



STRATEGIC PLANNING FOCUS GROUP SESSION

June 25, 2020

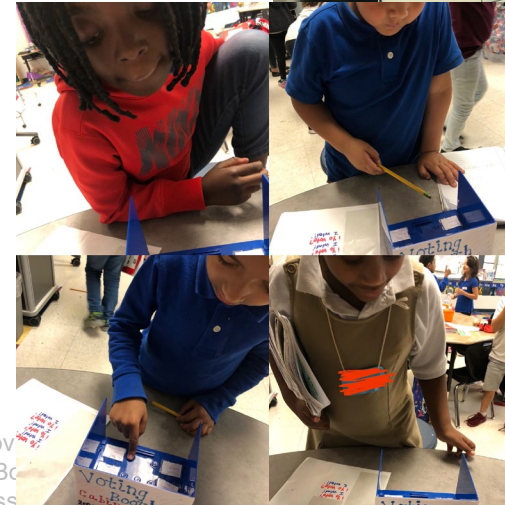
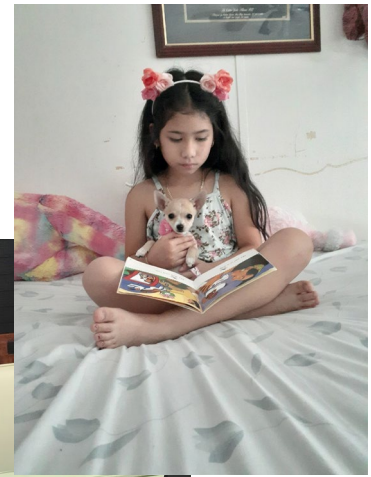
We will start at 4 pm CT.

*Please visit www.slido.com and use event code **#AISD2020** to share ideas throughout the session.*

TODAY'S AGENDA

- Welcome
- Our Strategic Planning Process
- AISD Strategic Framework 2020-2025
- AISD's Equity Framework
- Breakout Groups
 - Key Draft Scorecard Measures
 - Discussion of Current/ Potential Strategies in Your Priority Area
- Wrap-Up and Conclusion

More ideas? Visit www.slido.com and use code **#AISD2020**



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**

STRATEGIC PLANNING IN AISD

Strategic Framework + Scorecard + Action Plan = Strategic Plan

Board: Strategic Framework

- Started planning in 2018
- Applied listening and learning to develop mission, vision, values, priorities

Board & Superintendent: Scorecard

- Continuous process of defining annual measures of success
- Currently in draft form

Superintendent: Action Plan

- Budget
- Monitoring
- Alignment/ Cascade
- Administrative leaders developed potential strategies
- Listening today for feedback
- Likely to return to an internal Steering Committee to make recommendations to Supt.

OUR PURPOSE TODAY

Is...	Is Not...
Introduce the AISD Strategic Framework 2020-2025	Provide feedback or make revisions to the framework
Introduce the development and application of the AISD Equity Framework	Provide feedback or make revisions to the framework
Share some key measures that matter on a draft AISD Scorecard	Discuss the potential scorecard metrics
Provide feedback on potential strategies and actions, including <i>what matters most</i> to fulfill the AISD mission and vision and what should be <i>prioritized in 2020-2021</i> , and anything we <i>might be missing</i> , that could be significant in 2020-2021.	Specify language or detailed actions

Austin Independent School District

Strategic Framework 2020-2025

Mission

We prepare every student with the knowledge and skills to thrive in college, career, and life.

Vision

We are Austin's home for inclusive learning: high expectations for all children, high outcomes for every student.

Values

In our interactions with students, families, community stakeholders and each other, we commit to:

- **Caring** for every child to be **healthy, safe, engaged, supported, and challenged**.
- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- **Innovation** and **academic excellence** to inspire the next generation of leaders, civically engaged citizens, creative and critical thinkers, and lifelong learners.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.
- A **culture of respect, transparency, and data-informed decision making** to build trusting relationships with each other and those we serve.
- **Engaging** our employees and inviting their **collaboration** to make AISD a great place to work.
- **Aligning resources** to student needs, to be strategic stewards of financial and human capacities to achieve our vision and mission.

Austin Independent School District
Strategic Framework 2020-2025

Priority Focus Areas			
STUDENT WELL-BEING & ACHIEVEMENT	TEACHER & EMPLOYEE WELL-BEING	CULTURE OF RESPECT/ CUSTOMER SERVICE	FISCAL STEWARDSHIP & PRIORITIZATION
EQUITY			
<i>AISD: Every Child, Every Day</i>			

AUSTIN ISD'S EQUITY FRAMEWORK: PLANS FOR EQUITABLE OUTCOMES

Office of Equity Update
August 2019-May 2020



Office of Equity: Cultivating AISD's Equity Ecosystem

<https://www.austinisd.org/equityoffice>



Thanks to Internal & External Consultants and Thought Partners


AISD

- Cultural Proficiency & Inclusiveness
- Division of Communication and Community Engagement
- Family Support Services
- Finance
- Human Capital
- Information Technology
- Multilingual Education Department
- Office of Innovation & Development
- Race Equity Council
- Refugee Support Services
- Tech Design Team

EXTERNAL

- ACPTA
- Austin Community College faculty
- City of Austin, Equity Office
- College of Education, University of Texas at Austin
- Community One Consultants, San Francisco
- IDRA (Intercultural Research Association)
- Institute for Urban Policy Research & Analysis, University of Texas at Austin
- National Equity Leaders Network
- National Equity Project
- Pacific Educational Group/Courageous Conversation about Race
- Quantum Possibilities Consulting
- Undoing Racism Austin
- University of Southern California, Center for Urban Education



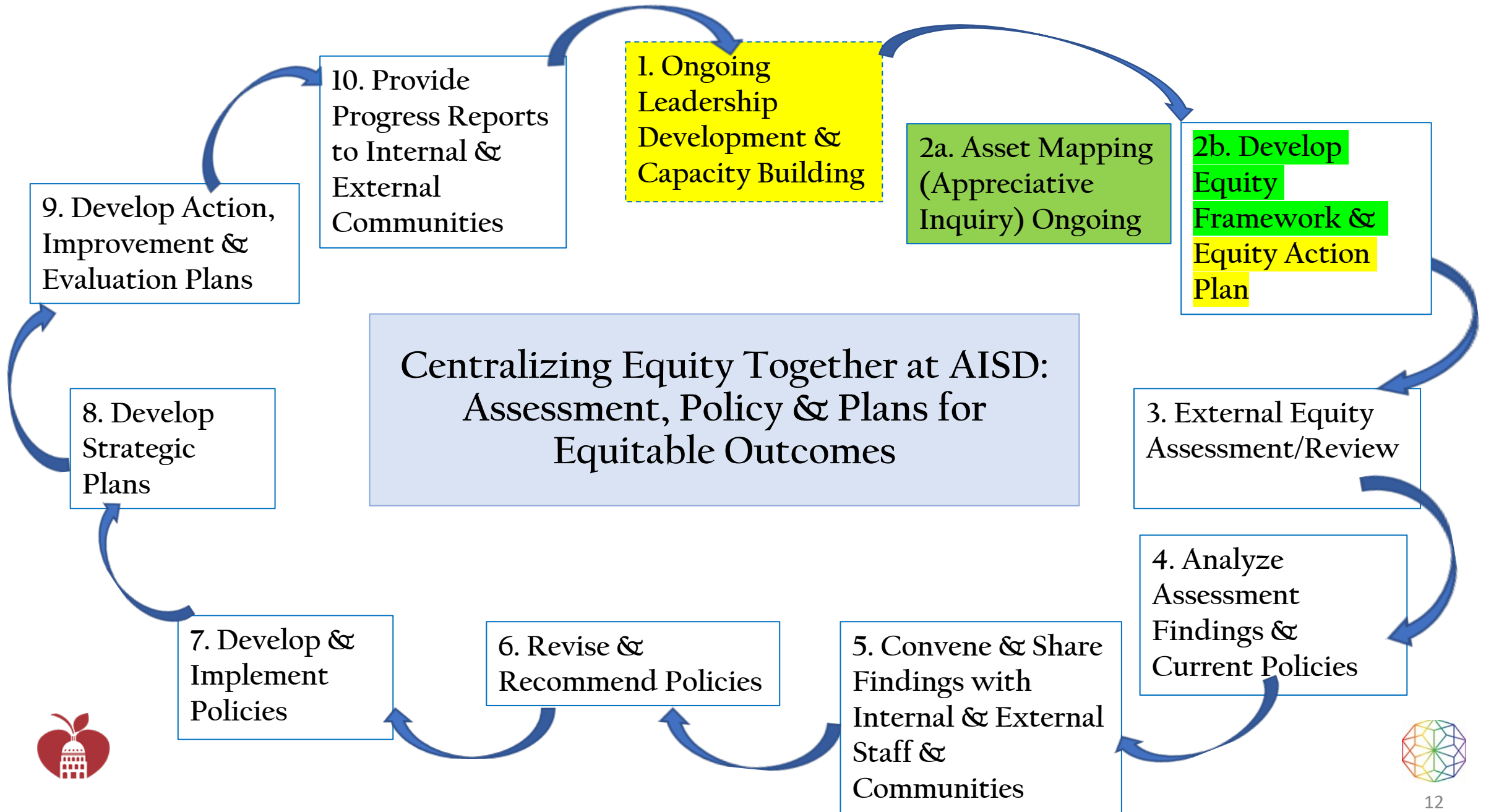


Educational equity means that each child receives what they need to develop to their full academic and social potential.

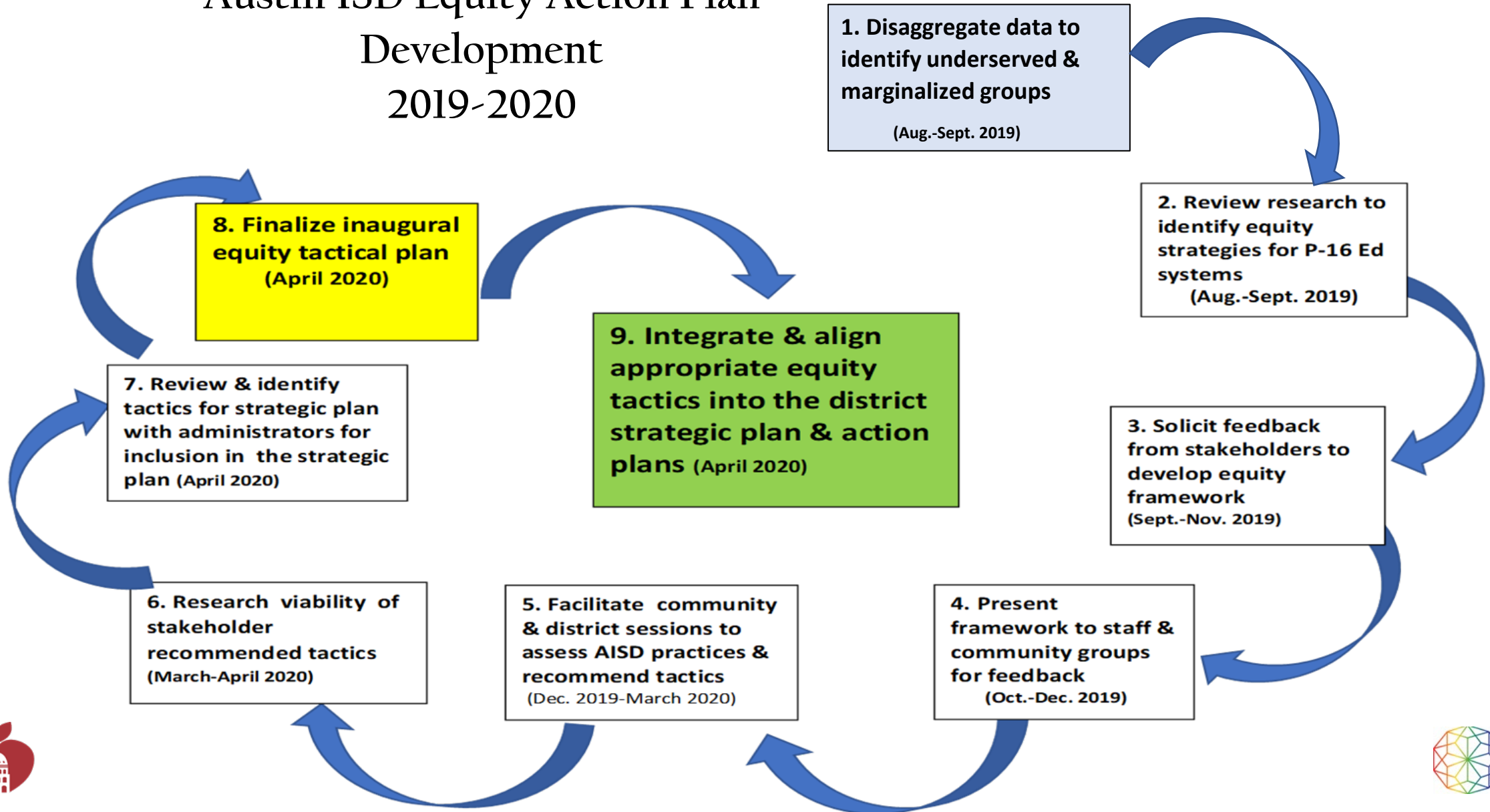
Working Towards Equity in Schools Involves:

- Ensuring equally high outcomes for all participants in our educational system; removing the predictability of success or failures that currently correlates with any social or cultural factor;
- Interrupting [Disrupting] inequitable practices, examining biases, and creating inclusive multicultural school environments for adults and children; and
- Discovering and cultivating the unique gifts, talents and interests that every human possesses. <https://nationalequityproject.org/>





Austin ISD Equity Action Plan Development 2019-2020



Equity by Design

1. Identify underserved groups
(Analyze disaggregated data)

2. Listen to the voice of the adversely
affected

3. Conduct root
cause analysis with
communities

4. Environmental scan & asset-
mapping with communities

5. Research promising practices &
industry exemplars

6. Establish the same robust but
realistic measurable goals over time for
all student groups

7. Adapt or develop
research-based strategies &
tactics *with* underserved
communities

8. Draft strategic implementation
plan & evaluation
(formative & summative plans)



UNDERSERVED & MARGINALIZED GROUPS

- African American/Black Students
- Asian & Asian American
- Deaf and Hard of Hearing Students
- Emerging Bilingual Students
- Hispanic/Latinx Students
- Immigrant Students
- Indigenous Students
- Girls
- Students who are identified with mental, cognitive & physical disabilities
- Refugee Students
- Students who identify as LGBTQIA
- Students identified as Economically Disadvantaged
- Students Who Access Special Education Services

APPRECIATIVE INQUIRY: Austin ISD Equity Pride Points

- Board of Trustees is leading policy development and strategic planning for equitable outcomes
- The current strategic plan was initiated with an equity focus
- Participation in leadership development for racial equity & inclusiveness is increasing
- 20+ departments, committees & community partners are engaged in ongoing learning experiences for racial equity & inclusiveness
- District Equity Leadership Team (DELT) sessions were well-attended
- Elimination of discipline policy that disproportionately affected Black & Brown children
- Growing numbers of staff, teachers and students participating in ongoing Cultural Proficiency & Inclusiveness (CP&I) and equity learning experiences
- DRE has been and continues collecting, analyzing and providing data to support planning
- Investment in early childhood program
- Investment in early college high schools



Why and How Did We Develop AISD's Equity Framework?

- Highlight and build on the district's existing strengths
- Ensure common understanding of definitions, concepts & goals
- Provide opportunities for engagement, dialogue & contributions from internal and external communities
- Synthesize lived experiences of students, families, staff & community with research and quantitative data
- Build internal and community relationships and trust
- Clarify specific actions to be taken for equitable outcomes
- Identify key practices for policy considerations
- Provide the foundation for the inaugural equity plan
- To inform the district's strategic plan

*Developed with input
from 200+ people
(Sept. 2019-Jan. 2020)

- Students,
- Family members,
- Staff
- Community members
- Administrators
- Researchers



*Presentations, workshops, interviews, email, focus groups, advisory committee meetings, community and campus dialogues.



Austin ISD's Framework (Working Draft Since Jan. 2020)

1. Develop leadership for equity and inclusion
2. Practice transparent & effective communication with all stakeholders
3. Collect, analyze & use disaggregated data
4. Develop non-discriminatory, inclusive & supportive policies
5. Engage students & families
6. Engage all communities, particularly underserved & underrepresented
7. Apply research & evidence-based practices
8. Engage in ongoing cultural proficiency & inclusiveness development & training
9. Support & engage in culturally relevant/culturally & linguistically sustaining pedagogy
10. Develop & implement equity-focused strategic planning, evaluation & budget allocations



Board Priorities & The Equity Framework

FRAMEWORK (Equity Practices)	STUDENT WELL- BEING & ACHIEVEMENT	STAFF WELL- BEING	CULTURE OF RESPECT	FINANCIAL STEWARDSHIP
1. Develop leadership for equity and inclusion				
2. Practice transparent & effective communication with all stakeholders				
3. Collect, analyze & use disaggregated data				
4. Develop non-discriminatory policies, practices				
5. Engage students & families				
6. Engage all communities, particularly underserved communities				
7. Apply research & evidence-based practices				
8. Engage in & support cultural proficiency & inclusiveness				
9 Support & engage in ongoing culturally relevant teaching				
10. Develop & implement equity-focused plans, evaluation & budgets				



STRATEGIES/ ACTIONS

- Developed through consultation with internal AISD experts in each area, aligned to research-based strategies
- Include recommendations from the proposed AISD Equity Action Plan
- Reflect strategies (comprehensive, multi-year approaches to improvement) and actions (more targeted, specific steps we might take in 1 year)
- Include approaches that we may have begun but should deepen or expand
- May include new approaches that we have not begun yet

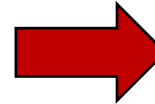
BREAKOUT GROUPS

- You will be assigned and transferred to a breakout room.
- A Studer Education coach will facilitate the session; AISD administrative leaders will be available as expert resources during the discussion
- The group will do quick introductions and then the facilitator will introduce:
 - The draft scorecard measures in that area
 - 2-3 slides of proposed strategies and actions
- You will be asked:
 - Which of these are MOST important to achieving our vision and mission?
 - Which of these should be prioritized in 2020-2021?
- At the conclusion of the breakout session, we will ask:
 - Is there anything we've missed?
- If you aren't able to share, or think of something else after this evening, please visit www.slido.com and use code **#AISD2020** before 6/27.

BREAKOUT GROUPS NORMS

VALUES

- **Caring** for every child to be **healthy, safe, engaged, supported, and challenged**.
- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- **Innovation** and **academic excellence** to inspire the next generation of leaders, civically engaged citizens, creative and critical thinkers, and lifelong learners.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.
- A **culture of respect, transparency, and data-informed decision making** to build trusting relationships with each other and those we serve.
- **Engaging** our employees and inviting their **collaboration** to make AISD a great place to work.
- **Aligning resources** to student needs, to be strategic stewards of financial and human capacities to achieve our vision and mission.



TODAY

- Stay focused on equitable student success.
- Listen to each other and feel free to respectfully disagree.
- Monitor your airtime to allow for all participants to speak.
- You will be returned to the whole group in 1 hour.

WELCOME BACK

STRATEGIC PLANNING IN AISD

Strategic Framework + Scorecard + Action Plan = Strategic Plan

Board: Strategic Framework

- Started planning in 2018
- Applied listening and learning to develop mission, vision, values, priorities

Board & Superintendent: Scorecard

- Continuous process of defining annual measures of success
- Currently in draft form

Superintendent: Action Plan

- Budget
- Monitoring
- Alignment/ Cascade
- Administrative leaders developed potential strategies
- Listening today for feedback
- Likely to return to an internal Steering Committee to make recommendations to Supt.

NEXT STEPS

- Notes from this session will be provided to all participants and made available on AISD website
- Future opportunities to provide input will be communicated
- Anticipate further information following the entry of the next superintendent



THANK YOU

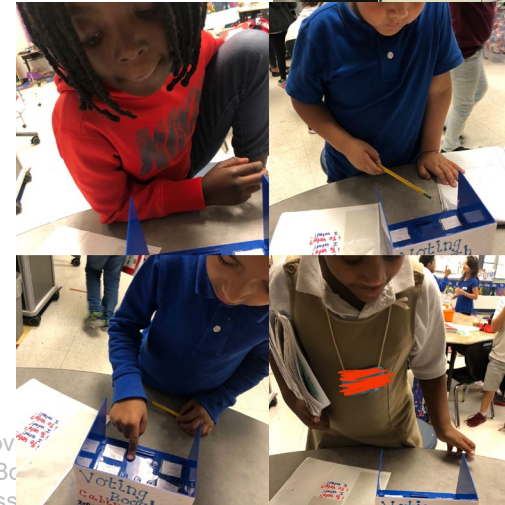
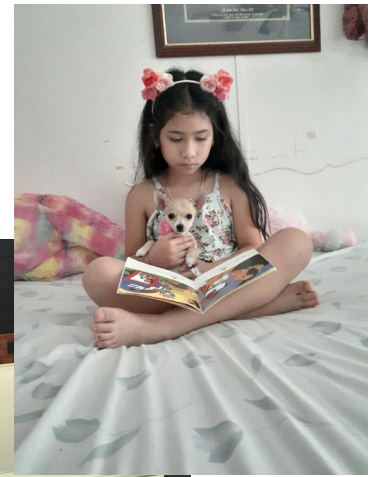


STRATEGIC PLANNING

STUDENT WELL- BEING & ACHIEVEMENT

TODAY'S AGENDA

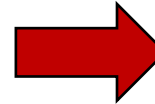
- Introductions (5)
- Values Aligned to this Priority Area (5)
- Key Draft Scorecard Measures (5)
- Discussion of Current/ Potential Strategies (45)
 - Which of these are MOST important to achieving our vision and mission?
 - Which of these should be prioritized in 2020-2021?
 - Is there anything we've missed?



BREAKOUT GROUPS NORMS

VALUES

- **Caring** for every child to be **healthy, safe, engaged, supported, and challenged**.
- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- **Innovation** and **academic excellence** to inspire the next generation of leaders, civically engaged citizens, creative and critical thinkers, and lifelong learners.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.
- A **culture of respect, transparency, and data-informed decision making** to build trusting relationships with each other and those we serve.
- **Engaging** our employees and inviting their **collaboration** to make AISD a great place to work.
- **Aligning resources** to student needs, to be strategic stewards of financial and human capacities to achieve our vision and mission.



TODAY

- Stay focused on equitable student success
- Listen to each other and feel free to respectfully disagree
- Monitor your airtime to allow for all participants to speak.
- You will be returned to the whole group in 1 hour.

INTRODUCTIONS

- I'll call you out by the name I have.
- Please let us know your preferred name for today and what connections you have to AISD today (employee, alumni, student, parent, grandparent, community member, etc.)
- Our internal experts and staff listeners/ note-takers will identify themselves, and then they will answer questions as needed but they are not the folks from whom we are seeking to gather feedback.

VALUES ALIGNMENT

- **Caring** for every child to be **healthy, safe, engaged, supported, and challenged**.
- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- **Innovation** and **academic excellence** to inspire the next generation of leaders, civically engaged citizens, creative and critical thinkers, and lifelong learners.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.

DRAFT SCORECARD MEASURES

Goal 1: Increase student achievement through a strong literacy foundation for all.

- PK students meeting K readiness (TX-KEA)
- Grades 1-2 African-American, Hispanic, and economically-disadvantaged students reading on or above grade level (iStation)
- Grade 3 students achieving postsecondary readiness in Reading (STAAR)
- Students meeting individualized dyslexia/ reading progress measures

Goal 2: Ensure personal development and critical thinking skills through excellence in learning experiences.

- Grades 5 and 8 students demonstrating proficiency on problem-based learning activity
- Grades 6 and 7 students achieving postsecondary readiness in math (STAAR)
- Grades 6-8 students completing a district-created BLEND mathematics module
- Students completing Algebra 1 before entering high school
- Schools improving or maintaining Social-Emotional Learning score (Rubric)

Red = focus for pandemic response

Goal 3: All students will graduate college-, career-, and life-ready.

- Students graduating college-, career-, and life-ready (military enlistment, enrollment in a postsecondary institution or completion of an industry certification or license)
- Students meeting the Texas Success Initiative criteria in both ELA and math (SAT, ACT or TSI)
- Grade 12 students demonstrating proficiency on a capstone project
- Distinguished Level graduates
- Campus staff feeling students follow rules of conduct (survey)

African American and Hispanic enrollment in magnet schools

African-American and Hispanic enrollment in the Gifted & Talented Program

Home school suspensions

Students with suspected dyslexia evaluated within 45 school days

Campuses with a Recognized or Exemplary rating on the Coordinated School Health report

Longitudinal success of 8th grade students in post-secondary readiness, disaggregated by race and socio-economic status

Instructional packets will be provided to PK through 8th grade students.

All students will remain engaged during the closure period.

All students will be contacted and encouraged to participate in continuous at-home learning.

All students will reach proficiency in math and reading.

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING STUDENT WELL-BEING AND ACHIEVEMENT?

Continuously improve curriculum, instruction and assessment to achieve high outcomes for all students

- Advance and execute on the Austin ISD Framework for Learning (Engage2Learn)
- Implement culturally relevant, standards-based curriculum & assessment
- Enhance explicit and embedded social-emotional learning instruction, including how teachers model social and emotional competencies of themselves and their students
- Proactively identify, prepare, and respond to the learning loss, collective and individual trauma of the recent months that may disproportionately impact our most vulnerable students
- Use tools rooted in brain development to build relationships with students, other educators, and parents
- Review & evaluate curriculum to remove inaccurate, biased and offensive materials before each school year
- Set high academic goals for marginalized student groups
- Audit course and curricular offerings by campus and develop strategies to offer high level curricular programming
- Have a third party equity audit (assessment) conducted for the district and/or Title I schools and high performing schools

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING STUDENT WELL-BEING AND ACHIEVEMENT?

Professionally develop school staff to meet learners where they are and effectively support everyone's learning to fulfill high expectations

- Focus teacher and school leader development on social-emotional learning; blended and personalized learning; mastery learning/ standards-based learning, and the literacy and bi-literacy framework
- Prepare teachers to deliver culturally responsive instruction and participate in ongoing anti-bias professional learning
- Provide LGBTQIA+ student training for all teachers and staff
- Advance professional learning to support employee needs in a virtual environment

Create campus cultures that actualize an equitable learning environment (safe, inclusive, culturally-responsive, and academically engaging) that operates from an antiracist lens

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING STUDENT WELL-BEING AND ACHIEVEMENT?

Optimize supports for well-being (academic, social, emotional, and health) by increasing cross-system collaboration among all systems that support students (district departments, campus staff, service providers, parents) for the success of students (academic, emotional, social, health)

- Audit course and curricular offerings by campus and develop strategies to offer high level curricular programming
- Hire more counseling, trauma-informed counselors for campuses
- School-based mental health centers
- Ensure that campus staff know where to go to get the resources they need to deal with their own trauma and that of their students and families

Build strong relationships from the board room to the classroom to the living Room

- Leverage pockets of success that lead to systemic change
- Prepare educators to embrace students in leadership roles
- Prepare educators to respect, encourage, and value student voice

YOUR FEEDBACK

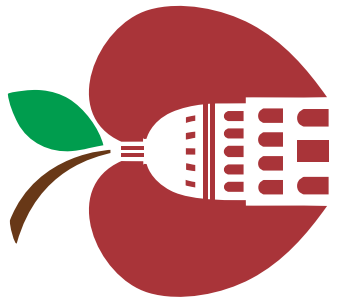
Which of these is MOST important to achieving our vision and mission?	Which of these should be prioritized in 2020-2021?

More ideas? Please visit www.slido.com and use event code **#AISD2020** to share.

YOUR FEEDBACK

Is there anything we're missing?

More ideas? Please visit www.slido.com and use event code **#AISD2020** to share.



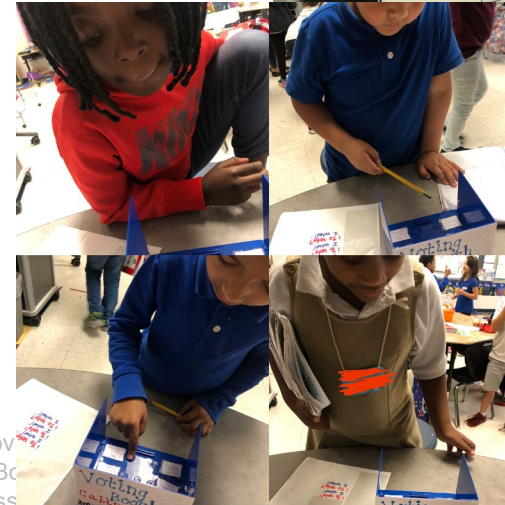
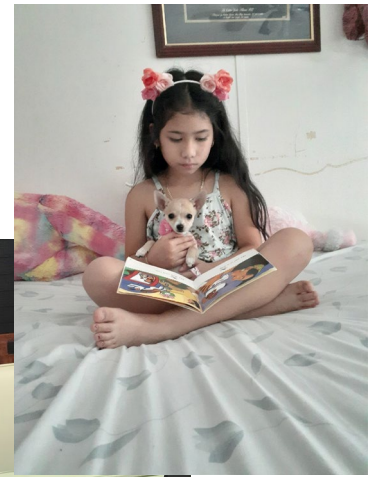
AUSTIN
Independent School District

STRATEGIC PLANNING

TEACHER & EMPLOYEE WELL- BEING

TODAY'S AGENDA

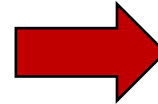
- Introductions (5)
- Values Aligned to this Priority Area (5)
- Key Draft Scorecard Measures (5)
- Discussion of Current/ Potential Strategies (45)
 - Which of these are MOST important to achieving our vision and mission?
 - Which of these should be prioritized in 2020-2021?
 - Is there anything we've missed?



BREAKOUT GROUPS NORMS

VALUES

- **Caring** for every child to be **healthy, safe, engaged, supported, and challenged**.
- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- **Innovation** and **academic excellence** to inspire the next generation of leaders, civically engaged citizens, creative and critical thinkers, and lifelong learners.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.
- A **culture of respect, transparency, and data-informed decision making** to build trusting relationships with each other and those we serve.
- **Engaging** our employees and inviting their **collaboration** to make AISD a great place to work.
- **Aligning resources** to student needs, to be strategic stewards of financial and human capacities to achieve our vision and mission.



TODAY

- Stay focused on equitable student success
- Listen to each other and feel free to respectfully disagree
- Monitor your airtime to allow for all participants to speak.
- You will be returned to the whole group in 1 hour.

INTRODUCTIONS

- I'll call you out by the name I have.
- Please let us know your preferred name for today and what connections you have to AISD today (employee, alumni, student, parent, grandparent, community member, etc.)
- Our internal experts and staff listeners/ note-takers will identify themselves, and then they will answer questions as needed but they are not the folks from whom we are seeking to gather feedback.

VALUES ALIGNMENT

- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.
- A **culture of respect, transparency, and data-informed decision making** to build trusting relationships with each other and those we serve.
- **Engaging** our employees and inviting their **collaboration** to make AISD a great place to work.
- **Aligning resources** to student needs, to be strategic stewards of financial and human capacities to achieve our vision and mission.

DRAFT SCORECARD MEASURES

TEACHER & EMPLOYEE WELL-BEING

Professional learning opportunities will be developed and provided virtually as needed in response to COVID, e.g., distance learning, BLEND, virtual meeting application training, etc.

Red = focus for pandemic response

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING OUR TEACHERS' AND EMPLOYEES' WELL-BEING?

Find, attract, and develop the most talented employees and leaders who are committed to high outcomes for all students in AISD

- Expand diversity in the teacher workforce through specific recruitment strategies (i.e. recruitment at strategically-selected universities like HBCU's and high-serving Hispanic universities)
- Align staffing and hiring to student needs for bilingual teachers, special education evaluations and teachers, trauma-informed counselors
- Ensure systemic employee participation in cultural proficiency and inclusiveness training
- Articulate, define, and communicate equitable and appealing career pathways within AISD
- Ensure onboarding communicates our values and commitments
- Focus teacher and school leader development on social-emotional learning; blended and personalized learning; mastery learning/ standards-based learning, and the literacy and bi-literacy framework
- Advance professional learning to support employee needs in a virtual environment

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING OUR TEACHERS' AND EMPLOYEES' WELL-BEING?

Connect with our employees through relationships and offerings that build trust and collaboration

- Ensure leader development and application of learning for cultural responsiveness and attention to employee well-being
- Value every employee personally and professionally; develop a culture that values professional expertise and provides all employees with a sense of belonging, inclusivity
- Conduct a root cause analysis to establish goals & strategies to improve the experience of Black & Latinx staff/ leaders, SPED staff, and staff at Title I schools
- Improve retention of diverse staff through affinity groups (i.e. LGBT, Hispanic, Black groups)
- Rename schools, remove racist mascots
- Expand options for a family friendly workplace
- Reduce punitive language in our communication with staff (assuming positive intent and use a friendly, welcoming tone)
- Increase employee awareness and participation in district supports that add value to employee well-being and support the mental health of all staff to engage in the workplace
- Hire and maintain an ombudsperson for staff complaints

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING OUR TEACHERS' AND EMPLOYEES' WELL-BEING?

Keep our highly effective staff and leaders

- Advance and execute a strategic staffing model that ensure appropriate staffing and supports based on school and student needs, increasing consistent, high quality leadership at schools with our most marginalized students
- Hold employees (including leaders) accountable for making equitable decisions and owning our commitment to equity
- Develop and execute multi-year goals and actions related to salary scales in comparison to region/ state, including the exploration of opportunities for salary advancement without requiring a change in position and a salary schedule that provides equitable increases

YOUR FEEDBACK

Which of these is MOST important to achieving our vision and mission?	Which of these should be prioritized in 2020-2021?

More ideas? Please visit www.slido.com and use event code **#AISD2020** to share.

YOUR FEEDBACK

Is there anything we're missing?

More ideas? Please visit www.slido.com and use event code **#AISD2020** to share.

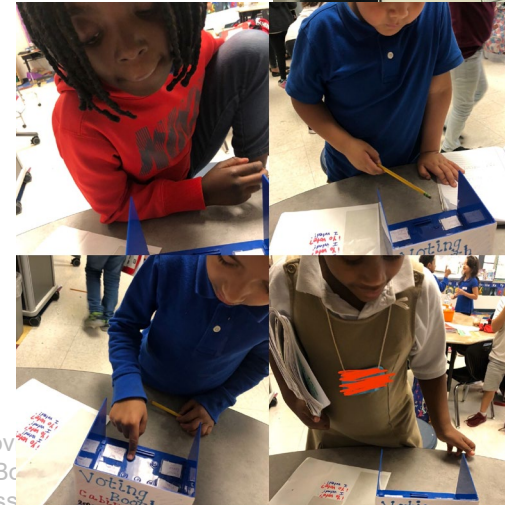
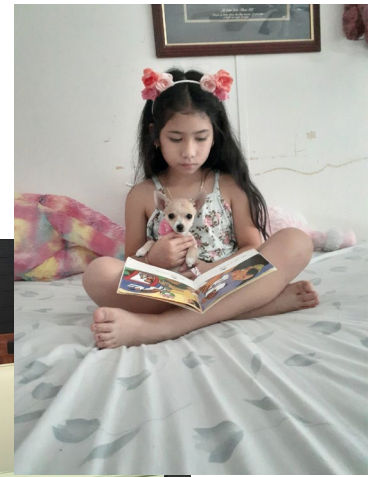


STRATEGIC PLANNING

CULTURE OF RESPECT/ CUSTOMER SERVICE

TODAY'S AGENDA

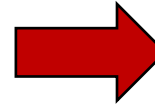
- Introductions (5)
- Values Aligned to this Priority Area (5)
- Key Draft Scorecard Measures (5)
- Discussion of Current/ Potential Strategies (45)
 - Which of these are MOST important to achieving our vision and mission?
 - Which of these should be prioritized in 2020-2021?
 - Is there anything we've missed?



BREAKOUT GROUPS NORMS

VALUES

- **Caring** for every child to be **healthy, safe, engaged, supported, and challenged**.
- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- **Innovation** and **academic excellence** to inspire the next generation of leaders, civically engaged citizens, creative and critical thinkers, and lifelong learners.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.
- A **culture of respect, transparency, and data-informed decision making** to build trusting relationships with each other and those we serve.
- **Engaging** our employees and inviting their **collaboration** to make AISD a great place to work.
- **Aligning resources** to student needs, to be strategic stewards of financial and human capacities to achieve our vision and mission.



TODAY

- Stay focused on equitable student success
- Listen to each other and feel free to respectfully disagree
- Monitor your airtime to allow for all participants to speak.
- You will be returned to the whole group in 1 hour.

INTRODUCTIONS

- I'll call you out by the name I have.
- Please let us know your preferred name for today and what connections you have to AISD today (employee, alumni, student, parent, grandparent, community member, etc.)
- Our internal experts and staff listeners/ note-takers will identify themselves, and then they will answer questions as needed but they are not the folks from whom we are seeking to gather feedback.

VALUES ALIGNMENT

- **Caring** for every child to be **healthy, safe, engaged, supported, and challenged**.
- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- **Innovation** and **academic excellence** to inspire the next generation of leaders, civically engaged citizens, creative and critical thinkers, and lifelong learners.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.

DRAFT SCORECARD MEASURES

CULTURE OF RESPECT/ CUSTOMER SERVICE

- Students respond on the Student Climate Survey that *students at my school are respectful of others*
- Staff members completed customer service orientation training will increase
- Campuses/departments score 75% or more on the AISD CARES Customer Service Evaluation
- Parents/guardians feel their involvement is welcomed by campus administrators, counselors and teachers
- Parents utilizing Blend
- Campuses with active PTAs
- Meals to student and caregivers, curbside and via bus delivery at no cost to recipients, with no requirement to submit an application or identification.
- All departments trained in implementing Let's Talk will have an active public facing communication tile.

Red = focus
for pandemic
response

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING OUR CULTURE OF RESPECT AND CUSTOMER SERVICE?

Demonstrate our commitment to a culture of respect through:

- Visual representations (posters, signage, etc.)
- Embedding anti-harassment policy in onboarding, training, continuous development for all AISD staff and board
- Designing our systems and processes with students/staff in mind - human centered, equity by design, "Think like a customer"
- Increasing number of languages through which we provide communication and invite 2-way engagement
- Implementing professional learning of cultural proficiency for all employees

Conduct a root cause analysis and establish goals & strategies to improve parents/ families' perception of being welcomed at schools

- Ready ourselves with questions that demand our constant reflection, awareness and action

Define the standards of behavior aligned to the district's core values to set consistent expectations for customer service delivery and train, provide feedback on, and evaluate employee performance on these expectations

- Focus on making experiences of those we serve equitable and exceptional through relationships
- Ensure those we serve feel a sense of belonging/ sense of welcome
- Interactions with any adult in the system should make community members feel valued, respected, welcomed, included
- Develop and respond to focus group feedback about what this means for our stakeholders. Define the mindset, create actions aligned to achieve that.

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING OUR CULTURE OF RESPECT AND CUSTOMER SERVICE?

Develop guiding principles for community interaction & hold community town hall meetings for accountability

Ensure consistency in communication that ensures our language aligns to our values and policies

- Identify and train individuals at every campus to do this
- Develop & implement an annual communication plan to improve communication with parents/ families of students with disabilities (SPED)

Ensure the organizational capacity to accomplish our priorities in serving our customers, internal and external

Provide personalized experiences as customer service, providing requested information at the point of service whenever possible, rather than through open records request

YOUR FEEDBACK

Which of these is MOST important to achieving our vision and mission?	Which of these should be prioritized in 2020-2021?

More ideas? Please visit www.slido.com and use event code **#AISD2020** to share.

YOUR FEEDBACK

Is there anything we're missing?

More ideas? Please visit www.slido.com and use event code **#AISD2020** to share.

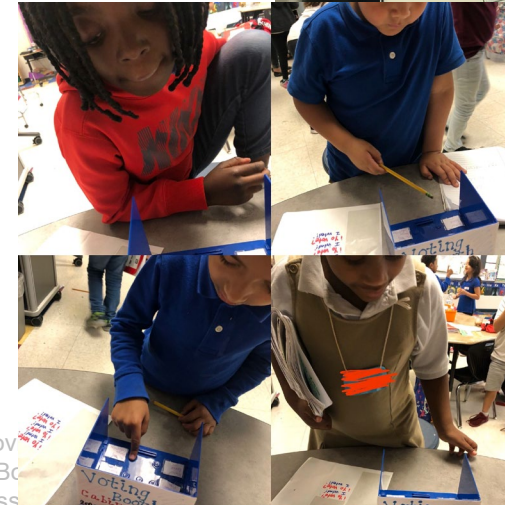
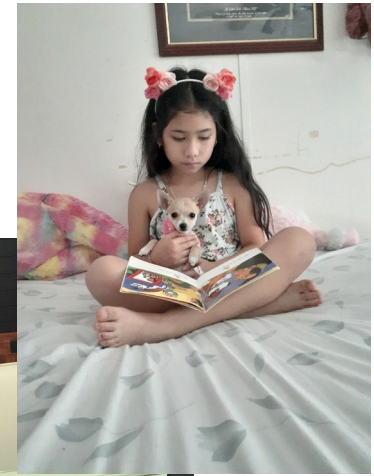


STRATEGIC PLANNING

FISCAL STEWARDSHIP & PRIORITIZATION

TODAY'S AGENDA

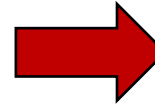
- Introductions (5)
- Values Aligned to this Priority Area (5)
- Key Draft Scorecard Measures (5)
- Discussion of Current/ Potential Strategies (45)
 - Which of these are MOST important to achieving our vision and mission?
 - Which of these should be prioritized in 2020-2021?
 - Is there anything we've missed?



BREAKOUT GROUPS NORMS

VALUES

- **Caring** for every child to be **healthy, safe, engaged, supported, and challenged**.
- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- **Innovation** and **academic excellence** to inspire the next generation of leaders, civically engaged citizens, creative and critical thinkers, and lifelong learners.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.
- A **culture of respect, transparency, and data-informed decision making** to build trusting relationships with each other and those we serve.
- **Engaging** our employees and inviting their **collaboration** to make AISD a great place to work.
- **Aligning resources** to student needs, to be strategic stewards of financial and human capacities to achieve our vision and mission.



TODAY

- Stay focused on equitable student success
- Listen to each other and feel free to respectfully disagree
- Monitor your airtime to allow for all participants to speak.
- You will be returned to the whole group in 1 hour.

INTRODUCTIONS

- I'll call you out by the name I have.
- Please let us know your preferred name for today and what connections you have to AISD today (employee, alumni, student, parent, grandparent, community member, etc.)
- Our internal experts and staff listeners/ note-takers will identify themselves, and then they will answer questions as needed but they are not the folks from whom we are seeking to gather feedback.

VALUES ALIGNMENT

- **Educational equity**, to ensure every child receives what is needed to develop to their full potential.
- Valuing **diversity, inclusion** and **meaningful engagement** of all voices as we collaborate to improve the common good.
- A **culture of respect, transparency, and data-informed decision making** to build trusting relationships with each other and those we serve.
- **Engaging** our employees and inviting their **collaboration** to make AISD a great place to work.
- **Aligning resources** to student needs, to be strategic stewards of financial and human capacities to achieve our vision and mission.

DRAFT SCORECARD MEASURES

- Balanced budget within board fund balance policy
- District's finances are fairly represented and prepared in accordance with Generally Accepted Accounting Principles (auditor's opinion)
- Bond ratings within the top three levels of major credit rating agencies
- Fewer departments requiring a 3rd internal audit follow up
- 2017 bond projects start and finish on time and on budget
- HUB aspirational goals for the 2017 bond program met or exceeded on construction-related projects
- All AISD students will receive a district-issued personal computing device upon request.
- All available hotspots distributed to students
- Hours that buses with mobile hotspots deployed to high needs neighborhoods

Red = focus for pandemic response

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING OUR FISCAL STEWARDSHIP AND PRIORITIZATION?

Minimize the impact of likely state cuts to public education

- Legislative advocacy to minimize cuts to public education from the state
- Plan ahead and communicate potential scenarios for impact on AISD and how to address

Sustain fiscal policies that ensure solvency

- Ensure responsible use of reserves in an environment of deficit spending
- Implement deficit spending plan for responding to state budget cuts
- Active management of debt to minimize tax burden on community

Rethink how we allocate funding to campuses, to advance a student-based allocation model

- Have a 3rd party equity audit

Prioritize an effective pandemic response

- Resources to support the need for blended/ personalized learning and to maintain effective educational programming during
- Responsive to the safety needs
- Consider application of learning from the initial pandemic response to plan and organize around school-based resources creatively
- Respond to the recommendations of new AISD Safety and Security Committee

WHAT ARE POTENTIAL KEY STRATEGIES FOR IMPROVING OUR FISCAL STEWARDSHIP AND PRIORITIZATION?

Multi-year budget preparation to provide transparency on reasoning for and long-term impact of financial and policy decisions

- Integrate cost-effectiveness and prepare for academic ROI prior to making financial investment
- Update the Facilities Master Plan and develop strategies for the next needed bond program
- Create more transparency about how budget allocations are being made
- Develop transparent process for program review to ensure programs are serving marginalized groups; integrate this analysis and Equity Office in budgeting process and decisions

Follow through on public commitments to projects in current and potential future bond programs

- Implement bond program to deliver projects as promised to taxpayers
- Implement strategies to increase historically-underutilized businesses' participation in the bond program

Cultivate partnerships that expand available resources (financial, in-kind, etc.) to support student learning; convene interagency cooperatives to address key challenges in the region (employee retention)

Ensure effective use of resources through timely, efficient processes (timekeeping, hiring, purchasing, grant management)

YOUR FEEDBACK

Which of these is MOST important to achieving our vision and mission?	Which of these should be prioritized in 2020-2021?

More ideas? Please visit www.slido.com and use event code **#AISD2020** to share.

YOUR FEEDBACK

Is there anything we're missing?

More ideas? Please visit www.slido.com and use event code **#AISD2020** to share.