Strategic Planning Committee Board Report

October 1, 2021

Respectfully submitted by: Ryan Hill

Attendees: Robert Wolfe, Leslie Hamilton, Carrie Smith, Jason Olson, Rownak Ifat, Fay Masterson, Liz Macaulay, Stephanie Deming, Justin Tosco

Agenda.

1. Weighted Lottery update and continued work
2. Josie’s review for on track items
3. Any near term focus for the committee

Summary

Much discussion and efforts have been made to explore and plan for establishing a weighted lottery at Sterling. It aligns with our strategic priorities and supports efforts of DEI, community and Montessori focus. Josie and the leadership team presented feedback from themselves and the staff addressing needs to be in place as we move forward with a weighted lottery. In addition to the staff’s concerns and wishes of those items of need and support, the committee heard from Leslie Hamilton, who has had extensive experience in Title 1 schools. Based on the thorough feedback from both leadership and board member expertise, the committee is recommending that we not move forward with weighted lottery at this time. The preparation and work that has been accomplished getting us to this place will remain ready in the strategic planning folder to be revisited in the future.

Discussion Items.

* Weighted Lottery
  + Last spring, made real clear that we are doing weighted lottery
    - Policy is in place, the only deciding factor is % goal (what is that goal for Sterling)
    - Gauge where the community and readiness/preparation - emailed everyone - Reviewed Staff feedback.
      * EC is a space issue for “pull out model” vs. “inclusion model”
* Staff feedback raised concerns - Is this our readiness path forward?
  + Additional staff
  + EC Concerns
    - Additional need
    - Space is at capacity
    - Rushed timeline will strain the system - a jump to 40%
    - What do we need to work on
  + Lower Elementary
    - Consider only allowing K/1st for full two year cycle
    - How will we get those to apply?
    - ESL support
  + Make sure we can meet needs?
  + We don’t fully know what it means financially for sterling
  + Is it admin’s recommendation to not move forward with implementing weighted lottery this year.
  + Leslie - with her deep experience with Title 1 schools. We both want to support the community but this is heavy work on staff. Funding does not often live up to the needs and the challenges. Sterling is in year 2 of COVID.
    - We should imagine a restoration period of healing and we should consider alling for that space.
    - As for percentages, 40% is not something that she would recommend. 10% is a large percent.
    - What other ways can we pursue the impact? Vision goal - opening school in areas to better support.
    - There is valid concern about flight from admin/families
    - Jason asked Leslie about her experience and resources.
* Each Admin presented current accomplishments and efforts pushing our strategic priorities forward. See referenced document for details.

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Reference Staff Feedback and Summary of Efforts.

* [Weighted Lottery Feedback from Staff.docx](https://docs.google.com/document/d/18j2MdEVobd2H5GkN8SmjAwzcz5-X3r5q/edit?usp=sharing&ouid=116909788934459823596&rtpof=true&sd=true)
* [Strategic Priorities update continued Oct. 1, 2021.docx](https://docs.google.com/document/d/1c8QPqUrwoFEHso21SVM822QHq7frL1uo/edit?usp=sharing&ouid=116909788934459823596&rtpof=true&sd=true)