

**LAMAR**CISD

A PROUD TRADITION | A BRIGHT FUTURE



# Strategic Planning 2024-2025

**JG**CONSULTING



## Strategic Planning 2024–2025



# Welcome

**Mr. Zach Lambert, President  
LCISD Board of Trustees**

## Strategic Planning 2024–2025



# Expectations

**Dr. Roosevelt Nivens**  
**Superintendent, LCISD**

## Strategic Planning 2024–2025



# Logistics

**Dr. Sonya Cole-Hamilton**  
**Chief Communications Officer,**  
**LCISD**



**Strategic Planning 2024–2025**

# JG Consulting



**Amber Elenz**



**Dr. Kent Scribner**



**Holly Maria Flynn  
Vilaseca**



**Alton Frailey**

# Who Are You?

- **Name**
- **Affiliation with LCISD**
- **What is your hope for LCISD and the outcome of the Strategic Plan?**



# Ground Rules

- **Be present and open to communication**
- **Participate**
- **Share ideas and the time we have together**
- **Listen respectfully with positive presuppositions**
- **Represent what we do here honestly and truthfully**

# Our Charge

- **Collaborate, learn together, imagine, plan and articulate a positive future for the students of LCISD**
- **Review current plan for understanding & perspective**
- **Modify or create a new plan**





# Reflections on Current Strategic Plan

**Mrs. Joy Williams**  
**Former President**  
**LCISD Board of Trustees**

# LCISD Strategic Plan 2018

Lamar CISD crafted a strategic plan that identified key priorities that guided the District to present day. The plan also identified the most important goals that helped the District move towards its current strategic priorities.

The plan did not outline every strategy that the District utilized to make progress towards these priorities.







**Strategic Planning 2024–2025**

# **LCISD Strategic Plan 2018**

**In partnership with The Holdsworth Center, the District incorporated a broad set of stakeholder voices to produce an inclusive plan aligned to the District’s priorities.**

**The committee reviewed the top priorities that emerged from the listening tour, refined those ideas and created two to three aligned goals for each priority.**



# 2018 Strategic Priorities

- **Evolving the Student Learning Experience**
- **Equipping Students with Knowledge & Skills to Succeed in a Changing World**
- **Promoting a Safe and Healthy Environment for Students**
- **Planning for Rapid Growth of the District While Preserving District Culture**
- **Focus on Talent**



# Why a Strategic Plan?

- **Hope is not a strategy**
- **Plan your work and work the plan**
- **Create organizational intention**
- **Define the work of the organization**
- **Align organizational focus and resources**
- **Define, promote, and protect the LCISD Brand**
- **Assure ongoing quality learning experiences in each school for each student**
- **Promote and facilitate coherence internally and throughout the community**

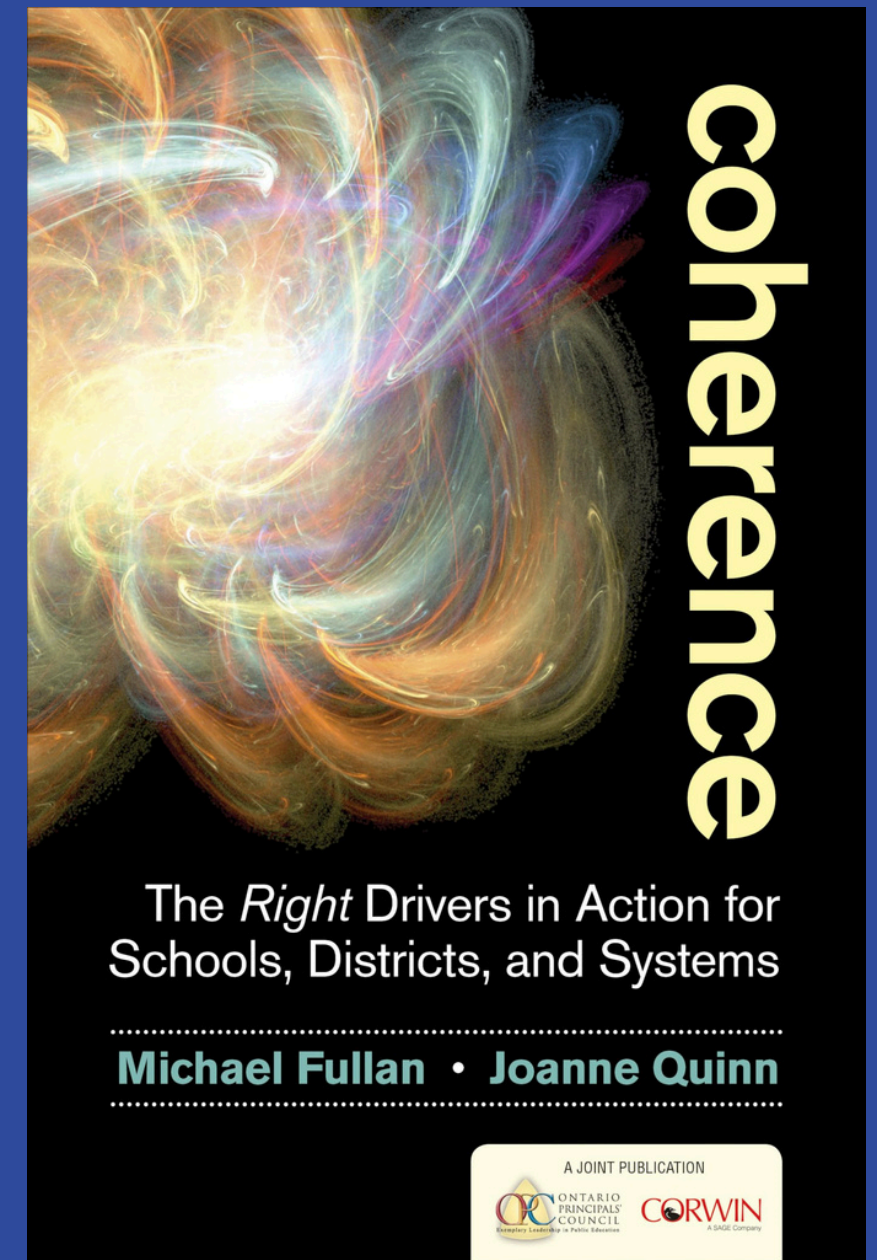
# Coherence Framework

**FOCUSING DIRECTION to build collective purpose.**

**CULTIVATING COLLABORATIVE CULTURES while clarifying individual and team roles.**

**DEEPENING LEARNING to accelerate improvement and foster innovation.**

**SECURING ACCOUNTABILITY from the inside out.**



Source: Coherence by  
Michael Fullan & Joanne Quinn



# **Evolve the Student Learning Experience**

**As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers. As we strive to create critical thinkers and leaders, the District must plan and prepare to lead the State of Texas in anticipating and implementing innovative changes in student learning.**

# **Evolve the Student Learning Experience**

**Namely, the District should ensure that learning encompasses real-life experiences and applications while growing the creativity and vision of Lamar CISD students. In order to be successful, we must also provide Lamar CISD parents and guardians with the most up-to-date tools and resources to enable them to support their children as learning evolves.**

# **Evolve the Student Learning Experience**

**Finally, the District must deepen its resolve to identify and eliminate gaps in achievement between student groups by leveraging personalized learning and other strategies that support individual student needs.**



# Objectives

- **Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.**
- **Equip all parents and guardians with the tools to support student learning and growth.**
- **Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.**



# **Equip Students With Knowledge & Skills to Succeed in a Changing World**

**Given the rapid changes in the competitive, global labor market, students in Lamar CISD should be equipped with knowledge and skills that prepare them to be successful citizens. Upon graduating, Lamar CISD students will be able to communicate effectively, think critically and engage in problem-solving methods, which are key skills that will be developed throughout their education. For those students interested in directly entering a career or trade, Lamar CISD should focus on expanding options in Career and Technical Education (CTE).**

# **Equip Students With Knowledge & Skills to Succeed in a Changing World**

**As college degrees are increasingly essential for many professions, Lamar CISD students will have equitable access to rigorous college preparation courses and resources. Students should be able to seamlessly access either pathway – CTE or college prep – upon evolving interest, and these resources should be available for students in all parts of the District, regardless of their high school feeder pattern or desired career path.**



# Objectives

- **Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.**
- **Ensure the curriculum equitably prepares students to achieve their preferred career aspirations by enhancing both rigorous Career and Technical Education (CTE) and college preparatory programs.**
- **Increase students', families', and community members' awareness of and access to all available academic programs.**



# **Promote a Safe and Healthy Environment**

**Given today's climate, health and safety must remain a priority for students and staff. Everyone at Lamar CISD must feel safe and supported both emotionally and physically in order to achieve at the highest levels. This refers to physical safety as well as mental and emotional well-being. The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high-quality mental health supports (e.g., counselors, etc.).**

# **Promote a Safe and Healthy Environment**

**In addition, the District should work to ensure that disciplinary interventions are equitable and address the root cause of students' behavior.**



# Objectives

- **Increase mental and emotional health supports and resources to improve social and emotional well-being among students and staff.**
- **Ensure that disciplinary interventions consistently address the root causes of behavioral issues and staff understand how to implement disciplinary practices in a clear and equitable way for the well-being of all students.**
- **Ensure facility safety remains a priority through up-to-date technology and that all facilities provide a safe, inclusive and effective learning environment for all.**



# **Plan for Rapid Growth While Preserving District Culture**

**The District's growth is one of its greatest challenges and opportunities. In the midst of this rapid growth, the District should work to maintain the 'small-town feel' of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment.**

**In addition, the District should ensure that consistent, proactive communication and engagement with stakeholders is a priority.**

# **Plan for Rapid Growth While Preserving District Culture**

**The District should also consider expanding and maintaining campuses and shared, Districtwide, multi-use facilities to match the District's growth.**

**Finally, as the organization grows, it's critical that the District continues to prioritize budget and staffing allocations of support staff (from counselors and instructional specialists to groundskeepers and janitors) to ensure that students and staff continue to feel supported.**



# Objectives

- **Maintain neighborhood school structure and a unified community feeling during rapid growth and expansion.**
- **Actively seek to engage and involve all stakeholder groups as community partners in the District's growth.**
- **Continue to build and maintain equitable campus buildings and shared District support facilities commensurate with the District's growth.**
- **Ensure that budget and staffing plans equitably meet the changing student and staff needs as the District grows.**



# **Focus on Talent**

**The faculty and staff in Lamar CISD are key to students' success—now and in the future. The District should ensure that they are attracting and retaining top talent by maintaining a regionally competitive salary and benefits package.**

**In addition, the District should invest in both professional learning experiences that allow staff to grow in their current positions as well as development pathways for staff to advance in their career. These pathways are critical to retain highly effective staff and to meet the staffing demands of Lamar CISD's growth.**



# Focus on Talent

**Finally, the District should ensure that Lamar CISD continues to be an employer of choice: a great place to live, work and learn.**





# Objectives

- **Prioritize competitive compensation and benefits for all employees using available resources.**
- **Expand access to differentiated professional development and coaching for all staff based on experience and need.**
- **Provide career pathways and advancement opportunities throughout the organization in order to attract and retain talented professionals.**
- **Increase awareness of Lamar CISD as a destination of choice to live, work and learn.**



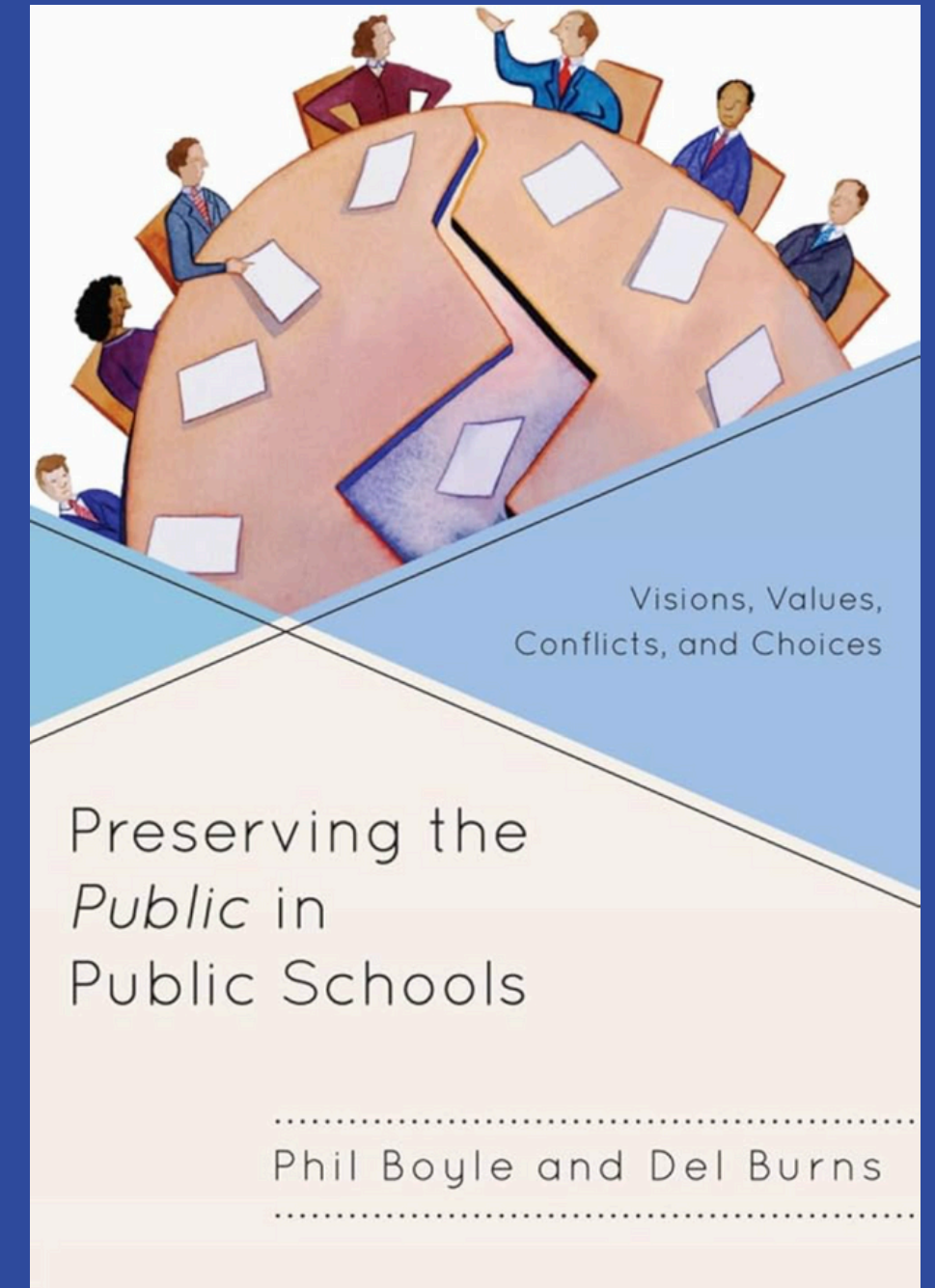


# What is the purpose of education?

## Four main philosophies of education:

- Personal empowerment
- Preparation for citizenship
- Cultural transmission
- Preparation for work

Any education system is a (sometimes uneasy) compromise between these four forces.



# MISSION

**To educate all students by ensuring access to a superior education through inspired leadership among parents, teachers, administrators, and staff, allowing students to achieve their full potential to participate in future social, economic and educational opportunities in their community.**

# The Chicken and the Egg Question

**Is an organization's vision a result of its success,  
or is its success a result of its positive vision for itself?**



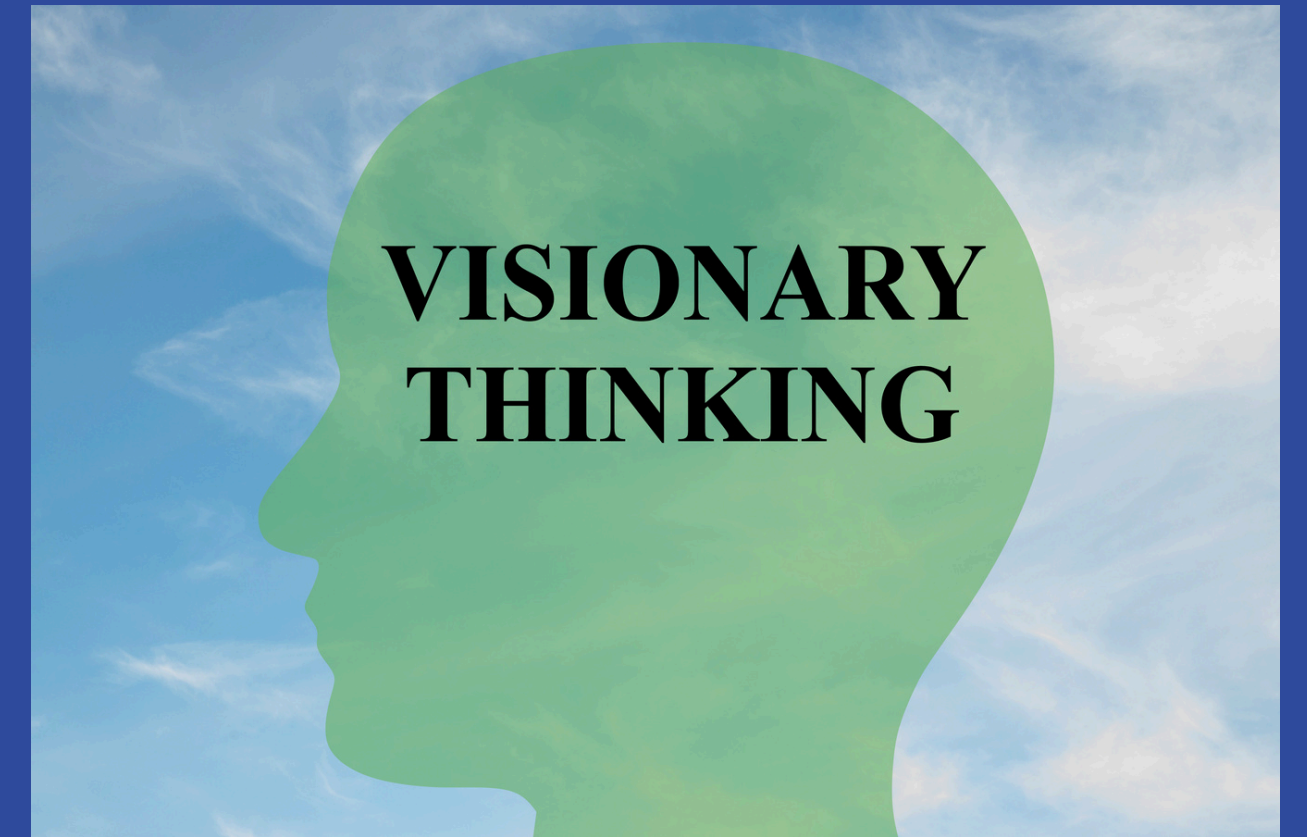


## Strategic Planning 2024–2025

**“VISION is a clear mental picture of what could be, fueled by the conviction that it should be.”**

***–Andy Stanley***

**Shared vision is not just agreeing with a good idea; it is a particular mental image of what is important to the individuals and their organization and drives consciousness and commitment**



# Group Values

**Who are we?**

**What do we care about?**



# Values

**Something (such as principle or quality)  
intrinsically valuable or desirable.**

***–Merriam–Webster App***

**(How we agree to behave with one another.)**



# Competing Civic Values

- **Liberty**
- **Equality**
- **Community**
- **Prosperity**

# Strategic Plan Timeline

## August

### Dr. Nivens & JG Consulting

- Identify communication contacts

### Board of Trustees & Dr. Nivens

- Assign committee members & charge
- Identifying stakeholder groups

## September

### Board of Trustees, JG Consulting & Committee

- Kick off Meeting
- Discuss overall aspirations for LCISD
- Review Mission, Vision & Values
- Review current plan for:
  - content
  - current metrics
  - consideration of rewrite or modification
  - review timeline/action plan

## October

### LCISD Demographer

- Analyze Demographic Projections to inform survey questions

### Board of Trustees, JG Consulting & Committee

- Discuss performance expectations
- Stakeholder Engagement and Board Interview

### Board of Trustees & Dr. Nivens

- Develop Survey(s)

# Strategic Plan Timeline

## November

**Board of Trustees, JG Consulting & Committee**

- Stakeholder Engagement

**JG Consulting & Committee**

- Survey(s)

## December

**JG Consulting & Committee**

- Stakeholder Engagement

**JG Consulting**

- Survey(s)

## January

**JG Consulting & Committee**

- Review survey(s) and any other findings and begin to make meaning
- Begin discussions of key categories and goals

# Strategic Plan Timeline

## February

### JG Consulting & Committee

- Continue discussions of key categories and goals
- Begin discussions of Key Performance Indicators (KPI's) and Metrics

## March

### JG Consulting & Committee

- Continue discussions of key categories and goals
- Begin discussions of KPI's and Metrics

### JG Consulting & Committee

- Begin drafting plan



# Strategic Plan Timeline

**April**

**JG Consulting & Committee**

- Review, revise, and draft of plans

**May**

**JG Consulting & Committee**

- Review, Finalize plan draft

**Board of Trustees & JG Consulting**

- Deliver plan draft to Board inclusive of Executive Summary, statement of Aspirations, Mission, Vision, Values & Core Beliefs, KPI's & Metrics
- Identify next steps



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# Thank you!

**JG**CONSULTING