

LCISD Strategic Planning Committee

March 4, 2019

Agenda

- 1** Set Meeting Expectations and Outcomes
- 2** Get to Know Your Focus Team
- 3** Generate Ideas
- 4** Synthesize Ideas and Draft Objectives
- 5** Zero-in on Priority Objectives
- 6** Closing and Next Steps

***Recall:* Last week we agreed upon norms for our work together**

- 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

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Get to know your focus team

1. Share with your teammates:

- Your name and your “why” (from the cards you wrote last week)
- Why you selected this focus area



2. Assign Focus Team Roles

- **Team Leader**: Responsible for keeping the team on task and guiding discussions
- **Scribe**: Responsible for taking notes and recording drafts of your team’s goals
- **Spokesperson/people**: Responsible for presenting the group’s recommendations during Meetings 3 & 4

**Note - Roles can rotate each meeting; your group can decide*

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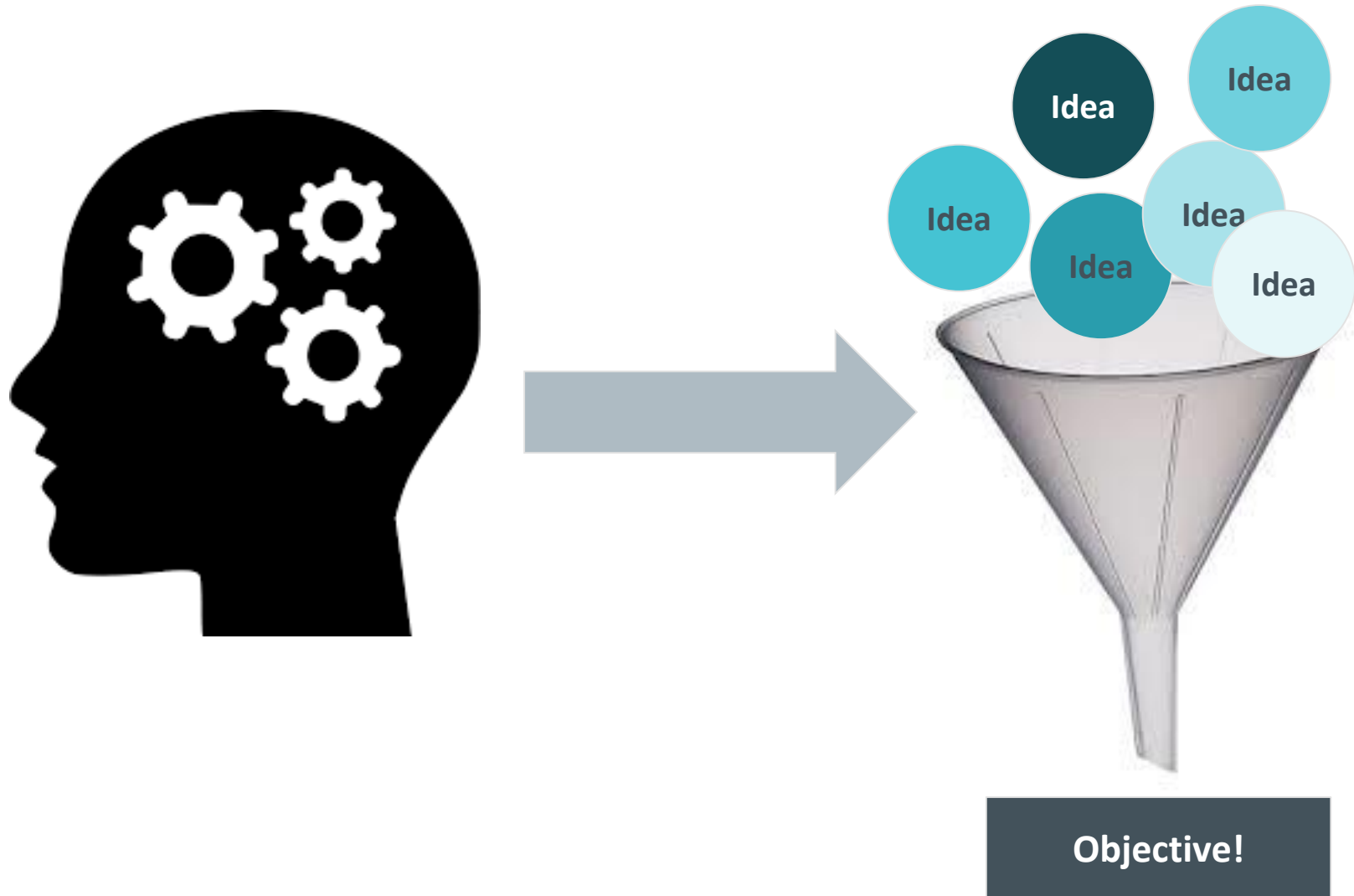
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Today, we'll begin by generating ideas, then narrowing them down into objectives



We will begin drafting objectives today, but we will have plenty of time to revise and improve them during the next two meetings

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.



In preparation for this meeting, you read lots of materials about your focus area...

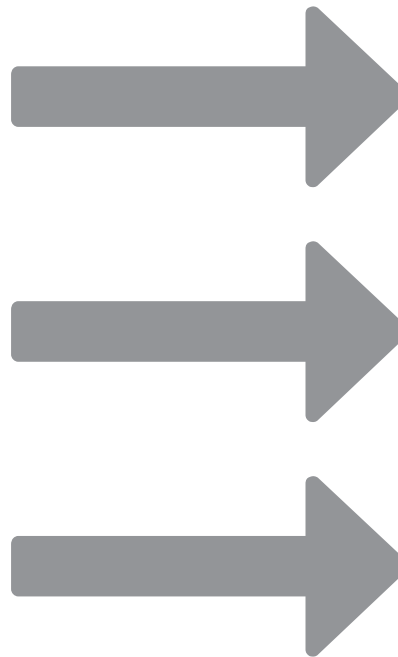
Evolve the Student Learning Experience

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

Promote a Safe and Healthy Environment for Students

Plan for Rapid Growth While Preserving District Culture

Focus on Talent



...now, we'd like you to start brainstorming about what might be appropriate objectives for your focus area (5 min)

Given your pre-reading...

- Where do you think the district should focus (within your focus area)?
- What “objectives” or goals feel important to work towards?



**Record each idea on a post-it
Important: Only 1 idea per post-it**

*****Focus on **getting your ideas on paper**. We'll review what makes an appropriate objective later***

Focus teams will now have an opportunity to discuss and develop ideas (10 min)

Your goal for this time:
Gain clarity and begin to group and narrow ideas.



During this time you should:

- Engage in conversation with your teammates
- Group similar ideas
- Ask questions to gain clarity and build understanding
- Share rationale and evidence for your ideas
- Operate with our norms in mind

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Recall: Last week, we proposed a set of criteria to guide us toward developing 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

Now we'll layer on the following 3 questions as a frame to guide the work of crafting objectives

Key Questions

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?

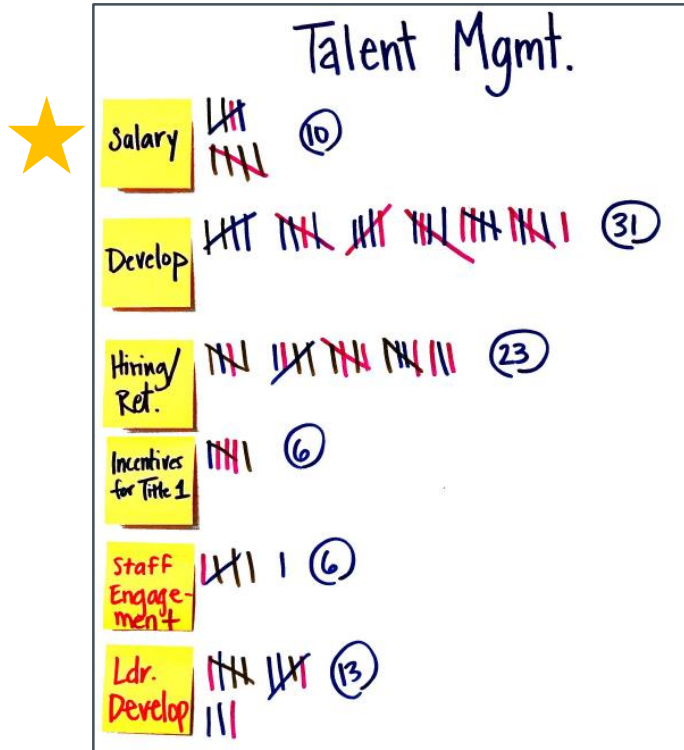
Let's look at an example together:

Focus on Talent



Proposed Objective:
Increase Teacher Salaries

What feedback did the community offer through the listening tour?

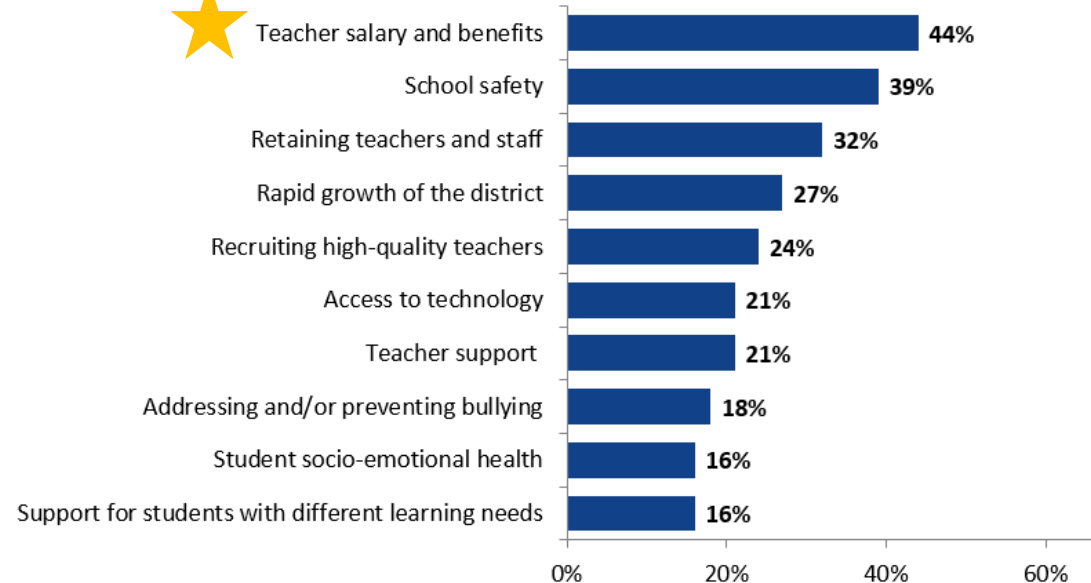


Both Parents and Staff Members

DRAFT – FOR DISCUSSION ONLY

Top 10 Priorities

What should the district's top priorities be for the next five years? (N=255)



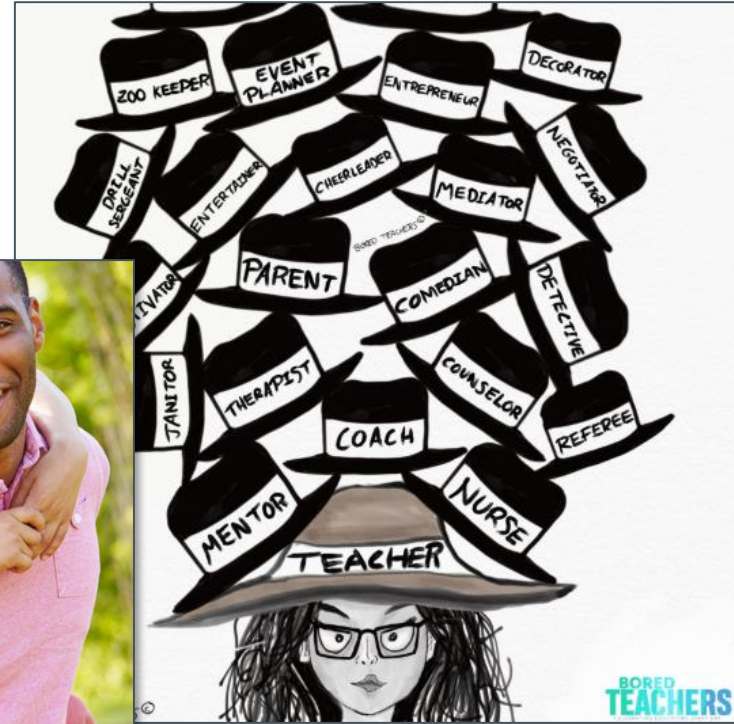
2

What are our personal feelings or experience around this topic?

I Teach



What's Your
Superpower?



3 What data is available to inform our conversation?

First year teacher salaries

Neighboring Districts



\$54,500

Katy ISD

\$53,000

Fort Bend ISD

\$53,000

Cy-Fair ISD

\$54,000

Needville ISD

\$50,500

First year teacher salaries with BA

Source: Katy ISD, Fort Bend ISD, Cy Fair ISD,
Needville ISD

3 What data is available to inform our conversation?

The trend continues for teachers with 10 years of experience

Neighboring Districts



\$58,150

Katy ISD

\$57,625

Fort Bend ISD

\$58,000

Cy Fair ISD

\$58,737

Needville ISD

\$55,100

Starting salary of a teacher with 10 years of experience and a BA

Source: Katy ISD, Fort Bend ISD, Cy Fair ISD, Needville ISD

When we apply our framework to the suggested objective to “increase teacher salaries” we have a mixed response

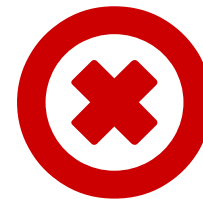
1 What feedback did the community offer through the listening tour?



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









3 What data is available to inform our conversation?



If we then apply the criteria we used last week, it would suggest that “increasing teacher salary” may not be an appropriate objective

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

Still, there are other ways we can incorporate ideas from the listening tour into objectives that are appropriate

For example...

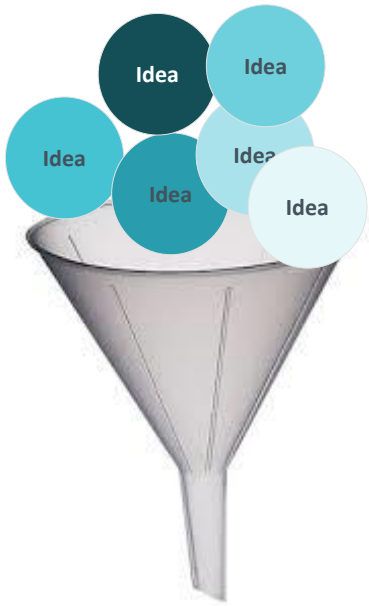
Implement strategies to improve recruitment and retention in the district

Strong!

Maintain competitiveness with surrounding districts in salary and benefits in order to recruit and retain effective staff

Strong!

Teams will now review your grouped ideas against the criteria for effective objectives



Review each idea group, and consider:

- Is one of the post-it notes summarized as an appropriate objective as-is?
- If not, can you write an appropriate objective that captures the sentiment of the idea?

You may want to split the group and conduct this activity in pairs if you have more than 4-5 idea groups

We'll walk through an example

We have provided handouts of the objective framework and criteria to use as you think through drafting appropriate 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

Example | Review the idea group and determine if one post-it is already written as an appropriate objective

Illustrative

Promoting a Safe & Healthy
Environment for Students

Training on
supporting students
w/ mental health
challenges

Add'l counselors

Early identification
of students w/
mental health
needs

Mental health
supports for
staff

Example | If not, write an appropriate objective that captures the sentiment of the idea-group

Illustrative

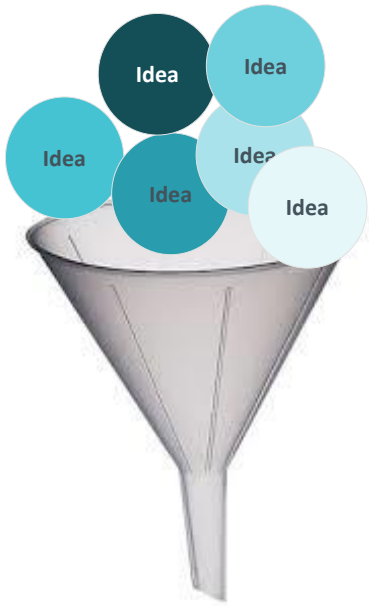


Idea Group

Increase mental health supports available for students and staff

Objective

We'll now review your grouped ideas against the criteria for effective objectives (15 min)



Review each idea group, and consider:

- Is one of the post-it notes summarized as an appropriate objective as-is?
- If not, can you write an appropriate objective that captures the sentiment of the idea?

You may want to split the group and conduct this activity in pairs if you have more than 4-5 idea groups

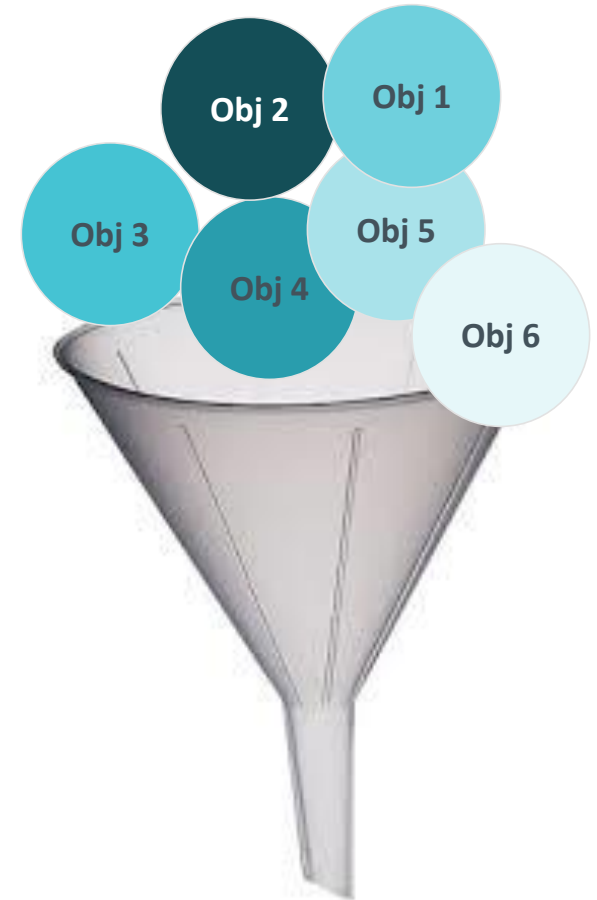
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Now you have a bunch of initial, draft objectives

We will now work to identify what we believe are the most important objectives to include in the strategic plan

The objectives will NOT be final today – we'll revisit them in meeting 3!



We'll zero in on our top ideas by taking a quick vote

Straw Poll

Silently choose your favorite ideas by “voting” with your dots.

Place your 3 dots on 3 different ideas.



Your scribe should now record each objective

Focus Team: ABC

Objective #1 A Votes

Objective #2 B Votes

Objective #3 C Votes

Objective #4 D Votes

On the form provided, record each of your objectives and the number of votes they received

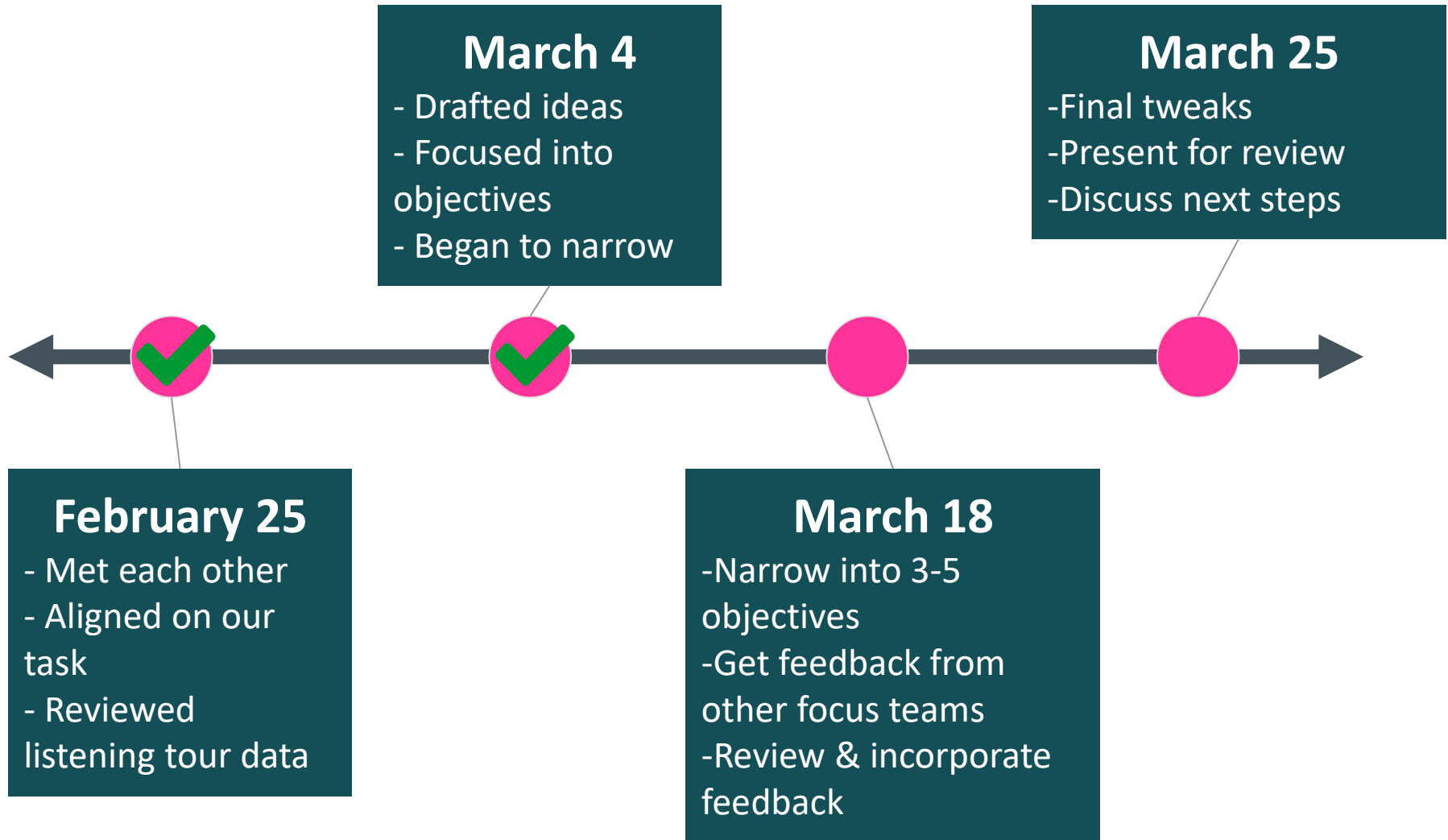
Write down all of your draft objectives – even those that received few/no votes!

We'll revisit this on March 18

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We're halfway through our strategic planning journey!



No major pre-work for next meeting; continue to think about your priority area

You should...

- Continue to think about your priority area
- Feel free to do other research on your own about your priority area
- Reach out to Barbara if you need additional information about the district or from district staff

We (Holdsworth) will...

- Review draft objectives each focus team created
- Share feedback next meeting if any draft objectives may not be appropriate objectives

Have a great spring break! See you on March 18th.