

Strategic Planning McGregor ISD

Meeting 4



March 18, 2019

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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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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. Review identified needs for priorities
3. Gallery walk to create action items for consideration
4. Digging into the work
 - a. Filter/focus action items
 - b. Revisit district financial trends from meeting #2
5. Report out
6. Wrap-up

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!

What “needs” have we identified in each priority area?

Gallery Walk

Visit each priority chart to add action items for consideration that would address the identified needs (be as specific as possible)

~Rule of no repeat~

5 minutes per chart

Digging into the work...

Action Item Analysis
Financial Trends Group (separate sub-committee)

“We ask questions and pretty soon we have answers.”

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...

Report Out

District Financial Trends
Priority Action Items for Consideration

Wrap-Up

Considering where we began...

- Where are we toward our expected outcome of “what matters most”?
- Have we kept “students” in the forefront of our work?

FINAL MEETING: April 1, 2019

Meeting Notes/Information - McGregor ISD Strategic Planning Meeting 4
March 18, 2019

Facilitators from ESC Region 12 welcomed those present. There were 22 individuals present, including 2 students.

A survey regarding needs in the five priority areas was reviewed and discussed by the committee with “big ideas” surfacing. [Needs survey included with meeting materials.] These ideas were the foundation for a gallery walk where initial ideas were submitted. The group then moved into an action item analysis time where they further articulated how the various action items would provide solutions for the need while asking additional questions for consideration. [Working document included with meeting materials.] A separate sub-committee met to discuss the financial trends shared in meeting #2. This group reported out on the conversation the School Board is having about a Tax Ratification Election (TRE) that would need to go to the voters to help with the financial trends. Mr. Lenamon encouraged stakeholders to reach out to him to meet to discuss this issue.

The final meeting for this committee will be Monday, April 1, 2019.

Q1 STAFF RETENTION/RECRUITMENT

Answered: 9 Skipped: 5

ANSWER CHOICES	RESPONSES	
Need #1	100.00%	9
Need #2	100.00%	9
Need #3	66.67%	6

#	NEED #1	DATE
1	Improve salary	3/13/2019 11:58 PM
2	Lower salaries compared to other local districts.	3/13/2019 9:14 PM
3	Staff moral	3/11/2019 5:58 PM
4	define impact of coaching turnover on teacher turnover	3/11/2019 1:26 PM
5	Higher Pay	3/8/2019 2:43 PM
6	better communication districtwide	3/8/2019 11:01 AM
7	Need pay scale improved	3/8/2019 10:18 AM
8	increase teacher pay	3/7/2019 3:24 PM
9	Better 1st year \$	3/7/2019 3:18 PM

#	NEED #2	DATE
1	Bonus for tenure	3/13/2019 11:58 PM
2	Lack of mentor program for first year teachers.	3/13/2019 9:14 PM
3	Hiring people of integrity who love children period. Someone who puts the best interest of the children will definitely shine in the classroom. MISD has several examples of this type of teacher and we need more of those with a big heart for children.	3/11/2019 5:58 PM
4	define authority of AD over HS teacher schedules	3/11/2019 1:26 PM
5	Mentor Program	3/8/2019 2:43 PM
6	pay is not competitive with other districts	3/8/2019 11:01 AM
7	Need signing and staying incentives	3/8/2019 10:18 AM
8	mentoring program for new and first-year teachers	3/7/2019 3:24 PM
9	Diverse Hiring	3/7/2019 3:18 PM

#	NEED #3	DATE
1	Lack of PTA.	3/13/2019 9:14 PM
2	Competitive salaries	3/11/2019 5:58 PM
3	align early-year pay with similar-size neighboring districts	3/11/2019 1:26 PM
4	Highly Qualified	3/8/2019 2:43 PM
5	Need a rewarding positive culture	3/8/2019 10:18 AM
6	Better PR "POSTIVE" Promoting MHS	3/7/2019 3:18 PM

Q2 CCMR/IN-HOUSE VOCATIONAL PROGRAMS

Answered: 9 Skipped: 5

ANSWER CHOICES	RESPONSES	
Need #1	100.00%	9
Need #2	88.89%	8
Need #3	66.67%	6

#	NEED #1	DATE
1	Provide more AP/dual credit classes	3/13/2019 11:58 PM
2	Lack of funding for in house vocational programs.	3/13/2019 9:14 PM
3	Funding for vocational programs	3/11/2019 5:58 PM
4	improve SAT/ACT scores and participation rates	3/11/2019 1:26 PM
5	More CTE courses	3/8/2019 2:43 PM
6	in-house certified CTE teachers	3/8/2019 11:01 AM
7	Need more Vo-ed choices	3/8/2019 10:18 AM
8	Health Sciences	3/7/2019 3:24 PM
9	Find \$'s to add Programs in house	3/7/2019 3:18 PM

#	NEED #2	DATE
1	ACT/SAT prep classes	3/13/2019 11:58 PM
2	Lack of teachers qualified to teach vocational programs.	3/13/2019 9:14 PM
3	Facilities to conduct vocational programs	3/11/2019 5:58 PM
4	require AP classes have high college credit rates	3/11/2019 1:26 PM
5	Facility to house courses at HS	3/8/2019 2:43 PM
6	in-house CTE and GWAMA/GWAHCA programs	3/8/2019 11:01 AM
7	Need expanded welding and building trades programs	3/8/2019 10:18 AM
8	Robotics	3/7/2019 3:24 PM

#	NEED #3	DATE
1	More career tech programs	3/13/2019 11:58 PM
2	Lack of space for in house vocational programs.	3/13/2019 9:14 PM
3	increase frequency of national merit scholars	3/11/2019 1:26 PM
4	DOI helpful in hiring lay staff	3/8/2019 2:43 PM
5	Need expanded Ag program	3/8/2019 10:18 AM
6	more dual credit opportunities	3/7/2019 3:24 PM

Q3 CURRICULUM/FINE ARTS

Answered: 9 Skipped: 5

ANSWER CHOICES	RESPONSES	
Need #1	100.00%	9
Need #2	100.00%	9
Need #3	88.89%	8

#	NEED #1	DATE
1	Personal finance class	3/13/2019 11:58 PM
2	Lack of foreign language classes.	3/13/2019 9:14 PM
3	Improve writing instruction across all campuses	3/11/2019 5:58 PM
4	start rigorous foreign language in elementary	3/11/2019 1:26 PM
5	Another foreign language other than spanish	3/8/2019 2:43 PM
6	offer additional foreign language classes	3/8/2019 11:01 AM
7	Need Choir class	3/8/2019 10:18 AM
8	aligned curriculum throughout district: a top-down approach	3/7/2019 3:24 PM
9	Comp Gym to cover all aspects	3/7/2019 3:18 PM

#	NEED #2	DATE
1	Home economics - maybe split with personal finance	3/13/2019 11:58 PM
2	Limited dual-credit opportunities.	3/13/2019 9:14 PM
3	Focus on improving and perfecting all areas of fine arts before adding more choices. We have fantastic students in MISD and if you offer more they will definitely take more and I feel like because students have so many opportunities that it spreads them very thin.	3/11/2019 5:58 PM
4	have rigorous SAT/ACT prep classes	3/11/2019 1:26 PM
5	increase Dual Credit	3/8/2019 2:43 PM
6	improve overall academic performance ratings	3/8/2019 11:01 AM
7	Need Drama class	3/8/2019 10:18 AM
8	full time reading specialist at high school campus	3/7/2019 3:24 PM
9	Promote from within - Push the Curriculum more	3/7/2019 3:18 PM

#	NEED #3	DATE
1	Continue reading writing program into elementary	3/13/2019 11:58 PM
2	Only 43% CCMR (per Wacoan report).	3/13/2019 9:14 PM
3	Better opportunities for female athletes	3/11/2019 5:58 PM
4	incorporate more on-line learning, if rigorous	3/11/2019 1:26 PM
5	Increase STAAR scores to be at or above the state	3/8/2019 2:43 PM
6	offer tutorials during school day -not before or after	3/8/2019 11:01 AM
7	Need Choir class	3/8/2019 10:18 AM
8	ELA instructional specialist for high school	3/7/2019 3:24 PM

Q4 SOCIAL & EMOTIONAL COMPETENCY/DIVERSIFIED CURRICULAR OPPORTUNITIES; POSITIVE CULTURE

Answered: 8 Skipped: 6

ANSWER CHOICES	RESPONSES	
Need #1	100.00%	8
Need #2	100.00%	8
Need #3	75.00%	6

#	NEED #1	DATE
1	Lack of parental involvement in upper grade levels.	3/13/2019 9:14 PM
2	I feel like across all campuses MISD does an outstanding job in this area. What I would like to see are more "real life" types of instruction for kids...keeping a budget, balancing checkbook, how to buy a car/house, basic life skills that some students lack before joining the real world.	3/11/2019 5:58 PM
3	strengthen student government with rigorous rules of order	3/11/2019 1:26 PM
4	Social/emotional counseling lacking at HS	3/8/2019 2:43 PM
5	available counseling services for students in upper grades	3/8/2019 11:01 AM
6	Need a student mentoring program at JH and HS campus	3/8/2019 10:18 AM
7	parental involvement	3/7/2019 3:24 PM
8	Get the Kids Invested - from loners to scholars	3/7/2019 3:18 PM

#	NEED #2	DATE
1	Lack of student mentor program.	3/13/2019 9:14 PM
2	Special speakers/topics during dog time for social and emotional growth	3/11/2019 5:58 PM
3	graduating student should be energized to vote and participate in civic life	3/11/2019 1:26 PM
4	Parenting classes	3/8/2019 2:43 PM
5	increased parental involvement at ALL levels	3/8/2019 11:01 AM
6	Need more dual credit courses	3/8/2019 10:18 AM
7	expansion of interest groups/clubs/organizations	3/7/2019 3:24 PM
8	Get the kids "more voice" and "more info"	3/7/2019 3:18 PM

#	NEED #3	DATE
1	Lack of cultural diversity among staff.	3/13/2019 9:14 PM
2	GT students should be able to speak knowledgeably about American history, current leaders, and current events	3/11/2019 1:26 PM
3	Class offered for social/emotional growth	3/8/2019 2:43 PM
4	increase availability of dual credit/supervision needed	3/8/2019 11:01 AM
5	Need to leverage student public service down to all levels at every campus. Teach public service from beginning to end. Some called it Civics.	3/8/2019 10:18 AM
6	character building curriculum	3/7/2019 3:24 PM

Q5 FACILITIES

Answered: 10 Skipped: 4

ANSWER CHOICES	RESPONSES	
Need #1	100.00%	10
Need #2	90.00%	9
Need #3	60.00%	6

#	NEED #1	DATE
1	2nd basketball gym to avoid shared practices. Host tournaments	3/13/2019 11:58 PM
2	Lack of adequate gym space at HS.	3/13/2019 9:14 PM
3	Basketball facility for equal opportunities for both boys and girls athletics	3/11/2019 5:58 PM
4	resolve current school finances to make improved facilities possible	3/11/2019 1:26 PM
5	comp gym	3/9/2019 7:51 AM
6	expansion to accommodate future CTE programs	3/8/2019 3:23 PM
7	Upgrade JH	3/8/2019 2:43 PM
8	GWAHCA/GWAMA/CTE facilities	3/8/2019 12:17 PM
9	ALSO needupgraded security at Elementary and Jr. High.	3/8/2019 11:45 AM
10	Need Choir facilities	3/8/2019 11:44 AM

#	NEED #2	DATE
1	JH gym floor	3/13/2019 11:58 PM
2	Security concerns at JH.	3/13/2019 9:14 PM
3	Security at junior high	3/11/2019 5:58 PM
4	when finances fixed, consider new gym	3/11/2019 1:26 PM
5	gwama + OTHER programs avail in school	3/9/2019 7:51 AM
6	additional gym	3/8/2019 3:23 PM
7	Competition Gym	3/8/2019 2:43 PM
8	Competition gym	3/8/2019 12:17 PM
9	Need Drama Facilities	3/8/2019 11:44 AM

#	NEED #3	DATE
1	Playground at ES needs updating.	3/13/2019 9:14 PM
2	Facilities for vocational programs	3/11/2019 5:58 PM
3	improve security and overall building quality at Jr. High	3/11/2019 1:26 PM
4	Expand facilities for CTE	3/8/2019 2:43 PM
5	Extra space for music/choir/dance do practice	3/8/2019 12:17 PM
6	Need Basketball and associated arena facilities	3/8/2019 11:44 AM

Action Item Analysis - McGregor ISD
March 18, 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?
Mentoring New Teachers To the District To the Profession	More likely to retain those teachers with a mentor helping them	Time and funding?
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 have a diverse environment	Quality hire vs diverse hire? Male and female teachers?
1st Year Teacher Salary		
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 Lower student/teacher ratio	You are taking trained teacher away from the class?
Collegiality		

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	Can it be done in the Master schedule? Who's going to teach it? Where are you going to house it?
Student surveys at all levels to determine interests	Gauge student interests	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 but writing for a year.	Who's going to teach it? How can we align to the endorsements?
Counselor working with parents on dual credit classes that are acceptable/accepted in college (MCC College advising on campus)		
Add Choir		Is the student interest there? Who will teach the class?

		How will it affect band?
Home Ec.		Where do you house the class? Who will teach the course? Does the need exist?
Personal Finance HS		Dollars and Sense exists
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?
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? How will progress be judged? 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	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 pre-requisites? Can counselors better identify students?

Priority: Social and Emotional Competency/Diversified Curricular Opportunities, Positive Culture

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 Bridge home and school Foster respect of teachers and the job they do	How will we increase parental involvement per campus level? What would be an alternative communication for parents other than technologically
Peer Mentor Program	Create leaders in upper classmen Help decrease student conflicts Increase interpersonal relationships Increase social communication	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	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		Is it needed? What is the cost? Different security options?
new competition gym at HS	help with practices and games	Money?
vocational space (increase)		Faculty to teach? Money? Can you work with the city to do it?
all weather surface for students to walk home behind elementary		