



College Station Independent School District

Success...each life...each day...each hour

College Station Independent School District Special Board Workshop – Strategic Planning Minutes December 8, 2020 - 11:00 a.m. Board Room

Due to health and safety concerns related to the COVID-19 and in order to adhere to social distancing guidelines, no more than 50 people will be allowed in the boardroom.

Public comment will be accepted in-person at the meeting. If you wish to provide feedback in a non-public setting, you may email feedback@csisd.org.

The following items are on the agenda:

- A. CALL TO ORDER
President Mike Nugent called the meeting to order at 11:03 am

- B. DECLARATION OF QUORUM
President Nugent declared a quorum with seven members present. In attendance were President Mike Nugent, Vice President Geralyn Nolan, Secretary Jeff Horak, Trustee Joshua Benn, Trustee Amanda Green, Trustee Thomas Hall and Trustee Kimberly McAdams.

- C. WORKSHOP SESSION
 - 1. Receive presentation from a prospective strategic plan facilitator

George Thompson and Natalie Glover of The Schlechty Center gave an interactive presentation via Zoom on how they would help us facilitate the strategic planning process for the district. They thanked us for the opportunity to present this information. The strategic planning process is an ongoing process. Their services are completely customizable to fit the needs of College Station ISD. Work together to determine the conversations that are critical to the organization and the mental models of the way the organization functions. The Board's role is about community leadership and advocacy in the community. The Capacity Assessment is to get real about "what is". This is not about the strengths and weaknesses of people. It is about the capacity of the organization to perform. Encourage community and student participation to gather information from the stakeholders. It is a discovery process built around frameworks that have been in place for many, many years; rich content and rich discussion for the next phase. It is a full two-day process for the discovery phase. The focus groups come after the discovery phase, but it does not have to be immediately following. It is usually a one to day process. Much of the process is contextual and each district is different. It is up to the district to set the

parameters for discussions, focus groups, design of the process, etc. with some guidance from Schlechty. The process would evolve through conversations and feedback from the board. This would be the highest level strategic direction plan that can be reviewed by the leadership team. It would allow everyone to align on an on-going basis that also becomes a living document. It will not be a compliance based strategic plan just to be able to check off a box. It will be a document that allows the folks doing the work to move into the action process. What are the key areas where we need to build capacity in order to move forward? Strategic direction relates to and ties directly into the CBAS. By the end of the process, the goal is that things are clear and folks understand what the district is about. Once all the work is done, we want a way to continue the progress monitoring and the measurements and evidence that progress is being made. The timeline could be about 3-6 months. Mike wants to be able to share this information with the whole district at one time when we come back together in August. Mike asked that Schlechty send him the draft of the process and the timeline and the cost associated with this process. The board wants community engagement. We are planning our direction with the goal to catapult us to being the premier district in Texas. We want to tie together all the work we have already done so the community understands where we are headed.

C. ADJOURN

Without objection, President Nugent adjourned the meeting at 12:32 p.m.

MIKE NUGENT
BOARD PRESIDENT

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, chapter 551, subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See TASB Policy BEC(LEGAL)]

This notice was posted in compliance with the Texas Open Meetings Act.

MN/ch

MIKE NUGENT – PRESIDENT

JEFF HORAK - SECRETARY