

LCISD Strategic Planning Committee Meeting 1

Feb 25, 2019

Strategic Planning Meeting 1 Agenda

1	Welcome, Introductions, and Goals	25 min.
2	Relationship Building and Committee Norms	25 min.
3	The Strategic Planning Process	20 min.
4	Listening Campaign themes and Group Discussion	40 min.
5	Close and next steps	10 min.

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Welcome to the LCISD Strategic Planning Committee!



The Holdsworth Center has been working with Lamar CISD for the past 18 months. We're honored to partner with the district!



Goals for Tonight's Meeting

- Build relationships across the strategic planning committee
- Gain clarity on strategic planning committee and the committee's goals for the next 5 weeks
- Create group norms/individual commitments
- Select focus teams for each Strategic Priority

Introductions

Please say your name and
your relationship to the Lamar community

Why Strategic Plan?

“Someone's sitting in the shade today because someone planted a tree a long time ago.” - Warren Buffet

Preparedness

Engaged Community

Responsive Administration

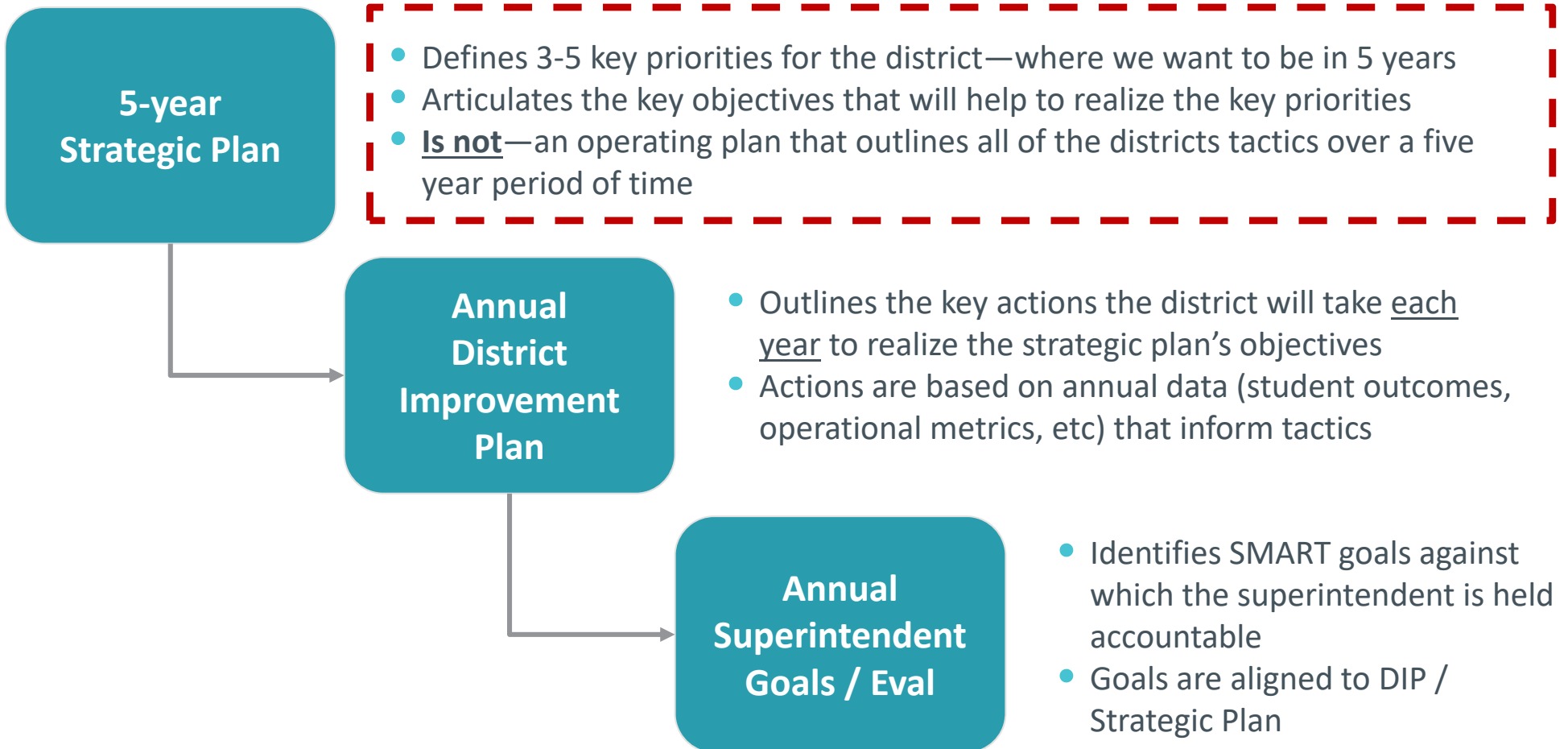
Students Equipped to Succeed

Aligned Decision-making

Clear message and priorities

A Strategic Plan is part of a district's planning / goal-setting system

It doesn't need to include every detail—there are other parts to a strong system



The strategic plan establishes the direction of the district

It isn't a tactical blueprint for all district actions over a five year period of time

What the strategic plan must do...

Incorporate a broad set of stakeholder voices

- The board
- Staff—Campus & Central Office based
- Parents & students
- The community

Clearly articulate the most important 5-year priorities and objectives

- These are the “big rocks”—things that won’t change over a 5 year period
- A smaller number of big goals is better than a lot of small goals

Provide a broad, inclusive destination against which all work in the district can—and should—be aligned

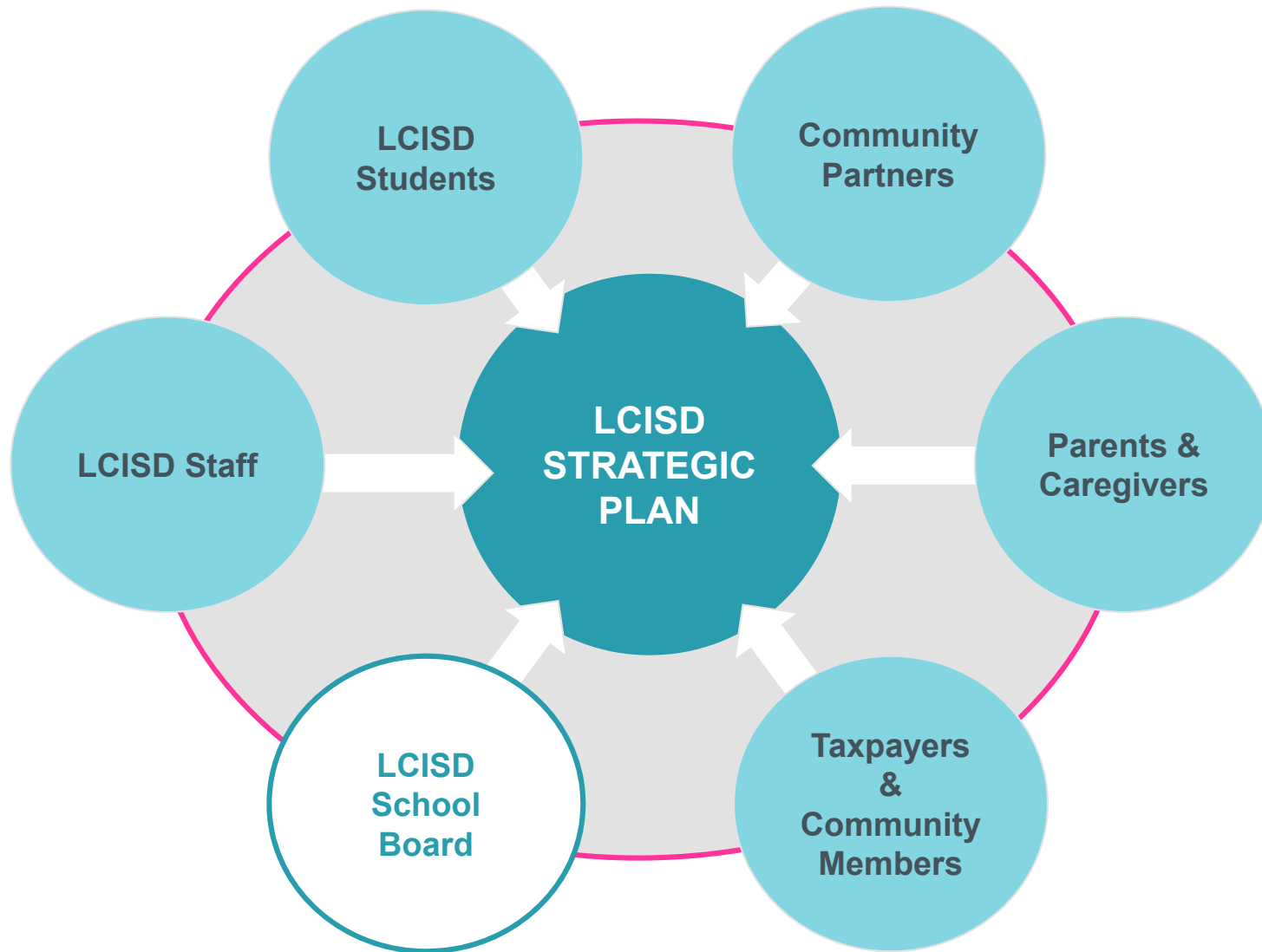
...and does not need to do

Script every action the district will take to achieve the goals

Include goals for every operational area of the school district

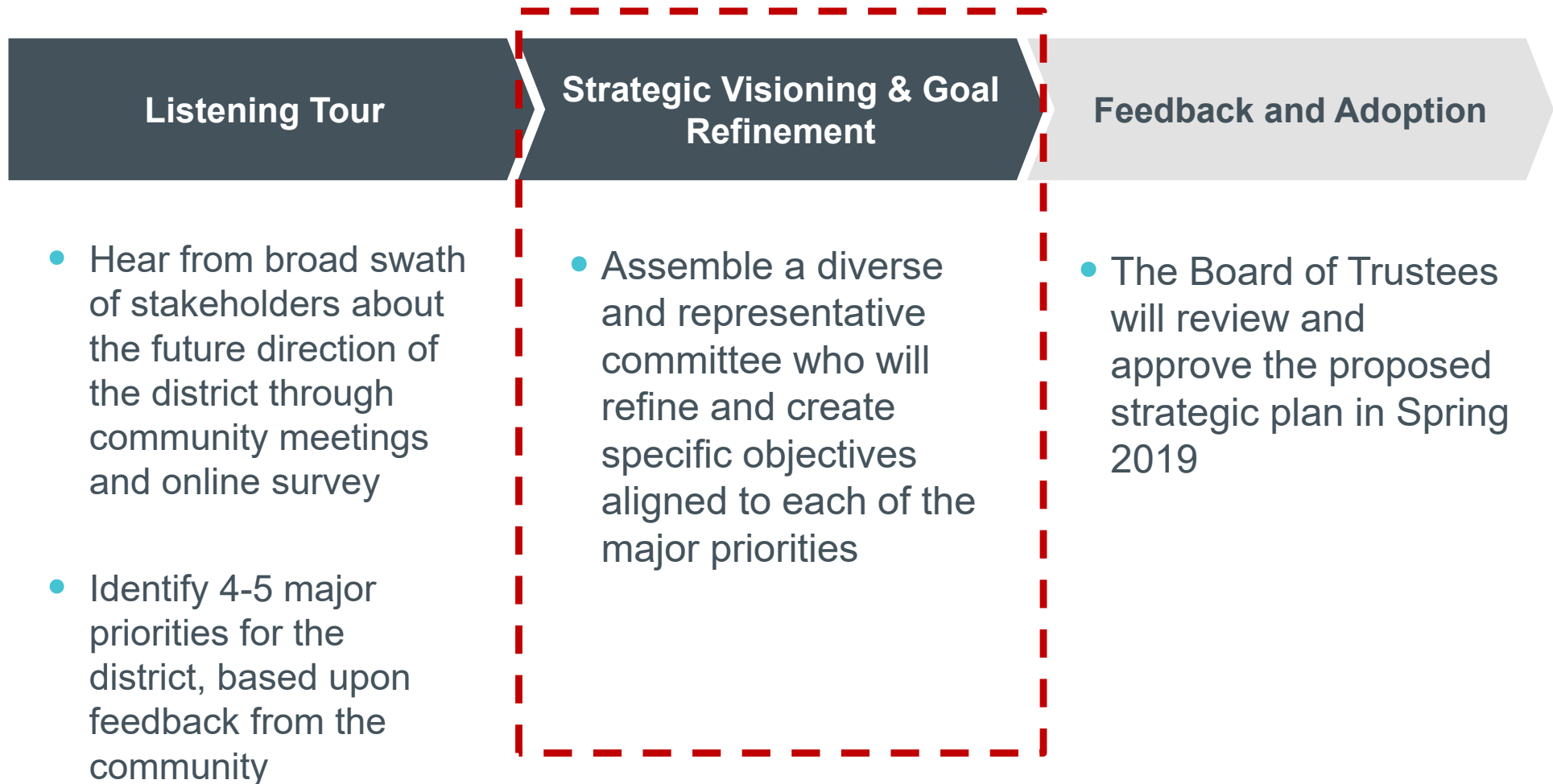
- The work of the entire district should support the goals
- The actions of each operational area that support the goals should be outlined in the DIP

Success in this process = All of LCISD identifies the strategic plan as OURS

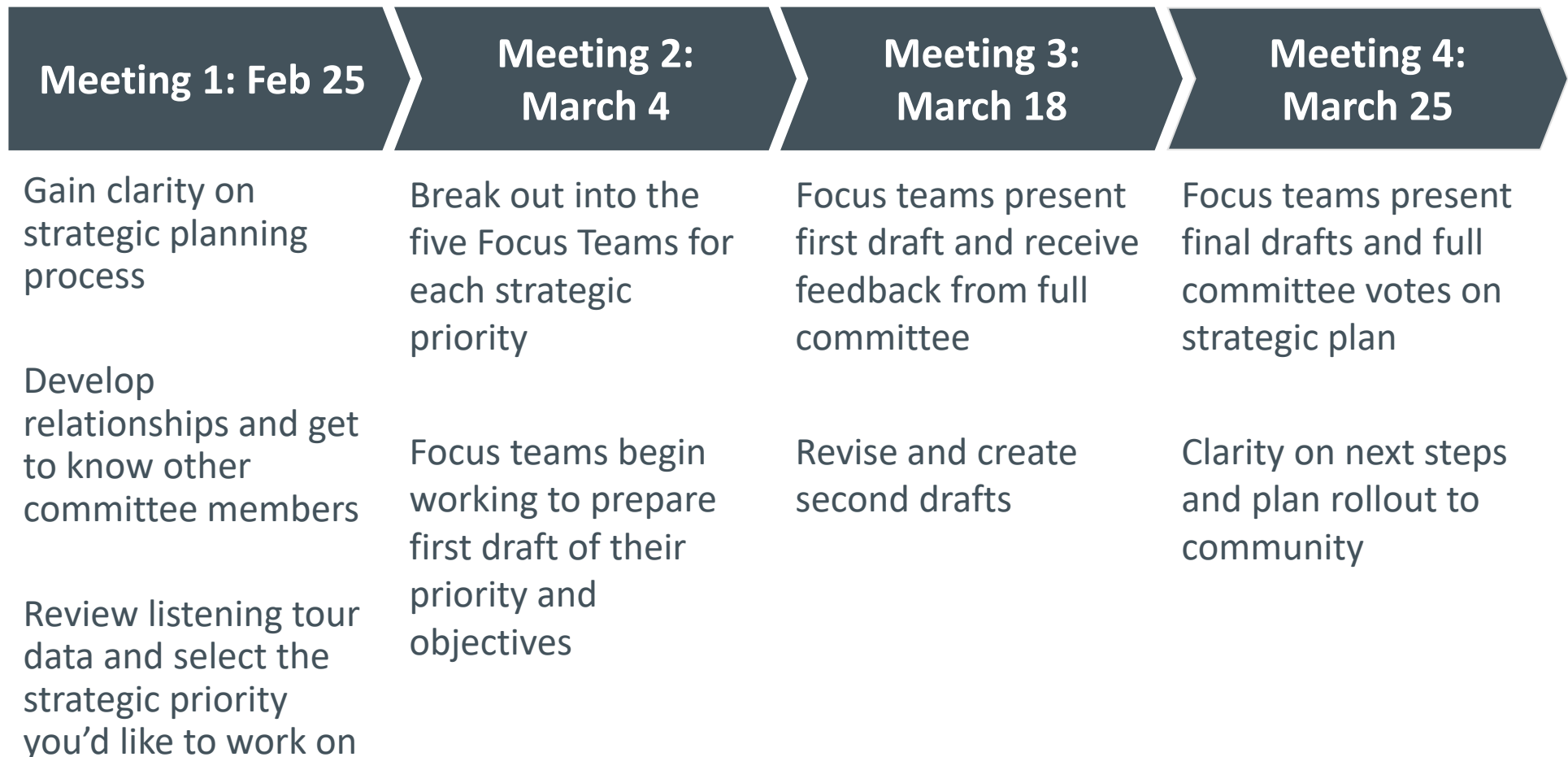


Draft—for discussion only

Lamar CISD's strategic plan is being crafted through a 3 step process



Over the next month, this committee will identify ~3 objectives for each priority and deliver a Strategic Plan to the board for approval



What it means to be a leader at Lamar CISD



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STRATEGIC PLANNING

LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

My reason why:

#MYWHY

Partner Share

In groups of two or three, share your “why” for being on this committee

What is motivating you to plan for the future of this district?

What is your vision for Lamar CISD in 2024?

Total Time: 10 minutes

Group Norms provide a sense of a team's values and ideals for working together

Sample Norms:

- Treat each other with dignity and respect and listen to understand
- Practice being open-minded
- Practice and experience humility
- Committee members will hold themselves and one another accountable to commitments
- Keep contributions student-centered
- Others?

Do you support ratifying these norms?

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The two strategic plans in front of you are examples of what the LCISD board would like this committee to develop

Christina, DE

Washington D.C.

ACADEMIC PROGRAMS Strategic Plan Focus #1

Rectangular Snip



The academic achievement and success of students is our most important goal and is the ultimate reason that families and students enroll and stay in our schools. Our academic programming plan is designed to help students reach their aspirations and close academic performance gaps in all schools in the district.

CURRICULUM

Curriculum review and adoption in all core subject areas, K-8

TECHNOLOGY INTEGRATION

Using technology to support learning

STUDENT SUPPORT

Supports for all students:

- Trauma-informed instruction
- Culturally appropriate teaching and curricula
- Early learning
- Afterschool and wrap-around services
- English learners

SCHOOL TIMES & CLASS SIZES

Time and class size:

- Secondary school start times
- More time in school for students
- Review of class size K-8

Strong relevant, K-12 comprehensive academic programs that put students on a trajectory for success in life

ADVANCED ACADEMICS



- Advanced Placement courses
- Dual college/high school enrollment
- Enhanced honors programs
- Gifted and talented programming K-12
- World languages

COLLEGE & CAREER READINESS



- Rigorous standards for all students
- Career academies specialized by high school
- Middle school programs aligned to high school career academies
- Career exploration and work-based learning

SPECIAL EDUCATION SERVICES



- Special education function and organizational structure
- Professional education
- Education service identification and process
- Inclusion
- Resources

10 Together, educating every student for excellence

STRATEGIC PRIORITIES

PROMOTE EQUITY

Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias.

- Focus on equity across all DCPS.
- Offer programming that supports students of color.
- Prioritize budgeting and resources for students who need them most.



EMPOWER OUR PEOPLE

Recruit, develop, and retain a talented, caring, and diverse team.

- Infuse our values into all that we do.
- Improve teacher pipelines, especially for bilingual teachers and male educators of color.
- Strengthen school leadership development.



There are several key commonalities in the strategic plans

Common Components

Identifies the top priorities for the district to work on

Includes many voices

Provides Direction for the district, not Directives

What they do not do

Provide a prescriptive roadmap for each priority/goal

Only reflect one constituency (district employees, parents, etc.)

Attempt to micromanage the district

What does it mean to provide a *direction* vs. a *directive*?

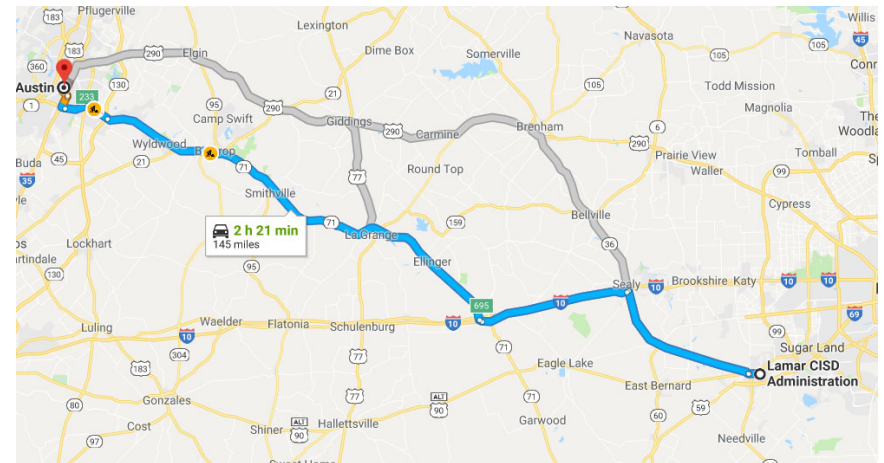
Direction

- Providing strategic clarity about where the district should go
- Providing a general direction, but does not mandate a specific 'how' or strategy to get there



Directive

- Requires that a particular strategy or tactic must be used
- Imposes specific strategies upon the district



Can you think of some examples of providing direction vs. a directive?

This committee's strategic plan output will comprise 5 strategic priorities, each with aligned five-year objectives

Illustrative

Priority #1: Evolve the Student Learning Experience

- Objective A
- Objective B
- Objective C

Priority #2: Equip Students with Knowledge and Skills to Succeed in a Changing World

- Objective A
- Objective B
- Objective C

Priority #3: Promote a Safe and Healthy Environment for Students

- Objective A
- Objective B
- Objective C

Priority #4: Plan for Rapid Growth While Preserving District Culture

- Objective A
- Objective B
- Objective C

Priority #5: Focus on Talent

- Objective A
- Objective B
- Objective C

What do we mean by an objective?

Example of an Objective

Strategic Priority: Focus on Talent

Objective: Increase staff's access to high quality training, coaching, and professional development to retain and develop 21st Century educational leaders

Objectives Are

- Direction, not directive
- Ambitious
- Feasible
- Within the district/board's locus of control
- The MOST important thing the district should focus on
- Specific

Objectives Are Not

- Overly prescriptive – i.e. providing numbers and exact timetables without expertise
- Outside the board/district's locus of control
- Your pet project

Let's Practice!

Using sample objectives, we will vote on whether an objective is Strong or Needs Work.

If it needs work, how could it be reworded to be better?

Ready?

By 2024, All students will have access to and training in cutting edge technology to prepare students for 21st century learning.

Strong!

Provides direction, not a directive. Clear and ambitious

All students will be safe and secure

Needs Work!

While we obviously want all students to be safe and secure, this objective needs work as it is not specific

By 2024, LCISD will increase reading levels by 2% by hiring 7 additional reading specialists across all five color tracks

Needs Work!

A directive

Ensure that all students in LCISD have access to an array of CTE courses and professional certification pathways

Strong!

Provides direction, clear, within the district's control

5 MINUTE BREAK

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The district engaged several thousand stakeholders through the Listening Tour

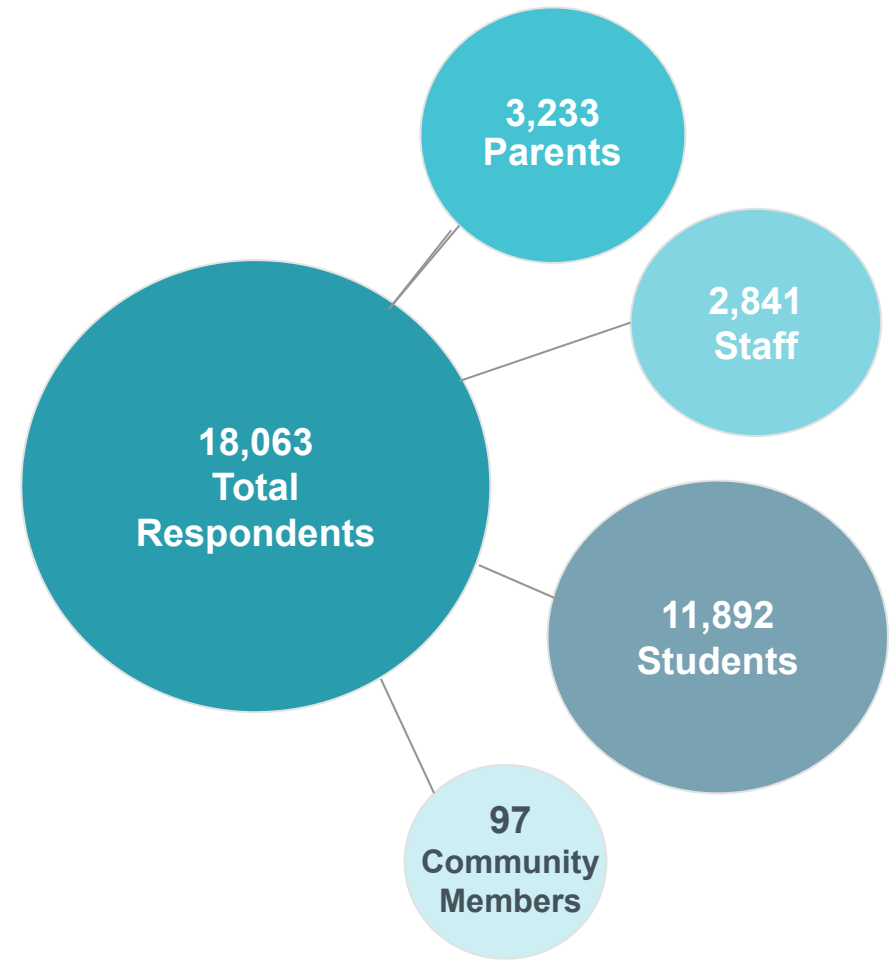
Community Meetings

10 meetings
(2 per color
track) → 345 total attendees

Staff Meetings

- One at each campus
- One in each CO department

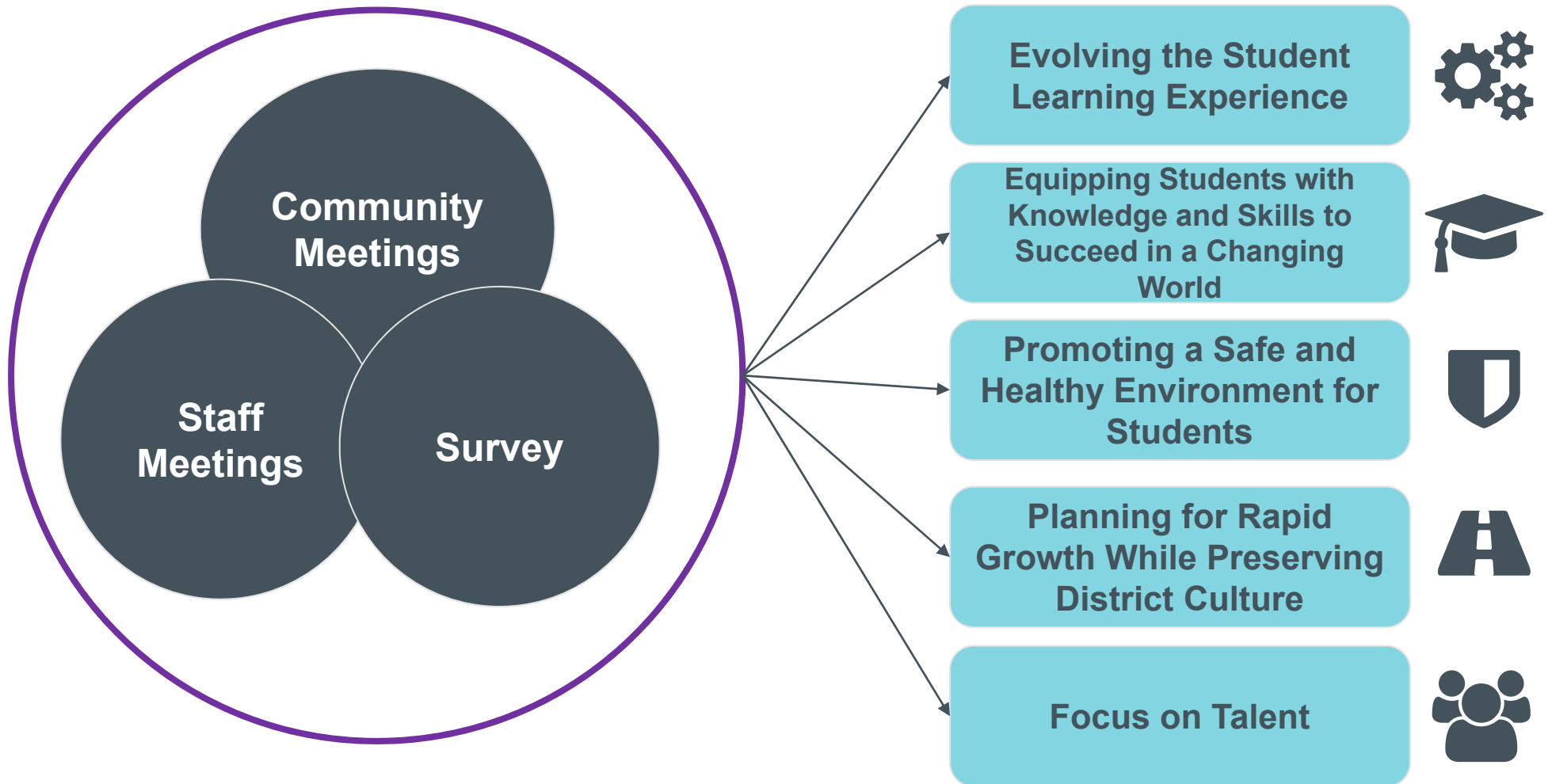
Strategic Planning Survey



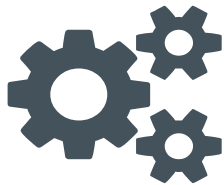
After the listening sessions concluded, we analyzed all of the hopes, threats, strengths, and growth areas and identified five themes



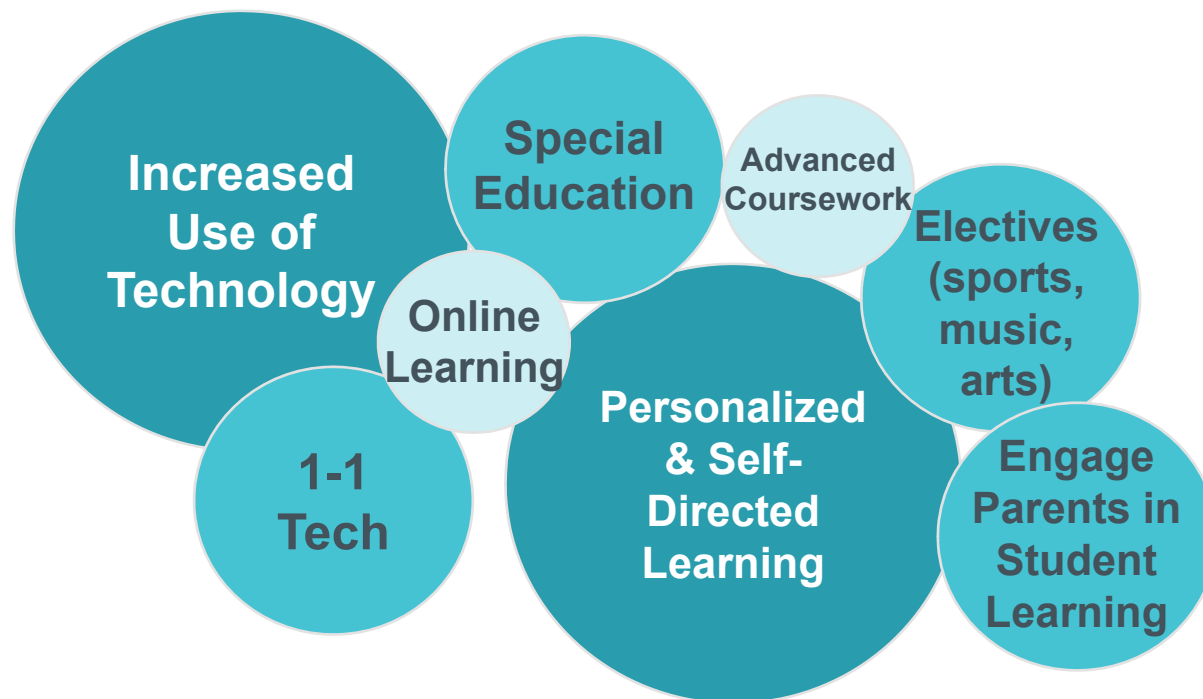
We then included the survey data to refine and develop those themes into the five Strategic Priorities



Evolving the Student Learning Experience



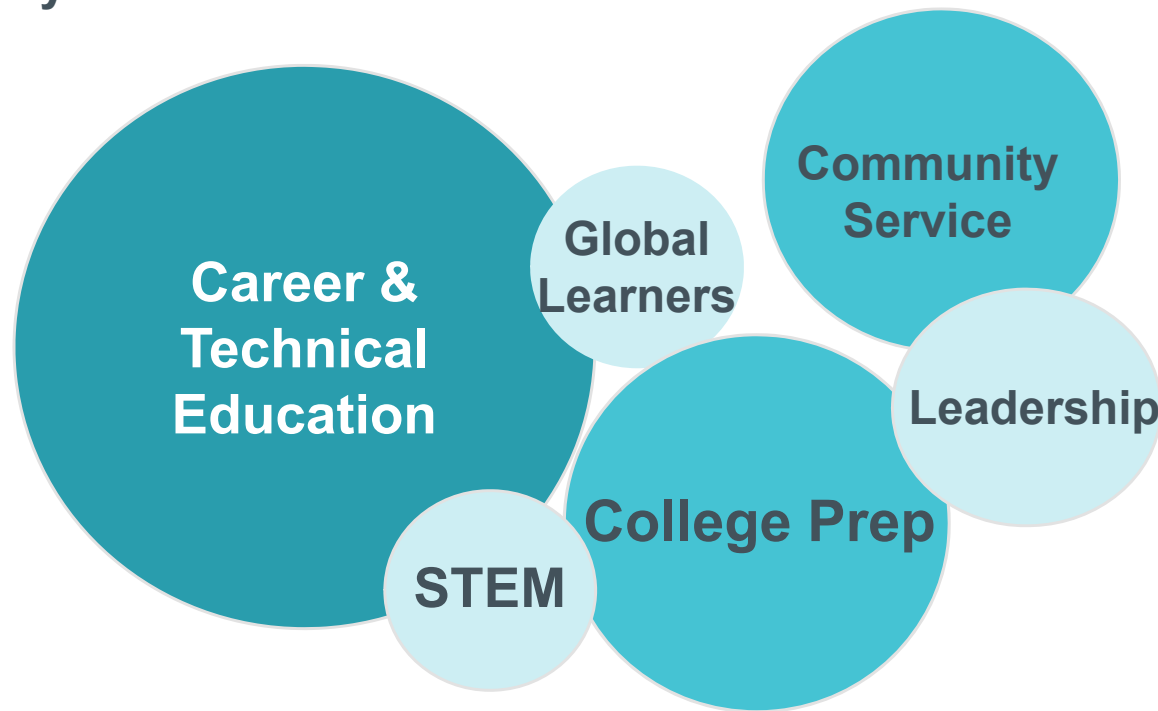
As 21st century employer expectations evolve, so must the district's approach to how and what students learn. Participants highlighted a need for relevant updates to instructional methods and materials, ensuring they are tailored to individual student needs and interests, challenging to learners at every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



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



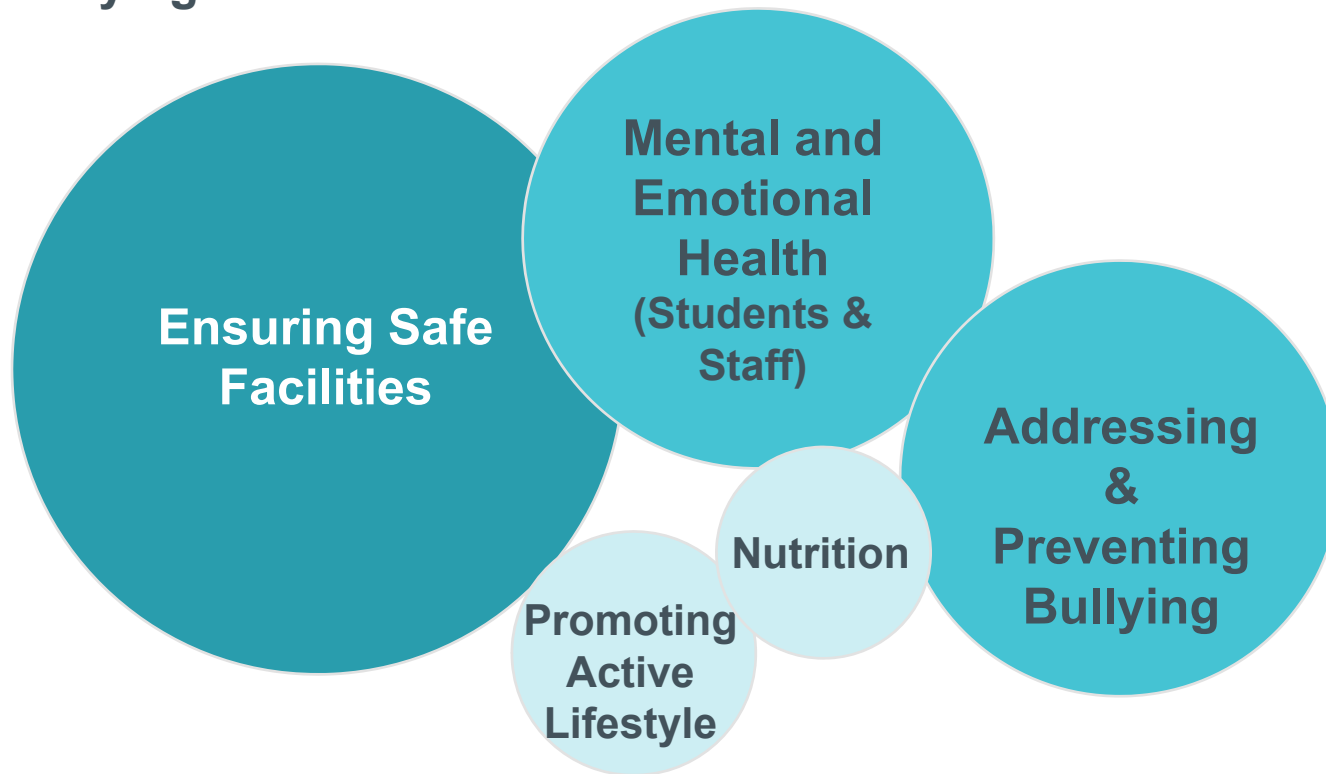
Students graduating from LCISD schools should be equipped with the knowledge and skills needed to succeed in the post-secondary path of their choosing, whether that be entering the workforce or attending college. LCISD should equip students to be successful in any of these pathways.



Promoting a Safe and Healthy Environment for Students



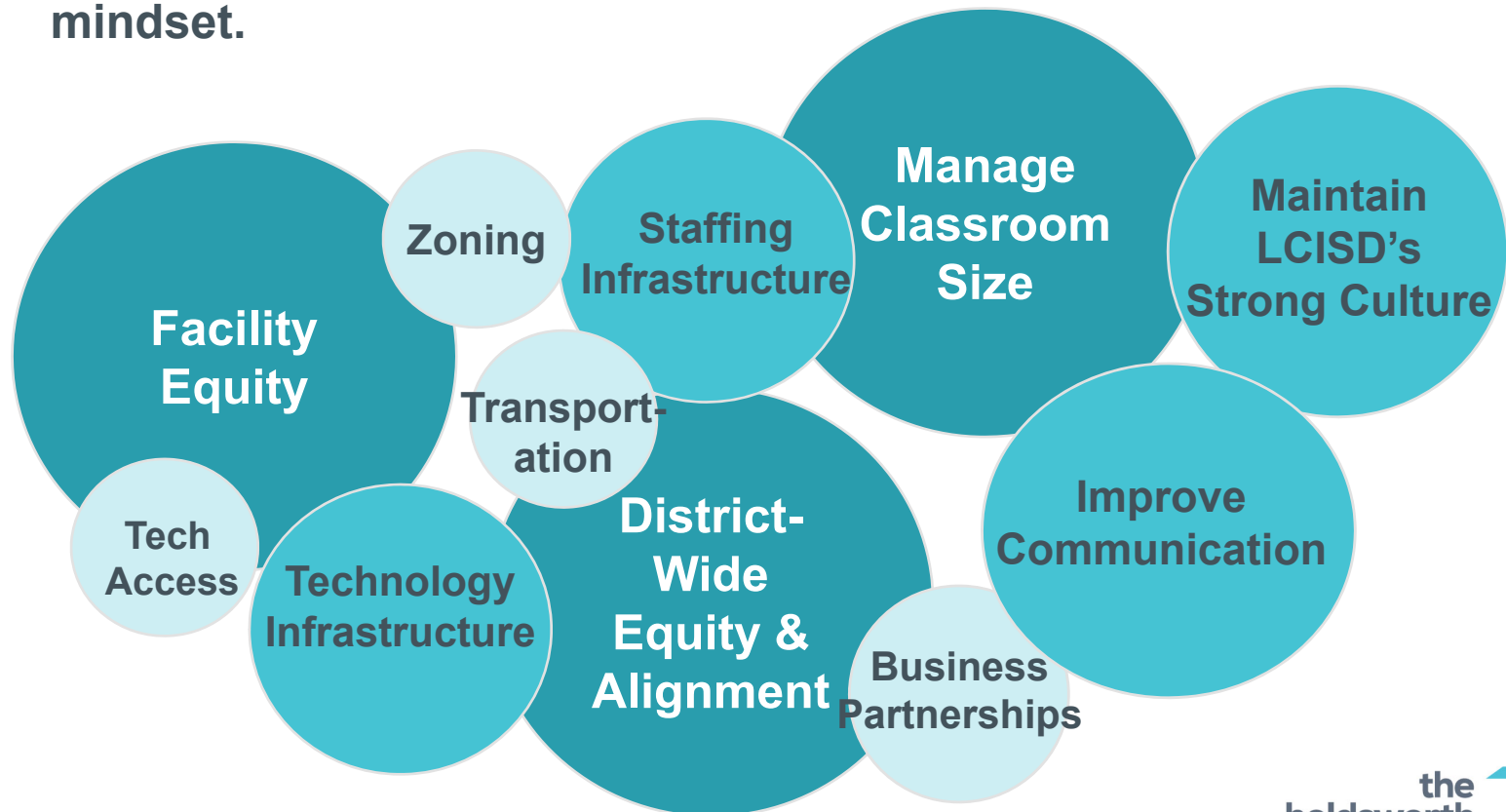
Student and teacher safety emerged as a clear priority among all stakeholders. Of note, this theme was a top priority for students, particularly concerning strategies for addressing and preventing bullying.



Planning for Rapid Growth While Preserving District Culture

A

Stakeholders are both excited by and worried about the rapid growth in the area. 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 LCISD'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.



Draft—for discussion only

Group Discussion

Reactions?

Questions?

Data Deep Dive

In Groups of 5-6:

- Read through the survey and listening tour data individually

Discuss:

- Do the five Strategic Priorities reflect the data?
- What trends do you notice?
- What questions do you have?

Time: 20-25 minutes

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Please fill out your ballot for the focus team that you would like to participate on and your meeting evaluation (2 sided)

Choose your top 3 choices and hand in your ballot

**Evolving the Student
Learning Experience**

**Equipping Students with
Knowledge and Skills to
Succeed in a Changing World**

**Promoting a Safe and
Healthy Environment for
Students**

**Planning for Rapid Growth
While Preserving District
Culture**

Focus on Talent

Congratulations on a successful first meeting!

