

Newburyport School Committee Retreat

Newburyport High School – Library

August 12, 2021

NOTES

Attendees: Mayor Holaday, Brian Callahan, Steve Cole, Dave Hochheiser, Sean Reardon, Sheila Spalding, Bruce Menin, Sean Gallagher, LisaMarie Ippolito, Lisa Furlong, Tom Abrams, Phil Littlehale and Nancy Koch

Welcome / Opening Comments / Introductions

Mayor Holaday welcomed everybody to the retreat, followed by introductions of the School Committee members, Central Office Administrative staff and Michael Eatman, founder and head coach of Culture 7.

Cultural Competency Presentation & Team Building Exercises

Facilitator: Michael Eatman

- Michael Eatman distributed session workbooks: *Community Guardians Leading The Way* to be used along with his PowerPoint presentation.
 - What comes to mind with the title?
- Challenging Emotions
 - Exercise: What emotion is difficult to express as you lead?
 - Participants shared emotions and why they chose it.
 - Movement creates change. You can have emotion and still be a leader.
- Conocimiento = Spanish word meaning *having knowledge of*
 - How can we work together to reach our goals? (thoughts, feelings, actions)
- Holding community – create a space for everyone to be heard, valued & acknowledged.
Sustainable community – one that endures and is enhanced by conflict & struggle.
 - Come together as a group; learn about each other; work together & try to find a norm.
 - Example: I don't agree with you, but I will respect you.
- What will allow us to talk openly in this space?
 - Use the word "I". Do not speak for each other.
 - Be soft on people and hard on barriers to inclusion
- Bias: prejudice in favor of or against one thing, person or group compared with another. Usually in a way considered unfair.

- Stereotypes: a widely held but fixed and oversimplified image or idea of a particular type of person or thing.
 - Small groups were formed to discuss various stereotypes and things to be aware of.
- Diversity asks “Who’s in the room?”. (equity, inclusion, justice)
 - Defined as any collective mixture characterized by similarities, differences and related tensions and complexities.
 - How do you get to inclusion?
 - Share, respect, appreciate, collaborate, and negotiate
 - Why do initiatives fail? 70% mostly due to poor engagement of people.
 - Small groups discussed interactions involving diversity issues where the intent didn’t match the impact.
- Culture: a shared pattern of beliefs, values, assumptions and behaviors that distinguish one group from another
 - Cultural Competence: the ability to navigate intercultural perspectives towards practical goals.
 - How do we open space to deal with cultural competencies?
- Work at the School Committee Level
 - Who do you serve? (Stakeholder groups)
 - Kids, families, community
 - What needs to happen on a day-to-day basis? (Operations)
 - Collaboration, communication, information
 - What are the necessary skills? (Competencies)
 - Active listening, negotiations, humility, patience

Strategic Planning – Newburyport Public Schools

- Newburyport Public Schools – Planning for Tomorrow PowerPoint
 - Presenters: Sean Gallagher, LisaMarie Ippolito, Lisa Furlong, Tom Abrams
- NPS Strategic Plan (Sean Gallagher)
 - Demographics of Newburyport
 - Brief background of establishing the frameworks in 2015-2016
 - Review of the strategic planning process
 - Review of seven guiding strategies
- Vision of a Graduate (Lisa Furlong)
 - Brainstorming Exercise: What is your vision of an NPS Graduate, and what knowledge, skills, and mindsets will NPS graduates need to be successful?
 - Brainstorming Exercise: Using Trend Cards – how do trends affect the way we parent, teach and connect with young people? Based on trends, what knowledge, skills and mindsets do graduates need to be successful.
- Closer look at 7 Strategies (LisaMarie Ippolito and Tom Abrams)
 - Three phases: learn, explore and share

- Strategies Poster Gallery Walk
 - Seven posters
 - SWOG Analysis (strengths, weaknesses, opportunities, growth)
 - Exercise: What accomplishments excite/surprise you and/or are you proud of?
 - Exercise: What accomplishments/programs/results did you hope to see but didn't?
Are there any weaknesses hindering progress?
 - Exercise: Small groups discuss possible opportunities to move strategies forward.
 - Exercise: How can each participant's role help the district grow in each strategy?

Potential 2021-2022 School Calendar Adjustments

- Topic tabled until the next School Committee meeting on August 16, 2021.

School Committee Organizational Items

- Topic tabled until the next School Committee meeting on August 16, 2021.