



**MISSOULA COUNTY PUBLIC SCHOOLS**  
**Ad Hoc Strategic Plan Committee Meeting**  
**Monday, July 12, 2021**  
**12:00 p.m. – 1:00 p.m.**  
**Virtual**

**MINUTES**

1. **Welcome:**

The meeting was called to order 1:00 p.m. Members Present: Ann Wake, Debra Silk, Nancy Hobbins, Grace Decker, Rob Watson

2. **Discussion Item: Review the Draft MCPS Strategic Plan with Deborah Silk, MTSBA Associate Executive Director and General Counsel**

Deborah Silk briefly recapped the Ad Hoc Committee's work including suggested changes in core values, language edits, and the history behind the changes. Asked the group if they had any questions regarding the changes. Watson questioned the wording in the Equity Core Value. Group agreed to minor edit – remove the word "to". Group moved onto part 3 of the strategic plan. Began with number 1. Silk suggested starting with the goal areas and the statements of the intended outcomes. Trustee Decker questioned the vagueness of the outcomes and indicated they should be stronger. Questioned if the goals would be measurable. Silk commented that when looking at outcomes, you need to look a qualitative and quantitative measures. Agreed the statement of intended outcome – could eliminate "MCPS has taken appropriate measures" out and remove the last statement as well. Trustee Decker agreed. Further commented she wanted to be sure that it would be something that could be measured and should allow for some follow up. Silk responded it could be a strategy and could be embedded in the action plans. Watson commented the goal statements define what the goal areas are. Further commented that the District would develop strategies to meet the goals. District could place that out to the public in a very transparent way. In order to develop those strategies the District has to have the goals in place. Watson explained all of that would come back to the board. Trustee Decker commented the outcome is about the student and the strategies are about what the District does. Wants to see the strategies with feedback loop built in. Watson shared his concerns with things not "fleshed out" would like to see the goal areas approved and then bring forth the strategies. Strategies would take some time to develop. Have not had the time to talk through those strategies. Strategies are what develop the action plans. Watson expressed the need for a lot more feedback from all stakeholders to develop those strategies. Silk agreed with Watson's comments. Further recommended the board adopt sections 1, 2, 3, and 4 then seek greater stakeholder feedback to develop the strategies. Watson explained it would require a road show. Commented he wanted to spend time to develop the overarching goal. Trustee Decker commented that the District needs to know where they currently are and decide where the District wants to go in order to define strategies. Watson shared the need to identify the problem first. Further shared the District needed to have those discussions with a wide variety of stakeholders. Trustee Decker questioned if Watson had enough to develop the strategies. Watson further explained the next step would be to have deeper discussions with stakeholders as long as he had the approval and guidance from the Board. Vice Chair Wake questioned if they could move forward with the overarching goals. Group agreed with the language changes in goal area one. Silk moved forward to Goal area 2. Trustee Decker reiterated it was the same as the first goal. Not very satisfying and needed to be more clear. Vice Chair Wake questioned if the group should strike it or change. Trustee Decker suggested edits "staff have the supports, trainings and resources". Vice Chair Wake agreed with changing the first line and leaving the last line. Group moved onto Goal

area 3. Trustee Decker suggested a similar edit needed to be made to make it more clear. Preferred it to be a little more directed in terms of equity. Further shared it was about meeting the needs of the individual. Supt. Watson and Trustee Decker wordsmithed. Requested to add “taking into account their individual circumstances.” Watson and Silk questioned if they should change the Equity Core Value. Watson and Trustee Decker wordsmithed the core value and Trustee Hobbins share her thoughts regarding the term “circumstances” and agreed with removing the term “regardless”. Silk shared the history of the bigger group’s dislike of the wording. Trustee Hobbins suggested some edits to be similar to the goal language. Trustee Decker commented on the need to recognize that different students need different things to be successful. Silk stated equity does not mean equal. Trustee Hobbins agreed. Trustee Decker liked the wording in the goal area and suggested moving the language. Watson reminded everyone it was a value statement. Suggested, “We value a focus on the needs of our students with regards to race, socioeconomics and individual circumstances and we take into account resources that each student needs to succeed.” Silk will take some time to review it. Questioned if the District wanted the reference in the statement to reflect race, etc. in or just a reference about meeting individual’s circumstances. Trustees Hobbins and Decker wanted it to be included. Watson reminded the group the core values are meant to stand the test of time. Shared concerns about receiving negative feedback in the future for not listing all possible circumstances. Trustees Decker and Hobbins both shared their preference to be more inclusive with the statement. Silk reminded the group the core values are “who you are and what you stand for”. Reminded everyone that getting too inclusive could create issues further down the road as things are always changing. Trustee Decker commented that those individual circumstances are informative. Vice Chair Wake questioned if it could be a strategy. Silk will try reworking the Equity Core Value to align with Goal area 3. Watson reiterated the District focused on meeting all students needs and meeting them where they were at. Trustee Decker shared her comments. Vice Chair Wake encouraged the group to move forward and agreed Silk will rework the equity statement and Goal area 3. The group was in agreement. Trustee Decker questioned the terms “robust” and “collaborative” in Goal area 4. Watson wondered if it fit and shared some history of District partnerships. Further expressed the need to recognize the symbiotic relationship with the community. Trustee Decker suggested the word “reciprocal” and agreed with Watson’s comments. Trustee Hobbins stressed the importance of the community to the District’s students. Felt it needed to be touched on. Felt it missing in the goal area. Trustee Decker questioned if there should be something about building community within each school across the District. Trustee Hobbins agreed with the need for connectedness. Watson shared the wording “we have robust relationships within our schools, within our community organizations”. Further commented on what he found regarding community involvement when reviewing the social studies curriculum. Vice Chair Wake agreed and asked if there was a need for another meeting. Trustees Decker and Hobbins agreed no additional meeting was necessary. Silk to have the edits ready by Thursday, July 15, 2021.

3. Next Meeting: None

4. Public Comment

- Dan Baudin appreciated all the work that went into the plan and shared comments from a teacher’s prospective. He would argue that when you get specific in regards to equity, by nature it alienates other groups. Expressed there is value in being generic. Shared, that from a teacher’s prospective, ultimately the staff needs to be supported to meet those strategies and meet the students’ needs. Teachers need to be included in stakeholder’s groups when developing strategies.

5. Adjourn: The meeting was adjourned 1:02 p.m.