

**HARBOR SPRINGS BOARD OF EDUCATION
SPECIAL BOARD MEETING - RETREAT
August 5, 2009**

President Fuhrman called the special board meeting to order at 4:00 p.m. in the Conference Room at First Community Bank at 200 East Main Street, Harbor Springs, MI 49740.

Members present: Fuhrman, Burdick, Davis, Cupps, Morse, Bezilla and Fischer (7)
Members absent: (0)

A motion was made by Cupps, seconded by Bezilla, to approve the agenda as presented. Motion carried unanimously.

Discussion topics:

I. Strategic Planning

- a. Review progress on past plan (2006-2009)
Review of past strategic plan – BOE members reviewed strategic plan just completed. Positives: provides direction and purpose, allows us to allocate resources and prioritize. Negatives: Too many goals, mission/vision unclear and jargon, difficult to communicate to community as it was too detailed or too broad, and plan tried to be “all things to all people.” General feeling is that we need to move in a new direction in terms of strategic planning – more focused.
- b. Planning methods
Look at other Strategic Plans – Reviewed Rockford Public Schools’ strategic plan. Discussed the process they use.
- c. Define process for this year
Our Future Strategic Plan – After much discussion, the BOE defined some general goals and directions:
 1. The BOE will develop a new strategic plan, but with a shorter time-line (1 to 2 years).
 2. BOE will define the HSPS “brand” as a step to making connections with staff, students and community. One idea was “catch the wave...” or the “Harbor wave.”
 3. The next step is to define our educational mission/vision – our current one is too wordy and not meaningful...”too many visions in one vision.” We discussed the opportunity to focus on individualized instruction with emphasis on assisting students with their “path.”
 4. The BOE will determine the goals and will include the community and staff in defined interest groups involved in incremental planning sessions.
 5. Narrow (fewer) goals will be defined and communicated in ways the community can understand.
 6. The structure for this work will center on the BOE Communications Committee (Shauna and Tim).
 7. More emphasis will center on the annual report.
 8. Improving district and school culture is the clear priority. The communications committee will work to define specific strategies to improve our culture. We brainstormed some initial ideas:
 - a. Athletic hall of fame and trophy cases
 - b. Changing the lockers at the high school
 - c. Building on the mentor system at the high school
 - d. Improving the child study team process
 - e. Redefining an emphasis on those most in need of support and those students who are bored and not engaged
 - f. Create and re-establish traditions
 - g. Improving the class picture displays at the high school
 - h. Consistency with logo and district symbols

II. Board Governance

“Whole committee” Carver model & Committee model

Governance Models – reviewed the advantages and disadvantages of the Carver model (whole board committee workshop monthly) vs. the committee structure. BOE chose to adjust our current committee model.

Committee Structure – Three committees were defined:

<i>Committee</i>	<i>Members</i>	<i>Meeting Times (the week before each board meeting)</i>
Communications	Tim Davis, Shauna Bezilla	8:05 a.m. Tuesday
Finance	John Fischer, Jane Burdick	4:30 p.m. Wednesday
Facilities	Gary Morse, Julie Cupps	9:00 a.m. Thursday

A motion was made by Fischer, seconded by Cupps, to adjourn the special board meeting at 10:05 p.m. Motion carried unanimously.

Respectively submitted,

Tim Davis
Secretary