What If?
What if every child reached his/her fullest potential?

Strategic Planning Committee
December Meeting
12.10.15

Spring Branch Independent School District
develop a plan to ensure T-2-4 success for every student through personalization
The Spring Branch Way: A SHARED FOUNDATION
EVERY CHILD
Your organization is **perfectly designed** to achieve the results you are achieving.

- W.E. Deming
November 16th

Committee Meeting

December 10th

Committee Meeting

January 14th

Committee Meeting

February 18th

Committee Meeting

DIT Vote TBD

Board Vote 3/21

Empathize

Define

Ideate

Scale

Revise & Prioritize
Strategic Planning Meeting
December, 2015

Agenda:
5:30pm: Dinner
6:00pm: Welcoming & Opening
  (Ms. Marlen Trujillo & Dr. Scott Muri)
6:10pm: Review & Preview
  (Ms. Patricia Kassir)
6:20pm: General Update
  (Dr. Tyler Ream)
6:40pm: Subcommittees Rosters
  (Mr. Scott Kennedy)
6:50pm: Feedback Review and Discussion
  (Mr. Elliott Witney)
7:25pm: Next Steps
  (Ms. Marlen Trujillo)
7:30pm: Subcommittee Breakout Sessions
  (Board Room, Cafeteria and Room 275)
General Update
...what if we could do this?

HB1842
DISTRICTS OF INNOVATION
Where are we?
HB1842: From IDEA to IMPLEMENTATION – Is it right for us?

- Consider Adopting a Resolution
- Hold a Public Hearing
- Decision to Decline or Appoint a Committee
  - Develop a Strategic Plan
  - Provide Plan for Review (Public/DIT/TEA)
  - DIT Vote on Strategic Plan
  - Board Vote on Strategic Plan
Where are we?
HB1842 From IDEA to IMPLEMENTATION – *Is it right for us?*

Develop a Strategic Plan:

- Appointed a Strategic Planning Committee
- Named Theme-Specific Design Teams
- Hosted Community Engagement Opportunities
  - Gain Insight:
    - Board of Trustees (December 11th Retreat)
    - District Improvement Team (December 3rd Meeting)
    - Strategic Planning Committee
  - Begin Design Process
# Strengths & Opportunities

## CORE STRENGTH: Supportive Community
- Support & Trust from the Community
- High Expectations

## CORE STRENGTH: Dedicated Employees
- Committed to Doing Great Work
- Servant Attitude
- Passion for the Work
- Sense of Family

## ORGANIZATIONAL OPPORTUNITIES:

- DISTRICT GOAL OF T-2-4
- OVERALL STUDENT PERFORMANCE
- ENGLISH LANGUAGE LEARNERS
- DATA & ACCOUNTABILITY
- PARENTAL INVOLVEMENT

- LEADERSHIP
- COMMUNICATION & COLLABORATION
- ORGANIZATIONAL CLARITY
- TALENT
- FINANCE & RESOURCES
Who is supporting this work?

- Board of Trustees
- District Improvement Team
- Strategic Planning Committee
- Theme-Specific Design Teams
Subcommittees
Subcommittees:

Minda Caesar
Elizabeth Biar
Scott LeMaire
Gretchen Holtsinger
Joni Warren
Zachary Hodges
Stephen Johnson
Jaime Trigo
Kristie Van Arsdel
Pamela Ferworn
David Wegner
Holly Durham
Anne Taylor
Jazmin Marun Cruz
Elizabeth Najera
Brandon Premazon
Alyssa Grady
Amanda Badrak
Lynn Austin
Lara Hollingsworth
Holly Davis
Patricia Kassir
Karen Rodriguez
Angelique Moulton
Jose Oxi
Lisa Weir
Christine Vo
Lauren Taylor
Jaewon Woo
Angelica Zapata
Mario Sidonio

Sydney Betmack
Anne Smalld
Jonathan Claydon
Shawn Mustain
Jessica Lopez
Clark Martinson
Nan Chandler
Kate Glover
Elaine Sorsby
Karen Heeth
Kedrick Lookadoo
Frank Yang
Debbie Silber
Angel Ramirez
Melissa Cisneros
Nick Dwyer
Mary Hoffman
Chris Chaffen
Lisa Schwartz
Carin Domann
Lori Davis
Dmel Tatum
Victor Alvarez
Chris Juntti
Betsy Sutherland
Heather Sheffield
Lisa Ramirez
Hasib Hamdi
Matt Russell
Amanda Badrak

Lawanda Coffee
Lisa Lauter
Scott Kennedy
Chris Hofstad
Marlen Trujillo
Pat Waldrop
Laurine Horn
Traci Jensen
Raymorris Barnes
Diane Thelen
Susan Thompson
Nick Cumberland
Sydney Bermack
Jim Aycock
Kenny Baldwin
Scott LeMaire
Josef Klam
James Shaddix
Melissa DeAyala
Amanda Tucker
Stephanie Walton
Ricardo Barnes
Itzel Rios
Carlos Diaz
Jasmine Choi
Paulina Briones
Blake McGee
Jennifer Thorpe
Sarah Odom
Jason Roberts

Parents: 9
School-Based Staff: 9
District Staff: 4
Students: 5
Community: 5

Parents: 10
School-Based Staff: 9
District Staff: 2
Students: 4
Community: 3

Parents: 10
School-Based Staff: 5
District Staff: 2
Students: 5
Community: 5
WHAT IF?
We invite you to dream with us...
Community Engagement Feedback:

4 Community Engagement Opportunities:
• November 12th, 19th, 30th and December 1st
• Consistent Attendance: 300 and 400 participants
• 3 Driving Questions:
  • What did you consider most exciting?
  • What caused the most concern or anxiety?
  • What If? What are your biggest and boldest ideas?
Community Engagement Feedback:

**Points of EXCITEMENT**
- personalization
- openness of SBISD to innovation
- increased flexibility
- process that is involving community
- possibilities associated w/ technology

**Points of CONCERN**
- sustainability of district funding
- teacher development
- buy-in from all stakeholders
- managing risk
- teacher retention
Community Engagement Feedback:

**Points of EXCITEMENT**

- time
- technology

**Points of CONCERN**
What If? What are your biggest and boldest ideas?
1: More career exploration (internships, apprenticeships, etc.)
2: Second language fluency for all students
3: Hybrid learning models blending classrooms with 24/7 learning
4: Flexible calendars and start/end times
5: Greater real world student/community learning opportunities
Community Engagement Feedback:

1: Year-round school with 4-day weeks (scattered Friday PD)
2: Greater real world student/community learning opportunities
3: Kinesthetic, project-based classrooms
4: More career exploration (internships, apprenticeships, etc.)
5: Career development incentives for teachers
The BIG 5 Most Thought Provoking

1: Progressive, community college model for high school
2: Mastery, growth-based grading
3: Eliminate grade levels for mastery-based pathways
4: 14 Hours Days (School 8am-3pm, Activities 3pm-7pm, Night Session 7pm-10pm)
5: Fund to support low SES families with beyond school learning
What does personalized mean?
What are the most impactful examples of “personalized” goods/services you can think of?
What inputs/outputs do companies use to personalize goods/services?
Why isn’t education more “personalized?”
Next Steps
Thank You
for your leadership

Next Committee Meeting
Thursday, January 14th, 2016

Learn more at:
www.springbranchisd.com/innovation

“We cannot solve our problems with the same level of thinking that created them.”
- Albert Einstein
Subcommittee Breakouts

Please Remain in the Board Room

Please Proceed Upstairs to Room 275

Please Proceed Upstairs to Cafeteria
Inspiring minds. Shaping lives.

www.springbranchisd.com

Spring Branch
Independent School District