

Strategic Planning McGregor ISD

Meeting 5



April 1, 2019

As we move through this work...

"I" is really important.

"We" is really important, too.





Why are we engaging in strategic planning?

The McGregor ISD Board and Administration anticipates growth in the next 5 years and desires to engage stakeholders in the conversation. We are choosing to take a proactive approach, as opposed to "let's wait and see what happens." By determining "what matters most" we will be able to prioritize and clearly define what is important, and in doing so we will consider the resources necessary to meet those needs. During this process we want to reflect on the hopes and dreams we have for ALL students in MISD, thus keeping students at the forefront of all decisions as we move forward.

4

Meetings: Key Focus (and the "work" in between)

#1 - Purpose, WHY, where we are now vs. where we want to be, big ideas

#2 - Delve into priorities, group breakout sessions

#3 - Revisit the SWOT activity; Campus administrator reports*

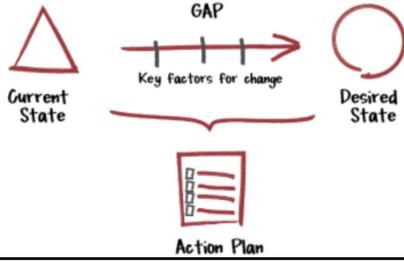
#4 - Consider/begin prioritizing action items and timeline

#5 - Clarifying questions, refining the work, select a spokesperson to present the plan to the board

Agenda

1. Welcome
2. Reflecting on the work
3. Clarification/refinement
4. Next steps
5. Closing survey

Gap Analysis



Strategic Planning vs. The Strategic Plan





To begin with the end in mind means to start with a clear understanding of your destination. It means to know where you're going so that you better understand where you are now and so that the steps you take are always in the right direction.

— Stephen Covey —

AZ QUOTES

Complete and Refine Action Items for Consideration

Action Item/Strategy	Why we believe this action item will help us address this priority...	What questions do we have?

Action Item Analysis Sample

Action Item for Consideration	Why we believe this action item will help us address this priority...	What questions do we have...
Reinstate choir at high school campus	Increase fine arts offerings at high school, providing more choices for students	-Is anybody certified to teach choir? -Have we surveyed students to see if they are interested? -How many would need to be interested for the choir to make? -Is there classroom space available? -What items would need to be added to the budget? Music? Contest fees? Cost of an accompanist? Do we even have an accompanist on staff? -What unintended consequences might result like loss of band students?

Asking Questions

What would happen if...

I wonder...

I'm thinking...

Should we consider...

What if we...

Suppose that...how would that impact...

Clarifying/Refining the Work

Why is this priority important to our community?

- Do our action items address the "need"?
- Are our action items solid, impactful, doable?
- What barriers do we anticipate?

Next Steps

1. Select a spokesperson to present to the Board of Trustees
2. Administration drafts the plan
3. Plan presented to Board of Trustees
4. Plan implemented
5. Plan monitored

**ESC Region 12 thanks you for
your commitment to the work!**

Meeting Notes/Information - McGregor ISD Strategic Planning Meeting 5
April 1, 2019

Facilitators from Region 12 welcomed those present and reflected back to the beginning of this process where strategic planning was framed for the committee. There were 15 individuals present at the meeting this evening.

Those present spent the majority of the evening completing and refining the action items for consideration. This information (also included and available for review) will be used by the administration to draft out the strategic plan. While financial trends were discussed in meetings 2 and 4, this will not be an actual priority in the plan, but the committee acknowledged that the School Board will need to continue to consider a solution moving forward in order to be able to address other needs. The fourth priority was shortened to read "*Social and Emotional Competency*." Committee members were asked to identify why the priority is important to the community, to determine if the action items addressed the need and if they were solid, impactful and doable. Potential barriers were also discussed.

The administration will meet with the Region 12 facilitators to draft out the strategic plan which will span 3-5 years. The plan will be presented to the School Board by Denise Bell, Chad Kasting and Jason Taylor (date TBD). The plan will then be implemented and monitored by the administration.

Region 12 facilitators asked those present to complete a brief survey about the strategic planning process. Mr. Lenamon thanked all present for their dedication to the work over the past 2.5 months.

Action Item Analysis - McGregor ISD

Updated April 1, 2019

Priority: **Staff Recruitment/Retention**

Action Item for Consideration	Why we believe this action item will help us address this priority...	What questions do we have?
Improve Salary	Competitive salaries are drawing people to other districts	Do we have the funds? What kind of money are we talking about? Stipends for CATE certification as incentive to certify?
Mentoring New Teachers To the District To the Profession	More likely to retain those teachers with a mentor helping them	Time and funding? Need to give a small monetary stipend to make this work
Tenure Incentive	Keeping our teachers that are invested	Do we have the funds? What is the incentive (day off, free lunch period, money) What is tenure?
Diverse Hiring	Helps to have a diverse environment	Quality hire vs diverse hire? Male and female teachers?
1st Year Teacher Salary	Wanting to recruit young teachers and a higher salary will help it.	Refer to Improve salary bullet Other incentives we have are not well-publicized and are incentive to young staff (ie: 30-day short-term leave, annuity, life insurance)
Improve Staff Morale	Retention If teachers are happy it should reflect in the classroom	How do you do it? How do you grade "morale"?
Finding Student Teachers	Free	You are taking trained teacher away from the class?

	Lower student/teacher ratio	Recruiting Student teachers that will help recruit better teachers
Collegiality	Create a positive environment Buy in, Investment, High expectations--all will grow collegiality Within staff, if present, it will pass on to kids and classroom. PLC training and instruction	Refer to improve staff morale bullet

Priority: Curriculum/Fine Arts

Action Item for Consideration	Why we believe this action item will help us address this priority...	What questions do we have?
Expand Foreign Language (French, ASL or Latin) Address foreign language at the Elementary levels	Spanish I Native vs English speakers More options/opportunities Native speakers test out of I & II Elective at JH	Can it be done in the Master schedule? Who's going to teach it? Where are you going to house it? Staff/Space
Student surveys at all levels to determine interests	Gauge student interests--needs to be administered in order to prioritize	How much do we adjust the Master? What kind of staffing issues will arise?
Expand options for all levels of students CLEP out of US History	CBE will open up opportunities for higher level students CLEP Testing for college credit	Who will coordinate the logistics?
Improve writing skills across all levels (Mandatory writing class for students during either freshman or sophomore years.)	Not enough time and too late to do it at the HS level Interest driven to write about what endorsement they are involved in Not enough time in the English curriculum to teach students to write like they need to. We need one teacher at this level doing nothing	Who's going to teach it? How can we align to the endorsements? One semester of writing (Sophomore) and nothing else but grammar/writing structure Systemic writing program from K-12

	but writing for a year. Necessary skill for college and the workplace	
Counselor working with parents on dual credit classes that are acceptable/accepted in college (MCC College advising on campus)	Also expanded to more than just dual credit--should all students college/career prep	Counselor is already working in this role and we now have Gear Up
Add Choir		Is the student interest there? Who will teach the class? How will it affect band?
Home Ec.	Refer to personal finance bullet	Where do you house the class? Who will teach the course? Does the need exist?
Personal Finance HS		Dollars and Sense exists Possible options for personal finance class coupled with health and speech
Endorsement Expansion	Maximizing how to mix and match classes to create more endorsement opportunities Graduate students with more endorsements	Where can we expand? What can we let go of? Speech? Health in 8th grade?
Automotive Mechanics	Cross curricular opportunities with other subjects	Can we combine with the Ford/Chevy house for internships?

Priority: CCMR/In-House Vocational Programs

Action Item for Consideration	Why we believe this action item will help us address this priority...	What questions do we have?
Improve ACT/SAT opportunities	Good for student college readiness ACT/SAT tied to accountability Good promotion for the district in comparison	Is there a cost component? Should there be a class, or just during Dog Time? Elective or required? Preferably elective

		How will progress be judged? Practice test results? How do we strengthen the overall curriculum? Can our counselors be better in identification of students?
Improve CTE opportunities	Not everyone will go to traditional college Tied to accountability Great district promotion in comparison Coop could help with funding Industry coordination/internship	Do we have the space without building more? Can we afford it? Will the community see the need for it? Who will teach the expanded offerings? Will it pull enrollment from other programs? What may be the unintended consequences? Would there be interest from enough students?
In house implementation of CTE (career technical education)	Easier on the transportation department Better to fund our own than pay others Can be selective with enrollment Local businesses help with funding also?	Do we have the space? If not, can we build the space? Who will teach the in house expansion? Is it actually less expensive than what we do now? Would there be the interest from enough students?
Strengthen/maintain AP courses	Good alternative to Dual Credit Can also earn college credit Tied to accountability Build student/teacher pride in performance	Is there currently staff available to expand? What is the financial component of expansion? Do we strengthen prerequisites? Can counselors better identify students?

Priority: Social and Emotional Competencies

Action Item for Consideration	Why we believe this action item will help us address this priority...	What questions do we have?
Increase Parental Involvement	Reinforce what happens at school Parental investment in child's education Take ownership	How will we increase parental involvement per campus level? What would be an alternative communication for parents

	Bridge home and school Foster respect of teachers and the job they do Defining what each campus wants for parental involvement and defining what each teacher wants for parental involvement	other than technologically
Peer Mentor Program	Create leaders in upper classmen Help decrease student conflicts Increase interpersonal relationships Increase social communication Include at junior high level too/hs go to jh/jh to elem	What time during the day? How do you pair students? Who would be in charge of the program?
Social Etiquette	Increase positive relationships Increase social communication Increase respect Positive character traits	Who is going to teach it? Credit? Curriculum?
Expand Student Government Opportunities	Increase civic responsibility	Is this referring to Student Council, leadership roles in clubs, or service programs?
Help for students in Crisis	Increase Coping Skills Peer group to seek out student-to-student	What does Crisis mean? How do we help?
More civic service programs	Increase civic responsibility	Is this the same as expand student government?

Priority: Facilities

Action Item for Consideration	Why we believe this action item will help us address this priority...	What questions do we have?
elementary and JH security	Keep our kids safe Consider adding a SRO Consider adding teachers with period off to step outside to make sure kids are safe going	Is it needed? What is the cost? Different security options? Estimates?

	from one place to another	
new competition gym at HS	help with practices and games	Money?
vocational space (increase)	Provide opportunities for surrounding schools to access our vocational classes	Faculty to teach? Money? Can you work with the city to do it?