**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](http://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.
### Timeline for Strategic Plan Development

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

Need tech help? Call (561) 649-6867 or (561) 889-1463.
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.
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

<table>
<thead>
<tr>
<th>I like(d)…</th>
<th>I wish…</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Reviewing and discussing LTO data</td>
<td>● We could review survey data</td>
</tr>
<tr>
<td>● Interactive Jamboard</td>
<td>● We had more time for discussion</td>
</tr>
<tr>
<td>● Time for discussion</td>
<td>● We could review additional community context</td>
</tr>
</tbody>
</table>
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
The Journey to Final Goals

Strategic Plan

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.

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

1. Engage
2. Seek to understand other’s views
3. Think short-term and long-term
4. Use an equity lens
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
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.
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!
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
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

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

- 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)
### Phase 1 Feedback Survey

**Understanding priority selections by specific stakeholder group.**

<table>
<thead>
<tr>
<th>#</th>
<th>Employees</th>
<th>Parents</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mental Health/Social-emotional wellness</td>
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<tr>
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<td>Early Childhood Education</td>
<td>Expanding school choice and career programs</td>
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<tr>
<td>8</td>
<td>Age and maintenance of School District facilities</td>
<td>Access to advanced coursework</td>
<td>Age and maintenance of School District facilities</td>
</tr>
</tbody>
</table>

**N** values:

- Mental Health/Social-emotional wellness: N = 17,192
- School safety: N = 15,349
- Educational equity for all students: N = 11,335
- Accelerating student learning (due to COVID-19): N = 11,005
- Anti-bullying: N = 9,564

**Results:**

- Mental Health/Social-emotional wellness: 26.9%
- School safety: 49.1%
- Accelerating student learning (due to COVID-19): 22.5%
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
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
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 1

Measures

Targets

Improve Academic Access & Close Opportunity Gaps

3rd Grade Reading

H.S. Readiness and Graduation Rate

Post Graduate Success

From xx

To XX
Goal 2

Measures

Targets
Goal 3

Measures

District and School Level Policy Alignment toward Equity

Allocation of Resources to Address Inequities

Racial Equity in the Workforce (recruitment, retention, placement, promotion)

Ensure Policies, Systems & Resources Promote Equity

Targets

From xx

To XX
Wrap Up

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.

I like(d)...

I wish...

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