Why a strategic plan?

• A strategic plan defines the **vision for success** 5 years from now; offers a touchstone and a **why** to drive commitment.

• A strategic plan **aligns values** and **commitments** to **measurable outcomes**.

• A strategic plan **communicates priorities** to **galvanize action** and foster **effective decision-making**.
Prior Framework: AISD 2015-2020

• **Vision:** Austin ISD will reinvent the urban school experience.

• **Core Beliefs**
  - CORE BELIEF ONE: All students will graduate college-, career-, and life-ready.
  - CORE BELIEF TWO: We will create an effective, agile, and responsive organization.
  - CORE BELIEF THREE: We will create vibrant relationships critical for successful students and schools.

• **Values**
  - Whole Child, Every Child
  - Physical, social, and emotional health, and safety
  - Equity, diversity, and inclusion
  - High expectations for all students, employees, parents/guardians, and community members
  - Creativity, collaboration, and innovation
  - Community schools
  - Life-long learning
Components of A Strategic Framework

• **Mission**—Our core organizational purpose
• **Vision**—Our aspirations for success and what we will achieve through the successful implementation of our plan
• **Values/Core Beliefs**—Key beliefs and standards about what we stand for that guide us along the way
• **Goals**—Measurable outcomes for improvement
Board Activities

October
- Understanding of purpose, process, and desired outcome of strategic planning process; reflection on plus/deltas from prior plan and execution process

November
- Review of current priorities and begin to develop mission, vision, values

February
- Continued collaborative development of mission, vision, values

Mar.–Apr.
- Individual feedback on ideas for mission, vision, values

May
- Engage community stakeholders to listen for priorities

June
- Review draft strategic framework options

June
- Approve Strategic Framework 2020-2025
<table>
<thead>
<tr>
<th>Focus Areas</th>
<th>STUDENT WELL-BEING AND ACHIEVEMENT (SUCCESS)</th>
<th>TEACHER &amp; EMPLOYEE WELL-BEING (Financial, Professional, Physical, Mental)</th>
<th>CULTURE OF RESPECT/ CUSTOMER SERVICE</th>
<th>FISCAL STEWARDSHIP AND PRIORITIZATION</th>
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<td>Goals</td>
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<td>EQUITY</td>
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Work Ahead

**Strategic Framework**

- **May**: Engage community stakeholders to listen for priorities
- **May-June**: Review draft strategic framework options
- **June**: Approve Strategic Framework 2020-2025

**Superintendent Search**

- **May**: Online survey and stakeholder meetings to develop profile of superintendent
- **May-June**: Application open
- **July**: Candidate interviews and finalist selection
- **August**: New superintendent begins
Alignment

Strategic Framework

Selection of Superintendent

Superintendent's Action Plan

Continuous, Annual Budget & Action Planning

Logical sequence for effective action
Listening Session

- **Purpose:**
  - To gather insight from stakeholders about the relative importance of promising concepts developed by the Trustees
  - To strengthen effective decision-making that narrows the many positive ideas to those which the greatest resonance in the community

- **Process:**
  - Concepts available for consideration
  - Offer context to the listening session
  - Can record, call, or write in
  - Conclude and consider the feedback in our next steps
Question 1: Which idea represents the MOST IMPORTANT achievement for AISD students and graduates by 2025?

- A sense of belonging
- Appreciated for their skills, talents, dreams and challenges
- Civically-engaged citizens, working for the common good
- College, career, and life ready
- Empowered to learn, grow, and achieve
- Empowered, regardless of zip code, race, ethnicity, language or abilities, to recognize and achieve their own potential
- Engaged and ready
- Happy, healthy, challenged, supported, loved
- Passionate, life-long learners
- Possessing knowledge and skills to empower them to achieve their full potential in college, career and life
- Prepared to thrive in college, career and life
- Receiving what they need to develop to their full academic and social potential
- Respected, safe
- Taking joy in learning
- They dream, believe, and achieve
Question 2: Which idea BEST describes how our internal and external stakeholders should experience AISD?

- An educational community all are proud to choose as the best place to learn, work, partner and invest
- Austin’s choice
- Austin’s home
- Building trusting relationships with each other and those we serve
- Caring for every child
- Collaborating to improve the common good
- Committed to academic excellence
- Committed to achieving educational equity
- Delivering excellent customer service
- Demonstrating a culture of respect and transparency
- Educating the next generation of leaders, one student at a time
- Ensuring that all voices are heard
- Focused on every student, every day
- Innovative
- Meeting every child where they are
- Overcoming inequity
- Preparing tomorrow’s leaders, today
- Representative of Austin’s diversity
- Transparent
- Undertaking meaningful engagement
- Unified, one community
- Valuing diversity
Next Steps

- Participants can record, write, or join us at the Listening Session on May 7
- Trustees will reconvene to review feedback and move forward on final determination of Vision, Mission, Values, Goals