



THE SCHOOL DISTRICT OF LEE COUNTY

Continuous Systemic Improvement Advisory Committee Meeting Minutes

Tuesday, October 15, 2019
6:00 p.m. – 7:30 p.m.
Training Room D

Committee Members Present: Warren Baucom, Jack Dunigan, Christle Guynard, Morgan Jones, David Montrose, Mary Jo Potter, Brian Rasnick, William Ribble, Rachel Rodriguez-Serrat, Dr. Michele Stork, Jamie VanCleve

Absent: Anide Charles, Jason Grabowski, Ryan McLain, Sara Richmond,

School Board Liaison: Mary Fischer

Staff Members Present: Cindy McClung, Director, Continuous Improvement

Recording Secretary: Julie Holcomb

Guests: n/a

Welcome

The meeting was called to order by Dr. Stork at 6:00 p.m.

Committee members introductions took place.

Board Member Report

October is Red Ribbon month, and there will be a celebration on October 29th with the Drug Free Coalition.

The Board has undergone a second phase of team building training. Board Members will be deploying a project to work with the community on a portion of the Strategic Plan.

Review and Approval of Agenda and Previous Month's Meeting Minutes

The October 15, 2019 meeting agenda was unanimously approved.

The September 11, 2019 meeting minutes were unanimously approved.

EnVision 2030 Overview

Cindy McClung provided an overview of the EnVision 2030 FY19 Results and the updated Strategic Plan. The PowerPoint presentation, as well as the newly approved plan, are available on our committee website.

Mrs. Fisher provided some details surrounding the historical teacher pay situation, as well as where the District is today. Dr. Stork encourage Committee Members to review available information on how the FTE funding for

districts is calculated, as well as unfunded mandates that are required by districts which further complicates available funding for teacher pay.

Cindy reviewed the Long-term Objectives as the “big ideas”, and the work is done at the school and department level.

- Increase Academic Achievement
- Increase Kindergarten Readiness
- Increase College & Career Readiness
- Increase Workforce Success
- Increase Operational Efficiency & Effectiveness

The committee members reviewed the areas in the Strategic Plan in groups. Dr. Stork asked that each member select two areas they would like to learn more about/focus on during the 2019-2020 school year, and send the items to Julie Holcomb. The data will be collected and reviewed at the November meeting for ranking and next steps.

Public Comment

N/A

Good of the Order

N/A

Adjournment

Meeting adjourned at 7:22 p.m.

DRAFT



EnVision 2030

The District Strategic Plan



PERSONAL | PASSIONATE | PROGRESSIVE



Vision: To be a world-class school system

Mission: To ensure each student achieves his/her highest personal potential





Values

Excellence: We are committed to continuously improving the learning and working environment in order to deliver a superior education.

Integrity: We are honest, fair, and open in all of our interactions.

High Expectations: We establish challenging goals for our students and employees.



Values

Accountability: We take responsibility for our actions and their results.

Belief in Students: We believe in individualized instruction designed to meet the academic, social, and emotional needs of each learner.

Professionalism: We demonstrate our passion for our profession by maintaining expertise in our field and holding ourselves to the highest possible standard of conduct.



Student Success

Meet the academic and social -emotional needs of each student

- Mastery of Core Subject Matter
- Social-Emotional and Foundational Skill Development
- Sustainability



Success Factors

- Family & Community Engagement
- Workforce Success
- Continuous Improvement

EnVision 2030

FY19 Results



Long-term Objectives

1. Increase Academic Achievement
2. Increase Kindergarten Readiness
3. Increase College & Career Readiness
4. Increase Workforce Success
5. Increase Operational Efficiency & Effectiveness



EnVision 2030

The School District of Lee County's Strategic Plan



Vision: To be a world-class school system

Mission: To ensure each student achieves his/her highest personal potential

Values:

- **Excellence:** We are committed to continuously improving the learning and working environment in order to deliver a superior education.
- **Integrity:** We are honest, fair, and open in all of our interactions.
- **High Expectations:** We establish challenging goals for our students and employees.
- **Accountability:** We take responsibility for our actions and their results.
- **Belief in students:** We believe in individualized instruction designed to meet the academic, social, and emotional needs of each learner.
- **Professionalism:** We demonstrate our passion for our profession by maintaining expertise in our field and holding ourselves to the highest possible standard of conduct.



One Priority: Student Success

Strategic Objective: **Meet the academic and social - emotional needs of each student.**

Our organization exists for the sole purpose of preparing students for their future - for each student to ultimately reach his or her highest personal potential and be college and/or workforce ready. Through progressive, systemic and systematic processes, we will increase the capacity of our educators and the level of expectations for our learners. In order to achieve these outcomes, we must transform how we teach, individualizing learning to meet the needs of all students. This will require us to think about learning in new ways, aligning instruction, assessment, and support as we develop multiple pathways to success.

What is success?

We have defined three primary indicators of success: mastery of core subject matter, social-emotional and foundational skill development, and District sustainability. The importance of each of these areas is highlighted below.

- **Mastery of Core Subject Matter**

Mastery of core concepts at each grade level provides students with a solid knowledge base, building the foundation for long-term success. Customized learning supports, beginning in Pre-Kindergarten, will be deployed throughout our District to systematically address student needs through multiple pathways of learning. We will meet the academic needs of each child through aligned, rigorous content, delivered through engaging, high quality instruction. We are committed to leveraging innovative practices and technology to provide each student a personalized education.

- **Social-Emotional and Foundational Skill Development**

School is much more than academics. Learning appropriate social skills, including how to recognize, express, and manage emotions, and how to build positive relationships with others, is critical to student success. Other foundational skills, such as how to think critically, problem solve, communicate, and work collaboratively as a team member, are important to future achievement. Systemic learning supports, tailored to keep students in school and focused on success, will assist students in mastering these important skills. This support will extend beyond the school through business internships and other community partnerships, which will provide our students with opportunities to practice and further develop the executive skills taught in the classroom.

- **Sustainability**

All aspects of our District are focused on supporting student success. Sustainability of this success requires continuous improvement, with a focus on the efficiency and effectiveness of our processes and their long-term impact on not only our District, but also our community. Systematic, research-based improvement efforts will inform our decisions in all areas, such as: finance, staffing, construction, transportation, safety, and energy usage.



Success Factors

Collaborative interactions between the following three areas are critical to our success:

Family & Community Engagement

Strategic Objective: **Engage families and community/business members in the success of the District.**

Workforce Success

Strategic Objective: **Create a culture of support and high performance for all employees.**

Continuous Improvement

Strategic Objective: **Improve and align processes and utilize technology to maximize efficiency and effectiveness throughout the District.**

This collaborative work will result in the achievement of five major long-term objectives.

Long-term Objectives

1. Increase Academic Achievement

Division and Department goals/KPIs related to increasing academic achievement.

2. Increase Kindergarten Readiness

Division and Department goals/KPIs related to increasing Kindergarten readiness.

3. Increase College and Career Readiness

Division and Department goals/KPIs related to increasing college and career readiness.

4. Increase Workforce Success

Division and Department goals/KPIs related to increasing workforce success.


5. Increase Operational Efficiency and Effectiveness

Division and Department goals/KPIs related to increasing organizational efficiency and effectiveness.



Key Strategic Initiatives:

Achievement of our objectives will require our District schools and departments to work together in new, innovative ways. Initiatives related to each strategic objective will be deployed through action plans designed and carried out by District staff. The tables below illustrate how these key initiatives cut across the success factor areas, increasing collaboration among and across departments and schools. Implementation of these strategies will move the District from our current structure, which often involves silos of work, to that of a more collaborative, cohesive organization.

 Key Strategic Initiatives	Areas of Highest Impact		
	Family & Community Engagement	Workforce Success	Continuous Improvement
2018 – 2020			
Increase focus on social & emotional health of students	●		●
Increase readiness for kindergarten	●		●
Increase consistency of instruction & assessment across the District		●	●
Provide additional opportunities for student learning	●	●	●
Increase school safety	●		●
Increase public awareness of District's brand	●	●	●
Prepare for future growth	●	●	●
Build a future-ready District workforce	●	●	●
Increase business and community partnerships	●	●	●
Implement a systemic and systematic improvement model throughout the District	●	●	●



Key Strategic Initiatives

Areas of Highest Impact

2021 - 2025

	Family & Community Engagement	Workforce Success	Continuous Improvement
Increase focus on meeting needs of whole student	●	●	●
Continue focus on instructional alignment		●	●
Continue to foster a culture of high performance		●	●
Continue focus on physical and emotional safety	●		●
Expand key technological innovations	●	●	●
Continue focus on business & community partnerships	●	●	
Realign divisional structure/resources		●	●
Continue deployment of systemic processes	●	●	●



Key Strategic Initiatives

Areas of Highest Impact

2026 - 2030

	Family & Community Engagement	Workforce Success	Continuous Improvement
Develop multiple learning access options	●	●	●
Complete deployment of individualized learning		●	●
Maintain focus on physical and emotional safety	●		●
Continue to build family & community partnerships	●		
Eliminate work silos		●	●
Integrate advanced technology	●	●	●
Maintain focus on systemic improvement	●	●	●

