Strategic Plan Steering Committee

Meeting 3.5

May 20, 2021
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.
## 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>
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<tbody>
<tr>
<td>School Board Completes Foundational Equity Work</td>
<td>March 9 &amp; 31</td>
<td>April 14</td>
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<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>
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<tr>
<td>Phase 1 Engagement - Survey</td>
<td>Launches</td>
<td>Closes</td>
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<tr>
<td>School Board Reviews Draft Goals and Associated Measures</td>
<td></td>
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<td>CONFIRMED</td>
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<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>
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<td>July 21/28</td>
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**Meeting 3.5 - TODAY, May 20**

**Board Workshop / Public Meeting**
**REMINDER: The Journey to Final Goals**

**TODAY - May 20**
Steering Committee continues drafting proposed goals and initial measures for stakeholder consideration.

**What will happen with the work produced by the Steering Committee?**
- Shared with the School Board on Wednesday, May 26 (public meeting)
- Shared with Focus Groups for feedback (May 27 - June 6).
  - Facilitated by District Staff (interested individuals IDed via Phase 1 Survey)
  - Facilitated by Steering Committee Members with the individuals they represent

**June 9 & July 14**
Steering Committee will use time over the next two months to build on the work generated today, including:

1. Debriefing the May 26 Board Workshop and highlighting possible revisions to proposed goals and initial measures
2. Sharing feedback from stakeholders collected via Focus Groups
3. Recommending targets for proposed goals and measures.

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

**FOCUS ON GOALS/MEASURES TODAY → WE GET FEEDBACK → THEN RECOMMEND TARGETS**
Today’s Focus

● Level set on structure and content of goals
● Continue drafting goals based on data, survey feedback, and samples
Which words or phrases from the Mission, Vision, and/or Equity Statement stand out to you?
Today’s Focus

- Level set on structure and content of goals.
- Continue drafting goals based on data, survey feedback, and samples.
How are goals, measures, and targets related?

**THEMES**

**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
Feedback from Meeting 2

- Like equity represented in these goals
- Like specificity on closing gaps
- Like cohort focus
- Realistic targets

By 2022, the percentage of students who will read proficiently by the end of third grade will increase to 54 percent.

75 percent of incoming 6th grade students will pass NC Math I (Algebra I) with a C or better by the end of their 9th grade year in 2022.

The percentage of graduating seniors who complete a rigorous career pathway will increase to 35 percent by 2022.

Of the 25 lowest performing schools, increase the number that meet or exceed growth from 16 to 22.

Decrease the achievement gap (3rd grade reading, 3rd grade math, English II, and Math I) between Black and Hispanic males and their White male counterparts by 2 percentage points by 2022.

By 2022, increase organizational efficiency and effectiveness to better support student learning.
Feedback from Meeting 2

- Like focus on early literacy
- Like specificity on closing gaps
- 100 percent is unrealistic
Today’s Focus

● Level set on structure and content of goals.

● Continue drafting goals based on data, survey feedback, and samples
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

Need tech help? Call (561) 649-6867 or (561) 889-1463.
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
Goal 1: Feedback Themes

● Focus on early literacy

● Represent K-12 duration (need goal focused on middle grades)

● Improve boldness/clarity re: equity

● Need more specificity in goals

● Access and opportunity is strong theme but needs to be present more in goals

● Stay outcome focused

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## Refining Our Goals: Goal 1

### Theme: Improve Academic Access and Close Opportunity Gaps

<table>
<thead>
<tr>
<th>Goal 1: Close Gaps Between Subgroups</th>
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<tr>
<td>Decrease gaps in grade level proficiency across K-12 subgroups.</td>
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**Measures:** End of Grade/Course assessments in ELA, Math, Social Studies, Science

**Target:** From X to X

<table>
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<tr>
<th>Goal 2: Access to High-Quality Early Literacy Instruction</th>
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<td>Increase percentage of K-3 students reading at or above grade level in every subgroup and decrease gaps across subgroups.</td>
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**Measures:** Early literacy assessment

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<th>Goal 3: Access to Rigorous Middle School Programming/Courses</th>
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<td>Increase overall percentage of students enrolled in and passing advanced or high school credit bearing courses and decrease gaps across subgroups.</td>
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**Measures:** Algebra I enrollment and passage rates. Industry certification, AICE

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<th>Goal 4: Access to Advanced High School Courses</th>
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<td>Increase overall percentage of students enrolled in advanced courses and decrease gap in enrollment and passage rates across subgroups.</td>
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**Measures:** AP, IB, AICE

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<th>Goal 5: Post Graduate Success</th>
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<td>Increase overall percentage of students enrolled in college or receiving, accelerated H.S. diploma, industry certifications and decrease gaps across subgroups.</td>
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Goal 2

Measures

Targets

Foster Social/Emotional Well-Being and Community Empowerment

Social/Emotional Well-Being for Staff and Students

Welcomed and Empowered Families

Engaged Community Partners

From xx

To XX
Goal 3

Measures

Ensure Policies, Systems & Resources Promote Equity

District and School Level Policy Alignment toward Equity

Allocation of Resources to Address Inequities

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

Targets

From xx

To XX
Next Steps

- Exit Ticket
- **Conduct a Focus Group with the stakeholders you represent between May 27 - June 6** (Kathy will send guidance no later than Monday, May 24).
- Attend Upcoming Meetings:
  - **OPTIONAL** - Board Workshop on Wednesday, May 26 to show support for draft goals.
  - Steering Committee Meeting 4 on Wednesday, June 9.

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