

**RHINEBECK CENTRAL SCHOOL DISTRICT
COMPREHENSIVE DISTRICT EDUCATION PLAN (CDEP)
COMMITTEE MEETING MINUTES
Wednesday, October 5, 2016
9:00 a.m. – 12:00 noon**

Present

Victor Britton	Ed Davenport	Emily Davison
Clare Dwyer	Nancy Erlanger	Mary Fleischhauer
Beth Heady	Steve Jensen	John Kemnitzer
Brett King	Marvin Kreps	Diane Linenbroker
Kelly Mahoney-Toussaint	Erin O'Brien	Joseph Phelan
Cynthia Ping	Megan Rodier	Laura Schulkind
Susan St. Clair	Liz Yearwood	

Absent

Stephanie Baird	Bobbie Bie	Chantal Collins
Carmela Fountain	Cassi Wintermantel	

The meeting opened with a review of the work accomplished by the CDEP team within the last year. The three long term goals in the areas of Academics & Achievements, School Climate & Social-Emotional Development, and Professional Development & Collaboration were developed and broken down within the CDEP document. It is hoped, that the CDEP document, while still being defined and completed, will be finalized by the end of the school year. The Committee expressed a desire to begin implementing strategies as soon as possible. While the Committee wants to get to a place where there is a consensus view in how we operate together, it will involve ongoing processing of multiple perspectives.

Dr. Jaeger shared that a long standing part of the CDEP process has been to empower the Committee to make recommendations about the direction and purposes of school improvement as well as to structure a stakeholder involvement process that garners the best thinking to plan and put the initial theories of action to work in the process. The 2016-17 school year will result in a series of action based recommendations that will be developed into a multi-year document.

At today's meeting, the Committee will look at decision points, make recommendations as to the process of engagement in the community and professional community in the time available, and look at the document in its current form and ask questions while responding to initial feedback. Most critically, the Committee needs to make recommendations as to how to use the next Superintendent's Conference day on Tuesday, October 11.

Dr. Jaeger reminded the Committee that we have identified strengths and challenges while considering the Mission, Vision, Core Values (MVCV) statement. For all that Rhinebeck has been, it can be better; that is our commitment. Last year, the context was to develop a process of input by which we would take on a series of tasks that if we did them could make us better than what we are. The status quo was not good enough even though it was excellence.

The MVCV statement has given greater depth in that Rhinebeck is committed to the whole child, academic excellence and achievement around 21st century goals and purposes. However, that which we do should also be socio-emotional to the child. Two broad dual purposes -

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achievement and the whole person. The third dimension was to take collaborative work to another level. Our theory of action was to start from a position of excellence aiming to be a better district in all three areas. Our role today is to understand the process, ponder, discuss, and make recommendations. The Board has embraced the process of the three goals. The expectation at the end of the year is a collection of evidence that can be used to make recommendations to plan a multi-year process/document.

Dr. Jaeger reminded the Committee about President Kennedy's Moon Shot speech. In our nation's history, leadership was taking on what was impossible to consider. In the same way, the District is not satisfied with the status quo. The District is committing itself to identifying a journey and creating it in ways that we just don't know about. President Kennedy's language was that it will allow us to marshal our best thinking about things we've never done before and do so to create a journey to a destination we've never been to.

The Board of Regents goal is that all students graduate ready for college and career by 2021-2022. How will the District measure progress over time to see if we are meeting that goal? This CDEP process and work resulted in three goals...not one. It is a metaphorical moonshot over three goals. Currently, the District is at the point of the plan where it is being shared and the staff is beginning to action plan. Once we have launched and planned, the next phase is to begin implementing actions, reviewing and data collection, and give root cause analysis.

Dr. Jaeger went over the three goals listed in CDEP Plan including the Academics & Achievements goal. The task is to take the theories of action and go through the process and what we can deliver this year; that will allow us to analyze where we are and where we want to go. It is the notion that the District is committed to unleashing a process of conversation that we are not tying ourselves to a specific statistic. Our goals are not linear they are intentionally inter-related.

The Committee spent some time discussing how to use the next Superintendent Conference Days and 2-Hour after school PD for CDEP planning. A suggestion was to give staff opportunities to look for gaps and prioritize based on their assessment by building. Also, to discuss how to collect data/evidence to measure if students are meeting the District's MVCV. Superintendent Phelan expanded on evidence data; anecdotal or hard data beyond, but not excluding, state assessment data, not solely as an indicator of how our students are doing academically.

Dr. Jaeger gave groups time to discuss branding. Groups offered various suggestions such as:

- creating posters that are visually easy to read,
- engaging students in creating posters each year,
- using MVCV language throughout communications to parents,
- computer wallpapers, pencils, and postcards.

The group briefly discussed when and how the District would do a school climate inventory. It was determined that a process should be developed to identify school climate surveys that would

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render the information that would assist in making decisions about school climate initiatives and programs.

Dr. Jaeger expressed concern on behalf of the District by cautioning on getting “tied into knots” on getting specific on testing. The big "but" is the fact that schools are results-oriented organizations. We make promises to every family that their child deserves the right to a quality education and access to 100% of what is available to them. A goal of 100% of students graduating in 2021-22 can cause alarm or be perfectly logical. No one knows what the Board of Regents will be mandating in 2021-22; right now it's an aspirational standard. The District is committed to get to 100% of the aspirational goal by 2021-22. We will marshal our best forces to give each student the opportunity to reach that goal. Dr. Jaeger stated that the District can either get sucked into the fight of test scores or keep an eye on the moonshot. He invited the District to commit to be better.

The meeting adjourned.