



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 – 1:00 p.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 1:01 p.m.
- B. DECLARATION OF QUORUM
President Nugent declared a quorum of 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

Sherry Sides and Ken Helvey of N2 Learning, provided a proposal for strategic planning services for CSISD. The community wants to be involved. Give them a structured way to get involved. The purpose is to create focused, purposeful planning, increase community involvement, roadmap for daily work, influence the future of the district, provide clarity and alignment for initiatives. N2 Learning wants to help us organize and bring clarity and alignment for all the things we are already doing. The Board's role is to approve the firm, determine the core beliefs and commitments, develop the vision, determine the strategic plan pillars, monitor progress and serve as a key advocate for the plan. The accountability is the most important piece. We want to revisit our core beliefs and commitments and our CBAS with a broader group of stakeholders. Phase 1 would be to develop, revise, affirm our core beliefs and commitments, develop the vision, determine the pillars at a 3 hour board meeting, which could possibly be held in January. Then there would be a two-day retreat with about 50+ community members to develop our mission and strategic objective and develop strategies with half school and half community, being sure to include

students. This could possibly be done in February and March. Phase 2 would be the action team leader training. There would be an action team for each strategy led by school administrators. We would hold a kick off celebration to begin the process. Teams work a minimum of 6 hours over a 60 day period. This would be independent work - no retreat. This could be held possibly in April.

Phase III: A one day retreat for strategic planning teams to meet to hear action plan presentations. Possibly finish in May or June.

Phase IV: Implement the plan and develop the accountability system, including the rubrics, in the fall.

Phase V: Full implementation annual review. This is a 3 year process of monitoring the process and the performance. We would need to establish upfront what we use to determine if we met our goals or not. The criteria would be developed by the staff. The teams would report examples and outcomes, provide indicators, objectives and strategies.

The N2 Learning flat fee covers all phases of the process, including the monitoring, for the three years. They will keep the plan simple and manageable. They won't stifle the committees, but will ensure that the teams don't kill the process with too many action plans to be able to implement. N2 will customize to meet our needs and will do whatever it takes to make sure we have a good plan. There will be a cost benefit section to the action plans as well. They will send a revised timeline and a quote for services.

C. ADJOURN

Without objection, President Nugent adjourned the meeting at 2:04 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