

Union #61 & Tantasqua Regional School Committee Retreat

October 19, 2019

MEMBERS PRESENT

Brimfield

Delia Brower
Jennifer Custance
Kimberly Hirsch
Michele-Lee Shea

Sturbridge

Mary Bellezza
Karen Kowal
Megan Panek

Tantasqua

Patricia Barnicle
Mary Bellezza
Megan Cunningham
Jennifer Custance
Michele Fitzgerald
Pamela Fitzgerald
Ted Goodwin
William Haggerty
Kristen Leo
Sheila Noyes-Miller
Christine Randall
Michael Valanzola
Susan Waters

Brookfield

Megan Cunningham

Wales

Carolyn Boehne
Ed Boyce
Christine Randall

9:00 am – Mike Valanzola, TRSD Chair greeted members and called the meeting to order.

Morning Session:

Given the quote *“If you could get all the people in an organization rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time”* (CEO to Patrick Lencioni in *The Five Dysfunctions of a Team.*)

Who?

Bus Drivers
Lunch Ladies
Central Office
Leadership
Support Staff
Etc...

How?

Collaboration
Respect
Communication
Empowerment
Transparency
And more....

Why?

For the students

“Power of Vulnerability” by Dr. Brené Brown Ted Talk or the book is a great source.
Keep Growth mind set at the forefront!

Intro of group:

Who are they?
What they do?
Something people don't know?
Why do you do this at work?

What makes a good team?

Equal air time (collaboration)
Psychological safety (giving opinions)
Unfiltered candor can be dangerous & cruel
Vulnerability

What we can do better?

PP= using social media to advocate "good things"

Afternoon Session:

District Goals:

Define: words, what does it mean to foster collegiality.... And how do we do it?

Add: technology, equity, safety goals, social; emotional learning, practical life skills
Subcommittee might be needed?

*Changes should focus on next generation expectations for HS graduates.

Strategic Plan:

Term, is 10 years too long?

Update 2015: need a revision of the update.

Breakout groups:

What will our future graduates need?

<u>Group 1</u> Communicate Effectively Articulate Adults Integrity and Empathy Critical thinking/problem solving/logic “Scaffolding” approach for students More about who they are than what they've learned Be confident and be happy Teamwork/Collaboration Lifelong learners – Inquisitive Resilience	<u>Group 2</u> Critical independent thinkers Empathy (with boundaries) Equity Social & Interpersonal skills Work Skills Inclusiveness/Diversity/Respect for differences Communication skills Teamwork
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<u>Group 3</u> Analytical skills Social skills Foster liberal arts education- well rounded Versatility/flexibility Tolerance Communication skills Inspirational/dynamic Critical thinking Creativity Ingenuity	<u>Group 4</u> Thinking beyond short-term Empathy Logic Problem solving Critical thinking Communication skills Social skills Charity/community service Acceptance Respect
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Consensus:

- Communication
- Empathy
- Critical Thinking
- Resiliency
- Team work
- Social skills
- Curiosity

Mike Valanzola thanked everyone for their work during the retreat. The meeting was adjourned @2:00 pm.