

Agenda Request Form

Cherokee County School District

Meeting Date
January 17, 2019

Agenda Item Number
I-1

Title
Georgia School Boards Association (GSBA)/Georgia Leadership Institute for School Improvement (GLISI) Assistance Services with CCSD's Strategic Improvement Plan Process Through the Georgia Vision Project
Requested Action
School Board Consideration of Authorizing the Superintendent to negotiate a contract with GSBA/GLISI for assistance services with CCSD's Strategic Improvement Plan Process through the Georgia Vision Project
Summary Explanation and Background
It is requested that the School Board authorize the Superintendent to negotiate a contract with Georgia School Boards Association (GSBA)/Georgia Leadership Institute for School Improvement (GLISI) for Strategic Improvement Plan Process Services through the Georgia Vision Project over the next eight months. The proposed process action steps utilized by the Georgia Vision Project are detailed in the attached document provided by GSBA/GLISI.
Major System Priority
Increasing Accountability
Financial Impact
Amount not to exceed \$50,000
Exhibits: (List)
GSBA/GLISI Strategic Improvement Plan Process

Board Action
<i>(For Official School Board Records Only)</i>

Source of Additional Information				
<table style="width: 100%; border: none;"> <tr> <td style="border: none;">Dr. Brian V. Hightower</td> <td style="border: none; text-align: right;">(770) 479-1871</td> </tr> <tr> <td style="border: none;">Mike McGowan</td> <td style="border: none; text-align: right;">(770) 479-1871</td> </tr> </table>	Dr. Brian V. Hightower	(770) 479-1871	Mike McGowan	(770) 479-1871
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OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____ (Date)

By: _____ (School Board Chairman)



GSBA/GLISI Strategic Improvement Plan Process

"GSBA, in collaboration with all stakeholders including students, teachers, administrators, parents and community leaders, led our district through a systemic planning process. As a result, Jefferson County Schools has a district strategic plan that will drive our work for the next 3 to 5 years. We could not have done the depth of this work alone. Our school board, community and schools were awed by the expertise of the GSBA staff in leading us in this focused work."

-Molly Howard, Jefferson County Schools

"Both GSBA and GLISI have an excellent reputation for their ability to guide and support school systems in their efforts to improve and plan for the future. Through our partnership, I have already noticed an increase in the level of rich conversation among external stakeholders that is specific to the quality work we are already doing and the areas where we need to improve. GLISI and GSBA take an organized and systematic approach to their work that fully engages our community and keeps our leadership team focused on the right work."

- Dr. Paul Brooksher, Bryan County Schools

Timeline:

- 1. District Request for Strategic Planning Information – 90 minutes (if desired)**
GSBA-GLISI will meet with the superintendent and district leaders to discuss the GSBA-GLISI Strategic Improvement Planning process. The purpose, structure and the pricing will be outlined at this meeting. *NOTE: This meeting can be replaced by a conference call or virtual meeting.*
- 2. School Board Meeting Presentation – One Day (if desired)**
GSBA-GLISI will present the Strategic Improvement Planning purpose, structure and process to the superintendent and School Board for their consideration of a contract with the partnership.
- 3. Partnership Meeting with District and GSBA-GLISI – 90-120 minutes in district**
Upon the Strategic Improvement Plan contract approval by the School Board, a GSBA-GLISI and District Partnership Meeting will occur with the contact person or persons designated by the superintendent for the purpose of laying out the district's plan for the activities and events of the Strategic Improvement Plan.



4. Community Engagement Meeting – 90 minutes in district (day or evening)

The GSBA-GLISI Community Engagement Meetings will be facilitated by GSBA and based on one of the formats outlined.

Option A – Inviting the entire community to a session to be held in a large community facility of the school district at a selected date and time.

Option B – Holding a Focus Group of up to 40 various representatives from the community to be held in the district at a selected date and time.

Whether the district chooses **Option A** or **Option B**, an online survey will be made available to all stakeholders (via the school district website) in the school system’s community so that additional input is captured in the data. Data from the meetings and the surveys will be disaggregated by GSBA and shared with the superintendent and district contact. High level themes from the data will be developed and used throughout the remainder of the planning process.

5. Pre-Planning Team Meetings – Conference call or virtual meeting

An organizational meeting between GSBS-GLISI and district staff will occur for the purpose of reviewing the current district data, analyzing the AdVancEd report, and learning about the current strategic plan and the community data. This meeting will also provide the superintendent an opportunity to share his/her district vision and initiatives to ensure they are embedded into the plan.

6. Planning Team Meetings – Two Days (Day 1: 8:30am – 3:30 pm. Day 2: 8:30am – noon)

The Planning Team Meeting is facilitated by GSBA-GLISI and is the high level meeting where the current mission, vision and beliefs of the district are reviewed and revised. The Planning Team reviews student achievement data and financial data along with utilizing the information gathered from the Community Engagement/Online Survey to develop the direction for the new plan. This outcome of the Planning Team is the refinement of the mission, vision and beliefs and the development of the major strategic goal areas and performance objectives for the district’s strategic plan.

The composition of the Planning Team includes a diverse group of 26-40 people. One-half of the planning team should be representatives from the school district. This will include the superintendent or designee, lead central office staff, some principals, classroom teachers, one or two board members, and at least two students. The remainder of the planning team will be a diverse cross-section of community members, citizens and clergy.



7. Pre-Action Team Meeting – Conference call or virtual meeting

An organizational meeting between GLISI and the district staff will be held to organize the Action Team. The purpose of this meeting is to make recommendations for Action Team composition and to review the most effective strategies for ensuring Action Team Success.

8. Action Team Meetings – Two Days (same schedule as for Planning Team meetings)

The Action Team is facilitated by GLISI and is responsible for drafting the performance measures that will indicate success towards goals. The Action Team is also responsible for creating the initiatives and Action Steps that the staff will apply to ensure achievement of the stated goals. This team is comprised of district team leaders for each of the goal areas in the plan, as well as district and school leaders that represent each school level.

9. Strategic Improvement Plan Implementation Meeting – ½ day (if desired)

GSBA-GLISI will meet with the superintendent and senior cabinet members to participate in a meeting to discuss best practices and strategies for measuring, monitoring and implementing the plan. The Strategic Improvement Plan is developed as a robust and nimble strategic framework for the district. Therefore, it is important to conduct frequent benchmarks to measure progress and ensure implementation. Tools and resources will be provided for the superintendent and district leaders.

10. Board of Education Approval - One BOE meeting

GSBA-GLISI are available, if desired, when the plan is presented for Board approval.