NOTES – DRAFT
OCS Strategic Planning Committee
October 14, 2014
8:30 to 11:30 a.m.

Welcome and Update on Community Engagement and Visioning Phase

October 8, 2014 Stakeholder Group Meeting

Refining Our Mission Statement

Current OCS Mission Statement:

"Orange County Schools, in partnership with students, families and the community, is committed to providing challenging and engaging educational experiences that will develop responsible, knowledgeable and resourceful citizens prepared to contribute in our global society."

Review:

> The Vision is our "why" statement. It reminds us and others why we do what we do every day; it tells others what we believe. – Stakeholders are developing the community's vision statement which this strategic plan will support.
>
> The mission statement is our big "what" statement. It lets others know what we do and flows from the vision statement. The mission statement says what we do because of what we believe

Discuss:

- Does the current vision statement inspire you?
- Does it capture what you believe? (or is it more like a mission statement; are the core values more mission or vision?)
- Does the current mission statement capture the work of OCS – in broad terms?

Key Discussion Points:

- "Partnership" piece → Question if it is happening. Maybe change to "strives to partner? Otherwise it is presumptive as written. (several people/groups noted this point.
- "Challenging" → Is "rigor" across all schools; for all children? Maybe change to "differentiating" instead? (Although "differentiating" is an inside education term. Maybe add or change to "appropriate."
- The whole statement needs to be fresher
- Need to add in/pushing "critical thinking" at all levels
- Keep "students, families and community" all having a voice/place
- Want it to speak to continual growth (quality) of us as a district
- "21st Century"? "Global society"? maybe use, but what does it really mean?
- "Students having a voice" → want this!
- Statement needs to be understandable to larger community

Developing Goals and Strategies through SOAR – Strengths, Opportunities, Aspirations and Results
Informed through the use of current data, information and participant experiences → building on working lunch teams and SWOT of current Strategic Plan.

Draft Grouped Themes by Multi-vote Totals - Highest to Lowest (See SOAR Themes with detailed ideas below)

- Staffing/Human Resources/Personnel/Professional Development - # 1, 4, 9, 15, 16 (31)
- Instructional/Student Outcomes - # 6, 11, 17 (27)
- Diversity/Equity = # 2, 9, 14, 20 (18)
- Facilities - # 7, 18, 14 (18)
- Financing/Funding - # 3, 5, 10, 19 (16)
- Community Engagement - # 8, 12, 13 (15)

SOAR Themes:
Strengths:

1. Staffing (8)

- Professional Learning Communities
- Beginning Teacher Program
- Offer a competitive stipend
- Teacher Assistants
- Good place to work and learn (87% on staff survey)
- Allocation of new positions in a timely manner
- Support staff – Central Services
- Retention Data

2. Diversity (4)

- Increase the number of minority students in AP/Honors Courses
- Variety of opportunities; course offerings, sports, clubs
- Diversity; socio-economic, racial, cultural
- Community support

3. Funding (3)

- Transparency of OCS Financials
- Funding from County Commissioners
- Well Funded
- Spend available dollars where most needed
- We have money (but don't get too comfortable)
- We have established plans in place to spend dollars critically

Opportunities

4. Staff Development (11)

- Professional Development
- Succession Planning
- Mentor Program (EC)
- Leadership Development/Effective building leaders

5. Monies (7)

- Salary study
- Streamline – review approval process for financial matters (so Donna can go home)
- Train Directors on budget management
- Promote/Establish an interactive budget process
- Supplement for Continuing Education

6. Instructional (7)

- Alignment of dollars and instructional strengths with vision, mission, plan
- Prevention and intervention strategies to support at-risk students
- Common understanding 8 best practices across district sustainability
- Audit program throughout district - spring cleaning use of data

7. Support Framework (2)

- Electronic nuts and bolts (Moodle Course for transfers and BT)
- Infrastructure

8. Community Partnerships (5)

9. Recruit more minorities (3)

Aspirations

10. Funding (2)

- We have a financial system that is user friendly
- Balance Budget without Fund Balance
- Mentor Stipend
- Sufficient dollars to update/replace old facilities
- Increase stipend/supplement

11. Instructional Best Practices(6)

- Follow up to programs to see if current programs are meeting needs of district/students
- Students be able to think critically, grow, problem solving

- Literacy – EVERY student on grade level by grade 3
- Authentic Learning K-12
- Alignment K-12 understand roles – MS → HS; who, what , when

12. Accountability and Communication (9)

- Accountability
- Everybody knows what they need to know when they need to know it (e.g. Staff to staff; district to community)

13. Increased Stakeholder Involvement (1)

- Community Partnerships with Families to provide educational support
- Collaboration with community, parents, students

14. District-wide Equity (8)

- Maintenance has enough staff to be proactive
- Provide technological support for low income students at home

15. Situational (Personnel/HR) (1)

- A permanent Superintendent
- Hire Superintendent with strong financial background

Results

16. Personnel (8)

- Hire within (promote)
- Retain beginning teachers
- Be reflective of student population (hire more minorities)
- Teacher Turnover Rate (less than 10%)

17. Student Learning (14)

- Increased graduation rate
- Authentic Learning K-12; attendance increases, scores increase
- Students have post secondary plans
- Test Scores Increase growth

18. Facilities (8)

- Mindful of sustainability in operations: - construction, - renovations, - recycling, etc.
- Upgraded facilities; no emergency repairs

19. Finance/Funding (4)

- County Residents approve a bond issue
- We have a 10 year Capital Investment Plan

20. Universal Lunch Program (3)

Assignment: Sharing Our Work and Getting Input/Feedback

Between now and October 29 Strategic Planning Committee Meeting – Using a copy of the above notes from our October 14 Strategic Planning Committee Meeting:

- Meet with direct reports/staff meeting (Also see other opportunities for input below*)
- Review work of this committee, this process and our draft themes
- Discussion for Feedback and Input:
  - Clarifying questions? (terminology, process, background information, etc.)
  - How do you see your work aligning with these themes/goals?
  - Comments? Suggestions?
  - Record input and bring to next Strategic Planning Committee meeting

Meeting Review

What worked? What can we improve?

+ No coffee glitches
+ Chocolate
+ Grapes
+ Process and Participation; Thanks to everyone for being presented, prepared and fully engaged
Δ No Pork Products
Δ How to communicate to schools not here?
Δ Share with other Elementary School, Middle School and High School Principals at their next meetings*
Δ Share with Leadership*
Δ Scottie will get these notes to Pam Jones by 10/16/14 and out to committee members to use in sharing and getting additional input*

* Additional components to the assignment.