

Check in Question - What brought you here today?

- Business community commitment
- Children attending school in the district
- School Board leading the effort
- Helping the community
- Growing effort
- Passion for education
- Investment in transformation
- United Way partnership with RUSD
- Team committed to collaboration
- Commitment to transformation
- Educational partnership
- Change is good
- Give students a chance
- Collaborative community strategy
- Similar conversations at institution/college
- Committed to transformation
- Professional family
- Transforming everyday
- Support effort

Initial Questions from the Committee

- Will students transfer between high schools
 - Review student eligibility
 - District reviewing transportation options
 - Must be enrolled full-time
- Pathway selection & course credits
 - Same high school credit requirements for graduation
 - Block schedule allows for electives and up to two pathways per students
- Integrating the arts
 - During the second year of implementation, electives are integrated into the pathways discussions
 - Global teachers will make connections to Academy/Pathway

Small Table Talk - What are you still wondering about? What surprised you?

- Overall average GPA for freshmen class of 2.3
- AP testing outcomes and number of students taking the AP tests
- Algebra II results
- High number of industry credentials
- 89% attendance
- Number of students living in poverty
- Need a deeper dive into number of credentials - Do they match the pathways and high need areas?

Bylaws: Report Out on Small Group Discussion

- Article II
 - Plus
 - Community alignment
 - Cultivate ownership
 - Master plan is accountable
 - Community report
 - Delta
 - Feels odd, not inspirational
 - On-boarding vs. recruiting
 - Link to Board of Education
 - Need to adopt RUSD values and measurable targets
- Article III
 - Plus
 - Wide involvement
 - Student involvement
 - Delta
 - What does student involvement look like? (i.e. student voice & choice)
 - Calendar year - use school/academic year calendar
 - United Way should be called out as a partner
 - Use employer(s) - more than one employer
- Article IV
 - Plus
 - Addition of Parliamentarian - ensures that the Committee is inline with bylaws and Robert's Rules of Order
 - Delta
 - Add Member at Large
 - Determine "good standing"
 - Address members serving for more than two years
 - Add clarification around meeting schedule
 - Everyone should be required to attend two Board of Education meetings
- Article V
 - Plus (No Notes)
 - Delta
 - What are the "rules?"
 - What happens if there needs to be an emergency meeting?
 - Address meeting notice in advance (when will this occur?)
- Article VI
 - Plus (No Notes)
 - Delta
 - Need amendment transparency
 - More than a majority
 - Add members at large

Lunch Break Discussion Questions: What are two things that you have learned about the Academies of Racine and/or the Steering Committee? What is one question that you have from the morning session?

- Soft skills in the Freshman Academy
- 40 languages in the community
- 100+ Youth Apprenticeship and Co-op opportunities
 - Need more help from the community
- Where this work started and where is it now - how far the Academies have come since the Master Planning sessions
- Overcoming obstacles
 - A challenge will be for teachers to see the big picture
 - Share the data points with them and get them in the conversation
- All district teacher orientation (suggestion)

Breakout Session Report Out and Action Commitments

1. Increasing Employer Engagement

- a. Identify high intensity vs. low intensity commitments
- b. Identify and share next steps/commitments with employers/volunteers
- c. Utilize the A+ section of the Racine Journal Times
- d. Begin a collaborative group for communications with RUSD, HE, RAMAC, United Way, Modine, additional employer partner
- e. Action Commitments
 - i. Starr will send employer messaging to Dan
 - ii. Matt will speak to Mark Lewis about the A+ section
 - iii.Carolynn & Sarah will lead a communication team

2. Preparing Employers to Engage in the Academies

- a. Get employers into the schools
- b. Develop a 1-2 job shadow for students, make sure that they are identified with a t-shirt or something
- c. Ensure direct access and connection between student and mentor
- d. Teacher externship should be a two-way street
- e. Academy Team Lead must be a member of Pathway Councils
- f. Action Commitment
 - i. Academy Coaches will develop a meet & greet opportunity such as “Donuts with the Principal”

3. Governance and Leadership

- a. Combine some pathways for meetings
- b. Build advisories per school (as needed)
 - i. Currently building equity across schools
- c. Create a “guide” to the Academies with FAQs for employers and community partners
- d. Action Commitments
 - i. Chris will include recommendations for membership in CPAC bylaws

- ii. Chris will launch Advisory Councils in FL '17
 - 1. Members should be employees with access to leadership

4. Communication

- a. Information on website, social media, newsletter, etc should generate excitement around the Academies (share information on the last couple of years)
- b. Identify the gaps
- c. Increase/Better communication to middle school regarding HS transformation
- d. Arm community stakeholders with clear messaging
- e. Connect with realtors association - give them information for prospective/new homeowners
- f. Develop communication for individual employer's intranet
- g. Utilize webinar or podcast to share information
- h. General logo on materials
- i. Develop logo for employers to use on their website - "Proud supporter of the Academies of Racine"
- j. Info in laundromats
- k. Party on the pavement
- l. Action Commitments
 - i. Emily will reach out to realtors and laundromats