Strategic Plan Steering Committee

Meeting 3

May 12, 2021

High-performing A-rated District

Strategic Plan Steering Committee Meeting Info

HELPFUL REMINDERS

- Members of the public can access meetings LIVE via:
  - SDPBC YouTube Channel
  - Listen only option (Dial 866-930-7015 and enter in the Meeting ID 15618801124#)
- All meetings are recorded and posted to **PalmBeachSchools.org** (become public record).

LOGISTICS

- Please keep your video on.
- Unmute yourself only if speaking.
- Use the chat box to:
  - Capture attendance
  - Ask questions
  - Provide feedback at any time
- Need tech help during the meeting? Please call Kathy Villavicencio at (561) 649-6867 or Lee Kolbert at (561) 889-1463.

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Timeline for Strategic Plan Development

Activity - 2021	March	April	May	June	July	August
School Board Completes Foundational Equity Work	March 9 & 31	April 14				
Monthly Steering Committee Meetings	March 22	April 16	May 12	June 9	July 14	August 5
Complete Internal Needs Assessment	Ongoing					
Phase 1 Engagement - Survey	Launches March 22	Closes April 9				
School Board Reviews Draft Goals and Associated Measures			CONFIRMED May 26			
Phase 2 Engagement - Focus Groups			Late May	Early June		
School Board Approves Goals and Associated Measures					July 21/28	

Board Workshop / Public Meeting

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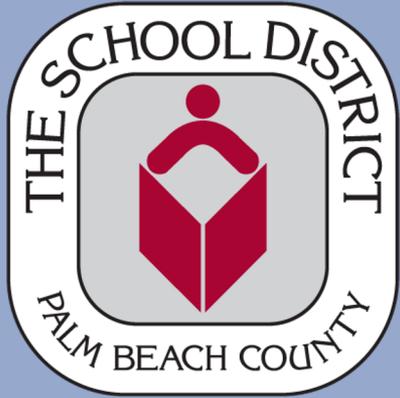
Centering Students / Remembering Our "Why"

New Mission Statement
Approved by the Board on May 5

The mission of the School District of Palm Beach County is to educate, affirm, and inspire each student in an equity-embedded school system.

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New Vision Statement
Approved by the Board on May 5

We envision…

The School District of Palm Beach County is an educational and working environment, where both students and staff are unimpeded by bias or discrimination. Individuals of all backgrounds and experiences are embraced, affirmed, and inspired. Each and every one will succeed and flourish.

The School District of Palm Beach County will take ownership for students' academic mastery, emotional intelligence, and social-emotional needs by creating environments where students, families, staff, and communities will develop agency and voice.

A joy of learning is fostered in each student and a positive vision for their future is nurtured. Each student's cultural heritage is valued, and their physical, emotional, academic, and social needs are met.

...WE SEE YOU.

Feedback from Meeting 2

I like(d)…	I wish…
• Reviewing and discussing LTO data	• We could review survey data
• Interactive Jamboard	• We had more time for discussion
• Time for discussion	• We could review additional community context

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Today's Focus

- Review Mission, Vision, Equity Definition and Statement

- Analyze findings from the Phase 1 Feedback Survey

- Draft goals based on data, survey feedback, and samples

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The Journey to Final Goals

Strategic Plan

By July 28
Final goals and measures sent to School Board for approval.

TODAY - May 12
First draft of proposed goals and measures.

NEXT WEEK - May 20
Additional Steering Committee Meeting to finalize drafts, if needed.

IN TWO WEEKS - May 26
Presentation of draft goals and measures to School Board and general public.

May 27 - June 6 *FOCUS GROUPS*

FUTURE STEERING COMMITTEE MEETINGS - June 9 & July 14
Refinements of initial goals and measures based on feedback collected during School Board Meeting and Focus Groups.

Meeting Norms

1. Engage

2. Seek to understand other's views

3. Think short-term and long-term

4. Use an equity lens

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New Equity Definition
Approved by the Board on May 5

Equity means each student—regardless of race, ethnicity, poverty, disability, language status, undocumented status, religious affiliation, gender identity, and sexual orientation—will have access to the opportunities, resources, and support they need to imagine, nurture, and achieve their dreams.

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New Equity Statement *(Approved by the Board on May 5)*

The School District of Palm Beach County is committed to dismantling racism and other systems of oppression and inequity. We will create equitable and inclusive schools that ensure students have what they need to be successful in school and life.

Achieving racial equity requires proactive and continuous investment in historically marginalized groups who have endured centuries of systemic oppression. The School District of Palm Beach County is committed to dismantling structures rooted in white advantage and transforming our system by hearing and elevating underrepresented voices, sharing power, recognizing and eliminating bias, and redistributing resources to provide equitable outcomes.

The School District of Palm Beach County will take ownership for students' academic mastery, emotional intelligence, and social-emotional needs by creating environments where students, families, staff, and communities will develop agency and voice.

The School District of Palm Beach County acknowledges the existence of—and will eliminate—systems, processes, and mindsets that perpetuate race, ethnicity, poverty, disability, language status, undocumented status, religious affiliation, gender identity, and sexual orientation as predictors of achievement.

The School District of Palm Beach County will embrace, celebrate, and honor our students, families, staff, and community members and their unique cultural histories, while ensuring each student achieves personal and academic success.

Debrief Mission, Vision, Equity Statement and Definition

- Which words or statements are most powerful?

- What are some themes from these statements we should represent in goals?

Go to www.menti.com
Use code 8717 2484

Scan with your phone!

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We're Listening.
Phase 1 Feedback Survey

	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

Understanding priority selections by specific stakeholder group.

	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

	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

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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

Comparing Survey Data to Last Meeting Feedback on Goals

- Review the "Considerations for Sharpening our Goals" Jamboard from Meeting 2.

- How do the themes emerging from the survey data compare to:
  - Steering Committee's recommendations for sharpening our goals
  - Themes from mission, vision, and equity statement

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Today's Focus

- Review Mission, Vision, Equity Definition and Statement

- Analyze findings from the Phase 1 Feedback Survey

- Draft goals based on data, survey feedback, and samples

How are goals, measures, and targets related?
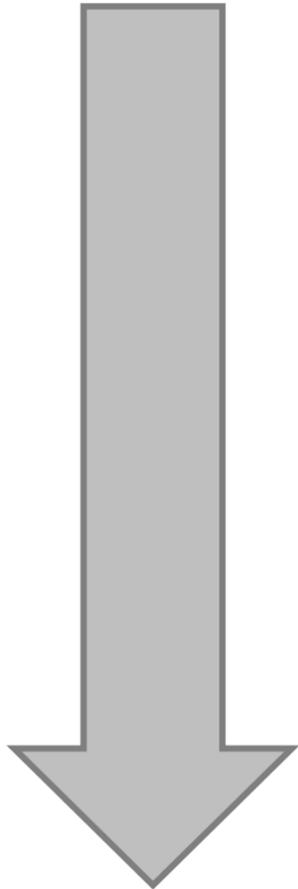
Goals

What are we trying to achieve?

Example:
Improved physical health

Measures

What will help us understand whether we are making progress towards our goal?

Example:
Blood pressure,
cholesterol level,
Body Mass Index (BMI)

Targets

What benchmark (or level of performance) are we working towards in service of achieving our goal?

Example:
Blood pressure of 120,
cholesterol levels under
200 (mg/dL), or
BMI between 18.5 and 25

Criteria for Drafting Goals
Based on Steering Committee Input

❏ Aligned to Mission/Vision

❏ Equity Across All Goals

❏ Includes Non-Academic Goals

❏ Connects to Previous Plan and Supports Longitudinal Analysis

❏ Clear and Concise

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Drafting Goals

Improve Academic Access and Close Opportunity Gaps

Foster Social/Emotional Well-Being and Community Empowerment

Ensure Policies, Systems & Resources Promote Equity

Notes on Sample Goal Language
We are drafting goals using:
1. The Board's work on Mission, Vision, Equity
2. Steering Committee feedback on content, structure, sample goals, current SDPBC goals
3. Themes from stakeholder survey

Goal 2 — Foster Social/Emotional Well-Being and Community Empowerment

Measures
- Social/Emotional Well-Being for Staff and Students
- Welcomed and Empowered Families
- Engaged Community Partners

Targets
- From xx
- To XX

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Wrap Up

I like(d)...	I wish...
👍	❓

Next Steps

- Exit Ticket AND Goal 2 and 3 Jamboard Homework
- Attend Upcoming Meetings:
  - NEW! Thursday, May 20 from 4:00 - 5:30pm to finalize draft goals. (Kathy will send invite immediately following today's meeting.)
  - OPTIONAL - Board Workshop on Wednesday, May 26 to share draft goals for public input and show support.
  - Steering Committee Meeting 4 on Wednesday, June 9.

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