



STRATEGIC PLANNING

Listening Tour Report

What is the purpose of the Strategic Plan?

Lamar CISD is in the process of crafting a strategic plan that will articulate four to five key priorities that will guide the District through the next five years. The plan will also clearly identify the most important goals that will help the District drive towards realizing the strategic priorities.

The plan will not outline every strategy that the District will take to make progress on these priorities. That task will remain with the Board of Trustees and District leadership after the strategic plan is approved.

How is Lamar CISD's Strategic Plan being developed?

In partnership with The Holdsworth Center, the District will incorporate a broad set of stakeholder voices to produce an inclusive plan to which all work in the District can be aligned. We are currently at the mid-point of the strategic planning process:

Oct. 2 – Dec. 3, 2018

Conduct a Listening Tour to facilitate conversations with parents, staff and community members

Feb. and March 2019

Convene a Strategic Planning Committee to draft and refine goals based on the key themes

Oct. 15 – Dec. 3, 2018

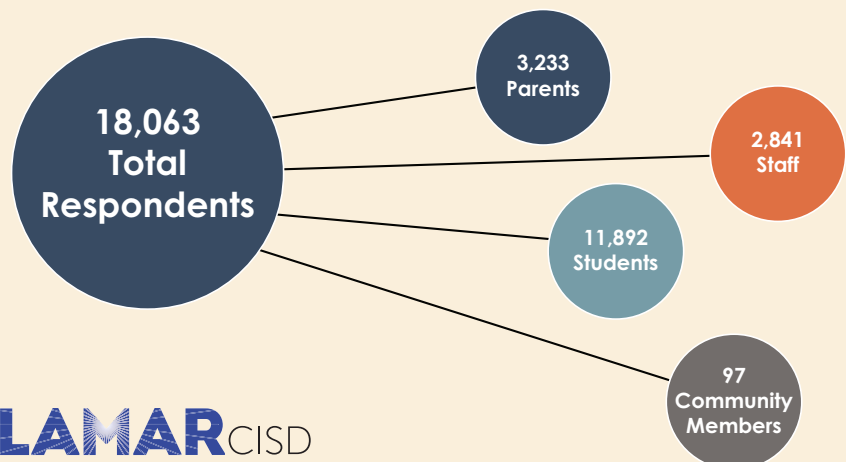
Collect student, parent, staff and community feedback through a strategic planning survey

April 2019

Present a draft strategic plan to the Lamar CISD Board of Trustees for review and approval

What input has Lamar CISD received from stakeholders so far?

During the Listening Tour, 347 stakeholders attended 10 meetings (two per color track) to share their input. Many others offered their perspective through the Strategic Planning Survey.



Listening Tour Report

Below is a summary of wide-ranging themes that have emerged based on input received. This is not a comprehensive list of all feedback received, nor an endorsement of any particular ideas.

Evolving the Student Learning Experience

As 21st century employer expectations evolve, so must the District's approach to how and what students learn. Participants highlighted a need for relevant updates to instructional methods and materials, ensuring they are tailored to individual student needs and interests, challenging to learners at every level and promoting independent problem-solving in a digital world.

Equipping Students with Knowledge & Skills to Succeed in a Changing World

Students graduating from Lamar CISD schools should be equipped with the knowledge and skills needed to succeed in the post-secondary path of their choosing, whether that be entering the workforce or attending college. Lamar CISD should equip students to be successful in any of these pathways.

Promoting a Safe and Healthy Environment for Students

Student and teacher safety emerged as a clear priority among all stakeholders. Key ideas included investments in facility infrastructure and technology that promote physical safety on campus as well as an increased focus on promoting mental health for both students and staff. Of note, this theme was a top priority for students, particularly concerning strategies for addressing and preventing bullying.

Planning for Rapid Growth of the District While Preserving District Culture

Stakeholders are both excited by and worried about the rapid growth in the District. While the growth presents many opportunities, participants expressed the need for the District to aggressively and proactively plan to manage the additional demand in an equitable fashion while preserving Lamar CISD's small town feel and forward-looking mindset.

Focus on Talent

Students directly benefit when teachers and administrators are highly qualified and engaged. Listening Tour participants highlighted a need to promote teacher recruitment and retention by providing more meaningful professional growth opportunities and reexamining the balance of staff responsibilities. Throughout the Listening Tour process, stakeholders frequently noted their appreciation for offering a forum to share direct feedback and expressed a desire for similar, continued engagement in the future.

What happens next?

From over 140 applications submitted in 2018, approximately 40 individuals were selected to join the Strategic Planning Committee. During a series of meetings facilitated by representatives from The Holdsworth Center throughout February and March, this committee will review the top priorities that emerged from the listening tour, refine those ideas and create two to three aligned goals for each priority. The Board will review and adopt the plan in April. We would like to extend a thank you to all of those who have offered their input and perspective so far. If you have any further questions about the process, please contact communications@lcsd.org or call us at 832-223-0330.