

**Academy ISD Strategic Planning Committee Meeting #1 Follow-Up
March 5, 2018**

Superintendent Kevin Sprinkles welcomed the group and thanked them for being a part of this important committee that will set the direction for AISD as we look ahead to the year 2028. He introduced Charlene Simpson and Stephanie Kucera from ESC Region 12. Charlene and Stephanie will serve as facilitators throughout this process.

Charlene and Stephanie set the stage for the strategic planning process and emphasized the value in hearing from all during this work. They also shared how we have to look ahead, look behind, and side-to-side (around) as we consider the future of Academy ISD. Examples of why organizations engage in strategic planning was reviewed, along with the “why” Academy ISD is engaging in this work, a statement that was crafted after dialogue with the school board and leadership team. The gap analysis was reviewed as a way to consider our current state (where we are now) and the desired state (where we want to be), along with giving consideration to the actions that will move us forward. Meeting norms were reviewed, along with the key focus areas for each of the upcoming meetings. The school district website has a link for Strategic Planning information and committee members and the public are encouraged to visit this site, located just beneath the “About Us” link. All meeting handouts and follow-up notes, along with survey results, feedback, data reports, etc. will be posted throughout this process. A distinction was then made regarding the planning process as opposed to the actual plan (the document). The committee will provide input into the work, and the plan will be drafted by the district leadership team with the assistance of our ESC 12 facilitators.

The committee delved into the first activity of the evening with a “who we say we are” task. Three different groups reviewed the belief statements, graduate profile, and mission/vision. Ideas generated from charts are posted below.

| Belief Statements | Graduate Profile | Philosophy (vision?) |
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| --Developmentally appropriate does not equal STAAR (Q3) - sense of disagreement --Students are focal point (Q1) - aligned from top to bottom, only 50% always, does everyone see it this way?, what are concerns/questions to improve? --Curriculum ? dynamic (Q4) - where is the disconnect?, only 41% always, is it due to STAAR? | Noticing: --relevant --middle of the road, conservative Wondering: --addressing different graduate profiles --are we challenging them enough --be purposeful, across all campuses for the end goal Questions: | The Academy School System strives to have a strong educational system so students will be challenged and become more involved... The district believes our students should be afforded the opportunity to develop their abilities so they will become more responsible citizens and members of society in whatever career, profession or job they |

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| --Diversity valued (Q7) - only question with a never response, are we actively supporting all?, we need to improve it/edit this one "are valued", we do not want to be a divided community | --How are we teaching self-discipline? Should we have actionable items? --What is the connection to the student? | choose.... --more concise --serve all students (max capacity) --critical thinking skills - problem solving |
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It was determined that more time was needed to dig deeper into the belief statements and a survey with options will be sent to the committee.

The next activity of the evening was a SWOT analysis to consider our internal strengths, internal weaknesses, external opportunities and external threats. *(See slide in powerpoint for a definition of each word used for the SWOT.)*

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| <p>STRENGTHS</p> <ul style="list-style-type: none"> ● Capturing Kids Hearts ● Teen Leadership ● Rtl time ● Sense of community/family (amongst staff) ● Caring about the kids (ex: banners, shirts) ● Data driven instruction ● Diverse group of clubs at HS to encourage involvement ● Ability to be involved in a variety of/multiple activities ● Always looking for ways to improve | <p>WEAKNESSES</p> <ul style="list-style-type: none"> ● Inadequate facilities for growing numbers (libraries, science labs and equipment, computers, commons) ● Staff is stretched to limits which creates stress (class size; coaching) ● Educational tracts for all students are limited (endorsements) - get input from students, shift to where they are interested ● Ability to be competitive with staffing |
| <p>OPPORTUNITIES</p> <ul style="list-style-type: none"> ● Large professional community ● Supportive community ● Community who thinks beyond Academy ● Increased diversity in our population and in our environment ● Potential for growth | <p>THREATS</p> <ul style="list-style-type: none"> ● Excessive, rapid growth ● Tax base? ● How do other districts affect us? ● State expectations... ● Community resistance to change |

The exit task was delayed until meeting #2 as more time was needed.

Committee Homework:

- Respond to the survey by March 12, 2018 (survey will close at noon). The survey will pull together feedback about the mission statement, vision statement and belief statements.
- Share the “Future Focused” slide with colleagues, friends and others. This is to create the mindset about who we were, who we are now, and who we will become in the future.