its programs, activities or employment practices and provides equal access to the Boy Scouts and other designated youth groups. Inquiries may be directed to Mr. Gary Weber, Title IX/Section 504 Coordinator at 6820 Market Street, Russell, PA 16345 or (814) 723-6900.

Solicitor Chris Byham, reminded the public that goal setting is open to the public; however, it is still a business meeting and public comment would be limited to the beginning of the meeting, so the Board can conduct its business without interruption.

1.6 Public Comment

Jim Kesterholt	Youngsville, PA	He gave his time to Chris Meyers.
Kathy Kesterholt	Youngsville, PA	She gave her time to Chris Meyers.
Chris Meyers	Youngsville, PA	Ms. Meyers stated she was a Youngsville High School graduated, currently has a student at Youngsville High School and is a resident in Youngsville. The community is concerned about the rumors of consolidation and closure of the school. She asked the Board to maintain four high schools. Youngsville has been waiting patiently for the renovation of Youngsville High School and reminded the Board they made a commitment to the community to maintain the schools in Youngsville.
Piper VanOrd	Youngsville, PA	Ms. Van Ord has three children who attend the Youngsville Elementary Middle School and Youngsville High School. She has been filtering through information to figure out how the District go into this situation. Life seems good at Eisenhower, but there are a number of classes her son cannot take at Youngsville that are available at other schools. Teachers at YHS have 5 to 6 prep periods while teachers at other schools have less. This is the 820 th day with no contract for the teachers, and she asked the Board to look at the Master Facilities Plan. She wants all children to get an education and feels that if the District can't give the teachers a raise how can it put millions into another building.

II. **State of the District – Amy Stewart (See Attachment)**

Data Driven Review / Goals Update

Mrs. Stewart reviewed the 2015-2016 goals and the Board's actions in relationship to the goals.

GOAL #1

The Warren County School District will continue the long-term continuous improvement plan for academic excellence through focused efforts on:

1.1 Improved staff effectiveness

- 1.2 Improved student centered support and services
- 1.3 Improved curriculum, instruction and assessment

GOAL #2

The Warren County School District continues to implement the Master Facilities Plan including the renovation of Warren Area High School, Warren County Career Center and Youngsville High School; and regularly reviews and upgrades building systems to maintain the facilities at a level that prevents deferred maintenance and improves building security.

- 2.1 Adhere to current Master Facilities Plan
- 2.2 Continue Warren Area High School Renovation
- 2.3 Continue planning for Warren County Career Center Renovation
- 2.4 Begin planning for Youngsville High School Renovation
- 2.5 Develop a maintenance program / continuous seven year plan

GOAL #3

The Warren County School District will work to maintain consistency in staffing, leadership, and governance while actively promoting district purpose.

- 3.1 Eliminate barriers to consistent staffing
- 3.2 Eliminate barriers to consistent leadership and governance
- 3.3 District leaders will seek opportunities to advocate for the WCSD on the local and state levels

GOAL #4

The Warren County School District will develop a fiscal plan to 1) address the need for increasing non-traditional revenues and maximizing income from traditional sources, 2) continue to control spending, and 3) present a long-term financial plan to address the concerns of the Board of Directors regarding curricular and technology needs, professional development, staffing, declining revenues from the local tax bases and school funding from the State.

- 4.1 Continue to develop long range fiscal planning
- 4.2 Continue to develop long range technology planning
- 4.3 Develop long range grant planning

Mrs. Stewart also discussed the impact of mandates, partnerships/collaborations, initiatives in progress, significant strides, and significant challenges of the District.

III. Breakout Sessions

Mrs. Stewart divided the participants into groups to review and discuss the goals and data associated with the goals.

Mrs. Stewart invited the public to write down thoughts and comments on index cards for the Board and Administration to review taking the comments into consideration.

IV. Needs Assessment (SWOT Analysis)

Mrs. Stewart had the group articulate what they felt the strengths, weaknesses, and opportunities are for the District.

1. Strengths

- S – Staff – at every level; low turnover
- S – Continued progress on Master Facilities Plan
- S – Curriculum development process
- S – Increase in student support services
- S – WCCC & addition of Health program
- S – WCCC in general
- S – Five- year budget; we had a plan in place for spending; not making knee-jerk reactions
- S – Increased opportunities for ends of bell curve (Special Needs & Gifted)
- S – Technology (a massive amount is done with a small amount of people)
- S – Volunteers
- S – Support for curriculum from local business (WCCC, job shadowing, work with Hi-Ed, etc.); supportive when we're trying to develop those areas
- S – Professional Development (PD)
- S – Teaching for small group instruction; kids in the middle
- S – Partnerships & improved relationships with outside agencies
- S – Additional behavioral and mental health supports in the schools
- S – English & Language Arts elementary work
- S – Dan St. Romaine training
- S – Fiscal “nimbleness”

2. Weaknesses

- W – WAEC enrollment – MFP?
- W – Current MFP – need a new one (combine with WAEC enrollment)
- W – Two consecutive deficit budget years (8% drop in funding & PSERS increased)
- W – Lack of time (additional programs are rolled out, pulls staff away from prep time and classroom time; teachers don't have enough time in the classroom)
- W – Lagging behind other Districts in STEAM opportunities
- W – Lack of WCEA contract
- W – Technology (we need to get more technology out to teachers and classrooms)
- W – Lack of citizenship awareness in our students (can citizenship earn a special project?; something for students to work on each year; can this take the place of the graduation project)
- W – Demographic data for county / enrollment trends / inform planning & decision making
- W – Need reassessment (tax base is skewed against homeowners because of the ancient assessment)
- W – Students have difficulty identifying w/ local business opportunities
- W – Stop revolving door in regard to staff; leadership; programs
- W – Special education curriculum needs; Project MAX
- W – Don't maximize county-wide District status; there are a lot of resources within the county system that we can leverage

3. Opportunities

- O – Continue to enhance the level of student support services available with the community partnerships
- O – Continue exploration and analysis of our Spec. Ed. fulltime programming
- O – Continue 5 year budget (current goal of consistency and financial goal)
- O – To improve Central Office annual report; allow discourse for principals to share items of pride/needs to the Board

- – Expand ELA curriculum to middle and high school levels
- – Continue to explore opportunities with other Districts in regards to our cyber offerings / virtual academy
- – Technology (new data center)
- – Curriculum development process (high school reform; curriculum mapping)
- – Creating sense of “place” and history
- – College & career readiness (big at PDE)
- – Continue advocacy with the State
- – “Our Story” to communicate the struggles; marketing; way to tell a consistent, compelling story
- – Use of referendum to address Master Facilities Plan; give thoughts & give direction
- – Consistent child study (continued focus on coming up with systemic procedures District-wide; group came up with recommendations for a process that WCSD is starting to implement K-12; screen wider and create programs to support students)
- – Professional Development (PD)
- – Autistic program 9-12
- – High school enrollment potential
- – Evolve shared services – county-wide
- – MTSS – ELA & MATH
- – School wide positive behavior intervention support
- – High school reform
- – Facility improvements – safety

V. **Short Break / Prioritization of Needs**

The group took a short break at 9:05 p.m. to prioritize the SWO analysis and placed 15 green dots signifying urgency and 15 pink dots signifying importance next to each opportunity and weakness.

The group reconvened at 9:21 p.m.

VI. **Next Steps**

The administration will analyze the SWO analysis by charting the dots which will drive the rewriting or updating of current goals, the creation of new goals, or dropping goals that have been completed or are obsolete.

VII. **Adjourn**

MOTION: It was moved by Marcy Morgan and seconded by Joe Colosimo that the meeting be adjourned.

The meeting adjourned at 9:24 p.m.

Respectfully Submitted,

Ruth A. Huck, Board Secretary