



**Mission:** *Provide excellent, challenging learning opportunities and experiences that prepare each student for success.*

**Vision:** *To be Wisconsin's top performing urban school district that is highly regarded for continuously exceeding all expectations.*

**Strategic Direction:** Retain and recruit highly qualified staff who work to ensure the success of every student.

**Project** Talent Management Strategic Project Team Meeting  
**Date** Wednesday, April 6, 2016  
**Time** 4:30 PM – 6:00 PM  
**Location** Education Support Center – 190B

**MEETING MINUTES**

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**Decisions Made**

1. The individual table teams will continue to work on a possible metric relative to the topic characteristic associated with their table conversation.
2. The Team notes identify an example by taking the top characteristic and forming an objective and identifying initiatives that might support the item.

**Action Items:**

Description	Responsible	Due By
1. Continue to work on defining a metric associated with the characteristic identified as an important measure.	Michael (Recruitment)  Jessica (Retention)  Brett (Highly Qualified)	4/15/16
2. Minutes will be distributed by team leaders (Joe to provide).	Team Leaders	4/10/16

**Parking Lot:**

When testing objective and measures, be sensitive to uniqueness of employee groups within district. Consider correlation between attracting/retaining of staff and success of student.

**Project Phase =** Operationalize Strategic Direction Statement → Preliminary Measures

**Overall Project Status =**  Red = Concern (behind schedule)  Yellow = At Risk (might fall behind schedule)  Green = On Track



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**Date** Wednesday, April 6, 2016  
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**Team Leaders** Bill Haithcock, Principal at Harborside Academy  
 Martin Pitts, Principal at Nash Elementary School  
 Kurt Sinclair, Principal at Bradford High School

**Meeting Attendees** Team Members  
**Materials Needed** Project Charter; Ground Rules

Agenda Item	Owner	Discussion Points
<b>Agenda Review</b>	Joe Bruce	<ul style="list-style-type: none"> <li>Additions</li> <li>Comments regarding meeting notes</li> <li>Recap from last meeting</li> </ul>
<b>Seeking to Operationalize the Strategic Direction</b>	All	Continue conversation: Defining attributes of Strategic Direction. <ul style="list-style-type: none"> <li>What does each attribute "look like?"</li> <li>How do we measure it?</li> </ul>
<b>Next Steps</b>	All	<ul style="list-style-type: none"> <li>Review open issues and assign follow-up actions</li> <li>Next meeting: <b>April 27, 2016</b> 4:30 pm – 6:00 pm</li> <li>Agenda items</li> </ul>
<b>Meeting Debrief</b>	Joe Bruce	+   Δ
<b>Close</b>	All	Summarize Decisions, Actions, Next Steps