Beginning in December, each member of the Strategic Planning Committee will join a subcommittee focusing specifically on one of the three external-facing themes within the strategic plan. While members will still work to provide overall direction towards the development of the plan, subcommittees will work hand-in-hand with SBISD staff to develop each of the plan’s themes. The plan includes four themes but only three are external in nature (Theme IV, Resilient Foundation is an internal theme). Each of the themes are outlined below.

**Learning Ecosystem:**
The learning ecosystem theme will focus on personalizing the learning experience for every SBISD student. This personalization will ensure that students are taught according to their needs and that content is accelerated to assist every child as a constantly-developing learner. The learning ecosystem will aim to improve and personalize every aspect of learning including during and out of school time.

- **Senior Staff Leadership:**
  - Patti Pace: Associate Superintendent of Teaching and Learning
  - Venu Rao: Chief Information Officer

**Extraordinary People:**
In order to deliver a personalized learning environment, SBISD must ensure that every student is supported by extraordinary adults focused on their growth and development. Personalized versions of talent identification, development, and compensation are all areas for consideration as SBISD aims to grow and enhance one of our nation’s premier groups of 21st-Century educators.

- **Senior Staff Leadership:**
  - Marianne Cribbin: Associate Superintendent of Human Resources
  - Karen Wilson: Associate Superintendent of Financial Services

**Customized Supports:**
In order to personalize learning to the strengths and needs of every child, customized supports must also be developed to ensure that students and families have access to needed resources. Every child and every family is different in this regard and as a community, we must consider how to better support our children to ensure that learning is not limited to the traditional school day. Support systems (student and family), access to resources and information and parent/community partnerships are all support systems that will be considered within this theme.

- **Senior Staff Leadership:**
  - Jennifer Blaine: Associate Superintendent of Administration and Operations
  - Linda Buchman: Chief Communications Relations Officer