

**Academy ISD Strategic Planning Committee Meeting #2 Follow-Up**  
**March 19, 2018**

Meeting #2 began with a question posed by our ESC Region 12 facilitators about the value of asking questions. This set the stage for asking questions to find answers. The agenda was reviewed, along with meeting norms and a reminder of WHY we are engaging in the strategic planning process.

A re-cap of meeting one was completed using small group discussion as those present talked about the work that was done on the belief statements, graduate profile, and mission/vision. The SWOT analysis was also reviewed and emphasis placed on how sometimes opportunities and threats can be the same. The group then reviewed the results of the first survey (dated March 5, 2018). The survey questions centered around the belief statements, mission and vision. A brief discussion also took place about the “future focused” Academy ISD, “homework” from the last meeting. Committee members were to ask several questions of family, friends, colleagues about where the district has been, skills for student success, and priorities.

Those present were to then begin thinking of the “big ideas” that have surfaced during discussions around strategic planning. Each person was asked to write 3-5 ideas on individual sticky notes. The summary of topics/categories for the notes is listed below with the number indicating the number of ideas that surfaced for each general topic:

- Safety 3
- Education Foundation 2
- Facilities 27
- Expanding Curriculum Opportunities (total 16) with curriculum 4, CTE 9, advanced academics 3
- Technology 4
- Post-secondary/Early College High School 7
- Staff Professional Development 2
- Staffing 8
- Community/Business 5

During discussion about the topics it was noted how these “big ideas” blend together. The following “big idea” categories or “priorities” were established:

1. Safety/Facilities
2. Community/Business/Education Foundation
3. Expanding Curriculum Opportunities (Technology/Post-Secondary/Early College High School)
4. Student Leadership/Character Development
5. Staffing

As the “big ideas” or “priorities” are fleshed out, more details will surface.

A Four Square Priority Review was then completed by those present after numbering off into groups 1-5. A summary of the work from this evening is listed in the charts below:

**Topic: Safety/Facilities**

<p><b>Strengths/Evidence</b></p> <ul style="list-style-type: none"> <li>--AIS took a load off AES and AMS</li> <li>--AIS is a great model for how to proceed</li> <li>--Key cards for access</li> <li>--Drills and safety convos</li> <li>--AES closure of multiple buildings</li> </ul>	<p><b>Weaknesses/Evidence</b></p> <ul style="list-style-type: none"> <li>--Bonding capacity</li> <li>--Fast growth</li> <li>--Core facilities too small at AHS and AES</li> </ul>
<p><b>Questions we have...</b></p> <ul style="list-style-type: none"> <li>--What land is available for expansion?</li> <li>--What year does bonding capacity change?</li> <li>--Community support?</li> </ul>	<p><b>Data sources we need...</b></p> <ul style="list-style-type: none"> <li>--Population predictions</li> </ul>

**Topic: Community/Business/Education Foundation**

<p><b>Strengths/Evidence</b></p> <ul style="list-style-type: none"> <li>--Volunteerism: Busy Bee, Watch Dogs, Booster Club</li> <li>--Professional support for career fields</li> <li>--Project Cel.</li> </ul>	<p><b>Weaknesses/Evidence</b></p> <ul style="list-style-type: none"> <li>--Divided community (LRA-Temple) - Map</li> <li>--Lack of businesses in community - no tax base</li> <li>--Non-existent - Education Foundation</li> <li>--Lack of community fiscal trust (bond failures)</li> </ul>
<p><b>Questions we have...</b></p> <ul style="list-style-type: none"> <li>--What grants are available to schools?</li> <li>--Do we have people for Education Foundation?</li> <li>--How do we promote businesses (Temple) for support?</li> <li>--Are there parents whose children attend AISD who are Temple business owners?</li> </ul>	<p><b>Data sources we need...</b></p> <ul style="list-style-type: none"> <li>--Hwy 14 plan</li> <li>--Demographic projections for the district (community)</li> <li>--Compare school districts/towns. Are we the only one with no city tax? (security for school)</li> </ul>

**Topic: Expanding Curriculum Opportunities (Technology/Post-Secondary/Early College High School)**

<p><b>Strengths/Evidence</b></p> <ul style="list-style-type: none"> <li>--Staff-strong content knowledge</li> <li>--TEKS Resource System - YAG - lesson</li> </ul>	<p><b>Weaknesses/Evidence</b></p> <ul style="list-style-type: none"> <li>--TEKS coverage of current programs (learning lists)</li> </ul>
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plans --Early College High School in near future (pending board approval) --Professional Development - increased budget	--Technical training classes at AMS --LOTE (only offer Spanish) --Current state of technology (limited iPad/laptops) --GT - numbers decrease
<b>Questions we have...</b> --Programs we can implement --How soon AMS technical classes will be ready and what will they be	<b>Data sources we need...</b> --Larger schools as examples for technical training classes and GT classes

**Topic: Student Leadership/Character Development**

<b>Strengths/Evidence</b> --Teen Leadership - MS --Capturing Kids' Hearts --Student Senate --Leadership Council --NHS - HS --Club Involvement/extra-curricular	<b>Weaknesses/Evidence</b> --Awareness of options --Decreased percent of involvement --Lack of parental knowledge of opportunities --Lack of confidence to participate
<b>Questions we have...</b> --Can we provide opportunities at all levels? --How do we build a positive environment that our community supports?	<b>Data sources we need...</b> --Other district success --Reach out to community resources to support/build programs

**Topic: Staffing**

<b>Strengths/Evidence</b> --Hire well (AISD hiring profile) --Mentor teachers for new hires --Trainings --Retention (low turn over)	<b>Weaknesses/Evidence</b> --Competition for new educators (pay scale) --Financial limitations for training (budget) --Networking with high performing districts
<b>Questions we have...</b> --What is our capacity? --What are additional PD opportunities - cost?	<b>Data sources we need...</b> --State regulations to mandate capacity... --Best practice data --Using state comparison data

Prior to the conclusion of the meeting those present were asked to check the AISD website for updates (AISD Home Page, About Us, Strategic Planning). A slight adjustment was made to the meeting topics so the group can continue digging into the priorities at the April 9 meeting.

A final wrap up was done when those present gathered into groups of 3 or 4 and discussed one “take-away” from the evening.