

REPORT OF THE STRATEGIC AND PLANNING ENGAGEMENT COMMITTEE

The Strategic and Planning Engagement Committee (SPEC) met on Tuesday, June 12, 2018 at 4:00 P.M. at the Cincinnati Public Schools Education Center in the Board Office Conference Room.

ATTENDEES

SPEC Committee Members

Eve Bolton, Ericka Copeland-Dansby, Ryan Messer

Board Member

Carolyn Jones, Board President

Administration/Staff

Laura Mitchell, Superintendent; Jennifer Wagner, Treasurer; Lauren Worley, Chief Strategic Communications Engagement Officer

Cincinnati Federation of Teachers

Julie Sellers, President

Community Members/Parents

David Brenner; Marlena Brookfield, Craig Rozen, Kathy Young

Review Charter as Adopted

The Committee and those present reviewed the Charter and discussed the following revisions to the document in the specified categories:

Purpose

Define *Deep and Authentic Community Engagement*

ACTION: The definition will be formulated at an LSDMC and Policy Committee meeting. The definition will be in conjunction with the drafting of a policy for the Strategic and Planning Engagement Committee with anticipated review of the document at the August 7, 2018 SPEC meeting.

Develop the Strategic Plan by January 1, 2020.

Meeting

SPEC will meet monthly.

Include in the Charter:

- A Board member will chair the Committee;
- Procedures for selecting and function of a chairperson;
- Include representatives from the City and municipalities that serve the District;
- Define the purpose/objective of the Committee; and
- Type of composition trying to build.

The Committee talked about reaching out to city officials and various partners throughout the community for access to demographic, population and real estate information for use in the strategic planning of the District.

The Committee will discuss adding into the Charter, once known, the need for funding to acquire resources and personnel to assist in the work (process managers, engagement partners, etc.).

The Committee discussed a possible need to hire a full-time Program Director or “Black Belts” to assist in the development of the 20-year Strategic Plan. *Black Belts are leaders of teams responsible for measuring, analyzing, improving and controlling key processes that influence customer satisfaction and/or productivity growth. Black Belts are full-time positions.*

The Committee discussed contacting the Council of the Great City Schools, National School Boards Association and the Ohio School Boards Association for a referral of a school district that has a good Strategic Plan that the District could use as benchmark.

Membership Status

The Committee reported that three individuals have provided written requests to the Board office for their interest in being on the Committee.

Ms. Worley will be developing an application process that will be added to the District’s website, submitting an article to the Enquirer about the Committee, and doing a Press Release announcing applications will launch on June 20, 2018.

The Committee agreed that a cover letter and resume will be the tools used for the application. Ms. Worley will include the criteria for selection within her marketing of applications.

Committee Progress Timeline

The Committee discussed the need to be cognizant of not hindering the Administration’s work upon creating the timeline. With an anticipated goal of pending resources, the goal is to have the plan completed by January 1, 2020.

The Committee advised to frontload the initial engagement due to the amount of work needing to be completed.

Open Discussion About What the Committee’s Role Is and Is Not

Ms. Bolton reported the previous Strategic Plan was heavily loaded with academic achievement and prescriptive about measuring the goals. She reported there have been many strategic initiatives over the years.

Mr. Messer reported that the Committee will be the facilitator of the work, and will engage the full Board along the way.

The Committee is not an extension of the Board, but a body that will do the work. The Committee will help decide what the experts should be doing for the District, and not how they need to do the work.

Committee member Bolton talked about reviewing the Board’s Vision, Mission and Great Goals to possibly assist in the end product.

Board President Jones talked about aligning the Plan with current District initiatives and keeping in mind that there will be budget implications in working towards a Plan.

The Committee discussed including a legislative group that will talk about funding.

Ms. Bolton emphasized finding ways to strengthen what the District is currently doing.

Administration's Interests and Concerns

Superintendent Mitchell inquired about the outcome of the Committee. It is to have a plan with the following core components: Vision, Mission, Goals, Metrics and Strategies. Committee member Messer suggested having categories for the different body of works.

Mrs. Mitchell informed the group that companies are no longer using long lengths of time to develop long range of plans. Plans are being developed for shorter lengths of time to allow flexibility for the plan to change.

Superintendent Mitchell asked the following:

- for a better understanding of the expectations and role of the Administration;
- if the Strategic Plan will help uplift education in the region in terms of its importance to the community and vibrancy of the City; and
- if CPS will be a part of succession planning strategies for the City as it relates to Pre-K through and after graduation.

Mrs. Mitchell will appoint liaisons to the Committee.

Committee member Messer reported that the relationship will be a partnership, with the Board and Administration working together.

Ms. Jones reported that the Administration implements the process and needs to be at the table as a partner with the SPEC.

Mr. Messer recommended looking at strategic plans from other school districts and contacting their process drivers for benchmarking purposes.

The Committee discussed how many students should serve on the SPEC. The views of the SPEC members and the community members differed on the number of students that should serve on the team.

Relevant Strategic Plans and Documents

Committee member Bolton provided the Committee with a copy of the Cincinnati Health Department's 2016-2021 Strategic Plan, United Way's Bold Goals for their Region document, and the National School Boards Association's Planning for Action Workbook. The Committee will review the documents for possible benchmarks in creating the District's Plan.

Other Business

The Committee will conduct its next meeting on Tuesday, August 7, 2018, 4:00 P.M.

The meeting adjourned at 5:42 PM.