

**LAMAR**CISD

A PROUD TRADITION | A BRIGHT FUTURE



# COMMITTEE MEETING – December 4, 2024

## Strategic Plan Feedback Integration

JGCONSULTING

# AGENDA:

1

## Discussion of Summarized Committee Input

- Review key insights from committee feedback gathered during the meetings held from October 23rd through November 11th.
- Identify critical themes and responses to the strategic conversation questions, emphasizing areas of focus such as student-centered learning, safety enhancements, teacher excellence, and community engagement.

2

## Alignment of Feedback with Strategic Plan Priorities

- Examine the current Lamar CISD Strategic Planning Booklet.
- Identify where committee feedback aligns with the current plan's strategic priorities:
  - Evolve the Student Learning Experience
  - Equip Students with Knowledge and Skills to Succeed in a Changing World
  - Promote a Safe and Healthy Environment
  - Plan for Rapid Growth While Preserving District Culture
  - Focus on Talent
- Discuss potential areas where the feedback may inform adjustments or enhancements to the Strategic Plan.



**What do we mean when we say  
a “small-town feel?”**



## Community Engagement and Familiarity.

- Close-knit relationships where people know each other, including students and parents.
- Principals and school staff are approachable and recognize individuals by name.
- Strong sense of community support, where residents look out for each other's children.

## Inclusive and Welcoming Culture

- A down-to-earth, friendly atmosphere that avoids pretentiousness.
- School and district leadership are perceived as humble and approachable, not elitist.
- Community concerns are acknowledged and addressed promptly, ensuring everyone feels heard.



## Simplified Educational Structure

- A true feeder pattern with consistent groupings from 6th to 12th grade, avoiding complexity in transitions.
- Maintaining consistent neighborhood groupings even through district growth.

## Collaborative and Responsive Governance

- Prompt responsiveness to community needs and concerns.
- Active collaboration with local non-profits and organizations to enhance community resources.
- School governance, trustees are cordial and grounded, fostering a welcoming environment in administrative settings.



1. As we envision the future of Lamar CISD, what does an optimal school district look like to you in terms of high-quality teaching and learning?



## Student-Centered Learning

- Emphasis on intrinsic learning, discovering talents, skill identification, and inspiring self-belief.
- Opportunities for hands-on, experiential learning environments.
- Balancing technology with traditional learning methods.
- Promoting critical thinking, problem-solving, and real-world connections.
- Providing varied learning areas, movement stations, and flexible spaces (e.g., blended learning).

## Educational Equity and Accessibility

- Ensuring consistency in programs across all schools, irrespective of size or culture.
- Managing various learning levels to support individual student needs.
- Alignment across teachers and campuses to provide uniform learning experiences.



## Teacher Excellence and Professional Development

- Recruitment and retention of high-quality teachers and staff.
- Focus on teacher development, satisfaction, and low turnover.
- Professional development programs that foster a culture of continuous learning.
- Training for staff on effective communication and non-verbal interactions.

## Community and Parental Engagement

- Enhancing communication between staff, students, and parents.
- Empowering parents to support their children's education at home.
- Building trust and relationships to foster a culture of belonging and inclusivity.





## Innovation and Rewards

- Creating and rewarding environments that encourage innovation and competition.
- Leveraging technology (including AI) to tailor educational approaches to diverse learning styles.
- Implementing systems that support staff to achieve high levels of learning.
- Leveraging grants and other incentives to improve teaching methods and classroom environments.

## Strategic Support and Resources

- Systematic support for staff to meet high expectations for all students.
- Ensuring up-to-date resources and technology are available.
- Providing classroom and behavior supports to enhance the teaching environment.



2. As we envision the future of Lamar CISD, what does an optimal school district look like to you in terms of safe and orderly campuses?



## Safety and Security Enhancements

- Enhance physical security measures, such as securing outside and classroom doors.
- Increase visibility and interaction of security officers with students.
- Deploy safety applications (e.g., Raptor app) effectively during emergencies.
- Implement uniform safety drills that are informative yet non-traumatic for students.

## Consistency in Policies and Enforcement

- Uniform enforcement of discipline and dress code policies across all campuses.
- Standardize safety and emergency protocols district-wide to ensure uniformity in safety perceptions.
- Consistent and transparent communication regarding safety issues to the community.



## Cultural and Behavioral Expectations

- Foster a culture of respect toward security and safety measures, viewing them as necessary rather than inconvenient.
- Encourage intrinsic generation of good behaviors by teachers and leadership visibility, emphasizing respect and connection.
- Continuously emphasize programs like Character Counts and the 4S System (Student, Staff, Safety, Security).

## Infrastructure and Training Improvements

- Address concerns with portable classrooms and aim for reduced use where possible.
- Provide regular, vigilant safety training for staff, including emergency care trainings that count towards professional development hours.
- Partner with local municipalities for safe pathways to/from school to ensure effective traffic control.



## Community and Student Engagement

- Enhance community engagement through programs like Watch Dogs and utilization of Town Hall meetings.
- Empower students to actively participate in safety measures, fostering a "see something, say something" culture.
- Build and strengthen community partnerships through regular visits and collaboration with emergency management and other local entities.



**3. As we envision the future of Lamar CISD, what does an optimal school district look like to you in terms of recruitment and retention of high-quality staff?**

**COMMITTEE FEEDBACK**



## Compensation and Benefits

- Competitive pay including performance-based increases.
- Additional incentives such as stipends, loyalty programs, and targeted incentives for 'hard-to-staff' schools.
- Benefits that support work/life balance and personal growth.

## Professional Development and Growth Opportunities

- Robust professional development programs with regular innovation days and professional learning time.
- Opportunities for leadership development and career advancement.
- Personalized career development plans.



## Supportive Work Environment

- Consistent and supportive administrative practices.
- Principals fostering a culture of value and respect for teachers.
- Adequate resources for teachers to focus on teaching rather than ancillary duties like curriculum building or administrative tasks.
- Empathy & understanding from all school & district staff towards the challenges in the classroom.

## Recruitment Strategies

- Active recruitment efforts such as career fairs, university recruitment, and outreach to potential teachers through various channels.
- Maintaining a strong, positive district brand in all recruitment materials and activities.





## Consistency and Fairness

- Uniform policies for behavior and conduct district-wide.
- Transparent feedback mechanisms for staff to voice concerns and suggestions safely.
- Clear expectations and guidelines consistently enforced across the district.

## Resource Allocation and Infrastructure

- Equitable access to modern and adequate equipment and materials across all schools.
- Investment in technology to keep teaching tools up-to-date.
- Ensuring smaller, close-knit school environments.



## Community and Culture

- Strong school-community engagement with regular communication through social media and other commonly platforms.
- Promotion of a culture of success and a positive image of the teaching profession.
- Programs that encourage teachers and staff to feel valued, including "Grow Your Own" and referral programs.



4. As we envision the future of Lamar CISD, what does an optimal school district look like to you in terms of fiscal and facility management?



## Community Engagement and Transparency.

- Regularly engage the community through Town Hall meetings, surveys, and other feedback mechanisms.
- Maintain transparency with financial dealings, including public posting of quarterly financials and detailed reports on fiscal responsibilities and expenditures.

## Strategic Financial Management

- Implement zero-based budgeting with justifications for each expenditure.
- Maintain a reserve of three months' operational expenses.
- Ensure a balanced budget focused on educational and facility needs, with prioritized funding based on campus-specific requirements.
- Regular forecasting and proactive management in response to demographic changes and district growth.

## Technology and Infrastructure

- Stay ahead in providing up-to-date technology resources to all campuses.
- Develop a lifecycle database system for all facilities to manage and predict maintenance and/or upgrades effectively.



**FEEDBACK:**

## Equitable Resource Distribution

- Ensure educational adequacy by providing equal access to technology and resources across all facilities.
- Focus on early intervention strategies to manage hyper-growth areas and anticipate needs before they become urgent.

## Facility Development and Management



- Adopt a standard for facilities to ensure all have equivalent resources and technology, regardless of new or existing constructions.
- Consider strategic location decisions by working with developers and local governments to integrate schools within communities effectively.
- Utilize land banking as a tool for future development and growth management.
- Promote robust usage of facilities, including for community events beyond traditional school functions.



5. As we envision the future of Lamar CISD, what does an optimal school district look like to you in terms of authentic parent and community engagement?



## Enhanced Communication Tools and Practices

- Centralizing communications (e.g., ParentSquare).
- Regular updates through multiple channels (website, social media, emails, SMS text alerts, etc.).
- Streamlining communication systems and setting clear expectations for response times.
- Over-communicating to ensure transparency and thorough understanding of school initiatives.

## Inclusive and Supportive School Culture

- Promoting a welcoming and inclusive atmosphere for all stakeholders.
- Regular feedback and engagement opportunities through advisory councils, PTO/PTA activities, and volunteer programs.
- Ensuring the school environment is seen as a part of the family.





## Collaborative Educational Environment

- Strong collaboration between teachers and parents, especially in areas of student social and emotional growth.
- Regular opportunities for parents to interact with the school environment through open houses, parent nights, and innovative events like Coffee with the Principal.

## Policy and Administrative Support

- Clear policies on communication and engagement, ensuring consistency across campuses.
- Offering both in-person and virtual engagement options to maximize participation.
- Regular assessments like campus climate surveys to gauge and improve engagement effectiveness.



## Comprehensive Engagement Strategies

- Engaging all parents and community members.
- Varying levels of involvement to accommodate different schedules and commitment capabilities.

## Community Integration and Visibility

- Schools actively participating in community events (e.g., market days, block parties, etc.).
- Encouraging programs that foster community involvement like Big Brothers/Big Sisters and 'dad watch dog' groups.

## Educational and Social Events

- Maintaining and expanding engaging activities such as Back to School Bash, monthly student performances, and themed events like 'Donuts with Grandparents'.

# **Comprehensive Analysis: Aligning LCISD Committee Feedback with Strategic Plan Priorities**

**The following is an integrated analysis showing how the committee's ideas map to the strategic objectives and additional insights that emerged from the discussions.**

## 1. EVOLVE THE STUDENT LEARNING EXPERIENCE

### Feedback Themes:

- Student-Centered Learning: Emphasis on experiential learning, critical thinking, hands-on environments, and real-world connections.
- Educational Equity: Consistency in programs and alignment across campuses to cater to all learning levels.

### Strategic Objectives Alignment:

- Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.
- Expand personalized resources to eliminate achievement gaps.

**PRIORITY ALIGNMENT**

**2. EQUIP STUDENTS WITH KNOWLEDGE AND SKILLS  
TO SUCCEED IN A CHANGING WORLD**

**Feedback Themes:**

- **Innovation and Rewards**: Leveraging technology and encouraging innovative approaches to teaching.
- **Curriculum Consistency**: Providing equitable access to academic programs and fostering career readiness through CTE and college prep.

**Strategic Objectives Alignment:**

- Prepare students with critical thinking, problem-solving, and effective communication skills.
- Expand Career and Technical Education (CTE) and college preparatory resources to ensure equitable access.

### **3. PROMOTE A SAFE AND HEALTHY ENVIRONMENT**

#### **Feedback Themes:**

- **Safety and Security Enhancements**: Increased physical security, effective safety apps, and consistent discipline policies.
- **Mental and Emotional Support**: Visible leadership fostering respect and connection.

#### **Strategic Objectives Alignment:**

- Increase mental health resources to improve social-emotional well-being.
- Ensure equitable disciplinary practices and maintain safe, inclusive facilities.

## **4. PLAN FOR RAPID GROWTH WHILE PRESERVING DISTRICT CULTURE**

### **Feedback Themes:**

- **Small-Town Feel**: Maintaining neighborhood schools, unified feeder patterns, and community relationships.
- **Facility Development**: Equitable resource distribution and proactive growth management.

### **Strategic Objectives Alignment:**

- **Maintain the neighborhood school structure and involve stakeholders in planning.**
- **Build equitable facilities and manage budget growth responsibly.**

## 5. FOCUS ON TALENT

### Feedback Themes:

- Teacher Excellence: Recruitment and retention, professional growth opportunities, and work-life balance.
- Supportive Work Environment: Principals fostering respect and empathy.

### Strategic Objectives Alignment:

- Prioritize competitive compensation and professional development.
- Provide career advancement pathways and establish Lamar CISD as a desirable workplace.



## **ADDITIONAL INSIGHTS: CROSS-CUTTING THEMES**

**The following themes emerged across multiple priorities**

## **PRIORITY ALIGNMENT**

### **Fiscal Responsibility and Transparency:**

- **Regular community engagement through Town Hall meetings and transparent financial reporting build trust and accountability.**
- **Zero-based budgeting ensures justifiable and strategic allocation of resources.**

### **Community and Parental Engagement:**

- **Enhanced communication tools like ParentSquare and regular parent-focused events foster stronger relationships.**
- **Inclusive engagement strategies empower diverse stakeholders to participate actively in district initiatives.**

## **PRIORITY ALIGNMENT**

### **Strategic Resource Allocation:**

- **Equitable access to up-to-date technology and proactive maintenance of facilities address disparities and anticipate growth.**
- **Resource allocation committees could align funding decisions with district needs.**

### **Consistency in Policies and Practices:**

- **Uniform safety protocols and disciplinary measures foster fairness and transparency across all campuses.**
- **Standardized communication strategies improve clarity and trust among stakeholders.**

## **Cultivating a Supportive Culture:**

- **Promoting respect, inclusivity, and connection through visible leadership and community collaboration supports district goals.**
- **Recognizing contributions from staff and community members strengthens district culture.**

**PRIORITY ALIGNMENT**

**As we consider the alignment between your feedback and the current strategic plan, do you believe the existing framework effectively captures the district's vision and priorities, requiring only updates and refinements to incorporate new insights?**

**Or do you see fundamental gaps that suggest we need to start from scratch to create a strategic plan that fully reflects the evolving needs and aspirations of Lamar CISD?**

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# Thank you!

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