

SP Goal 2 Minutes for Meeting on 03.23.2017

Attendance

Logan Wheeler, Shawn Houhlin, Bridgett Danner, Stacy Goeke, Lynn Cross, Lon Abrams, Mike Castleman, Stacey Boots, Abby Lies, Lisa Castleman, Mark Fredrick, Ginger Payne, Dr. Olsen, Dr. Wise

Draft Mission and Value Statements

The team reviewed the mission statement of “*empowering learners to recognize and achieve personal growth for success*”. The group as reviewed the draft value statements of:

Above all, we value the following from all students and employees:

- **Learning** of the heart, head, and hands
- **Growth** in the skills needed for success in college, career, and life
- **High Expectations** of self and others
- **Achievement** in academics, activities, citizenship, and human development

With the highest level of **integrity**, we will cultivate a positive learning **environment** where we will achieve goals through **teamwork, communication**, and partnership with our **community**.

Current Professional Development at Olympia and Future Needs

Below is a summary of what each sub-group said they have in terms of development and what they need

Administration

- Has access to quality development through professional organizations, conferences, universities, and ROE
- Needs more time to visit other schools/administrators to get first-hand look at innovations

Teaching Staff

- Has access to quality development through district offerings, conferences, universities, and ROE
- Has access to visiting other classrooms and schools to observe / or be observed for feedback purposes
- Needs more training on social-emotional learning
- Needs more formalized training for peer coaching so feedback can be received from observations

Support Staff

- Has access to basic training through School Works on-line system and limited District level trainings
- Has access to required trainings to be certified/licensed to do their work
- Needs access to specialized training for their position beyond what is required
- Needs access to training about child growth and development in addition to their specialized position
- Needs access to District Academy offerings that pertain to their position
- Needs access to refresh trainings on CPI, CPR, First Aid, Special Health, etc...
- Needs mentor system to help with new support staff
- Needs time to communicate/collaborate with teachers/supervisor on what is needed for kids

Coaches/Sponsors

- Has access to training for certification to be coach/sponsor
- Has access to coaching conferences through organizations
- Needs mentor system to help with new coaches
- Needs District wide system to coach/sponsor development
- Need Opportunities to visit and collaborate with coaches/sponsors in other districts

Academic Tenacity and Personalized Learning

In summary, the group pointed out the following key concepts from the article:

- Relationships are vital to student success in and out of the classroom
- Belonging academically and socially is key to student risk taking and success
- Combating instant gratification for long term goals should be a focus at school and home

Thoughts for Improving Performance Through Development

In summary, the following points surfaced:

- Continual growth is needed to grow others
- Growing needs to be viewed as life long, a journey – not a destination
- Coaching Academy needed to give coaches/sponsors skills on building programs, working with kids/families
- Training for coaches on setting individual and collective goals, then steps needed to execute goal attainment
- Training on human skills ie: relationship building, social-emotional skills, communication, collaboration, etc..
- Evaluation tools for non-teachers which focus on growth, goal setting, and feedback
- More feedback opportunities for employees (bottom up)
- More opportunities for Non-Teaching Coaches/Sponsors to be a part of the Staff
- More formalized way of bringing back development and sharing it out with other staff
- More peer collaboration through peer observations, mentoring, etc....

Goal 2 Group Meeting will be **April 11 @ 3:30 pm** in the Board Room of the District Office