

Strategic Plan Steering Committee

April 23, 2018 - Meeting #10

Participants

Co-chairs: Ted Black and Meredith Purple

Attending: E. Holmes, K. Jackson-Davis, W. Kernodle, K. Krider, A. Luqman-Dawson, H. Machado, L. Mancilla, H. Sauve, D. Snow, I. Spencer, B. Stokley, M. Swisher, L. Wiggins, T. Natrass, L. Stengle

Regrets: N. Arandia, M. Fanguy, J. Flores, M. Forbes, J. Johnson, Z. Raoof, J. Richards, L. Ambellu, J. Hernandez, T. Yeats, P. Murphy

Guests: None

Welcome

Tonight we need to figure out what changes are needed based on community input and make any adjustments to finalize the draft plan.

We'll meet again on May 9, to review the final changes, celebrate and talk about a long term plan for tuning.

Notes

- March 21 meeting cancelled due to weather. Members provided input via email.
- April 2 meeting invited PTA, community and other leaders to learn about the plan and share ways to provide input.
- May 9 is our last meeting.

Feedback on the Draft Strategic Plan.

Homework was to read through the feedback and be familiar with the input on the Draft Strategic Plan. Attachments include input

- Gathered through the online questionnaire
- From a steering committee member
- From community members
- Draft 9 of the strategic plan

Copies of all of the input are on your tables.

Discussion of how to use our time to best update the plan in light of input.

Suggestion: break into groups that each address one area of the plan or one significant body of input.

Chair comments on topics we need to address this evening:

- "Boldness" value—input seems to indicate that title of that value needs to change. Underlying concept is fine. Group concurred, suggested "innovation" as replacement.
- Conversations with School Board - opportunity gap and achievement gap need to be addressed using those words. We have a chance to suggest how these get worked into the draft.

- We continue to need to refine Goals 1 and 2—maybe re-organize some of the content, maybe new titles/descriptions. Between the two, all the content is there, just need to make sure the organization is correct.

Committee member comments/group discussion on what they saw in the input and what should be addressed:

- Are we ok with Mission, Vision, & Core Values, Goals. If not, how do we adjust to make the items ok.
- Goals 1 & 2 we have talked about since first shaping
- Goal 3 – the community input is helpful
- Equity – define a way to balance
- Comments around the metrics, what is staff’s role in this? There is a lot to digest and it will require some work. It’s not clear to the community that staff is working on the metric.
- School management plan (SMP) and the relationship to the strategic plan
 - Plan should not direct how SMPs work; they should align to strategic plan goals and metrics, addressing where they are doing well, where do they need to work?
 - Encouraged to include in the goals.
- Structural problem-Strategic policy vs. Implementation details
 - Focused too much in the weeds
 - By the time this feeds into SMP, by design they connect to strategic plan
 - We need to say what this is about and not do the work
 - Goals shouldn’t be actionable
- The content is in the draft, but we need to make some adjustment.
- Wish the whole child was called out.
- Not calling out the whole child does not mean it’s less important
- APS didn’t follow through on Whole Child implementation

The committee broke up into groups to work on areas that were raised in the feedback.

Group focusing on Goals 1 & 2

Continued discussion on having a separate achievement gap goal or embedding it within goals 1 and 2

- We’ve had achievement goals in 3 strategic plans
- Should it be part of core value?
- It’s not a problem with the strategy it’s a deployment issue.
- If we isolate, are we sending the message that its one person’s responsibility to eliminate gaps
- Is there a preamble where we could put this to make it strategic plan wide.
- Do we need to add definition of equitable and equal?

Group focusing on Goal 3

- Needs to be beefed up in strategies
- Close achievement gaps and broaden opportunities
- Training should be moved to work force, goal 4
- Strategies specifically for families (welcome)

- Two-way communication vs. shared communication
- Explicit connection to student success

Group focusing on 4 & 5

- More action oriented
- Tighten goal 4 so it's about everybody
- Goal 5 rephrased use of financial resources
- Continued increased enrollment and high expectations requires that we look for operational efficiencies.

Closing

We're going to take this input and produce the final draft for submission to the school board. One possible result is to give 2 versions to the school board, one with achievement/opportunity gap as a new goal, the other with that idea embedded in the other goals and included in other places such as values.

Next meeting

May 9