

May 14, 2025

The Board of Trustees of Willis I.S.D. met in a Public Meeting Concerning Construction / Contract Procurement and the Public Comments regarding same on May 14, 2025 at the Sharon Hill Jennette Administration Building in the Willis ISD Boardroom, 612 N. Campbell Street, Willis, Texas.

CALL MEETING TO ORDER

President Kyle Hoegemeyer called the Strategic Planning Public Meeting to order at 4:30 p.m. and announced that a quorum was present and that notice of the meeting had been posted for the time and manner required by law.

Members present: Kyle Hoegemeyer; presiding, Cliff Williams, Scott Carson, Charles Perry Sr, Chad Jones, and Paulett Traylor

Member Absent: Nikita Lagway

PUBLIC MEETING STRATEGIC PLANNING WORKSHOP

The board workshop centered on reviewing the district's strategic design process and framework, with board members confirming access to the necessary printouts. The district's mission to support public schools and make neighborhood schools the first choice was reinforced, as were the established norms guiding data-driven discussions.

The presentation highlighted the extensive involvement of the design team and the crucial role of community input through surveys, a summit, and a student panel. An online community survey was even reopened to ensure comprehensive feedback. This entire process, from engagement to action, began in February and is set to conclude in May, with the final plan expected on the board agenda in June. Visual evidence showcased active community participation, emphasizing that this strategic plan is unique to Willis ISD, developed organically by its community, staff, and students, with significant student involvement.

Board Questions and Responses

Community Input:

- **Board Member:** Expressed satisfaction with high community engagement and participants' dedication. Hoped the plan would reflect the community's desire for increased involvement in initiatives leading to better student outcomes, advocating for a willingness to change approaches. Praised the inclusivity of the process, noting that community members, including students, feel more involved now, leading to more comprehensive decision-making.
- **Board Member:** Expressed frustration with the limited turnout of general community members, noting only a small, consistent group participates despite extensive invitation efforts. Gratefully acknowledged those who dedicated their time, especially those who took days off work.

Willis ISD Beliefs and Call to Action:

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The presentation then moved to the Willis ISD beliefs, developed by the design team, which, along with the existing vision and mission, informed the student-focused Call to Action.

- **Board Member:** Highlighted "all students, no matter what. All means all" as a significant point of discussion and agreement.
- **Board Member:** Mentioned "discipline" and "safety" as resonating points.
- **Board Member:** Emphasized the "end goal" of producing "productive members."

It was reiterated that these beliefs and the Call to Action were organically created by the design team through collaborative discussions and consensus.

Leader and Learner Profiles

The discussion moved to the newly created Leader Profile and Learner Profile. The Leader Profile focuses on active verbs for all district leaders, emphasizing intentional nurturing of skills. The Learner Profile defines key actions for both students and adults in professional development, with carefully selected skills linked to shared beliefs and the Call to Action.

- **Board Member:** Expressed excitement about leaders empowering district members, including students and teachers, to boost morale and achieve positive outcomes.
 - **Board Member:** Noted that the profiles provide clear standards for accountability and serve as a lens for hiring and skill development within the district.
 - **Board Member:** Specifically highlighted "builds positive relationships" as a repeated request from students and community members, seeing it as foundational. Desired to hear prospective hires articulate the importance of relationships, individuality, and accountability. Emphasized ensuring no student is missed in building relationships.
 - **Board Member:** Inquired if students discussed engaging with peers to help them achieve goals.
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Goals and Objectives

The final part of the presentation focused on five goals and actionable objectives derived from the beliefs, call to action, and profiles, designed to guide the five-year strategic plan.

- **Board Member:** Highlighted objective 1.4, focusing on improving classroom behavior as foundational.
- **Board Member:** Expressed interest in objectives 2.3 and 3.1, particularly collaborating with students on individualized pathways and providing workshops for academic/career exploration.
- **Board Member:** Emphasized Goal 3, enhancing instructional effectiveness, as crucial for student outcomes, acknowledging existing strengths to build upon.

The board's feedback on priorities (1.4, 2.3, and Goal 3) was acknowledged, with assurance that they would inform the implementation timeline, considering curriculum implementations.

Communication and Accountability

- **Board Member:** Emphasized clearly communicating the five-year nature of the plan ("marathon, not a sprint") to manage community expectations for immediate changes, especially concerning past testing results.
 - **Response:** This resonated strongly, as clear and timely communication about the plan's progress was frequently discussed. The Superintendent provided an example with the district's long-term phonics-based curriculum adoption (Hagerty) and simultaneous interventions for older students, illustrating the "catch-up while moving forward" dynamic.
 - **Board Member:** Passionately advocated for accountability in plan implementation, stressing that success hinges on enforcing standards and referencing historical issues with consistent enforcement.
 - **Response:** The Presenter affirmed that accountability was a strong theme throughout the design process, with participants questioning how it would be maintained and feedback integrated. The phrase "outcomes will not change until adult behavior changes" was highlighted.
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Student Engagement and Next Steps

- **Board Member:** Shared a positive anecdote about an eighth-grade student who felt gratitude for being included in the process and a genuine stake in the plan.
 - **Response:** The Speaker confirmed similar positive feedback from students, noting their pride and willingness to speak up, reinforcing the commitment to genuine student inclusion.

The presentation concluded by outlining next steps, including developing specific learning environments aligned with the learner profiles and call to action. The plan will be presented to the board for approval in June. A "responsible rollout" on May 28th will involve campus and district leaders in planning communication and implementation. The Superintendent thanked the board and a community member that participated in the strategic planning then remained for the workshop and praised the design team for their dedication and critical thinking, leading to a comprehensive and actionable plan.

PUBLIC COMMENTS

There were no public comments.

ADJOURNMENT OF PUBLIC MEETING

Motion by Scott Carson and seconded by Paulett Traylor to adjourn the Public Meeting. Motion carried unanimously.

The Public Meeting adjourned at 5:16 p.m