

# Fort Worth ISD Strategic Plan

Fort Worth ISD Board of Education Meeting

Tuesday, August 22, 2023

5:30 p.m.



# Fort Worth ISD Strategic Plan Development

Why Now? (Objective)

Process and Timeline

Partnership (Board Action)



# Why Now?

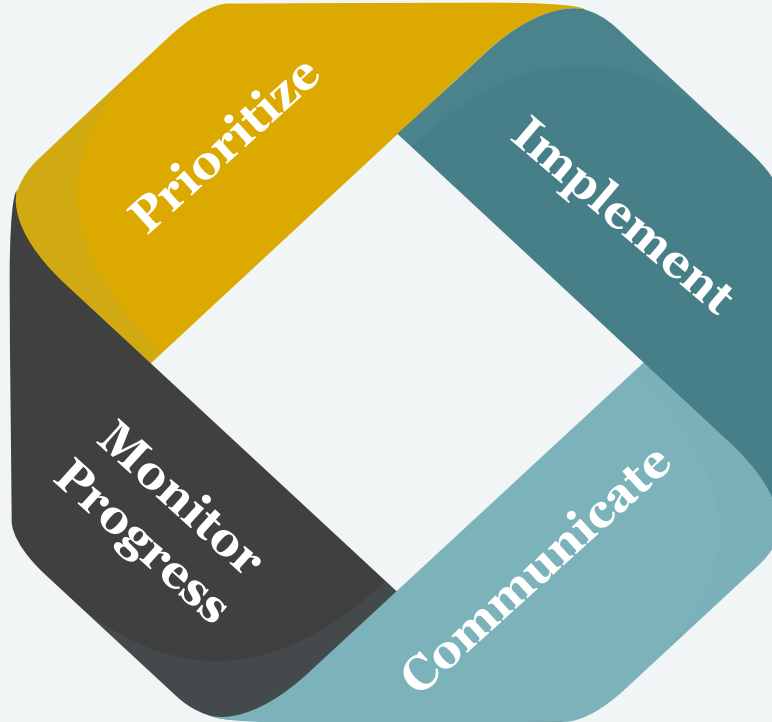
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- ✓ New Leadership (Listening Tour Findings and SWOT Analysis)
- ✓ New State Accountability Guidelines and STAAR Redesign
- ✓ Continuing Pandemic Recovery Efforts
- ✓ Challenges of New Legislative Requirements with Funding Shortages

Fort Worth ISD needs a comprehensive, multi-year plan that establishes priorities aligned to the current needs of our community as we provide a high-quality education for ALL students .

# Strategic Plan Objectives

1. Establish strategic **priorities** aligned to the needs of our community.



2. Provide a roadmap for **implementing** our priorities.

3. Establish a system for measuring and reporting district **progress**.

4. Strengthen ongoing, two-way **communication** with students, families staff and community.

# Strategic Planning Community Engagement

## Community Advisory Committees

- ✓ Actively participate in meetings, including meeting attendance, pre-work, and group operating norms.
- ✓ Seek to understand and represent the needs and interests of the community (not just personnel perspectives).
- ✓ Work collaboratively with committee members to define district priority needs, goal/objectives, and strategy recommendations for Action Teams.

**Community Advisory Committees Membership:**  
15 – 20 members per committee; including students, parents, campus and district staff, political leaders, community and faith-based organizations.



# Strategic Planning Process



## Phase 1: Board Call to Action

- ✓ Superintendent presents proposal for strategic planning process
- ✓ Board approves technical assistance (TA) partner organization for strategic plan development

## Phase 2: Strategic Priorities and Committee Orientation

- ✓ Fort Worth ISD Executive Team identifies strategic priority areas based on listening tour feedback from 2022-2023
- ✓ Identify and develop key resources (data) for each strategic priority
- ✓ Create orientation for Community Advisory Committees aligned to each strategic priority

# Strategic Planning Process

## Phase 3: Community Advisory Committees

- ✓ Advisory Committees participate in multiple meetings to review District data and define *priority needs*, *goals/objectives*, and *strategy recommendations* that are aligned to each strategic priority area.
- ✓ TA partner organization facilitates meetings and drafts final committee reports.



## Phase 4: Action Teams

- ✓ Action Teams develop detailed multi-year plans aligned to *priority needs*, *goals/objectives*, and *strategy recommendations* from Community Advisory Committees.
- ✓ TA partner organization co-facilitates with Action Team leaders to draft each strategic priority plan report

# Strategic Planning Process

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## **Phase 5: Community Feedback**

Collect community feedback on strategic plan draft through multiple avenues, including surveys, community forums, focus groups, and individual meetings.

## **Phase 6: Board Adoption**

Fort Worth ISD reviews and approved Strategic Plan during public meeting

## **Phase 7: Progress Monitoring and Improvement**

- ✓ Superintendent provides quarterly updates on strategic plan milestones metrics, including a comprehensive annual report on Strategic Plan progress.
- ✓ Establish a Strategic Plan Community Council to review and provide feedback on District progress quarterly.



# Strategic Planning Timeline

August 2023	<b>Phase 1:</b> Board Call to Action (August)
September 2023	<b>Phase 2:</b> Strategic Plan Priorities and Committee Formation
October 2023	<b>Phase 3:</b> Community Advisory Committees (October – December)
November 2023	
December 2023	
January 2024	<b>Phase 4:</b> Strategic Priority Action Teams (December – February)
February 2024	
March 2024	<b>Phase 5:</b> Community Feedback
April 2024	<b>Phase 6:</b> Board Adoption
May 2024 (Ongoing)	<b>Phase 7:</b> Progress Monitoring and Improvement

# Technical Assistance (TA) Partner Roles and Responsibilities

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- ✓ Support Executive Committee Activities
- ✓ Develop promotion and communication materials
- ✓ Facilitate and Support Community Advisory Committees
- ✓ Facilitate and Support Action Teams
- ✓ Draft and Publish Final Strategic Plan
- ✓ Develop a Progress Monitoring Dashboard

# Technical Assistance (TA) Partner Selection Process

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- ✓ Fort Worth ISD solicited proposals from local and national organizations.
- ✓ The District received 6 qualified proposals.
- ✓ Proposals were assessed based on the following criteria:
  - Level of Experience in Providing Strategic Planning Support
  - Cost (Competitive and Commensurate with the Scope of Work)
  - Readiness to Begin Work in September 2023
- ✓ District Management Group (DMGroup) was identified as the optimal partner based on the assessment criteria.

# District Management Group (DMGroup)

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## District Management Group

District Management Group (DMGroup) has an understanding of Fort Worth ISD's operating context based on their ongoing work with the budgeting process and leadership development

### DMGroup Background:

- K-12 public education consulting organization founded in 2004
- Headquartered in Boston, MA and works nationally including experience working with Texas school districts
- Experience working with FWISD on multiple initiatives: strategic budgeting initiative, "Learning and Leading" retreat with leadership team (June 2023), academic return on investment (AROI) evaluation of ESSER-funded initiatives and programs



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