

# LCISD Strategic Planning Committee

Meeting 4

March 25, 2019



# Agenda

<b>1</b>	<b>Meeting Goals/Agenda</b>	06:30 PM – 06:35 PM
<b>2</b>	<b>Focus Groups Finalize Objectives and Prepare to present to full committee</b>	06:35 PM – 07:25 PM
<b>3</b>	<b>Break</b>	07:25 PM – 07:35 PM
<b>4</b>	<b>Consensus Discussion</b>	07:35 PM – 07:40 PM
<b>5</b>	<b>Presentations to full committee and Consensus</b>	07:40 PM – 08:15 PM
<b>6</b>	<b>Strategic Plan Adoption</b>	08:15 PM – 08:20 PM
<b>7</b>	<b>Next Steps</b>	08:20 PM – 08:30 PM

# Meeting 4 Objectives

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- Strategic Plan Focus Teams will finalize objective language
- Focus Teams will present to the full committee and receive final feedback
- The full committee will sign off on the Strategic Plan
- We will discuss next steps and celebrate!

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# We will continue to rely on our norms to guide our conversations

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- Treat each other with dignity and respect, 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
- Focus on the future
- Shared Voice

# Between meetings 3 & 4, Holdsworth Staff did two things: we posed clarifying questions and created descriptions of each strategic priority

Offered clarifying questions for each Objective

Strategic Priority Descriptions



Continuing to support the Focus Teams and the Full Committee

HC staff also prepared descriptions of each strategic priority to be reviewed, edited, and finalized in your focus team

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

### *Description of the priority (NEW)*

*“The district’s growth is one of its greatest challenges and opportunities in the coming five years. With new families comes an incredible chance to expand options for all of our students, and a need to continue to build the relationships and community that makes Lamar so special.”*

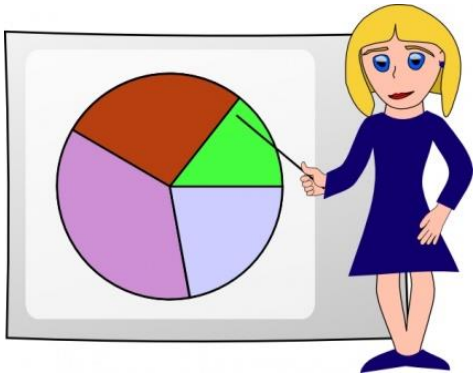
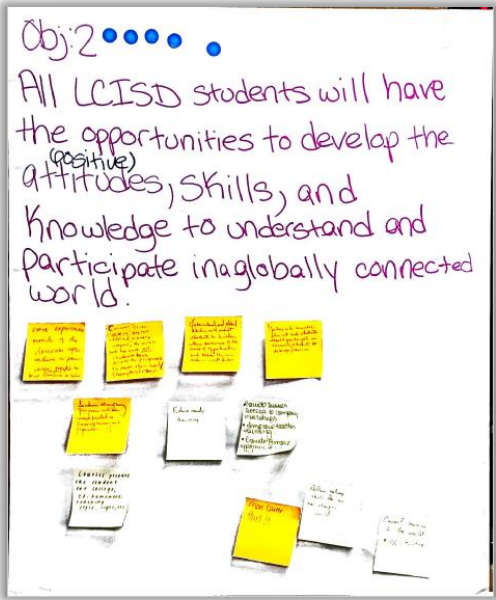
Objective A: \_\_\_\_\_

Objective B: \_\_\_\_\_

Objective C: \_\_\_\_\_

You will have time to review and change your strategic priority language in your focus team

# In your priority teams, you will review last week's feedback and clarified language, finalize objectives, and prepare to present to the full committee

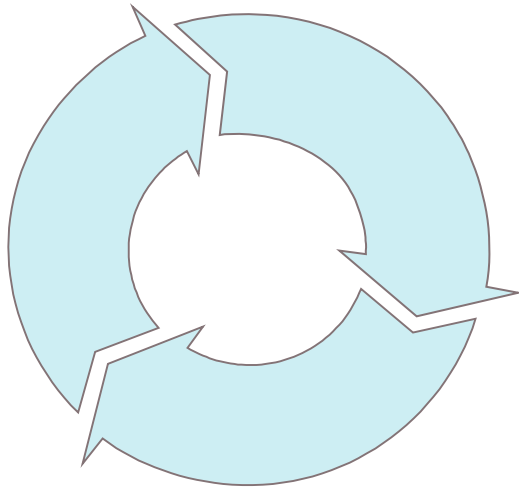




# Focus teams will now have an opportunity to review last week's feedback and begin incorporating and reworking objectives (45 min)

## Your goals for this time:

1. Incorporate feedback to refine and develop your final objectives
2. Review and finalize your Strategic Priority Description



## As you review the feedback, you should:

- Look for patterns
- Note how your objectives fit into the larger strategic plan
- Begin incorporating feedback
- Operate with our norms in mind

Like last week, each Focus Team will have a Holdsworth staff member to support you in refining your objectives

# Recall: The objective framework and criteria can help you assess the strength of proposed objectives

## Framework for Creating Objectives

**1** What feedback did the community offer through the listening tour?

**2** What are our personal feelings or experience around this topic?

**3** What data is available to inform our conversation?

## Criteria for Effective Objectives

### 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

Also make sure that each objective is distinct from one another, does not overlap with other Strategic Priority Areas, and is clear

1

Increase staff development

Be a leader in recruitment, retention, and & staff development

2

Focus on Talent:  
Obj 1

Planning for Growth

3

Could a parent, student, staff member, or community member understand your objective on its own?

## Agenda for the next 50 minutes in our focus teams

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**40 min: incorporate last week's feedback and clarifying questions and finalize objectives and Strategic Priority Descriptions**

5 min: Double check objective language and alignment to strategic priority, listening tour data, and written materials

5 min: review Strategic Priority Title and modify if desired

# Now that you have established your objectives, your Focus Team has the option to change the title of your Strategic Priority (5 min)

**Priority #1: Evolve the Student Learning Experience**

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

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

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

**Priority #5: Focus on Talent**

*You do not have to change the language of your strategic priority if you feel like it accurately reflects and encapsulates your objectives!*

## Agenda for the last 10 minutes in our focus teams

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40 min: incorporate last week's feedback and clarifying questions and finalize objectives and Strategic Priority Descriptions

**5 min: Double check objective language and alignment to strategic priority, listening tour data, and written materials**

**5 min: review Strategic Priority Title and modify if desired**

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**Break time!**

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**Come back from break at 7:35 😊**



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# Consensus is a tool to guide the committee in recommending your objectives to the school board

## What is consensus?

*“Consensus is neither compromise nor unanimity - it aims to go further by weaving together everyone's best ideas and most important concerns - a process that often results in surprising and creative solutions, inspiring both the individual and the group as whole.”*

What might this look like in the work we're undertaking?

# In order to achieve consensus, committee members should thoughtfully review each objective

<b>Agreement</b>	I support the objective.
<b>Reservations</b>	I have some reservations but am willing to let the objective move forward.
<b>Stand Asides</b>	I can't support this objective because ... But I don't want to stop the group, so I'll let the decision happen without me.
<b>Blocks</b>	I have a fundamental disagreement with the core of the objective that has not been resolved. We need to look for a new objective.

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## Focus Teams will present each objective using three steps

**1** Read the Strategic Priority Explanation and then the Objective

**2** Check for consensus: are there are any reservations, stand asides, or blocks?

**3** If there are any “blocks” – full committee works together to find a solution

# Each group will now present their objectives and receive feedback from the full committee

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## Presentation Order

**Priority #1: Evolve the Student Learning Experience**

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

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

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

**Priority #5: Focus on Talent**

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# We will now adopt all of the strategic plan priorities and objectives as a full committee

## Do you support the Finalized Strategic Plan Priorities and Objectives?

<b>Agreement</b>	I support the Strategic Plan Priorities and Objectives
<b>Reservations</b>	I have some reservations but am willing to let the Strategic Plan move forward.
<b>Stand Asides</b>	I can't support this because ... But I don't want to stop the group, so I'll let the decision happen without me.
<b>Blocks</b>	I have a fundamental disagreement with the core of the Strategic Plan that has not been resolved. We need to look for a new objective.

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# Congratulations on creating the new direction for Lamar CISD!

