



# School District of New Berlin

Budget Balancing Task Force



# Wisconsin Association of School Boards



Facilitator: Roger Price

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## WASB Scope of Services

Assist Board in evaluating applications for the committee with the goal of balanced membership, providing facilitation of the task force sessions, assisting in preparation and presentation of materials, and generally guide discussion and debate in a respectful manner to assure full participation opportunities for all members.

# Agenda

July 11, 2019

6:00 p.m.

New Berlin West Learning Commons



# Agenda

- Introductions
- Review of Charge
- Participation Protocol
- Communications
- Calendar
- Review “Investing in Wisconsin Public School”-”Stakeholders”
- Review District’s Vision, Mission and Strategic Goals

# Introductions

Please provide:

- Name
- Interest in Task Force
- Connection(s) to the School District
- What would success look like at the conclusion of the Task Force sessions?

# Review of Charge

The Task Force is charged with learning about school finance, receiving information about the SDNB's budget and current/future financial status and, ultimately, presenting budget recommendations to the School Board this fall.

# Participation Protocol

- Facilitator: Roger Price, WASB
- Task Force members are a cross-section of applicants representing the many varying stakeholder interests throughout the community
- Two School Board members will serve as task force liaisons
- District administrators and staff may be present at meetings to present information
- Public observers welcome

# Participation Protocol

- **All members should:**

- Undertake any necessary preparation prior to the meeting.
- Arrive on time.
- Keep an open mind.
- Listen to the opinions of others.
- Participate.
- Avoid dominating the proceedings.
- Avoid conflict situations.
- Avoid side conversations which distract others.
- Ask questions to clarify understanding.
- After the meeting, undertake any agreed action. (SkillsYouNeed)



# Participation Protocol

- **Expected Behaviors:**

- **State views and ask genuine questions.** This enables the team to shift from monologues and arguments to a conversation in which members can understand everyone's point of view and be curious about the differences in their views.
- **Share all relevant information.** This enables the team to develop a comprehensive, common set of information with which to solve problems and make decisions.
- **Use specific examples and agree on what important words mean.** This ensures all team members are using the same words to mean the same thing.
- **Explain reasoning and intent.** This enables members to understand how others reached their conclusions and see where team members' reasoning differs.

# Participation Protocol

- **Expected Behaviors:**

- **Focus on interests, not positions.** By moving from arguing about solutions to identifying needs that must be met in order to solve a problem, you reduce unproductive conflict and increase your ability to develop solutions that the full team is committed to.
- **Test assumptions and inferences.** This ensures the team is making decisions with valid information rather than with members' private stories about what other team members believe and what their motives are.
- **Jointly design next steps.** This ensures everyone is committed to moving forward together as a team.
- **Discuss undiscussable issues.** This ensures the team addresses the important but undiscussed issues that are hindering its results and that can only be resolved in a team meeting. ([Roger Schwarz](#))

# Solutions

- We don't want to lose that idea, thought, "solution" at any time during the formative, learning, storming or norming process!
  - Sticky notes are available
  - Write it down and post on "Member Ideas Board"
  - A second board will be provided for observers
  - Toward end of 4<sup>th</sup> meeting, we can bring all notes to the table to inform the process to outline a report to the Board

# Communications



- All meetings will be posted as open meetings
- Any materials presented or distributed will be available to the public
- Public observers – although not part of the discussion as task force members – will be given opportunities to provide thoughts, ideas and general comments to the committee in writing

# Calendar

- Task force members must attend at least four of the five following scheduled meetings: July 11, Aug. 13, Aug. 20, Sept. 10 and Sept. 16
- Meetings are expected to last approximately 2 ½ hours and will be held at New Berlin West in the Idea Center (library), 18695 W. Cleveland Ave.
- Task force is tentatively scheduled to present recommendations at a Board of Education meeting at 7 p.m. Monday, Sept. 23

# Future Meetings

- **Meeting 2 – Aug. 13**

- *Investing in Wisconsin Public Schools*
  - Revenue Sources (45 minutes)
  - Expenditures (25 minutes)
- Overview of School Finance (30 minutes)
- School District of New Berlin Financial History (what do you know?)

- **Meeting 3 – Aug. 20**

- *Investing in Wisconsin Public Schools*
  - Winds of Change (15 minutes)
- Overview of District Data
- Brainstorming, Storming and Checking Perceptions

- **Meeting 4 – Sept. 10**

- *Investing in Wisconsin Public Schools*
  - Making Tough Decisions (15 minutes)
- Constructing a Budget
- Forecasting
  - School District of New Berlin Financial State
    - Current and Future
- Ideas (now we can talk about solutions)

- **Meeting 5 – Sept. 16**

- What has already been done?
- Ideas (continued)
  - Items that should never be considered.
  - Items that should be considered only if \_\_\_\_\_?
  - Items that should be considered.
  - Prioritizing Items
- Outline Report to Board

- **Report to the Board – Sept. 23**

# *Investing in Wisconsin Public Schools*

Interactive tool to foster dialogue and facilitate understanding around the complex topic of Wisconsin school finance

- Collaboratively developed by WASBO, WASB and WSPRA to help address challenges of educating stakeholders on public school finance



# Stakeholders – What's in it for Me?

- Who are our stakeholders?
  - What do they contribute to schools?
  - What do they expect of schools?



# Review District Mission, Vision, Values & Goals



# Strategic Planning Process

- The SDNB Strategic Plan is an active, “living document” which is continually updated based on our progress and input from our stakeholders.
- There are many great things happening in our classrooms, buildings, at district office and throughout the community each and every day to support SDNB students and staff in their quest for excellence.
- The strategic planning process builds upon that great work and serves to clarify additional priorities to continue to make progress toward our strategic goals in alignment with our District mission and vision.

# Mission and Vision

**Mission:** Why? Fundamental purpose. Sharpens focus.

- To empower, inspire and support students in acquiring the knowledge, skills and dispositions to establish goals for their future and develop plans to achieve them.

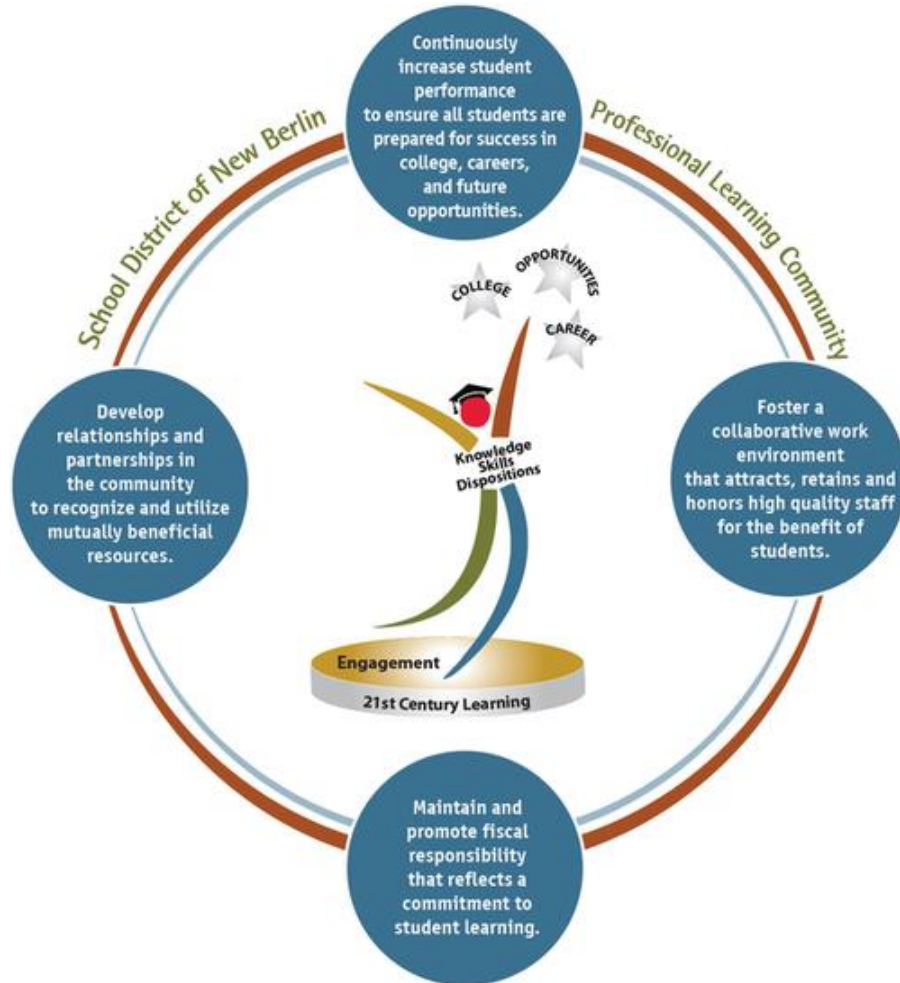
**Vision:** What? Compelling future. Gives direction.

- The SDNB will prepare all students to succeed in a diverse, change-oriented, global society by fostering a learning environment in which our public schools, families, post-secondary partners, public officials, businesses, community organizations and other citizens work collaboratively.

# District Values

- Excellent educators inspire excellence in students.
- All decisions should be based on the best interest of our students in preparation for their success in college, career and future opportunities.
- All students are capable of meeting high academic, technical and behavioral expectations.
- Students are most engaged when their learning is personalized and supported in a caring environment.
- Working collaboratively to meet the individual needs of students will positively impact the quality of our future workforce.
- Input and active engagement from our local/regional/state community improves the quality of our schools.
- Effective communication with internal and external stakeholders is essential to our collective success.
- Monitoring progress through measurable indicators ensures we are on track to meet stated objectives.
- Fostering a climate of entrepreneurial thinking, deliberate change and continuous improvement inspires innovative thinking.

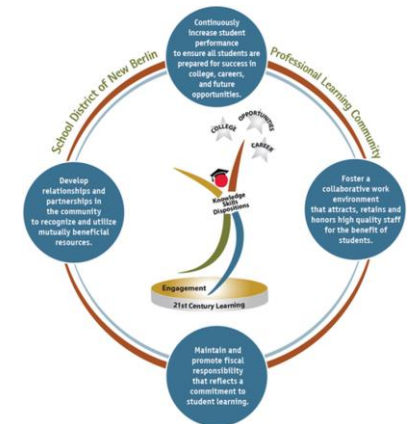
# Strategic Goals



- The SDNB's strategic goals define what we are aspiring to accomplish.
- These goals are further defined by long-term initiatives and short-term projects that are structured to move the organization forward in attainment of those goals.

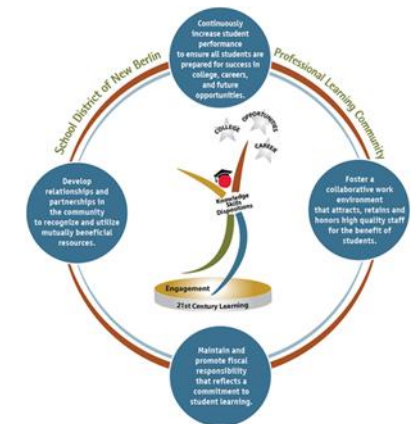
# Goal 1 - STUDENTS WILL GRADUATE READY FOR COLLEGE, CAREERS AND FUTURE OPPORTUNITIES

- In support of our “Vision of a College and Career Ready (CCR) Graduate”, the SDNB will provide a rigorous and relevant curriculum to ensure students can transform knowledge and skills into solutions, new information, and products.
- We strive to prepare all students for success in a global, 21st century work environment.



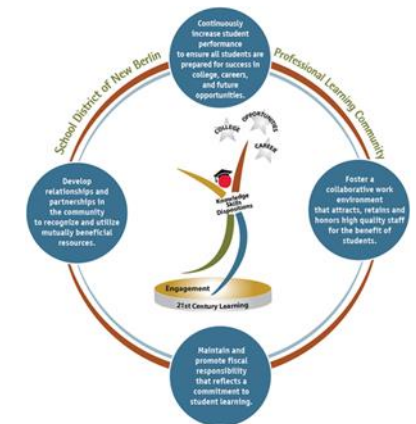
# Goal 2 - ATTRACT, RETAIN AND HONOR HIGH-QUALITY STAFF

- The SDNB will utilize best practices to hire, retain, engage, and develop a skilled and talented staff that will enable the district to achieve its mission in a manner that supports its vision and value statements.



# Goal 3 - PROMOTE FISCAL RESPONSIBILITY THAT REFLECTS A COMMITMENT TO STUDENT LEARNING

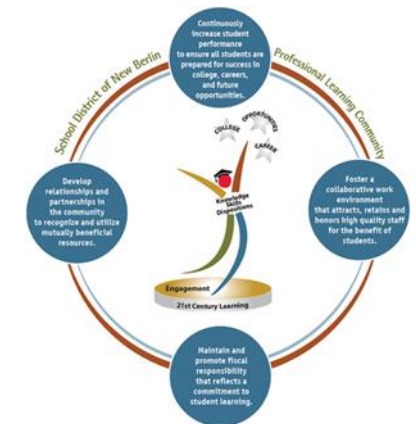
- The SDNB will provide a safe and healthy work and learning environment.
- All buildings will be efficiently maintained and operated with an eye toward maximizing the resources available to support student learning.





# Goal 4 - DEVELOP MUTUALLY BENEFICIAL RELATIONSHIPS IN COMMUNITY

- The SDNB will effectively communicate, engage and develop mutually beneficial partnerships with identified stakeholder groups to support the district's strategic plans.





# Next Meeting

August 13, 2019

6:00 p.m.

New Berlin West Learning Commons

Questions?

THANK YOU