



P-CCS Dynamic Plan Steering Committee Meeting Minutes

Monday, June 28, 2021
4:30 p.m.

Committee Attendees: Lloyd Abramson, Nick Brandon, LaRonda Chastang, Andrace Deyampert, Heather Fitchpatrick, Cori Johnson, Ashley Kline, Denise Lilly, Patti McCoin, Monica Merritt, Maureen Molloy, Leander Rabe, Bethany Rayl, Anthony Ruela, Frank Ruggirello, Kurt Tyszkiewicz, Elizabeth Vartanian-Gibbs, Shawn Wilson, and Julie Woodhams

Others Present: None

Committee Absent: Michelle Brown, Seth Furlow, Angeline Hammons, Hal Heard, James Hunter, Lynne Meadows, Deborah Piesz, and Cheri Steckel

Superintendent Merritt welcomed committee members to the first meeting of the Dynamic Planning Steering Committee and called the meeting to order at 4:32 p.m.

Mr. Leander Rabe, Organizational Developer with Hulings & Associates, LLC, provided background information about his company, his role in guiding the district in the development of the Dynamic Plan, explained the planning process, and outlined the work to be completed by the steering committee.

Committee members were asked to introduce themselves and the following subgroups were formed for steering committee work:

Group A	Group B	Group C	Group D	Group E
Monica Merritt	Beth Rayl	Liz Vartanian-Gibbs	Debbie Piesz	Nick Brandon
LaRonda Chastang	Frank Ruggirello	Kurt Tyszkiewicz	Denise Lilly	Lynne Meadows
Seth Furlow	James Hunter	Shawn Wilson	Heather Fitzpatrick	Maureen Molloy
Ashley Kline	Angela Hammons	Michele Brown	Anthony Ruela	Julie Woodhams
Andrace Deyampert	Lloyd Abramson	Cheri Steckel	Patti McCoin	Cori Johnson
				Hal Heard, III

Mr. Rabe defined different types of bias that every individual has and how this affects discussions and decision making. He spoke about the importance of being intentional and moving out of individual bias by being aware (mindful), going against inclinations, and seeking multiple perspectives. Working as a group in a collaborative environment with different lenses and personality types helps to manage individual bias.

While outlining the Dynamic Planning process, Mr. Rabe spoke about the data collected from stakeholder interviews and the work completed by the Board to map out strategic themes. The steering committee’s work will help to define the strategic goals and objectives, which will be guided by the Board’s strategic themes. Over the course of the next 4-5 meetings, the steering committee will review three sources of data:

- Stakeholder Interview Feedback (looking for themes)
- The current Dynamic Plan (review to determine what parts to carry forward and what areas to leave behind)
- Review of Learner Profile (the skills and attributes the district strives to instill in all P-CCS students before they graduate)

Committee members moved into their subgroup work and reviewed stakeholder interview data for key insights (themes) following the Z-Model Framework and discussed the view from the four different perspectives (sensing, intuition, thinking, and feeling). The individual groups captured emerging themes and shared their findings.

Mr. Rabe will compile the results from this evening's group work and will email the findings to all committee members prior to the next meeting. He will also provide a copy of the current Dynamic Plan for review before moving forward to the next phase.

Future Meeting Dates:

- July 12, 2021
- July 19, 2021
- August 2, 2021
- August 16, 2021

The Steering Committee Meeting was adjourned at 6:36 p.m.