

Workshop

Wednesday, May 13, 2015 6:00 PM



Agenda of Workshop

The Board of Trustees Garner ISD

A Workshop of the Board of Trustees of Garner ISD will be held May 13, 2015, beginning at 6:00 PM in the District Conference Room.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Call to Order
2. Establish Quorum
3. Prayer and Pledge
4. Vision and Mission Development 3
5. District Goals 2015-2016 4
6. Priority Performance Superintendent Goals 2015-2016 5
7. Consider Adjourn

“A mission is something to be accomplished. A vision is something to be pursued. Shared values are the foundational supports that connect the two.”

SHARED MISSION

A shared mission is a widely-known declaration of a school’s essential and fundamental purpose – ***its reason for being***. It is an enduring statement that defines what the school is all about and identifies its work. In other words, a shared mission answers the questions: ***Who are we and what do we do?***

There is a big difference between a mission statement and having a *shared mission*. The word “shared” is critical distinction. Words in a shared mission rise off the written page and become something that people ***experience***. That focused, vital experience is rarely felt when the mission only exists on a pretty poster or in the front of an improvement plan. A shared mission gives meaning to the work of the school and is the driving force for productive, continuous improvement.

While a mission statement is not specifically required by state law, before lasting school improvement can occur, every campus and district must develop and embrace a shared mission. Sometimes the mission and vision are combined and when that occurs, it is important to include the components of both.

To evaluate the effectiveness of your school’s mission, consider the following:

- Is the mission shared and embraced by all stakeholders or is it just a flowery statement?
- When was it written? By whom?
- Does everyone on the campus find personal meaning in the shared mission? Does it guide and inspire?
- Does the school’s mission promote high levels of student achievement and performance?
- Does the mission promote excellence in educational practice?

VISION

A vision focuses on the future. It is clear, compelling picture of what a school will be like when the ultimate improvement is accomplished - ***the school is in its ideal and perfect state***. The vision statement is a school’s ***inspiration*** and the framework for all improvement planning. In that sense, the vision sets the standards for action and performance.

Sometimes the mission and vision are combined and when that occurs, it is important to include the components of both.

To evaluate the effectiveness of your school’s vision statement, consider the following:

- Is the vision clear about high levels of student performance for all students?
- Does the vision reflect a guaranteed and viable curriculum?
- Does the vision identify the most ideal culture for the school?
- How do research-based, effective professional practices influence the vision?
- Is the vision timeless?

SHARED VALUES

According to an article by James C. Collins and Jerry I. Porras in Harvard Business Review (September/October 1996 issue), "companies that enjoy enduring success have core values and a core purpose that remain fixed while their business strategies and practices endlessly adapt to a changing world". Schools, like businesses, are able to renew themselves and endure radical changes if they embrace and preserve shared values. Shared values are core beliefs or principles held by all and that endure over time. They keep the school’s focus centered on the mission and vision and enhance the school’s ability to function as a professional learning community.

Shared values are the foundation for continuous improvement and create synergy. They provide the framework for which all ideas, actions, and plans are communicated, interpreted, and implemented.

To evaluate the effectiveness of your school’s shared values, consider the following:

- Is there a true and shared belief that all students can learn at high levels?
- Is there an agreement about exactly what all students will learn?
- How will the school respond when students do not learn?
- How does the school define the roles in a professional learning community?
- How does the school ensure internal accountability for a guaranteed and viable curriculum?
- Do the school’s values reflect the culture you want and the results you desire for students?

Garner ISD District Goal Survey Drafts

Goal 1- The District will provide an aligned, rigorous curriculum, with instructional and technology programs engaging students to meet or exceed all educational standards.

Goal 2-The District will maintain a safe and secure environment.

Goal 3-Parents and members of the community feel welcome to participate in the educational processes of Garner ISD.

Goal 4- The District shall exhibit excellence in financial and facility planning, management, and stewardship.

Goal 5-The District shall establish systems and processes to evaluate organizational effectiveness.

Goal 6-The District shall recruit, hire, train, and retain a highly effective and qualified staff.

Superintendent Priority Performance Planning Session

Identified Priority Areas for possible Superintendent Priority Performance Goals:

1. Building and custodial services
2. Organizational processes and forms to enhance communication and district function.
3. Expand extracurricular and/or elective course subjects to enhance the educational opportunities for all students.
4. Develop and implement a process that ensures fiscal responsibility as well as maintaining viable resources for support services: technology, transportation, and HVAC units.
5. Teacher retention

Repeating themes and important needs to be addressed from the Comprehensive Needs Assessment.

1. Restrictive transfer policies
2. Facility and staff planning for future growth
3. Increased attendance percentages
4. Improve janitorial services
5. Forms and procedures to improve communication
6. Discipline-continue to streamline procedures
7. Time to share best practices and team teaching ideas
8. New teacher orientation/official mentor time
9. Substitute teacher training
10. Access to meaningful staff development
11. Development and participation in PLCs
12. Common planning time
13. K-4 assessments that are aligned to TEKS & not national standards
14. Official and organized parent involvement and volunteer program
15. Continue to refine organizational procedures and internal control (departmental handbooks, etc.)
16. Rotational plan to replace and upgrade 1. Technology equipment, 2. School busses, 3. HVAC units
17. Sound system upgrade for performances and ceremonies in the gymnasium

Areas of Consideration from Mr. Collins-Board President

1. Hiring a music teacher
2. Hiring a full time, certified teacher to substitute as needed
3. What do we want to be known for?
4. Principal Retention
5. Teacher retention-including salaries
6. Future Facility Needs Planning
7. News Articles in the Paper (Monthly?)