

**Meeting Notes/Information - McGregor ISD Strategic Planning Meeting 1  
February 4, 2019**

Facilitators from ESC Region 12 welcomed the committee members to the first meeting. There were 36 individuals present representing parent, business, community and staff, including 3 student representatives.

A powerpoint handout was provided to those present at the meeting and is located on the MISD website at the February 4, 2019 link.

The first portion of meeting #1 focused on the norms and why school districts engage in strategic planning. Those present reviewed the specific reason why McGregor ISD is engaging in this work. The protocol for the meetings was reviewed, along with where to locate the meeting information on the MISD website.

Those present reviewed the current mission and vision statement, and then participated in a future focused activity where they reflected on where we have been, where we are at this moment, and where we hope to be in the future.

Individuals then identified "big ideas" or priorities to help begin moving the planning process forward. Those sticky notes were captured on the document for meeting #1 titled "Sticky Note Ideas."

Homework was assigned to go tell 3 people what we did/learned at this meeting.

The next meeting will be February 19, 2019 at 6:30 p.m. in the Media Center at McGregor High School.

# Strategic Planning McGregor ISD

Meeting 1



February 4, 2019

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As we move through this work...

*"I" is really important.*

*"We" is really important, too.*



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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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He who fails to plan, is planning to fail.  
- Winston Churchill

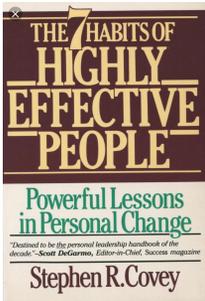
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“Begin with the end in mind.”

--Stephen Covey, 1989

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### Why organizations engage in strategic planning...

To set direction and priorities

To get everybody on the same page

To simplify decision-making

To drive alignment

To communicate the message

--"Why You Need a Plan: 5 Good Reasons" by Michael Wilkinson

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### 7 reasons why strategic planning in schools is so critical...

1. Articulates a shared vision, mission and values
2. Effectively organizes schools and their staff
3. Defines how success will be measured
4. Aids a school board with governance decisions and provides direction for the future

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### 7 reasons (continued)

5. Increases communication and engagement
6. Keeps everyone in a school - from teachers to administrators - connected
7. Best reason of all: it is about every great school's number one priority: STUDENTS

--Blog: "7 Reasons Why Schools Need A Strategic and Operational Plan," Envisio

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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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### Gap Analysis



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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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**Wrap up...**

Any questions?

Watch for "homework"

Next meeting: Tuesday, February 19, 6:30 p.m.

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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

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Let's get started!



1. Who do we currently say we are?
2. How are we future focused?
3. What are our priorities looking forward?

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Currently "who we say we are..."

***Vision:*** Building a better world through the power of learning.

***Mission:*** McGregor ISD will inspire and educate students to be productive contributors in a global society.

- What are you noticing?
- What are you wondering?
- What questions do you have?

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## Future Focused

The McGregor ISD that was...

The McGregor ISD that is...

The McGregor ISD that is yet to come...

- What are the most important changes in the last 4 years?
- What are the skills our kids need to succeed (be future ready)?
- What does success look like for McGregor ISD students in 2024?
- What are our priorities?
- Are we ready to make bold decisions for our students?

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## Determining Priorities

In reflecting on the information shared this evening, and the dialogue among those present, the “big ideas” (priorities) on my mind are.....

*Write your “big ideas” on each sticky note (3-5 total)*

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## Reflecting on Meeting #1



*This evening I....*

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**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 they 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)

General ideas that surfaced during meeting #1 are listed on the chart below. The arrows show possible connections for the topics.

Facilities  
Funding  
Staff Recruitment + Retention  
In-House Vocational + Technical  
+ Culture  
College, Career, + Military Ready (CCMR)  
Increase Fine Art Opportunities  
Social + Emotional Competency  
Diversified Curricular Opportunities  
Athletics

