



**District Improvement Team (DIT)
Meeting
Thursday, December 3, 2015
5:30 – 7:00 p.m.**

ATTENDANCE: Paulina Briones, Linda Buchman, Beth Cole, Katherine Dawson, Christopher Evers, Allison Gower, Delfino Guillen, Amy Hulshizer, Kenneth Jones, Samuel Karns, Scott Kennedy, Scott LeMaire, Maria Limon, Maria Luna, Rachel Miller, John Pisklak, Georgia Polley, Elaine Sorsby, Jennifer Thorpe, Jerry Van Casteren, Leticia Verdinez

Percent of DIT members in attendance: 55%

GUESTS: Julie Hodson, David Sablatura

WELCOME and REVIEW OF MINUTES:

Dit Co-Chair Elaine Sorsby welcomed everyone to the December DIT meeting. She then turned the meeting over to Linda Buchman who asked DIT members to review the November 2015 meeting minutes. Elaine asked if there were any needed amendments or edits. There being none, Elaine called for a motion to approve minutes. The motion was made by Christopher Evers and seconded by Jennifer Thorpe, and minutes were approved by unanimous vote.

DISTRICT UPDATE

Dr. Muri provided a district update and shared that the system has transitioned from the first 90 days and Looking/Listening and Learning into the strategic planning process. Dr. Muri shared that Dr. Tyler Ream and Mr. Elliott Witney will provide the DIT with the results of the four recent community meetings that were part of the strategic planning process launch. The DIT will hear what has been shared and will dive deeper into the conversation this evening.

Dr. Muri shared that about 400 individuals, including staff and parents attended the four meetings and that there was good cross pollination across the four meetings.

STRATEGIC PLAN UPDATE

Dr. Ream reminded the DIT members that the goal of the strategic planning process is to ensure T-2-4 success for every student through personalization. He reminded the DIT that House Bill 1842 provides the opportunity for school districts to enact more local control over decision-making that ultimately affects the children in their communities. Dr. Ream then shared the time lines, steps in the process and reviewed the SBISD Core Values. Dr. Ream shared the quote, "Your organization is perfectly designed to achieve the results it is achieving."

Dr. Ream reviewed the findings of the Look, Listen and Learn process and that these findings provide direction for the system. He reviewed the main themes that will be addressed through the strategic planning process as follows:

- Learning Ecosystem – the student learning experience, in and out of school.
- Extraordinary People –recruitment, nurture, growth to assure we attract and retain the best talent.
- Customized Supports – students and families are the main priority for this focus area, though there may be some internal pieces as well.
- Resilient Foundation – this piece is focused on the improvement of internal processes, procedures, and expectations and will be addressed by senior leadership rather than by the Strategic Planning Committee.

Dr. Ream reviewed roles the Board of Trustees, DIT, Strategic Planning Committee and Design Teams in the strategic planning process. He stated that the plan will be a living plan so that as a learning organization, we can be nimble and adjust as appropriate through the life of the plan.

Dr. Ream reviewed the stages of the Design Thinking Process including:

- Empathize
- Define
- Ideation
- Scale
- Design/Prototype

When asked what is driving the tight timetable to a March deadline, Dr. Ream explained the budget process is a driver of the process to provide opportunity to align resources toward the strategic direction of the system.

Dr. Ream, together with Elliott Witney, SBISD Executive Director of Strategic Leadership & Innovation then summarized the four Community Meetings, sharing that there was great engagement, good energy and great collaboration among community members and staff in attendance. He shared the three driving questions of the meeting and the main thematic results that rose to the top across the four meetings. Dr. Ream's presentation is provided as an attachment to these minutes.

A question was asked about what happens relative to HB1842 if the new TEA commissioner comes in January, 2016 and wants to change the law. Dr. Ream confirmed that the commissioner has no veto power and does not have ability to change the law. Were SBISD to have three consecutive years of sub-par academic performance, the district could lose District of Innovation status. The Legislature, in a future session, could also change the law.

The DIT was asked to spend time developing a definition of personalized learning. Dr. Ream referenced developing a Google Doc to send out and use of a survey monkey or other means to capture best ideas.

Dr. Ream then shared a recent letter from Mark Zuckerberg on the occasion of the birth of his daughter that references personalized learning as a new initiative he and his wife are launching.

There being no further business, the meeting was adjourned.