

July Agenda

Special Meeting of Trustees

The special meeting of the Board of Trustees of School District #35 has been scheduled for **Wednesday, July 25, 2018** at 5:30pm at the **Gallatin Gateway Community Center**. (All policies can be found at www.gallatingatewayschool.com.)

Call to Order

Presiding Trustee's explanation of procedures

Public Comment- Non Agenda Items- Sign in sheet

Old Business

Strategic Planning with Debra Silk

Next Meetings:

Goal Setting & Strategic Planning- August 2, 2018 @ 4pm

Regular Meeting- August 15, 2018 @ 6pm

Adjournment

"The Gallatin Gateway School community empowers our students to take responsibility for their learning so they may achieve their individual potentials as lifelong learners and productive citizens."

**MINUTES
SPECIAL MEETING
BOARD OF TRUSTEES, GALLATIN GATEWAY SCHOOL DISTRICT #35**

Call to Order

The Board of Trustees of the Gallatin Gateway School District #35 met at 5:30pm on Wednesday, July 25, 2018 at the Gallatin Gateway Community Center.

Trustees Present

Aaron Schwieterman, Board Chair; Julie Fleury, Board Vice Chair, Carissa Paulson, Lessa Racow, and Donna Shockley

Trustees Absent

None

Staff Present

Travis Anderson, Superintendent; Carrie Fisher, District Clerk; Erica Clark, Administrative Secretary; Nicole Grafel, School Counselor/Teacher

Others Present

Debra Silk, MTSBA Strategic Planning Facilitator; Frauline Jaffe, David Jaffe, Andi Shockley, Mary Martin, Lyn Morton, Matt Elwell, Brandy Straub, Danielle Schwieterman, Allison Bos, Christie Francis, Alison Ulrich, Misti Richardson, Jessica Black

NEW BUSINESS

Strategic Planning with Debra Silk, MTSBA

Debra Silk from MTSBA facilitated strategic planning discussions with the community. The discussions focused on areas the District needs to focus on in the next three to five years. Community members reviewed, discussed, and suggested revisions to the draft strategic plan. All information gathered during this strategic planning session will be compiled by Debra Silk and presented to the Board in the form of a final strategic plan for adoption at a special meeting August 2, 2018 at 4pm.

Adjournment

The meeting adjourned at approximately 8:00pm.



Aaron Schwieterman, Board Chair



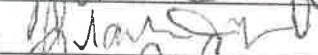



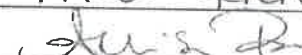

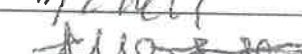


Carrie Fisher, District Clerk

Special Meeting

July 25, 2018 (Strategic Planning)

Sign-in Sheet

Name- please print	Signature
1. Lyn Morton	Lyn Morton
2. Enza Dam	
3. Brandy M. Straub	BM Straub
4. Danielle Schusterman	
5. Nicole Grafel	Nicole Grafel
6. Fraulein Jaffe	
7. David Jaffe	
8. Jessica Black	Jessica Black
9. Andi Shackley	
10. Mary Martin	
11. Misti Richardson	Misti Richardson
12. Allison Bos	
13. Christo Francis	
14. Matt Shell	M Shell
15. Alison Ulrich	
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GALLATIN GATEWAY SCHOOL
PO BOX 265, GALLATIN GATEWAY, MT 59730

The agenda must also include a "public comment" item in order to allow members of the general public to comment on any public matter under the jurisdiction of the district that is not specifically listed on the agenda, except that no member of the public will be allowed to comment on contested cases, other adjudicative proceedings, or personnel matters. The Board Chairman may place reasonable time limits on any "public comment" item in order to maintain and ensure effective and efficient operations of the Board. The District shall not take any action on any matter discussed, unless the matter is specifically noticed on the agenda, and the public has been allowed the opportunity to comment.

** Public comment will be asked on each agenda item. Do not sign below for agenda items.*

Public Comment Sign-in

Date: July 25, 2018 (strategic planning)

**Please sign below for non-agenda items to be heard under New business: Public comment.*

NAME (Please Print Clearly)	TOPIC (Please Print Clearly)
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GALLATIN GATEWAY SCHOOL

Strategic Plan

2018

Overview

The Gallatin Gateway School has created a new direction for the school district to strategically focus its resources on identified wants, preferences, and needs of its community. As part of this process, the District has begun a strategic planning and thinking process that will lead to a stronger and more vital school district. This process will be ongoing as the District moves into the future. This strategic plan is intended to help the District in focusing its resources in a manner that will best benefit the children enrolled in the District.

The Gallatin Gateway Board of Trustees and staff began the strategic planning and thinking process necessary to fit with its commitment to children, to community engagement and to knowledge-based decision-making processes.

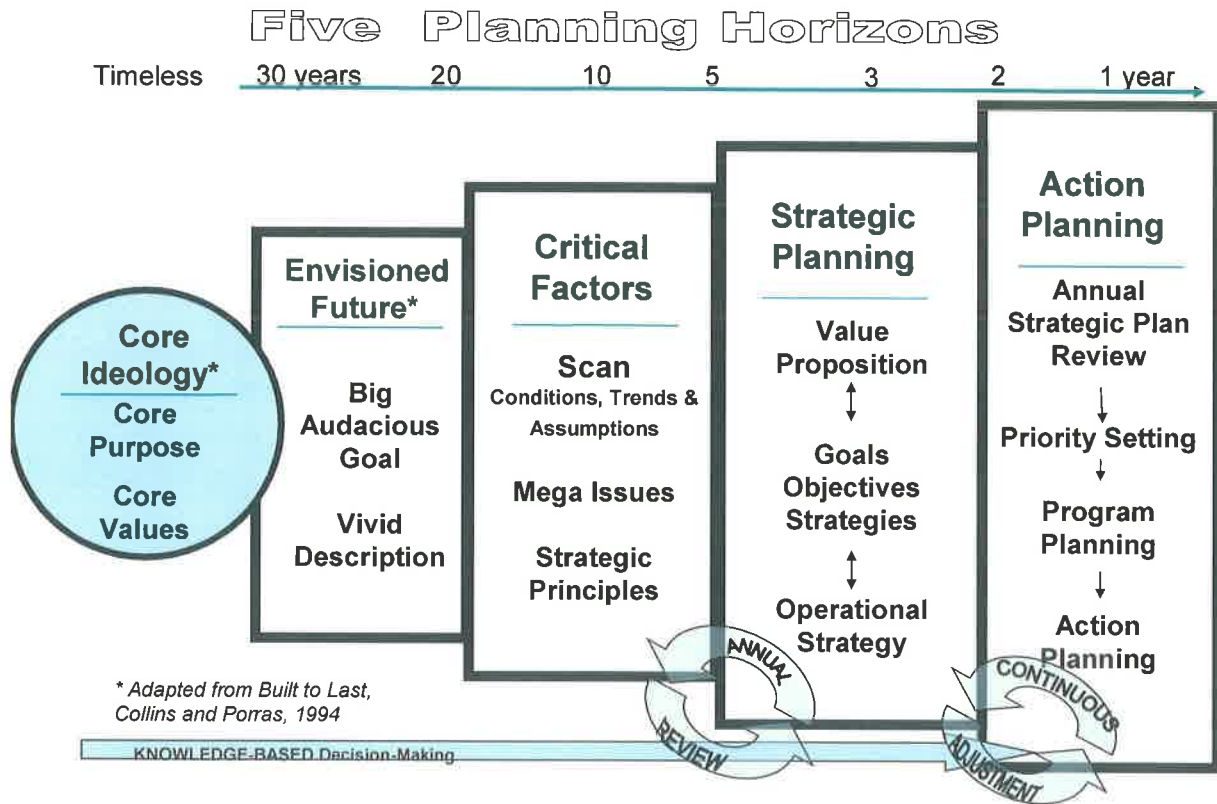
As part of its preparation for strategic planning, the District brought in Debra Silk of the Montana School Boards Association to help facilitate the strategic planning process.

On _____, 2018, the Gallatin Gateway Board of Trustees formally adopted its new strategic plan.

The District views the process of strategic planning as an ongoing process within the school system. This is not a "strategic planning project" that is completed. Adoption of a plan is an affirmation of the general intent and direction articulated by the Core Ideology, Envisioned Future and Goals and Strategic Objectives. It is understood that progress toward achieving plan strategic objectives will be assessed at least annually, and the plan will be updated based on achievement and changes in the needs of the children served by the District.

Strategic Planning Framework

The framework used by the District for its strategic planning process was adapted from a model developed by Jim Collins, author of “Built to Last” and “Good to Great.” The Board focused on five different planning horizons, starting with the long-term issues first to provide focus to shorter term efforts.



Core Ideology of the Gallatin Gateway School

Core ideology describes a school district's consistent identity that transcends all changes related to its relevant environment. It consists of two elements - **core purpose** - the school district's reason for being - and **core values** - essential and enduring principles that guide a school district. **Envisioned future** conveys a concrete yet unrealized vision for the school district. It consists of a **big audacious goal** - a clear and compelling catalyst that serves as a focal point for effort - and a **vivid description** - vibrant and engaging descriptions of what it will be like to achieve the big audacious goal.

The Core Purpose of Gallatin Gateway School:

The Core Purpose of Gallatin Gateway School is to embrace an engaging learning culture in a safe, nurturing environment where each student thrives now and into the future.

Core Values of the Gallatin Gateway School:

- **Individualized Success** – We value a commitment of success from each board member, each staff member and each student. The dedication and enthusiasm of each board member and each staff member together with our nurturing, inspiring environment is critical to each student's individual success.
- **Student-Centered** – The focus of all decisions is based first and foremost on the best interests of each and every student. We value the individual attributes of each student and a school environment that promotes positive, individual opportunities for each student.
- **Sense of Community** – We believe that engagement with and respect for our community is vital to our success.
- **Accountability** – We believe that holding ourselves accountable for our successes and our challenges is essential to reaching our envisioned future.

10-15 Year Planning Horizon

Envisioned Future of the Gallatin Gateway School

Big Audacious Goal: Gallatin Gateway School is a premier school in our area because of our dynamic, collaborative, and stimulating environment where each student thrives.

Vivid Descriptors of our Desired Future:

- Our small school setting allows us to focus on the individualized success of each student.
- Our staff are highly trained in meeting the individual needs, skills and learning styles of each student.
- Our students enjoy a variety of opportunities for out-of-classroom experiences that enhance their learning.
- We are a leader in science, technology, engineering, music, arts and math.
- Our school schedule fully supports the needs, skills and learning styles of each student.
- Our educational programming is set up to fully integrate subject matters, to include real-world applications, and smooth transitions from subject to subject and grade to grade.
- Students interact with multiple caring, dynamic staff and volunteers each day. This keeps our students stimulated and enthusiastic about their learning environment.
- Because of our quality programming and excellent reputation, parents are on a waiting list to have their children enrolled in our school.
- Families that have children enrolled in our school are enthusiastic about having their children here and have provided us with important feedback on the impacts we had on their child(ren);
- Our parents and community members welcome opportunities to volunteer. As a result of our strong volunteer program and the ongoing collaboration with businesses and professionals in our area, our students are exposed to a variety of opportunities that they wouldn't otherwise have.
- We have a greenhouse that supports the educational and nutritional needs of our students, staff, and community.
- Our facilities fully support our dynamic, collaborative, and stimulating environment and the needs of our community.

5-10 Year Planning Horizon

Assumptions Regarding the Relevant Future for the Gallatin Gateway School

In order to make progress toward the 10-15 Envisioned Future, Gallatin Gateway School must constantly anticipate the strategic factors likely to affect its ability to succeed, and to assess the implications of those factors. This process of building foresight about the future will help the District to constantly recalibrate its view of the relevant future, a basis upon which to update the strategic plan on an annual basis. As the outcome-oriented goals that will form the basis of the long-range strategic plan will be based on this foresight, annual review of these statements will be an appropriate method of determining and ensuring the ongoing relevance of the strategic plan.

Creating the Assumptions - during the Strategic Planning meetings held in the Spring of 2018, the Gallatin Gateway School Board of Trustees, Staff Leadership Team, and faculty made many assumptions about the future. While many different assumptions were made, see Appendix "A" to this Plan for those assumptions that are likely to have the greatest influence on the success of Gallatin Gateway School.

Five-Year Planning Horizon

Outcome-Oriented Goals and Strategic Objectives

The following thinking represents goals for the next five years. They are areas in which Gallatin Gateway School will explicitly state the conditions or attributes it wants to achieve. These outcome statements will define, "what will constitute future success." The achievement of each goal will move the school district toward realization of its Envisioned Future.

Strategic Objectives provide direction and actions on how the school district will accomplish its articulated goals. All strategies included in the strategic plan should be considered accomplishable at some point in the future. Strategic Objectives are reviewed annually by the Gallatin Gateway School Board, Staff Leadership Team, and faculty.

Goals of the Gallatin Gateway School

Goal Area 1: Individual Student Success

Statement of Intended Outcome, Five years: We have successfully enhanced our expectations of students, the exposure of our students to learning opportunities, and our individualized approach to education. As a result, our students are enthused about their education, are enjoying their experiences, and are thriving.

1-2 Year Strategic Objectives:

- We will establish high expectations for our students and provide the necessary supports, including the integration and transition from grade to grade, for their success.
- We will enhance the exposure and opportunities of our students to the arts and to music programs.
- We will integrate opportunities in our curriculum and programs for students to learn foreign languages.
- We will enhance the educational opportunities of our students through after-school programming and other forums.
- We will enhance the opportunities for our students to learn through real world application of concepts, problem solving and critical thinking.

Goal Area 2: Staff and Volunteers

Statement of Intended Outcome, Five years: Our staff, with our volunteers, collaborate in a cohesive manner that fully supports the individual needs of our students. Our staff and volunteers have positively impacted each student enrolled in our school.

1-2 Year Strategic Objectives:

- We will increase the effectiveness, efficiency and professionalism of our staffing levels to ensure that we are meeting the individual needs of our students.
- We will enhance the professional development opportunities for our staff and our volunteers with a clear focus on increasing the individual success of each student.
- We will enhance the effectiveness of our volunteer program for the mutual benefit of the school, staff, students and those who volunteer their time.
- We will enhance the opportunities for staff and volunteers to collaborate in work sessions with a focus on alignment of our curriculum from subject to subject, grade to grade and the transition to secondary education.
- We will make workplace enhancements that increase the satisfaction levels and enthusiasm of our staff in the performance of their duties.

Goal Area 3: Facilities

Statement of Intended Outcome, Five Years: We have successfully integrated environmentally friendly initiatives into our school and enhanced the current and future use and efficiency of our facilities to ensure that our school meets the contemporary needs of our students, staff and the community we serve.

1-2 Year Strategic Objectives:

- We will initiate programs that are environmentally responsible, that provide additional opportunities for our students, staff and community to collaborate, and which support the school and the community.
- We will initiate a comprehensive review of our existing space in order to maximize the efficiency and use of our facilities.
- We will analyze our options for future expansion while making enhancements to our existing facilities that support our students, staff and community.

- We will embark on an initiative to enhance our facilities with the intended goal of being a community facility that is welcoming, inviting and provides for community activities, events and learning opportunities.

Goal Area 4: Leadership, Communication and Collaboration

Statement of Intended Outcome, Five Years: Through our efforts in enhancing our leadership roles, the quality and effectiveness of our communications and collaboration with parents, staff and the community, we operate in a cohesive manner that has significantly improved our District operations, programs and services and enhanced individual student success.

1-2 Year Strategic Objectives:

- We will make enhancements to our volunteer program and foster greater awareness of the need and importance of volunteers to our District, staff and students.
- We will enhance the effectiveness of our communications with students, staff, parents and community members.
- We will create a school environment that is collaborative and solution-based involving all relevant stakeholders.

Goal Area 5: Safety

Statement of Intended Outcome, Five Years: We have enhanced the safety and security of our facilities to minimize the risk and harm to our students and staff in the event of a safety or security breach. We have effectively enhanced our emotional support services for students. We have further experienced a significant decline in student discipline as a result of our restorative justice initiative.

1-2 Year Strategic Objectives:

- We will enhance the safety and security of our school building and property.
- We will enhance our safety procedures and training for all emergency situations.
- We will enhance our counseling support for students.
- We will increase our awareness of, training on and implementation of restorative justice initiatives as an alternative means of addressing student behaviors.

Next Steps:

The Board, Staff Leadership Team and Staff will be developing action plans identifying the key activities/events, primary person(s) responsible for championing each activity/event identified and the timeline(s) for implementing and/or completing each activities/event.

Appendix “A”

Megatrend Analysis to Help Inform and Assess Gallatin Gateway

School’s Strategic Plan

Assumptions about the future (5-10 years)

Assumptions: The following are 5-10 year assumptions concerning the key external trends, challenges, or issues facing Gallatin Gateway Schools in the future. They may represent either future opportunities or threats to the District.

5-10 Year Planning Horizon

Assumptions Regarding the Relevant Future for the Gallatin Gateway Schools

In order to make progress against the 20 year Envisioned Future, Gallatin Gateway Schools must constantly anticipate the strategic factors likely to affect its ability to succeed, and to assess the implications of those factors. This process of building foresight about the future will help Gallatin Gateway Schools to constantly recalibrate its view of the relevant future, a basis upon which to update the strategic plan on an annual basis. As the outcome-oriented goals that will form the basis of the long-range strategic plan will be based on this foresight, annual review of these statements will be an appropriate method of determining and ensuring the ongoing relevance of the strategic plan.

Creating the Assumptions - during the Strategic Planning meetings, the Gallatin Gateway School Board, Staff Leadership Team, faculty and community made many assumptions about the future. While many different assumptions were made, what follows are those assumptions that are likely to have the greatest influence on the development of Gallatin Gateway Schools' Strategic Plan.

Assumptions about the future

Demographics:

Business and Economic Climate

Politics and Social Values

Technology and Science

Legislation and Regulation

5-10 Year Planning Horizon

Mega Issues facing the Gallatin Gateway Schools

Mega issues are issues of strategic importance, which represent choices the school district will need to make in defining the ultimate direction of its long-range plan. These issues represent potential impediments to achievement of the Envisioned Future, and form a basis for dialogue about the choices facing the school district. These questions can serve as an ongoing "menu" of strategic issues that, using a knowledge-based approach in gathering insights relative to Gallatin Gateway Schools' strategic position and directional choices for each of the issues, can be used by the Board to create regular opportunities for strategic dialogue about the future issues facing the school district.

Note: The questions are not necessarily arranged in priority order.

Mega Issues for Consideration