

Select Board
Tuesday, August 10, 2021
Town Hall – Clark Room
66 Westford St., Carlisle, MA 01741

The Carlisle Select Board met on Tuesday, August 10, 2021 at 7:00 p.m. at the Carlisle Town Hall (Clark Room) located at 66 Westford Street. Present were Barney Arnold-Chair, David Model-Vice-chair, Nathan Brown, Kate Reid and Luke Ascolillo.

Barney Arnold explained that the Select Board will be conducting a working session for Fiscal Year 2022 Strategic Goal Planning. Note: This working session will not be live streamed or recorded however the public is welcome to attend in person ONLY.

Also present was Marc Wey to facilitate the strategic planning and goal setting discussion. In preparation for Tonight each member of the board was requested to define 1-3 long term strategic objective (3-5 years) along with a short term (FY '22) SMART goal that can realistically be accomplished in the current fiscal year.

Below is a DRAFT list prepared by Marc Wey and Nathan Brown of the long-term and short-terms goals as discussed by the Select Board.

DRAFT
FY22 Select Board Goals

Financial sustainability

Ensure Carlisle's long-term affordability for diversity of households.

Short term:

1. Evaluate the expected growth and expenses over the next 5-10 years and develop a plan for addressing the gaps
2. Develop a long-term goal regarding tax increases.

Environmental sustainability

The Select Board is committed to ensuring the environmental impact is considered for all projects. Towards this end, all future decisions should include a description of the environmental impact, whether beneficial or negative

Short term:

1. Create a Town-wide policy and process.

Citizen engagement

An engaged and informed community makes it stronger. We will work to increase interest in town government by ensuring all committees are well structured and supported by the Select Board and increasing citizen's general involvement in town affairs.

Short term:

1. The Select Board will meet with every committee at least twice per year to ensure alignment and communication

2. Committee charter and team reviews
3. Open forums, booths, etc.
4. Voter participation?

Quality of Education

Ensure our schools remain a strong town asset by providing excellent education K-12 through ensuring a collaborative alignment between the school committees and the Select Board on high level goals for the school districts.

Short Term:

1. Strengthen ties between Town and School at multiple levels through meetings, both to know each other and identify common projects.
2. Work with the school committee to identify a shared vision and long-term goals for education in Carlisle.

Town Hall alignment

Maintain and foster a professional work environment by ensuring collaboration between departments, providing a path for advancement and succession planning, and developing a clear understanding of success through establishing goals and evaluating performance.

Short term:

1. Implement annual goals setting and performance review process at all levels.
2. Meet with all staff on a quarterly basis to better understand how we can support staff.
3. Establish an informal gathering between staff and the Select Board (BBQ?).
4. Create mechanism for celebrating excellence.

The Select Board is scheduled to continue the FY22 Goal-setting process at their next meeting on August 31, 2021.

On the motion made by Kate Reid and seconded by David Model, it was unanimously **VOTED** to adjourn the meeting.

MEETING ADJOURNED

Submitted by:
J. Gibbons

List of documents reviewed at meeting:

- SB Meeting Packet prepared for 8/31/2021