

Strategic Planning Academy ISD

Meeting 3



April 9, 2018

1

Meeting #3 Agenda

1. Norms
2. Our WHY
3. Meeting 2 Re-cap
4. Continue 4 square analysis of priorities
5. Review drafts of belief statements, mission and vision
6. Next steps

2

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!

Why are we engaging in strategic planning?

As our school community grows and changes, Academy ISD desires to be the school of choice for families who already reside here and for families in the years ahead. By pausing to take an intentional look at where we are now and where we desire to be in the future, stakeholders will come together to lay the foundation for our students. This process will drive the work we do. By aligning our beliefs, mission and vision to our priorities, we can be certain we focus on keeping students in the forefront of all decisions.

Meeting 2 Re-cap

- Meeting 1 survey
- Future focus (AISD that was, is and will become...)
- Setting priorities
- 4 square review

Continue/Complete Priority Analysis

5 Priorities (rotate every 15 minutes)

Group leader to facilitate discussion/take notes in google doc

Use the “questions” from the survey responses...PLUS...

- Tell me more...
- I wonder...
- What if...
- Did you think about...

Who we are ...

Sub-committee updates:

- Belief Statements
- Mission/Vision*
- Graduate Profile

*--Committee recommendation/approval vs. board approval**

Meeting #4: April 23, 2018

Campus/district reports

Meeting 3 Wrap-Up

On a sticky note write one question you still have about the Strategic Planning process.

- Check the Strategic Planning section on the AISD website "About Us."
- Tell 2 other people about the link on the website!

Academy ISD Strategic Planning Committee Meeting #2 Follow-Up March 19, 2018

Meeting #2 began with a question posed by our ESC Region 12 facilitators about the value of asking questions. This set the stage for asking questions to find answers. The agenda was reviewed, along with meeting norms and a reminder of WHY we are engaging in the strategic planning process.

A re-cap of meeting one was completed using small group discussion as those present talked about the work that was done on the belief statements, graduate profile, and mission/vision. The SWOT analysis was also reviewed and emphasis placed on how sometimes opportunities and threats can be the same. The group then reviewed the results of the first survey (dated March 5, 2018). The survey questions centered around the belief statements, mission and vision. A brief discussion also took place about the “future focused” Academy ISD, “homework” from the last meeting. Committee members were to ask several questions of family, friends, colleagues about where the district has been, skills for student success, and priorities.

Those present were to then begin thinking of the “big ideas” that have surfaced during discussions around strategic planning. Each person was asked to write 3-5 ideas on individual sticky notes. The summary of topics/categories for the notes is listed below with the number indicating the number of ideas that surfaced for each general topic:

- Safety 3
- Education Foundation 2
- Facilities 27
- Expanding Curriculum Opportunities (total 16) with curriculum 4, CTE 9, advanced academics 3
- Technology 4
- Post-secondary/Early College High School 7
- Staff Professional Development 2
- Staffing 8
- Community/Business 5

During discussion about the topics it was noted how these “big ideas” blend together. The following “big idea” categories or “priorities” were established:

1. Safety/Facilities
2. Community/Business/Education Foundation
3. Expanding Curriculum Opportunities (Technology/Post-Secondary/Early College High School)
4. Student Leadership/Character Development
5. Staffing

As the “big ideas” or “priorities” are fleshed out, more details will surface.

A Four Square Priority Review was then completed by those present after numbering off into groups 1-5. A summary of the work from this evening is listed in the charts below:

Topic: Safety/Facilities

<i>Strengths/Evidence</i> --AIS took a load off AES and AMS --AIS is a great model for how to proceed --Key cards for access --Drills and safety convos --AES closure of multiple buildings	<i>Weaknesses/Evidence</i> --Bonding capacity --Fast growth --Core facilities too small at AHS and AES
<i>Questions we have...</i> --What land is available for expansion? --What year does bonding capacity change? --Community support?	<i>Data sources we need...</i> --Population predictions

Topic: Community/Business/Education Foundation

<i>Strengths/Evidence</i> --Volunteerism: Busy Bee, Watch Dogs, Booster Club --Professional support for career fields --Project Cel.	<i>Weaknesses/Evidence</i> --Divided community (LRA-Temple) - Map --Lack of businesses in community - no tax base --Non-existent - Education Foundation --Lack of community fiscal trust (bond failures)
<i>Questions we have...</i> --What grants are available to schools? --Do we have people for Education Foundation? --How do we promote businesses (Temple) for support? --Are there parents whose children attend AISD who are Temple business owners?	<i>Data sources we need...</i> --Hwy 14 plan --Demographic projections for the district (community) --Compare school districts/towns. Are we the only one with no city tax? (security for school)

Topic: Expanding Curriculum Opportunities (Technology/Post-Secondary/Early College High School)

<i>Strengths/Evidence</i> --Staff-strong content knowledge --TEKS Resource System - YAG - lesson	<i>Weaknesses/Evidence</i> --TEKS coverage of current programs (learning lists)
---	---

plans --Early College High School in near future (pending board approval) --Professional Development - increased budget	--Technical training classes at AMS --LOTE (only offer Spanish) --Current state of technology (limited iPad/laptops) --GT - numbers decrease
Questions we have... --Programs we can implement --How soon AMS technical classes will be ready and what will they be	Data sources we need... --Larger schools as examples for technical training classes and GT classes

Topic: Student Leadership/Character Development

Strengths/Evidence --Teen Leadership - MS --Capturing Kids' Hearts --Student Senate --Leadership Council --NHS - HS --Club Involvement/extra-curricular	Weaknesses/Evidence --Awareness of options --Decreased percent of involvement --Lack of parental knowledge of opportunities --Lack of confidence to participate
Questions we have... --Can we provide opportunities at all levels? --How do we build a positive environment that our community supports?	Data sources we need... --Other district success --Reach out to community resources to support/build programs

Topic: Staffing

Strengths/Evidence --Hire well (AISD hiring profile) --Mentor teachers for new hires --Trainings --Retention (low turn over)	Weaknesses/Evidence --Competition for new educators (pay scale) --Financial limitations for training (budget) --Networking with high performing districts
Questions we have... --What is our capacity? --What are additional PD opportunities - cost?	Data sources we need... --State regulations to mandate capacity... --Best practice data --Using state comparison data

Prior to the conclusion of the meeting those present were asked to check the AISD website for updates (AISD Home Page, About Us, Strategic Planning). A slight adjustment was made to the meeting topics so the group can continue digging into the priorities at the April 9 meeting.

A final wrap up was done when those present gathered into groups of 3 or 4 and discussed one "take-away" from the evening.

Academy Survey - March 19 Meeting (Responses)

Safety/Facilities

What is the next step for a facility? Which campus would be added to or built?

Could the MS and IS be added on to to help alleviate overcrowding as a short term fix? Safety: We need armed security that can answer emergency calls in a timely manner. How soon can this happen?

What facilities have the highest priority? Do the facility upgrades in question fit into our Mission of providing superior educational experience? How are we going to finance the needed upgrades?

What are the future plans for the growth at the HS? What other safety features are you looking at to improve our security? Are we looking at adding another elementary school?

1. How will we maintain safety if we are forced into portable buildings? 2. Can we continue to ask those participating in extra-curricular events to compete at the same level as those schools we compete with less facilities / opportunities than those schools have? 3. What is our vision toward attracting students that are involved in extracurricular activities in which facilities, presentation, and appearance of support for extracurricular activities matter?

What is the plan to procure land and plan to pass future bonds for facilities that will house our projected growth?

Are faculty routinely educated on safety procedures for students when they are outside the building. (playgrounds etc)

1. Bonding possibilities/capabilities 2. Is the Elementary campus technologically outdated? 3. Are armed off duty peace officers within the current budget?

What is the district's plan to keep students safe from external and internal threats? Traffic and pedestrian safety at the middle school is an area of high risk. Are there any plans to address this? What are the district's short term facility plans and long term plans?

What are the short range and long range plans for facilities at this time if any and do they include security?

How will we house students as we begin to outgrow our current facilities? Do we need to look now at purchasing land for a future school site? Are there safety measures that we could or should be taking that we are currently not?

What plan of action will be in place to protect and secure all AISD staff, students, and parents from any threat while they may find themselves at any of the AISD facilities? What programs can we implement now to prevent further threats like the ones affecting all schools across the nation before it becomes a local issue? Will there be a safety team in place for staff and students?

How many rooms in each building are empty right now? What's the plan to ease the overcrowding (ie portable buildings)?

Academy Survey - March 19 Meeting (Responses)

Community/Business/Education Foundation

What is the projected growth as far as businesses being added to the community? How will the businesses impact the tax base? What is communities view point on more businesses being built?

What areas does the district need more assistance from community/business? What curriculum needs can community/business help support?

How are we interacting with local businesses and their ties to the education here at Academy? What community support are we receiving in helping with the education here?

1. How do we as a school district contribute to attracting businesses within our district lines? 2. What do we as a school district offer as resources to begin an education foundation? 3. What have we tried in the past to develop business and educational foundations?

How do we get businesses outside of AISD district lines to invest in AISD schools?

1. Does the faculty wish to have a education foundation? 2. What current needs can an enrichment foundation meet? 3. In what ways does staff/admin want businesses involved in the school district. ie, career days, etc...

How do we prepare students to be conscious of citizenship and to contribute to the community? How can we work solicit feedback from local business to provide for their needs?

How can we increase the business opportunity in our community? How can we tap into Temple businesses for additional funding? What is the process for and the benefits of starting an Education Foundation?

What type of business's would want to make Academy their home? How can the community contribute to AISD?

How can we get Temple Businesses invested in our school?

Academy Survey - March 19 Meeting (Responses)

Expanding Curricular Opportunities (curriculum, CTE, advanced academics)

What types of CTE courses are being researched and looked into? Should there be a curriculum instructor on every campus to meet the needs of all staff and students? How can we expand advanced academics in the lower grades?

Most things mentioned in this area dealt with MS and HS opportunities. Could we expand ES and IS opportunities by adding something through the specials time: currently music and PE. Pretty soon those classes will be too big for one teacher to handle. For example, we already have double classes going to music or PE everyday. That's around 40 students in that music room. If there were a 3rd option, say Art or Computers, we could spread the kids out. Is this an option? Could choir be added in MS and HS to give students another Fine Arts option?

Will expanded curriculum include additional teachers?

Do our current class offerings adequately prepare students for their next step? Do our current class offerings offer a path for all students?

Do we have the student population now to go ahead and make some changes? Are we looking at adding additional content teachers to core subject areas? Can we offer bus services to those who want to take dual credit at TC?

1. Is our vision to increase our advanced academic programs or are we more centered on CTE as an initiative? 2. What sort of advanced academics would our community and student pop support? 3. What is the perceived need from the community for programs like IB?

What processes are in place to make sure we are offering courses that lead students into the rapid growth areas after high school?

1. Does Academy currently have a building trades program and if not, is there a need? 2. Is there a choir program planned? 3. Why is cursive not part of the curriculum?

What process is in place to make sure our curriculum options are relevant to the needs of employers? How does the district expand the curriculum options?

Are we providing diverse opportunities to our students? What areas do we need to do better...career prep, college prep, dual credit courses, test prep?

How will AISD CTE program stand out from the nearby school districts? Will there be new and innovative programs offered to students that truly resonate with them? Why not have the students take a poll to determine what they feel the school curriculum is lacking, doing great, or what could be improved?

How can we make the GT program stronger at the elementary-middle school level? Can we offer more Pre-AP classes in the Middle School?

Academy Survey - March 19 Meeting (Responses)

Student Leadership/Character Development

How do we promote student leadership on every campus? How do we make sure that student's are informed of these opportunities?

What is the best way to educate students about development opportunities being offered? How do we increase student participation?

We do teen leadership in MS, why is that the only time and it not followed into HS? How many programs do we offer students to allow them opportunities to develop as leaders?

1. What support from the community would the district get to include character development all the way from PreK to 12 with the thought of it taking time / resources / teachers away from content for high stakes testing? 2. What elementary programs exist? 3. How practical is a character development program for an entire campus?

When/How Much can character development be included into the curriculum for K-12 classrooms?

1. What recognized programs are available for leadership building for all of our campuses?

How does the district provide students with opportunity for leadership and character development in a variety of means to appeal to a diverse student body?

Are we graduating students with leadership skills? Is character development and leadership intertwined within our curriculum? Are we partnering with parents?

Will a basic life skills program be implemented? Will all students participate in a leadership program?

Can we get more leadership and character development in the lower grades?

Academy Survey - March 19 Meeting (Responses)

Staffing

Can we afford to have more staff per grade level and campus?

With over 800 elementary (PK-5) students, could an Assistant Principal be hired to help these two campuses?

What is the best way to align staff with the new/updated direction of the district? What is the best way to motivate staff to live out the Mission/Vision everyday?

What will the numbers need to be at before we are going to start adding additional staff at the campuses?

1. How do we compare with other schools our size when it comes to staffing? 2. What support staffing have we considered outside the classroom?

No questions - AISD already works to stay ahead of the growth with new staffing.

What can we do to ensure that we hire teachers that buy into our culture?

As a parent, I am unaware of staffing needs? What are the needs?

How does the district attract and keep the best staffing talent in the area? How does the district make sure they are not just filling a teaching position, but truly providing a teacher with the appropriate training, experience and aptitude to prepare our students for the future?

In what ways do we/can we set ourselves apart from Temple/Belton so that we can recruit good teachers and staff? What plans do we have in place to retain good teachers/staff and to support struggling teachers/staff? Do we ensure that the things we ask of our staff are worth their time and energy?

Will AISD be prepared to hire new staff for our growing district?

What are we doing to be competitive with other districts to attract the best teachers?

Academy Survey - March 19 Meeting (Responses)

On our March 5 survey 56.3% of respondents indicated they prefer the belief statements be turned over to a sub-committee from the larger committee. Would you be interested in serving on this sub-committee? If so, please list your name.

Kelli Schwake
Patsy Smith
Michael Varisco
No
Alex Remschel
Richard Smith
Jennifer Burnett
Yaneth Robles

We also received suggestions and ideas for the mission and vision statement on the March 5 survey. Would you be interested in serving on this sub-committee to help wordsmith the ideas collected? If so, please list your name.

Kelli Schwake
Patsy Smith
Michael Varisco
No
Alex Remschel
Yaneth Robles