Board Workshop 4
Strategic Plan Development

Phase 1 Feedback Survey Results, Community Meeting Input, and Phase 2 Focus Groups

May 5, 2021

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Agenda

1. **Provide Update 4 on Strategic Plan Development**
   - Steering Committee Meeting 2 on April 16
   - Phase 1 Feedback Survey Highlights
   - Summary of Input from Community Meetings
2. **Review Stakeholder Engagement Plan**
   - Phase 2 Underway!
     i. Focus Groups - Timeline and Structure
     ii. May 26 Board Workshop/Public Meeting
3. **Next Steps**

Strategic Plan Steering Committee

1. **Meeting 2 took place on April 16 via Google Meet.**
    - Meeting recorded and posted to District website.
    - Also streamed live to District's YouTube channel.
    - Topics covered included:
        i. Reviewing data related to current strategic plan goals (LTOs).
        ii. Discussing root causes of inequities revealed by data and implications for strategic plan goals.
        iii. Examining structures for goals and identifying considerations to sharpen them.
2. **Save the Date! Meeting 3 is on Wednesday, May 12.**

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We're Listening.

Phase 1 Feedback Survey

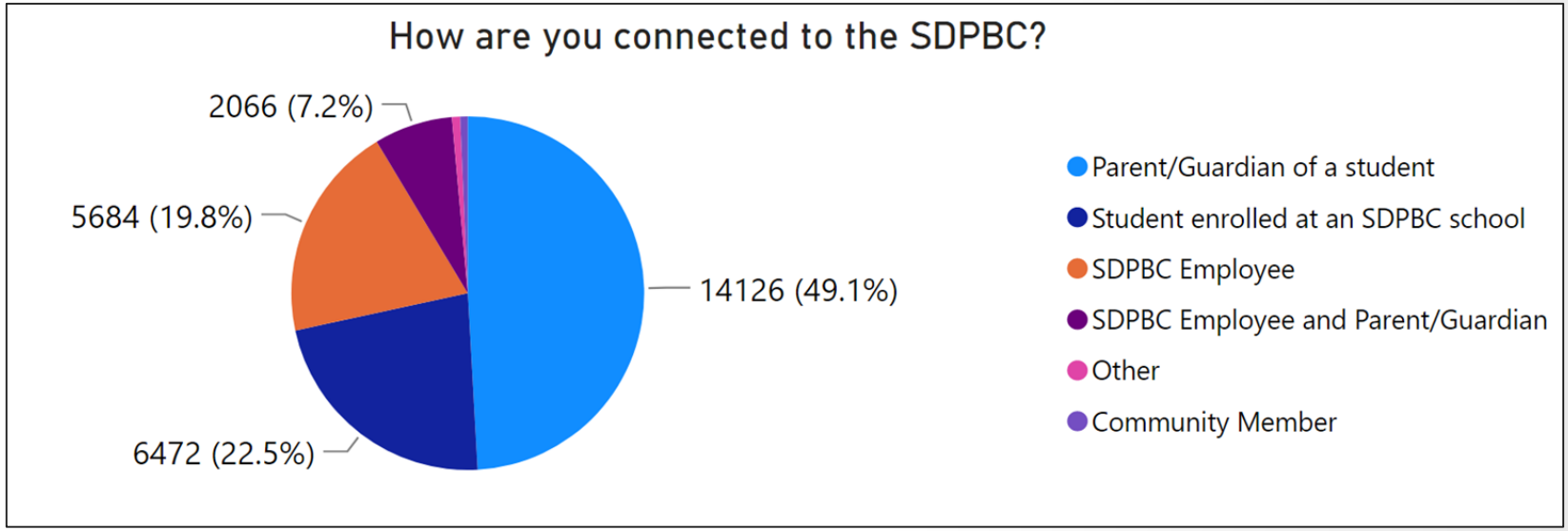
Explore responses via Power BI!

- **Open from March 22 to April 9, 2021.**
  - Students, parents, community members, and District employees were encouraged to participate.
  - Surveys were available in English, Spanish, Creole, and Portuguese (accessed primarily online with hard copies distributed as needed by Multicultural Education).
- **Questions ranged from selected response to open-ended.**
  - Self-reported demographics (to better understand how representative responses were of larger community)
  - Awareness of current 2016 -2021 Strategic Plan (for internal use)
  - Identification of priorities for the next Strategic Plan (Start, Stop, Continue)
  - Focus Group interest

We're Listening.

Phase 1 Feedback Survey

Explore responses via Power BI!



28,764 Submitted Surveys

Initial Goal of 18,000 Met and Exceeded

We're Listening.

Phase 1 Feedback Survey

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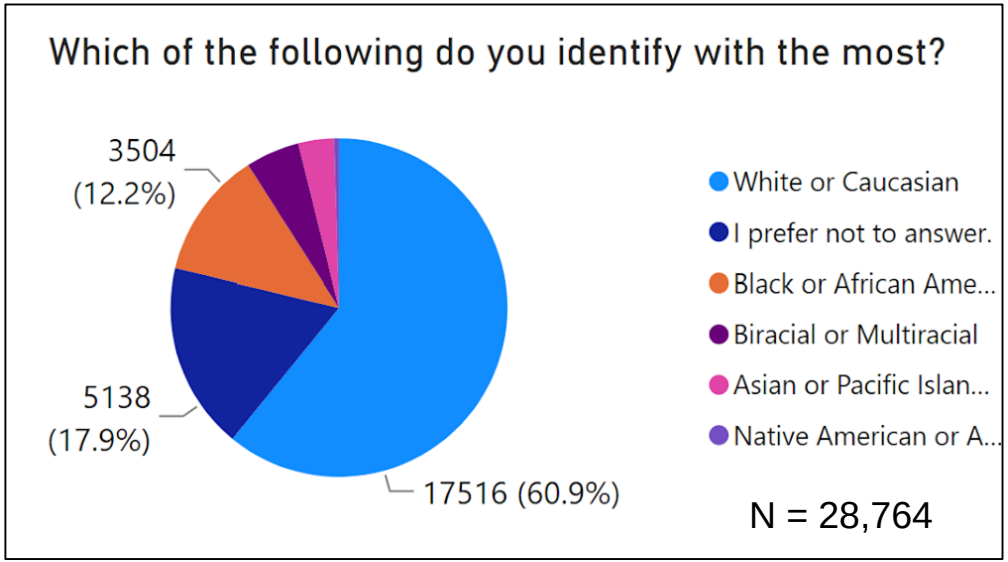

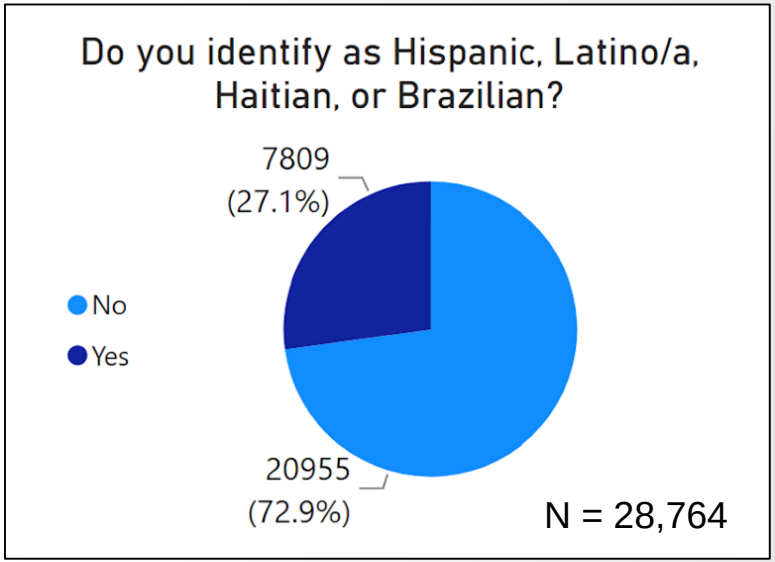

Understanding **Survey Respondents**

We're Listening.

Phase 1 Feedback Survey

Explore responses via Power BI!

	OVERALL
1	Mental Health/Social-emotional wellness N = 17,192
2	School safety N = 15,349
3	Educational equity for all students N = 11,335
4	Accelerating student learning (due to COVID-19) N = 11,005
5	Anti-bullying N = 9,564
6	Investments in technology and associated training N = 9,529
7	Expanding school choice and career programs N = 9,403
8	Access to advanced coursework N = 7,409

Respondents asked to select their TOP FIVE priorities from a list of 19 options.

- Accelerating student learning (due to COVID-19)
- Mental Health/Social-emotional wellness
- Educational equity for all students
- Early childhood education
- High school graduation
- Post-graduate success
- High school readiness
- 3rd grade reading
- Employee retention
- Opportunities for parental/ community/business involvement
- Anti-bullying
- School safety
- Professional and career development and training for teachers and staff
- Investments in technology and associated training
- Student transportation
- Age and maintenance of School District facilities
- Expanding school choice and career programs
- Expanding the Whole School/Whole Community/ Whole Child (WSCC) model efforts.
- Access to advanced coursework (such as honors-level courses / AICE / IB / Advanced Placement)
- Other (please specify)

We're Listening.

Phase 1 Feedback Survey

Explore responses via Power BI!

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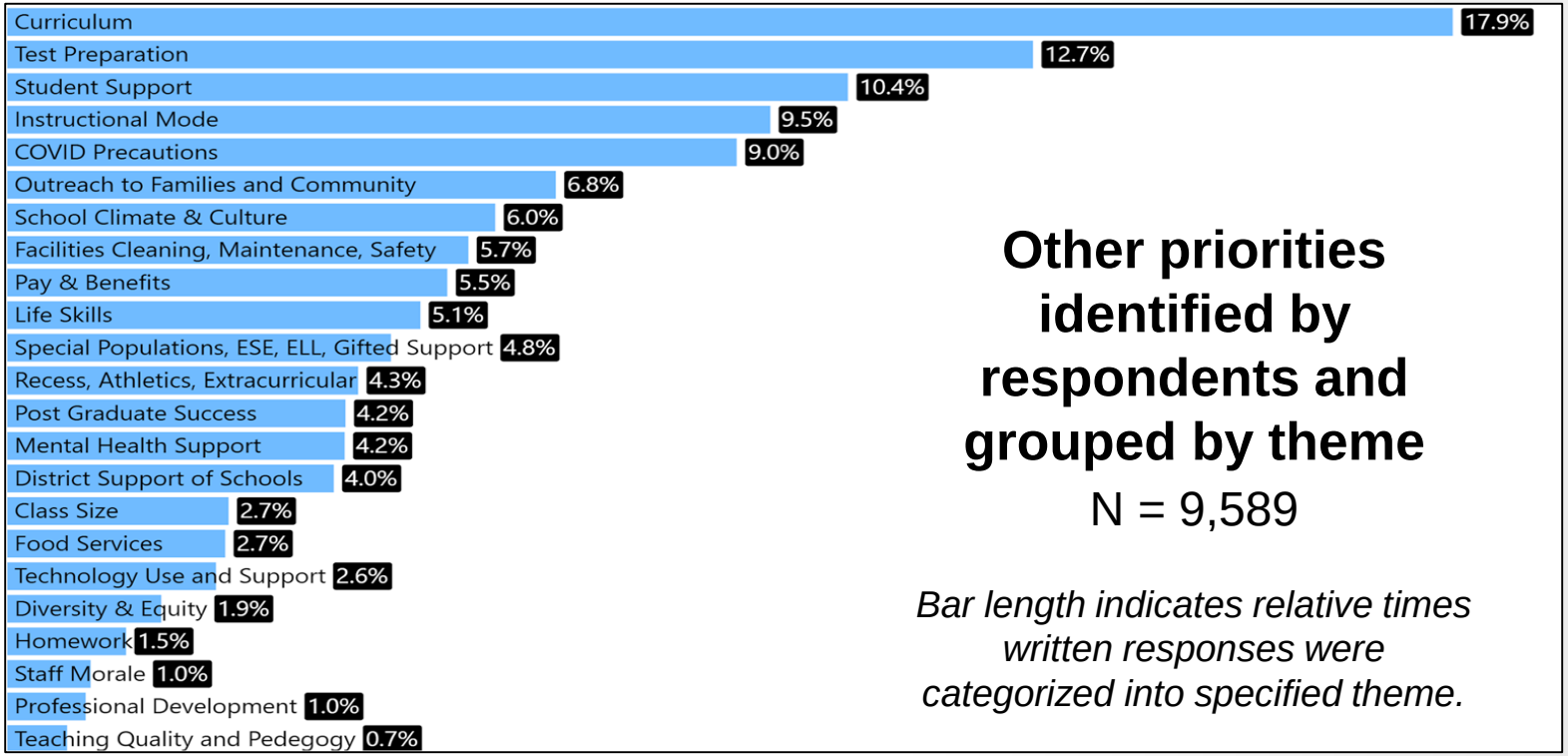
5	Anti-bullying N = 9,564

	Employees 26.9%	Parents 49.1%	Students 22.5%
1	Mental Health/Social-emotional wellness	Mental Health/Social-emotional wellness	Mental Health/Social-emotional wellness
2	Educational equity for all students	School safety	School safety
3	Employee retention	Anti-bullying	Accelerating student learning (due to COVID-19)
4	School safety	Accelerating student learning (due to COVID-19)	Expanding school choice and career programs
5	Accelerating student learning (due to COVID-19)	Investments in technology and associated training	Anti-bullying
6	Investments in technology and associated training	Educational equity for all students	Educational equity for all students
7	Early Childhood Education	Expanding school choice and career programs	Investments in technology and associated training
8	Age and maintenance of School District facilities	Access to advanced coursework	Access to advanced coursework

We're Listening.

Phase 1 Feedback Survey

Explore responses via Power BI!



Other priorities identified by respondents and grouped by theme

N = 9,589

Bar length indicates relative times written responses were categorized into specified theme.

We're Listening.

Phase 1 Feedback Survey

Explore responses via Power BI!

START	STOP	CONTINUE
Improve and Expand Curriculum	Stop/scale back testing	Staff retention (support/morale/raises)
Separate virtual and brick and mortar learning options	Virtual/simultaneous teaching and Learning	Offering advanced coursework
Increase family involvement and outreach	Ignoring school safety	Investing in technology
Focus on SEL	Unhealthy food choices	Flexible learning modalities (virtual options, keeping schools open)
Prioritize health and wellness	Mismanagement of money	Keeping education/teaching a priority
Improve District support of schools	Excessive homework, busy work	Family and community outreach and involvement
Expand technology options to support instruction	Putting students in high-rigor classes without support	Offering choice programs
Recognize and support teachers and staff	Eliminate political/religious statements in school	COVID precautions
Focus on student literacy	Stop slow or inconsistent grading practices	Safety and security measures
Increase support for post graduate success other than college preparation	Union concerns	Focus on core curriculum
N = 10,457	**N = 8,604**	**N = 6,392**

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Additional Input

- Five total Community Meetings taking place virtually from April 22 - 28.
- YouTube views totaling close to 3,400 as of 5:00PM Monday, May 5.
- Results of interactive polls and copies of chat transcripts shared with all Board Members on Thursday, April 29.

TAKEAWAY 1
Interactive polls show there is interest in planning future in-person meetings.

TAKEAWAY 2
Interactive polls show Educational Equity For All Students is a top priority.

TAKEAWAY 3
Chat transcripts reveal there are questions related to decisions for next school year.

Stakeholder Engagement Plan

Pre-Work

Phase 1
February/March/April

EVALUATE

Evaluar - Evalye - Avaliar

Phase 1 **Feedback Survey** from March 22 – April 9, 2021:

- District Employees
- School-Based Employees
- Community*

Community Meetings for Board Members to provide updates and solicit additional input.

**The term Community is used to include parents, students, business partners, non-profits, municipalities, elected officials, etc.*

Design

Phase 2
May/June/July

VALIDATE

Validar - Valide - Validar

1. Strategic Plan Steering Committee proposes goals based on results of Phase 1 Feedback Survey.
2. **May 26 Public Meeting** (start time 3:15PM) - Proposed goals and associated measures shared as part of a Board Workshop.
3. Proposed goals also shared with **Focus Groups in late May/early June** to inform revisions.

Implementation

Phase 3
July and Beyond

CULTIVATE

Cultivar - Devlope - Aperfeiçoar

Refinements to draft goals and associated measures made by Steering Committee based on:

- Targeted feedback collected during May 26 Public Meeting
- Phase 2 Focus Groups

Share revised goals and associated measures with School Board for approval (TBD - *July 21/28*).

Once approved, engage community in plan implementation.

Phase 2 Focus Group Timeline and Structure

- **Focus Groups will take place late May through early June.**
  - Over 6,000 individuals indicated interest via the Phase 1 Feedback Survey and/or by emailing StrategicPlan@palmbeachschools.org.
  - Availability Questionnaire will be sent to all interested individuals by this Friday, May 7 to confirm participation and communicate calendar options.
  - More tailored participation emails will be sent to specific groups previously identified by Board Members.
- **The goal is to involve as many individuals as possible!**
  - Focus Groups will primarily be virtual (via Google Meets)
  - No more than 15 individuals per group and 30-45 minutes in length.
  - Evening and weekend options will be made available as well as other languages (based on results of Availability Questionnaire).

Next Steps

1. **Schedule Phase 2 Focus Groups for late May/early June.**
   - Send Availability Questionnaire to all interested individuals.

2. **Review Phase 1 Feedback Survey results with the Strategic Plan Steering Committee.**
   - Tune in to Meeting 3 on Wednesday, May 12 from 4:00 - 5:30PM!
   - ***REMINDER:*** *Proposed goals drafted by the Strategic Plan Steering Committee will be shared with the Board and general public on Wednesday, May 26.*

Next Update: Strategic Plan Workshop 5 on June 23.

APPENDIX

Summary slides compiled by Department of Research and Evaluation

Feedback Survey: Setting Priorities for the School District of Palm Beach County

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Survey Methods

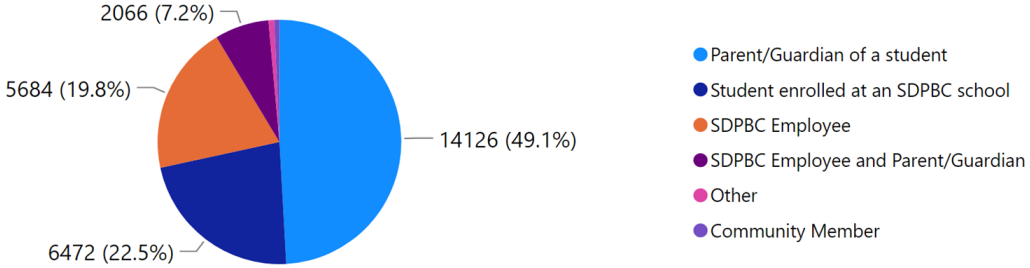
- Dates: March 22 to April 9, 2021
- Publicly available survey open to Students, Parents, Staff, and Community
- Questions included:
  - Self-report demographics
  - Awareness of the current (2016-2021) Strategic Plan
  - Priorities for the next Strategic Plan
  - Contact information if wanting to participate in the creation of next Strategic Plan
- Included selected response and open-ended items
- Survey available in English, Spanish, Haitian Creole, and Portuguese
- Power BI report available to allow for exploration of responses by group

Who Provided Feedback?

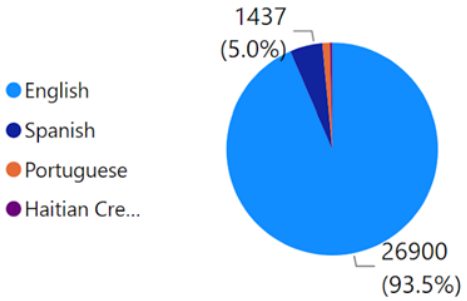
28,764 Submitted Surveys

More than half of the respondents were parents (Parents + SDPBC Employee and Parent/Guardian = 56%), with strong representation of students and employees.

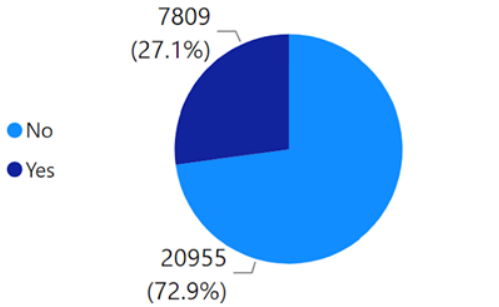
How are you connected to the SDPBC?



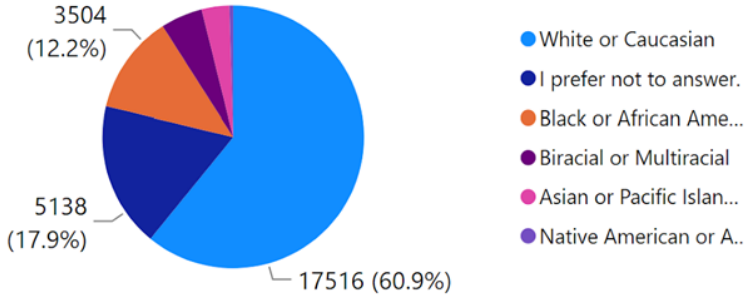
In which language was the survey completed?



Do you identify as Hispanic, Latino/a, Haitian, or Brazilian?



Which of the following do you identify with the most?



Awareness of Current Plan

More than half of employees indicated awareness of the current strategic plan.

Minority of parents (~15%) and students (~20%) indicated awareness.

Employees

Parents

Students

Top Priorities as Selected from List of 19 Options

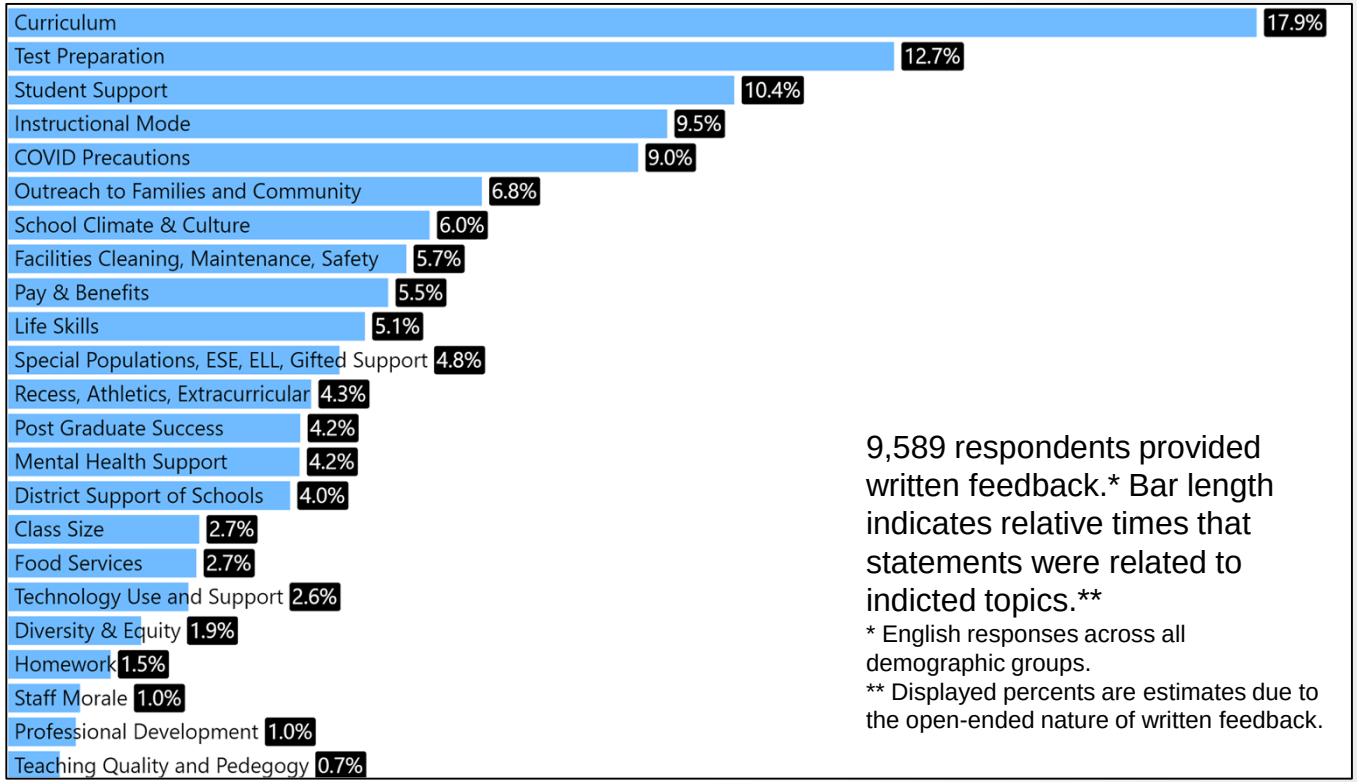
Survey participants indicated common priorities for the next Strategic Plan with Mental Health/Social emotional wellness in the top 5 by nearly half of the participants.

RANK	OVERALL	Employees	Parents	Students
1	**Mental Health/Social-emotional wellness**	**Mental Health/Social-emotional wellness**	**Mental Health/Social-emotional wellness**	**Mental Health/Social-emotional wellness**
2	**School safety**	**Educational equity for all students**	**School safety**	**School safety**
3	**Educational equity for all students**	**Employee retention**	**Anti-bullying**	**Accelerating student learning (due to COVID-19)**
4	**Accelerating student learning (due to COVID-19)**	**School safety**	**Accelerating student learning (due to COVID-19)**	**Expanding school choice and career programs**
5	**Anti-bullying**	**Accelerating student learning (due to COVID-19)**	**Investments in technology and associated training**	**Anti-bullying**
6	Investments in technology and associated training	Investments in technology and associated training	Educational equity for all students	Educational equity for all students
7	Expanding school choice and career programs	Early Childhood Education	Expanding school choice and career programs	Investments in technology and associated training
8	Access to advanced coursework	Age and maintenance of School District facilities	Access to advanced coursework	Access to advanced coursework

Note: Overall list is based on all participants; Employees, Parents, and Students are exclusive groups for this summary.
Top 5 in bold.

Open-Response Feedback

Participants had the opportunity to provide feedback concerning additional topics to be considered for the strategic plan. Themes emerging in the written feedback include:



9,589 respondents provided written feedback.* Bar length indicates relative times that statements were related to indicted topics.**

* English responses across all demographic groups.

** Displayed percents are estimates due to the open-ended nature of written feedback.

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Open-Response Feedback

Participants also provided feedback on what the District should Start, Stop, and Continue doing. The top 10 themes in each category are (in order of popularity):

START	STOP	CONTINUE
Improve and Expand Curriculum	Stop/scale back testing	Staff retention (support/morale/raises)
Separate virtual and brick and mortar learning options	Virtual/simultaneous teaching and Learning	Offering advanced coursework
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Recognize and support teachers and staff	Eliminate political/religious statements in school	COVID precautions
Focus on student literacy	Stop slow or inconsistent grading practices	Safety and security measures
Increase support for post graduate success other than college preparation	Union concerns	Focus on core curriculum

10,457 provided “start doing” feedback

8,604 provided “stop doing” feedback

6,392 provided “continue doing” feedback

Summary

A synthesis of survey feedback suggests broad support for 4 major themes:

Possible Theme 1: Stakeholder Wellbeing

- Focus on Mental Health, School Safety, Anti-bullying, Health and Wellness

Possible Theme 2: Academics

- Focus on Curriculum Scope and Content, Equity, Limits of Test Preparation, Post-COVID-19 Academic Recovery

Possible Theme 3: Supportive Community

- Focus on Family Involvement, Community Outreach, District Support of Schools, Staff Support & Morale

Possible Theme 4: Preparing for the Future

- Focus on Post-Graduation Preparation, Life Skills, Technology, Choice Programs