

Approved
Milford Board of Education

Workshop Minutes
July 28, 2014

Board members present:

Michael DeGrego
John DeRosa
Suzanne DiBiase
Jennifer Federico
Laura Fucci
Susan Glennon, Chair
Dr. Heidi Gold-Dworkin
Anthony Piselli
Earl Whiskeyman

Administration present:

Dr. Elizabeth Feser
James Richetelli
Michael Cummings

Others present:

Laura Boutilier, CCSC
Nicholas Caruso, CABA

Board Members absent:

George Gensure

I. CALL TO ORDER

Ms. Glennon called the Special Meeting of the Board to order at 5:40 p.m. in the Board Room at the Parsons complex. She then led those present in the reciting of the Pledge of Allegiance.

Ms. Glennon turned the meeting over to Mrs. Laura Boutilier.

II. LONG RANGE PLANNING WORKSHOP

Mrs. Boutilier reviewed the norms and the goals for the workshop. She reviewed the “givens” or facts as to why the Long Range Planning process was undertaken. The group briefly discussed the book it had been assigned, Our Iceberg Is Melting: Changing and Succeeding Under Any Conditions by Dr. John Kotter. Mr. Caruso showed a video titled The Kotter 8 Step Process. Dr. Kotter, is a professor at Harvard Business School and has more than 30 years of experience working with management teams. The 8 step process provides leadership the tools needed to succeed by taking a holistic approach to see change through.

The 8 steps are:

1. Increase urgency
2. Build the Guiding Team
3. Get the Vision
4. Communicate for Buy-in
5. Empowering Action •Remove obstacles to the change
6. Create short term wins •Plan for and achieve visible performance improvements
7. Do Not Let Up •Plan for and create visible performance improvements
8. Make Change Stick •Articulate the connections between the new behaviors and corporate success

The Board then broke into groups and proceeded to identify the top five strengths and opportunities from the Long Term Plan Option 1, “K-8 with a Specialty School within the High School.” The two groups shared their responses. They were:

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- Educational programs- allows for specialization; can update elementary programs; potential new & exciting programs offered at the high school; bold ideas – HS specialty classes/K-8; Offers magnet & theme model within current facilities; opportunity to offer more STEAM/STEM classes by having 2 high school facilities; we can add specialties to high school; opportunity to create unique program
- Students and teachers together longer – increases parent involvement – less transitions
- Offers more choice; offers a different educational track other than status quo
- May keep students from leaving for magnets...
- Less transitions
- Potential savings

The groups then categorized the threats and weaknesses within the Long Term Plan Option 1, “K-8 with a Specialty School within the High School” structure categorizing them from a minor obstacle to extreme problematic.

The Board began consideration of Long Range Plan Option 2, “PK-5 in Seven Elementary Schools, 3 Middle Schools and a Specialty School within the High School.”

Mrs. Boutilier closed by stating at the next workshop, the Board will finish the SWOT exercise with the Specialty High School/PK-5 component at Seven Elementary Schools. Mr. Whiskeyman asked about the K-6 suggestion. Mrs. Glennon stated that at first look it may not work and the consultants were still reviewing the numbers.

Dr. Feser and Mr. Cummings then reported on their discussions with administrators and staff on ideas for **possible** programs that could be implemented to enhance the educational experiences of students throughout the school system from Kindergarten through Grade 12.

Board members agreed a workshop may need to be added. September 15th was mentioned as a possible date. September 23 and 29th are being held for public information sessions. The Board is expected to vote on a plan at the October Business meeting.

III. ADJOURNMENT

Mrs. Fucci a motion to adjourn. Mr. Piselli seconded the motion. The motion passed unanimously.

Meeting adjourned at 9:35 p.m.

Mrs. Pam Griffin
Recording Secretary

Mrs. Laura Fucci
Corresponding Secretary