

# Strategic Planning McGregor ISD

Meeting 2



February 19, 2019

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Welcome back!



*This evening I....*

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## 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 - Administrator reports, begin prioritizing needs/consider action items

#4 - Continue work on action items and timeline

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

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## Meeting #2 Agenda

1. Norms
2. Meeting 1 Re-cap
3. Information for committee review
4. SWOT Analysis

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## Meeting 1 Re-cap

1. The WHAT and WHY of strategic planning
2. Future focused thinking (who we were, who we are, who we hope to be)
3. Determining priorities (sticky notes)

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## 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.

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**“You ask questions and pretty soon you come up with answers.”**

*--Theodore Levitt, American economist and professor at Harvard Business School*

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### Committee Meeting Norms

- Start and end on time.
- Stay on task and provide input.
- Let each person speak in turn.
- Seek clarification when needed.
- Assume best intentions.
- Place phones on vibrate (keep electronics usage to a minimum).
- Do your “homework.”
- DREAM BIG for kids!

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### Information for Review

1. Meeting 1 sticky notes
2. Additional information
  - Staff salary comparison
  - McGregor ISD financial trends

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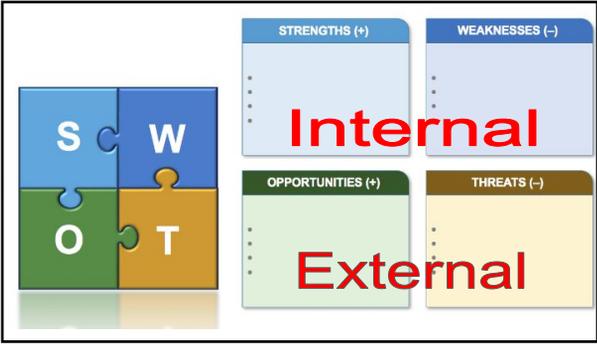
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**Definitions**

**Strengths** – Factors that are likely to have a positive effect on (or be an enabler to) achieving the school's objectives

**Weaknesses** – Factors that are likely to have a negative effect on (or be a barrier to) achieving the school's objectives

**Opportunities** – External Factors that are likely to have a positive effect on achieving or exceeding the school's objectives, or goals not previously considered

**Threats** – External Factors and conditions that are likely to have a negative effect on achieving the school's objectives, or making the the objective redundant or un-achievable.

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**Next Steps**

Meeting 3 prep/homework

- Review the notes from meetings 1 and 2 ("About" link on MISD website)
- Respond to clarifying questions survey by Sunday, February 23

Meeting 3 (March 4)

- Administrator reports
- Additional data review
- Clarifying questions

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## Meeting 2 Wrap-Up

Form a group of 3 or 4 people

What one idea from this evening will you “take-away” and share with at least 2 other people?

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# McGregor ISD Strategic Planning Meeting #2

## February 19, 2019

**Texas School Finance System Basics:**

**Local Revenue:** Maintenance and Operation (M&O) taxes  
Interest and Sinking (I&S) taxes

**State Revenue:** Foundation School Fund  
Available School Fund  
Existing Debt Allotment  
Instructional Facilities Allotment

Teacher Salary Comparison	0 years	5 years	10 years	15 years	20 years
<b>McGregor ISD</b>	\$34,830	\$39,190	\$44,830	\$49,060	\$52,260
<b>Area Districts' Average</b>	\$39,472	\$42,364	\$46,154	\$49,501	\$52,558
<b>Area Districts' Median</b>	\$39,766	\$41,556	\$46,079	\$49,946	\$52,870

**Districts used in comparison:**

Belton	Bosqueville	China Spring	Connally
Gatesville	Lorena	Midway	Moody
Salado	Temple	Troy	Waco

**Tax Rates:**

McGregor - \$1.04	\$1.17 - Six Districts
	\$1.12 - One District
	\$1.04 - Five Districts

## Sticky Note Activity McGregor ISD Strategic Planning Meeting #1 February 4, 2019

**Staff Recruitment and Retention** Improve salary schedule; hire only great teachers, no experiments, wait and find the right person; Teacher turnover, backup support and pay; Hiring and retaining capable staff; Turnover (salaries to retain and keep the good teachers/staff); Retaining staff, creating a successful environment for staff; Fewer staff turnover, support and grow staff; Resolve turnover; Make sure we have enough room for staff growth; Teacher turnover

**College, Career, Military Ready (CCMR)** A greater ability to prepare our high school graduates to know their “calling” and impact their world; Successful paths for all students (vocational, college, etc); Provide more career programs for students, every student needs a choice whether it is to continue their education in college or the workplace; Creating students that are prepared for career or college upon graduation; More choice on career ready, workforce ready, academically ready for success; Programs to better student future; Associate’s Degree (programs in place); Every student prepared for graduation day (college, trade, military, etc); More academic AP or career readiness programs to suit the goal of academic and/or career readiness; College and career readiness; Career or college ready; Prepare all students for life after HS (college, work certifications, morals); Help students define career paths; SAT/ACT prep classes; Have at least 1 National Merit Scholar per year; increase the # of students getting college credit in AP classes

**Curriculum** Strong reading/writing programs at all campuses; Importance placed upon reading and writing (general critical thinking); Increase basic skills (reading, writing, math); Bridge the reading gap; Foreign Language Program Expansion; More foreign language opportunities; more connectedness between courses/program from JHS to HS to “after HS;” individualized plans; academic success including foreign language skills, fine arts and UIL critical thinking skills; Growing our academic curriculum for the students best interest; Implement reading and writing programs that improve test scores

**In-House Vocational Program Opportunities** An independent curriculum at McGregor HS for vocational students such as GWAMA, GWAHCA and more; Trade certifications programs in-house; College/tech school ready programs; Technical school access; More vo ed programs; Pre-engineering program; Vocational choices on campus (not having students travel to Waco); Increase opportunities for career tech programs

**Increase Fine Arts Opportunities** Choir or other music programs; Expansion of fine arts; Help out students grow with their creativity; Choir programs

**Social and Emotional Competency/Diversified Curricular Opportunities** Meet the academic need of every student; Supporting students of various needs and background having more access to opportunity; More programs available for different groups of kids; Strive for ALL students to achieve success in areas that the each excel; Ensure equal opportunities for all students; Allow students to be in the most inclusive environment possible to achieve success; “If that were my child, I would...” mentality for all children and you can’t go wrong

**Positive Culture** The best culture, training and staff/stakeholders of any district in Texas;

Respect for the ideas and beliefs of others, tolerance for all, even if you don't agree; Positive culture; Socially responsive and respectful; Provide professional development opportunities for staff to drive culture of inclusiveness; Sufficient programs so that every student has a place to belong (no unknown kids); Building higher self-esteem with students ability to do something WELL; Accepting of many culture and diversity; can interact in "real" world without culture shock; Embrace opportunities provided by diversity; Accept differences; More formal facilitated interpersonal communication; Importance placed on diversity (culture, thought, ideas, etc); Making it safe for students to present their ideas for change; Big Brother/Big Sister type program (engaging the students to be involved); Real world readiness (emotional IQ development)

**Facilities** New basketball venue; Updating the JH facility; New JH; New JH facility; Facility planning; Building a new gym for equal access for boys and girls and no early practice;

**Growth Mindset** Individualized student growth; Creating an atmosphere with a growth mindset for teachers and students; Growth mentality;

**Technology** Growth in media and digital programs; keep up with technology; Increase technology

**Funding** More funding

**Athletics** Bigger focus on girls athletics; competitive athletic programs

**Life Skills** Teaching more real life learning opportunities (taxes, personal finance); Life skills class (managing finances, etc)

### **Miscellaneous Notes**

- **Engaged** - A saying in my business E.C.E.T. (Every Customer, Every Time) can also be said this way for our children (Every Child, Every Time), they all need to be heard and engaged to being a student and listened to
- Improve standing in Wacoan list comparing performance of Waco area schools
- **Seeing where the problems start** - not just focusing on high school but all ages (primary, elementary, etc).
- **Create a system to drive results**
- **Mentor program for career focus** (teachers, upper-classmen, community)

**Meeting Notes/Information - McGregor ISD Strategic Planning Meeting 2**  
**February 19, 2019**  
*Revision 1*

Facilitator Stephanie Kucera from ESC Region 12 welcomed the committee members to the second meeting. There were 23 individuals present representing parent, business, community and staff.

A powerpoint handout was provided to those present at the meeting and is located on the MISD website at the February 19, 2019 link.

The first portion of meeting #2 provided an opportunity to briefly review the purpose/intent of why McGregor ISD is engaging in strategic planning. The group also reviewed the outcomes of meeting #1 including the forward focus activity and the sticky note activity that helped us identify four big priorities: staff retention, curriculum, culture, and facilities. [SEE HANDOUT]

Glenn Pittman, School Finance Agent at ESC Region 12 provided an overview with information about basic school finance in Texas and teacher salaries in the area. He explained the two different types of tax rates: maintenance and operations (M&O) which basically supports all of our daily operations in a school, followed by interest and sinking (I&S) which is how we pay for our facilities debt. The MISD school board has been reviewing school finance/funding information and will continue this dialogue as consideration is given for a Tax Ratification Election (TRE). There was additional information shared about the various types of state revenue and how different students generate different funding amounts. The staff salary information provided an average of salaries for other schools in the area as compared to MISD. The scope of the Strategic Planning Committee will not cover the depth and complexity of the school finance system in Texas, so this will likely be turned over to another committee for deeper exploration. [SEE HANDOUT]

The bulk of the meeting involved a SWOT analysis of 5 major categories: staff retention; CCMR/vocational programs; curriculum/fine arts; culture; and facilities. The SWOT analysis provided an opportunity for those present to consider internal Strengths and Weaknesses, along with external Opportunities and Threats. School administrators helped scribe the information gathered and all committee members present were able to rotate through each of the 5 stations. [SEE SWOT ANALYSIS NOTES]

Before dismissing for the evening those present gathered in small groups to share a “take-away” from the evening. Committee members were encouraged to go tell 2 people about their “take-away.”

The next meeting will be March 4, 2019 at 6:30 p.m. in the Media Center at McGregor High School.

**SWOT Analysis**  
**McGregor ISD Strategic Planning Meeting #2**  
**February 19, 2019**

**Topic: STAFF RETENTION/RECRUITMENT**

Scribe: Kelly Tharpe

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>--small class sizes</li> <li>--two conferences @ high school</li> <li>--paraprofessionals, 2 adults in each class in lower levels</li> <li>--tight community with campus</li> <li>--number of veteran teachers</li> <li>--district of innovation</li> <li>--great support for teachers in the district</li> <li>--teachers are involved in so many areas of school life and community</li> <li>--great kids</li> <li>--student/teachers compliment each other</li> <li>--good teachers/good kids</li> </ul>	<ul style="list-style-type: none"> <li>--utilization of para correctly, are they using them correctly?</li> <li>--lack of communication/disgruntled</li> <li>--"In the know group" new people tend to have questions that need to be answered.</li> <li>--mentor/buddy system</li> <li>--funding to provide incentives for certain systems (mentor/buddy) (teachers &amp; administrators)</li> <li>--DOI we have gotten away from highly qualified teachers/certified</li> <li>--need to know the turnover rate of staff</li> <li>--Why is the turnover rate so high?</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>--small town</li> <li>--big enough to have programs the larger districts have but small enough to be a small town school</li> <li>--everyone knows everyone</li> <li>--opportunities for teachers to come up with new ideas/programs</li> <li>--work with community members</li> <li>--sections of student bodies that are under served, folks have a specific reason to come here</li> <li>--business growth</li> </ul>	<ul style="list-style-type: none"> <li>--outside district pay scales</li> <li>--stopping the revolving door of high turnover</li> <li>--public relations/more attractive ways to promote the school</li> <li>--first year teachers reluctant to come interview here</li> </ul>

**Topic: CCMR/IN-HOUSE VOCATIONAL PROGRAMS**

Scribe: David Everett

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"><li>--Federal Grant (Gear Up) for next 7 years to push CCMR</li><li>--Welding certificates</li><li>--In house GWAHCA and GWAMA</li><li>--College Readiness is right on target</li><li>--Teachers know their students and are invested in them and try and help funnel them into vocational fields that they would be good in.</li></ul>	<ul style="list-style-type: none"><li>--Funding for teachers teaching CTE Facilities</li><li>--Make sure students are aware of all possible CTE programs and career options</li><li>--Mac systems as compared to PC's in the workplace.</li><li>--Career Fair for all 5 branches of Military</li><li>--Reading literacy (low) for college entrance exams. Communication skills</li><li>--Know which student needs to take ACT/SAT/TSI/ASVAB</li><li>--Expectations of salaries per different vocations</li></ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"><li>--Available Partnerships within the community</li><li>--Social Media and print media</li><li>--Beginning salaries for teachers to get the program going</li><li>--DOI teachers</li></ul>	<ul style="list-style-type: none"><li>--Educating parents on what career and technical education is and how it can benefit their students.</li><li>--CTE Programs need to grow</li></ul>

**Topic: CURRICULUM/FINE ARTS**

Scribe: Tonya Burgess

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"><li>--steady improvement in scores</li><li>--winning UIL at Elem for 13 years even with changing districts every 2 years</li><li>--Increase in dual credit down to sophomore level</li><li>--Makerspace opportunities</li><li>--strong fine arts band, art, drama, dance</li><li>--smaller student population</li><li>--flexibility in teaching--not mandated curriculum</li><li>--more individualized approaches to teaching</li><li>--more Technology opportunities</li></ul>	<ul style="list-style-type: none"><li>--more master level needed</li><li>--brought our rating to a B</li><li>--need more qualified staff at younger age</li><li>--foreign language in elementary and increase other languages in HS due to high population of Hispanic--not in a foreign language (also helps with military)</li><li>--online courses for HS kids</li><li>--increase dual credit opportunities</li><li>--dual credit weighted less than AP</li><li>--no teacher in Makerspace</li><li>--no choir</li><li>--at HS no intervention time for reading</li><li>--no space for dance</li><li>--vertical alignment</li><li>--district-wide curriculum director</li><li>--lower level science and math for kids not on track for college</li></ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"><li>--growth of economy to increase business and housing</li><li>--cooperative for dual credit with MCC and area schools</li><li>--lower staff at HS by taking away two conference periods</li><li>--maybe partner with other junior colleges such as Temple College</li></ul>	<ul style="list-style-type: none"><li>--negative PR</li><li>--statistics need to be factual</li><li>--# of kids</li><li>--lack of motivation</li><li>--STAAR mandated testing takes away from learning and other educational opportunities</li></ul>

**Topic: SOCIAL & EMOTIONAL COMPETENCY/DIVERSIFIED CURRICULAR OPPORTUNITIES; POSITIVE CULTURE**

Scribe: Seth Fortenberry

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>--staff experience</li> <li>--size, teacher/student ratio</li> <li>--interpersonal relationships</li> <li>--attendance rate/graduation rate</li> <li>--student government</li> </ul>	<ul style="list-style-type: none"> <li>--diversity in staff</li> <li>--funding/resources</li> <li>--lack of growth in the PALS program</li> <li>--need for curricular staff</li> <li>--need for departmental leaders</li> <li>--lack of programs that promote personal growth</li> <li>--parental involvement</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>--small town culture</li> <li>--opportunity to utilize parents more effectively</li> <li>--opportunity to become a premier campus in support of students with hidden needs/disabilities</li> </ul>	<ul style="list-style-type: none"> <li>--lack of outside resources for students in need of counseling (make connections) (ARC of McLennan County)</li> <li>--the unknown of population growth</li> <li>--socio-economic status of the student population</li> <li>--parental involvement</li> </ul>

**Topic: FACILITIES**

Scribe: Cheri Zacharias

Strengths	Weaknesses
<p>--new primary school (5 years old)                      --JH has new AC/heating system                      --football stadium, track, and field are top-notch                      -HS auditorium renovation including media center and office area                      -condition of MHS is stellar, very appealing                      -elementary school is 18 years old but very well-kept</p>	<p>--gym facility for men's and women's activities overcrowded; times for practices too early/late                      (need centrally located competition gym)                      --JH is old, needs ADA compliance overhaul                      --strapped for funds financially to make these upgrades                      -no/inadequate facilities for GWAMA/CTE programs</p>
Opportunities	Threats
<p>--new community center could help schools; venue for student activities                      --businesses and growth could help financially with a tax base for facilities                      --partnership opportunities to work with other venues with diverse student populations (No Limits, Challenger, Night to Shine) host venue/receive funds                      --STEM/CTE: local businesses include SpaceX, Trane, Belen, for mentorship such as welding, rocket science, robotics, entrepreneurship, to hold it here on campus/sponsored by local businesses or partnered with funding                      -- Law enforcement (@ Moody) teach classes for kids to get certification                      --local businesses interested in building a gym in their honor?                      --coop with other schools for GWAMA/GWACA to boost our revenue to build facilities                      --ROTC, National Guard, etc. get them here from area                      --no facilities for many of things we want to do at MHS (dance, band, choir, etc)???</p>	<p>--financial threat; dependent on revenues from state                      --lack of community support, businesses relocate                      --SpaceX could be a double-edged sword-noises could drive facilities away or make people desire to stay                      --JH is not impressive and 7<sup>th</sup> kids don't want to come here but 8<sup>th</sup> going into 9<sup>th</sup> would be all abot MHS</p>