

HARVARD SCHOOL COMMITTEE 2017

HARVARD, MASSACHUSETTS

SCHOOL COMMITTEE SELF ASSESSMENT INSTRUMENT

Scoring is done as follows:

1 Unsatisfactory

2 Needs Improvement

3 Proficient

4 Exemplary

Governance

	Jon	Linda	Mary T	Nancy	Mary Z	Maureen	SusanMary	Patty	
1	3.5	3	3	3	3	4	4	4	3.4
2	3.5	4	4	4	4	4	4	4	3.9
3	2.5	3	3	3	3	4	3	3.5	3.1
4	3	4	4	4	3	4	4	4	3.8
5	3	3	3	3	2	3.5	2.5	2.5	2.8

Member Relations

	Jon	Linda	Mary T	Nancy	Mary Z	Maureen	SusanMary	Patty	
1	3.5	4	4	3	4	3.5	4	4	3.8
2	3.5	4	4	3	4	4	4	4	3.8
3	3.5	4	4	4	3	4	4	4	3.8
4	2.5	4	3	3	3	4	3	3.5	3.3
5	3	4	3	3	3	4	3	3.5	3.3
6	3	4	3	4	3	4	3	4	3.5

Committee/Superintendent Relations

	Jon	Linda	Mary T	Nancy	Mary Z	Maureen	SusanMary	Patty	
1	2.5	4	4	4	4	4	4	4	3.8
2	2.5	4	4	4	3	4	3	4	3.6
3	3.5	4	4	4	4	4	4	3.5	3.9
4	3	4	4	4	4	4	3	3.5	3.7
5	3.5	4	4	4	4	4	3	4	3.8
6	3.5	4	4	3	4	4	4	4	3.8
7	2.5	4	3	3	3	4	3	4	3.3

Community Relations

	Jon	Linda	Mary T	Nancy	Mary Z	Maureen	SusanMary	Patty	3.4
1	1	3	0	3	2	0	2	4	2.5
2	3	4	4	3	3	4	3	4	3.5
3	3	4	3	4	3	4	3.5	4	3.6
4	3	4	3	3	3	4	3	4	3.4
5a	3	0	4	3	4	4	4	4	3.7
5b	3	4	4	3	4	4	3	4	3.6
5c	3	4	4	3	3	4	3	4	3.5
5d	3	4	4	3	3	4	3	4	3.5
5e	3	4	3	4	3	3	3	4	3.4
5f	2	4	4	4	4	4	3	4	3.6

Conduct of Meetings

	Jon	Linda	Mary T	Nancy	Mary Z	Maureen	SusanMary	Patty	3.5
1	2	4	4	3	3	3.5	3	3.5	3.3
2	3	4	4	3	4	4	4	4	3.8
3	3	4	4	3	4	4	3	4	3.6
4	3	4	4	4	4	4	4	4	3.9
5	3	3	4	4	3	4	3	2	3.3
6	3	4	4	3	3	4	3	4	3.5
7	2.5	4	4	4	3	3.5	3	4	3.5
8	3	4	4	3	3	0	3	2.5	3.2

Student Achievement

	Jon	Linda	Mary T	Nancy	Mary Z	Maureen	SusanMary	Patty	3.1
1	2.5	3	4	3	3	4	3	0	3.2
2	1	3	3	3	3	3	3	3	2.8
3	2.5	2	4	3	3	3.5	3	3.5	3.1
4	3	4	3	3	2	4	3.5	3	3.2
5	2	3	3	3	3	3	3	4	3.0
6	3	3	3	3	3	4	2	4	3.1

Outcomes

	Jon	Linda	Mary T	Nancy	Mary Z	Maureen	SusanMary	Patty
1	3.5	4	3	3	3	3	3	3
2	3.5	4	3	3	0	4	2	2
3	3	3	2	3	3	2.5	3	3.5

3.0

3.1
3.1
2.9

**HARVARD SCHOOL COMMITTEE
HARVARD, MASSACHUSETTS
SCHOOL COMMITTEE SELF EVALUATION INSTRUMENT**

Scoring is done as follows:

1 Unsatisfactory
2 Needs Improvement

3 Proficient
4 Exemplary

	2012	2013	2014	2015	2016	2017
Overall Score	3.3	3.3	3.4	3.3	3.3	3.4

Governance

The committee's policies are clear and up-to-date.
The committee has adopted a mission statement.
The committee regularly evaluates its progress relative to the goals and objectives that have been adopted.
The committee refrains from involvement in the administration of the school system.
The committee members take part in educational workshops and conferences to help them make informed decisions

3.1	3.1	3.3	3.4	3.4	3.4
3.4	3.4	3.6	3.4	3.4	3.4
2.3	2.3	2.9	3.9	3.9	3.9
3.5	3.2	3.4	3.4	3.1	3.1
3.4	3.4	3.3	3.4	3.7	3.8
2.9	2.9	3.2	2.9	2.8	2.8

Member Relations

Members treat each other with courtesy and respect.
All members are encouraged to voice opinions and take positions on issues
Members respect the will of the majority and support decisions once they are made.
Members share pertinent information with each other to prevent surprises and promote informed decision making.
Members "do their homework" and come prepared to make decisions.
Members understand the role of the individual as part of the whole group.

3.7	3.6	3.3	3.6	3.5	3.6
3.9	3.9	3.2	4.0	3.7	3.8
3.9	3.9	3.6	3.9	3.8	3.8
3.9	3.8	3.7	4.0	3.8	3.8
3.5	3.4	3.1	3.3	3.2	3.3
3.3	3.3	3.3	3.2	3.3	3.3
3.6	3.4	3.2	3.5	3.4	3.5

Committee/Superintendent Relations

The committee regularly evaluates the superintendent using a mutually agreed-upon process.
The types and frequency of communications are agreed to in advance.
The superintendent is accessible to committee members.
Committee members contact the superintendent when seeking information.

3.8	3.6	3.7	3.7	3.7	3.7
3.6	3.7	3.6	3.6	3.8	3.8
3.3	3.3	3.4	3.1	3.5	3.6
3.9	3.9	3.9	4.0	3.9	3.9
3.9	3.6	3.6	3.5	3.7	3.7

The superintendent informs the committee of major personnel decisions.
The superintendent and committee treat each other with mutual respect and professionalism
Both the committee and the superintendent operate on a "no-surprises" model.

4.0	3.9	4.0	3.9	3.8	3.8
3.9	3.8	3.8	4.0	3.8	3.8
3.8	3.4	3.7	3.6	3.2	3.3

Community Relations

The committee has a public relations plan for the school system.
The committee upholds the mandates of Massachusetts Open Meeting Law, fostering transparency and community input.
The committee works cooperatively with other branches of municipal government.
The school system regularly reports its own progress and accomplishments
Committee actions are accessible to the public via:

3.3	3.5	3.4	3.2	3.3	3.4
2.1	2.4	2.3	2.4	2.2	2.5
3.6	3.6	3.5	3.3	3.4	3.5
3.5	3.4	3.8	3.4	3.5	3.6
3.1	3.2	3.4	3.6	3.3	3.4

Public Commentary Period

3.3	3.8	3.8	3.6	3.7	3.7
-----	-----	-----	-----	-----	-----

Submission of Testimony/
Letters

3.6	3.6	3.7	3.4	3.6	3.6
-----	-----	-----	-----	-----	-----

Distinct contact with members
(email, phone, in person)

3.5	3.8	3.4	3.4	3.4	3.5
-----	-----	-----	-----	-----	-----

Accessible meeting places

3.6	3.7	3.4	3.3	3.4	3.5
-----	-----	-----	-----	-----	-----

Cable broadcasts

3.5	3.7	3.7	3.3	3.3	3.4
-----	-----	-----	-----	-----	-----

District website
accessibility/accuracy

2.8	3.6	3.0	2.8	3.6	3.6
-----	-----	-----	-----	-----	-----

Conduct of Meetings

Committee members receive sufficient information far enough in advance to prepare for meetings
Public input is welcomed, and is done according to an established policy
Full and sufficient debate is allowed.
Discussion is focused on issues, not personalities.
The physical setting is conducive to productive discussion and decision making.
Meetings are frequent enough to prevent overcrowded agendas.
Meetings are focused and easy to follow with sufficient supporting documents available to the public.
Presentations, discussions and commentary are easily heard and seen by viewers watching broadcasted or taped meetings.

3.4	3.2	3.3	3.4	3.5	3.5
3.2	3.3	3.5	2.9	3.2	3.3
3.1	3.3	3.8	3.8	3.7	3.8
3.8	3.8	3.5	3.6	3.6	3.6
3.8	3.7	3.2	3.9	3.9	3.9
3.6	2.9	3.1	2.9	3.4	3.3
3.0	2.8	2.9	3.5	3.4	3.5
3.4	3.2	3.3	3.4	3.4	3.5
3.0	2.8	3.1	2.9	3.3	3.2

Student Achievement

2.9	2.9	3.0	3.1	2.9	3.1
-----	-----	-----	-----	-----	-----

The committee devotes sufficient time for informed discussion about student achievement and continued improvement in student learning.

The committee evaluates the effectiveness of professional development for improving student learning and achievement.
 The committee monitors the progress of student learning in relation to improvement goals
 The committee mobilizes the community to support the goals for improving student learning and achievement.
 The committee ensures there is strong leadership for improving instruction in ways that result in improved student learning.
 The committee discusses/reviews legal mandates and rules related to improving student learning.

2.8	3.0	2.9	3.5	3.2	3.2
2.6	2.5	2.9	2.9	2.7	2.8
3.1	3.3	2.9	3.3	3.0	3.1
2.6	2.6	2.8	2.6	3.2	3.2
3.0	2.9	3.3	2.9	2.4	3.0
3.1	3.3	3.3	3.4	3.0	3.1

Outcomes

n/a

3.1	3.5	2.9	3.1	3.0
-----	-----	-----	-----	-----

HARVARD SCHOOL COMMITTEE
SCHOOL COMMITTEE SELF EVALUATION INSTRUMENT - 2016

Scoring is done as follows:

1 1- Unsatisfactory 2- Needs Improvement 3- Proficient 4- Exemplary

Governance

The school committee is a governing body, charged with setting the educational goals and objectives for the school system, adopting policies that enable the administration to achieve these goals and objectives, adopting a budget to provide necessary resources, the hiring and evaluation of the superintendent, and the ongoing review and evaluation of the school system's performance in fulfilling its mission.

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
1 The committee's policies are clear and up-to-date.		Question whether a review every 4 years is up-to-date; the Committee is conscientious in reviewing the policies.	We are consistently working to adopt new and relevant policies, as well as reviewing all policies.	We have a commitment to reviewing all policies on a regular basis and when a need is identified. Policies are mostly clear and work is ongoing. The policy subcommittee works hard, takes its responsibilities seriously, and is open to feedback.	on going	The accessibility of the school committee's policies on the district website is easy to find and navigate.	The policy sub-committee regularly reviews policies and maintains an annual review schedule.	the school committee has implemented a continuing update calendar for policies and have adhered to this practice very nicely.
2 The committee has adopted a mission statement.			Our mission statement was adopted in 2014	The committee consistently references the district mission statement.	done	The clear placement of this on the district website is appreciated. The school committee regularly acknowledges the mission statement at it's meetings.	The mission and vision statements are widely used and visible in both schools	this was accomplished last year and is read at each meeting

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
3 The committee regularly evaluates its progress relative to the goals and objectives that have been adopted.				The agenda setting process usually includes checking in on goals and objectives. I believe our goals could be more rigorous, longer term, and student focused. The results of this self-evaluation should also inform goal setting.	on going		Reviews are done twice a year	there is so much going on that some of the goals may not have been highlighted as much as could have.
4 The committee refrains from involvement in the administration of the school system.	The committee is really great about their roles and seek information from me as needed.							The committee as a whole is quite diligent about going through the Superintendent for any comments or issues that may arise. Sometimes, new members need to be reminded the proper channels to follow.

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
5 The committee members take part in educational workshops and conferences to help them make informed decisions			Some committee members have attended conferences and workshops, but not all members have participated in these opportunities	New members take the required "Charting the Course" and all members are encouraged to attend the MASC conference.	not that I'm aware of		I think we could expand beyond just the MASC conference.	This is difficult to accomplish as members are very busy and workshops are not always easily accessible. Online workshops would certainly be an option that might make this a better reality

Member Relations

Group dynamics and teamwork are an extremely important part of school committee success. Members can have strong opinions on issues yet still remain open-minded and willing to work out differences. How committee members treat each other goes a long way in affecting the ultimate success of the committee as a whole and as individuals.

1 Members treat each other with courtesy and respect.	This has been true for all of my 6 years in the district.	Disagreements are respectful and committee decisions supported by all.		Consistently			Even when we have a split vote members are polite and respectful.	Compared to other committees I have been on - this one ranks as one of the most respectful and courteous.
2 All members are encouraged to voice opinions and take positions on issues	The Chair asks for input from members directly and this has increased participation.	Healthy and sometimes spirited dialogue encouraged as a means of arriving at best outcome.		Committee members are called on to express their views especially for larger issues.				Absolutely and sometimes to the pain ;)

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
3 Members respect the will of the majority and support decisions once they are made.	Done well.			Consistently	always appears the committee decision is unified		Members are good at supporting the decisions made	This has not been an issue this year
4 Members share pertinent information with each other to prevent surprises and promote informed decision making.			I think we could be better at sharing info.	This has improved during the course of this year after a serious incident of student harassment was not communicated to the whole committee in a timely fashion.				For the most part. Again, with all the information coming in at different times and from various sources, it is not always possible but there is no hesitation to give members time to digest information and even wait until the next meeting to make a decision
5 Members "do their homework" and come prepared to make decisions.				Members take their duties seriously but the packet doesn't always have all the information needed to make data driven decisions.				As well as can be expected.

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
6 Members understand the role of the individual as part of the whole group.				This can take time for new members to learn but expectations and feedback are clear	as members become more experienced I think this becomes easier.			

Committee/Superintendent Relations

The superintendent is a critical member of the management team, implementing school committee policies and leading the school system in the direction set by the school committee. The relationship between the committee and the superintendent is an area that deserves the utmost attention and care.

1 The committee regularly evaluates the superintendent using a mutually agreed-upon process.				We are working to improve the evaluation by providing feedback on goals to make them rigorous, specific, and measureable with clear evidence of effective effort.			Done on an annual basis.	This process has been evolving and improving over the years and appears to be quite effective at this point.
2 The types and frequency of communications are agreed to in advance.			While types and frequency of communication are not agreed upon in advance, Dr. Dwight's communication with School Committee is appropriate and timely.	We regularly get superintendent reports at the meetings and we've started the practice of mapping out meeting topics for the coming year in the summer. I do not have a good sense of what types of events warrant an immediate call.			Most regular communications go out on schedule. Updates are sporadic.	Future meetings are discussed in advance and scheduled to allow for posting

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
3 The superintendent is accessible to committee members.		The Superintendent responds in a timely manner to questions and/or requests for information.	Dr. Dwight is accessible and responsive to SC members.	Calls and emails are returned in timely fashion and appointments are easily scheduled				She is a very busy person and the fact that she is available as much as she is has always been an amazing thing to me.
4 Committee members contact the superintendent when seeking information.			I am speaking for myself as a Committee member.	The superintendent usually responds to requests in a timely fashion.				Not sure about other members but I had no problem getting the information I needed
5 The superintendent informs the committee of major personnel decisions.	This happened recently with the resignation of the elementary principal.			The committee is kept up to date during critical searches				
6 The superintendent and committee treat each other with mutual respect and professionalism				Consistently				It has truly been a cohesive and professional group on all levels
7 Both the committee and the superintendent operate on a "no-surprises" model.			Yes, to the best of both of our abilities.	This has been improving, especially with regards to incidents of identity based harassment. Noting on the agenda which items will be put to a vote would be helpful.				

Linda

Nancy

Mary T

Jon

Mary Z

Mauren

SusanMary

Patty

Community Relations

The school committee is the chief advocate for students in the community. As such, it needs to strive for a positive relationship between the community and the school system. The perception of the school system's quality impacts nearly all facets of the system, and is an integral component of school committee success in advocacy.

1 The committee has a public relations plan for the school system.	We rely on the policy.			The committee has a spokesperson for communicating with the press, but no PR plan that I'm aware of.	Not an official one that I know of.		No plan - still a work that needs to happen	Members are part of multiple committees across the spectrum which allows for conversation and updates to happen both ways.
2 The committee upholds the mandates of Massachusetts Open Meeting Law, fostering transparency and community input.	The Chair takes this very seriously.			The committee is very careful to observe open meeting laws.				To the best of my knowledge this has not been violated

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
3 The committee works cooperatively with other branches of municipal government.	Liaisons report regularly.		To the best of our ability we work with the other branches of municipal government.	The committee liaises with many other town boards and committees			More work needs to be done now with the HES project to gain support from CPIC and FinCom	as stated above
4 The school system regularly reports its own progress and accomplishments	This is done several times a year.		At least three times per year.					
5 Committee actions are accessible to the public via:								
a Public Commentary Period				Public comments are welcome at the start and end of each meeting as listed on the agenda			2x mtg	
b Submission of Testimony/ Letters							email addresses on website	
c Distinct contact with members (email, phone, in person)				Committee members are responsive to communications from community members				

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
d Accessible meeting places								
e Cable broadcasts				HCTV records most meetings (thank you!)			AV coverage has been spotty	
f District website accessibility/accuracy				We have started publishing the SC packets on the website, but the full record of district governance can not yet be found there because not all reports and presentations are part of the packet or are not published afterwards. SC documents on the website could be better organized, more easily located by search terms, and more easily searched internally.		Website could still use improvement. Frequently encounter "sorry the page you requested cannot be found"; student handbook is buried in long list of documents - not easy to find	No regular plan in place to review the website	This has been dramatically improved over the past few years and much appreciated by many

Conduct of Meetings

Linda Nancy Mary T Jon Mary Z Mauren SusanMary Patty

The quality of school committee meetings affects not only the quality of committee decisions and committee credibility, but also the level of confidence the community has in the committee. School committee decisions can be made only at these meetings, which often provide the public its only "window" into the school system. The meeting agenda is planned jointly by the committee chairman and the superintendent, and must be adhered to by the committee.

1 Committee members receive sufficient information far enough in advance to prepare for meetings		Information is provided on a Friday afternoon for a Monday meeting. This is short for some agenda items.		Receiving an agenda and supporting packet on Friday for a Monday meeting does not provide enough time for research, examination of data, and conversations with community members, especially when voting money for initiatives and expenditures outside the budget process. Sometimes the packet does not contain sufficient data on which to base a substantive discussion.	Could be better		Putting the packets out on Thursday would allow members more time to ask questions before the meeting.	As stated previously, sometimes this is not possible with the fluidity of events happening
2 Public input is welcomed, and is done according to an established policy		The policy of not allowing public input on an agenda item basis does not encourage input.		Public comments are welcome at the start and end of each meeting as listed on the agenda				

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
3 Full and sufficient debate is allowed.				Discussions are allowed to run their full course				The chairperson has been exceptional in this department and I hope it continues.
4 Discussion is focused on issues, not personalities.				Discussions are respectful and focused on facts and perspectives	The committee does well to not make issues personal			Again, the chairperson is instrumental in keeping the issues on topic and focused on solving issues and moving forward
5 The physical setting is conducive to productive discussion and decision making.	The space is large and has an echo.				We may be better in a smaller room.		AV issues and room acoustics detract from the quality of the meeting	Personally, I think it is a terrible setting. The sound is awful, the lighting is terrible, there are no appropriate electrical outlets to plug into, the equipment often fails making presentations difficult to start and the orientation of the table makes it awkward to allow everyone to see the audience.

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
6 Meetings are frequent enough to prevent overcrowded agendas.				To save meeting time it would be appropriate for the minutes to be proof-read for spelling and grammatical errors prior to inclusion in the packet.	Most of the time		Occasionally meetings run over, but not often.	
7 Meetings are focused and easy to follow with sufficient supporting documents available to the public.				Most documents presented are available to the public but not always in electronic format and not always posted to the website		For committee members, yes; hard to judge if there are sufficient supporting documents available to the public.	Materials are not available to people watching the cable broadcast	The agendas are well planned and usually end on time and sometimes even allow for longer discussions on necessary topics.
8 Presentations, discussions and commentary are easily heard and seen by viewers watching broadcasted or taped meetings.				Thanks to HCTV! (Although we frequently have problems with the projector.)		Have never watched.		Probably not as the sound quality is the room is really bad.

Student Achievement

The Harvard School District has a tradition of high performing students. The school committee is responsible for maintaining and building upon the proper foundations for students to learn and achieve at the highest level possible. A critical role of the committee is to establish high quality standards and systems priorities focused on enhancing student achievement. It is essential that the committee keeps itself aware of student achievement, make corrections as necessary, keep the community informed of the status of the districts progress and to ensure that all functions of the school district work well together.

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
1 The committee devotes sufficient time for informed discussion about student achievement and continued improvement in student learning.		Would still like to hear whether the programs we review are meeting our goals for all students.		Presentations are appropriate for monitoring progress. It feels like we should spend more time discussing student achievement priorities during the goal setting process.				
2 The committee evaluates the effectiveness of professional development for improving student learning and achievement.		Some evaluation of how PD improves the school environment; not certain we've evaluated how it affects student achievement.	This is a difficult task to definitively evaluate.	This has not happened that I'm aware of.			PD is reviewed and Dr. Dwight keeps the committee informed about speakers/worksh ops.	We do evaluate it but we are at the mercy of the people presenting it. Not sure if there is a better way of determining this.
3 The committee monitors the progress of student learning in relation to improvement goals	The dashboard will help us with this goal.			Completion percentages are provided to the committee during the semi-annual updates, but more data showing the effectiveness of the work should be provided. Having improvement goals that are specific and measureable would facilitate this.				this is done twice a year and very helpful

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
4 The committee mobilizes the community to support the goals for improving student learning and achievement.					It seems hard to mobilize the community although they do support the budget which in turn supports improving student learning.		Community members participate in the Science Fair, Senior Project review, Athletic Advisory, PTO enrichment opportunities at both schools.	as well as can be expected and welcomed by the community
5 The committee ensures there is strong leadership for improving instruction in ways that result in improved student learning.				I would expect this to look like an ongoing focus on evaluating and improving the processes for hiring, supervising, and evaluating employees.				The superintendent and administration have done a great job of hiring and utilizing present staff to make this a successful priority
6 The committee discusses/reviews legal mandates and rules related to improving student learning.							MASC is a good resource for this but I think we could devote more discussion to this.	The superintendent and administration are both very proactive in bringing any issues of importance to the committee

Outcomes

	Linda	Nancy	Mary T	Jon	Mary Z	Mauren	SusanMary	Patty
1	Calendar: The annual school calendar has been reviewed by a calendar subcommittee and recommendations have been made to the school committee that maximize student learning, time on learning and resources.	Successfully complete with movement on health care.	SC representatives have been working diligently on contract negotiations.	While the entire contract has not been ratified, major proposals have been tentatively agreed upon. Full ratification is expected.	The negotiating team is doing a good job of listening to and building consensus with the committee members and representing the will of the committee in negotiations.		The deadline was not met, but negotiations are still in process and two final meetings have been scheduled.	This is still in process but moving forward in a positive direction
2	Bromfield House Decision: A plan for the use and/or disposition of the Bromfield House has been aligned upon and resources have been identified to fulfill that plan	Work for the School project is on track and the Building Committee and Visioning Committee have met all deadlines with great attendance at meetings.		We are on schedule with the MSBA timeline for the HES building project.	This committee demands a high volume of detail oriented work on a tight and inflexible timeline.		Nothing has happened due to the need for the administration to fully implement the program	The superintendent and building committee are on target to deliver this plan on time.
3	Science Labs: A design for renovations has been finalized and requisite funding has been approved.			A plan has been presented, but not yet agreed upon to ensure athletic expenses will be covered for the next 3-5 years.	This is a tough nut to crack and I look forward to seeing the supporting data for the recommendation.		A recommendation has been made, but funding has not yet been allocated.	A proposal has been submitted to the committee and discussions will occur at the next meeting to determine if we can move forward with this plan.