

**Jefferson County Board of Education
Vision 2020 Strategic Planning Retreat
May 15- 16, 2015**

Friday, May 15

4:30 pm – 5:00 pm Welcome, Goals/Agenda, General Housekeeping

Welcome from the host. (Executive Director of Junior Achievement)

Opening remarks from the Chair. (Board Chair) Welcome. Review goals for the retreat. Include a review of the overall strategic planning process and its goals as a way of setting the context for the retreat. Set the frame. This is the opportunity to take the current momentum of improvement to the next level. Vision 2015 (and its late amendments) was about course correction for a struggling district. Vision 2020 is moving from positive position to something great.

Review agenda for the retreat and general housekeeping. (Ed)

5:00 pm – 6:30 pm Dinner, Board Sharing: Connection to the Mission and Board Check-in

Share thoughts and ideas while breaking bread.

Boards of all sorts rarely share with one another their personal connection to and reflections about the mission of the organization. Boards that take the time to engage in this personal sharing—particularly at the outset of a retreat—discover a common passion that sets an important context for immediate and future meetings and forms bonds between members that prove essential as they work together.

Why are you here? Board members share their response to the following questions:

There are many ways to serve our community, many things that you could do with your time. Why did you choose the Board of Education? Why do you stay on this board? What word or phrase or idea within the vision, mission, and values really resonates with you?

What has it been like? Board members share their response to the following questions:

What has it been like as you try to live out your passion on the board? Is there a tension between your personal passion, the charge to represent your constituency as an elected official, and the expectation to work productively as a board? Can you describe that tension?

When do board members work well together? When do they not? What can the board do differently to make it more effective?

6:30 pm – 7:00 pm Mission Vision, and Values: First Look

The vision, mission and value statements are the frame for considering the overall strategy. During the retreat, the board will consider the statements at two points in the process: at the beginning and at the end. At the beginning of the retreat, board members engage in an initial discussion around these statements, considering the following (or similar) questions:

At this point in the planning process, are these still valid statements? Coming into this retreat do we know of any amendments that need to be made before we continue the planning process?

If proposed changes surface, the gist of those changes is recorded at this point with no attempt to word-smith specific language.

7:00 pm– 8:00 pm Challenges, Opportunities and Scope of the Work: Initial Sense

Prior to reviewing and discussing other stakeholder feedback, the board engages in a brief discussion of its own sense of challenges and opportunities, based on individual board member's own experiences in the community as well as their collective experience. Board members identify common themes.

Board discusses initial sense of the scope of the planning process—*at this point*. Will it be a new plan? Or will it be a substantial revamp of the revised Vision 2015? Or a simple—but intentional—revision of Vision 2015?

Saturday, May 16

8:30 am – 8:45 am Warm-up: Six Word Exercise

8:45 am – 9:30 am Review of Stakeholder Input and Other Data

Board members then review input gathered at the external stakeholder meetings, information policy trends at the local, state and national level, and other collected information. (Jonathan, with Ed Cortas sharing stakeholder feedback)

Board members consider this input together with their own insights articulated in the previous activity. They consider and discuss the following (or similar) questions and responses are recorded:

What are we hearing? Issues? Challenges? Opportunities? What are the common themes?

9:30 am – 10:30 am Determining the Planning Scope

Board members decide the scope of the planning process. Again, will it be a new plan? Or will it be a substantial revamp of the revised Vision 2015? Or a simple—but intentional—revision of Vision 2015?

Board members begin consideration of this question by imagining that there is no plan in place at all, that they are essentially starting from scratch with only the input considered in the previous activity as a

basis for the plan. Using the output from the previous activity, board members consider and discuss the following (or similar) question(s):

If we were starting from scratch, based on the input we have reviewed, what would be the focus areas of the new plan? What might be the goals within each focus?

General ideas are discussed and recorded; no attempt is made to draft specific focus and goal statements.

Board members then compare these responses to the elements of the 2015 plan and consider and discuss the following (or similar) question:

At the focus and goal levels, what changes need to be made to the 2015 plan?

The goal of the discussion is to arrive at a consensus on the scope of the planning process—with identification of general changes that need to be made at the focus and goal levels.

10:30 am – 10:45 am Break

10:45 am – 12:45 pm Focus/Goals/Targets: Initial Draft (plus working lunch)

The process and content at this point will depend upon the determined scope. However, it is expected that board members will at least identify the focus areas of the new plan and draft language to describe them. Likely, board members will also draft some language around the goal for each focus area. If appropriate and if there is time, board members may also develop some ideas around targets and strategies—however only conceptually (not specific methods/metrics).

This work will be refined at the board's working session on May 26.

12:45 pm – 1:15 pm Vision, Mission, and Values: Last Look

Board members take a last look at the vision, mission, and values statements and consider the following (or similar) questions:

Does the work we have done over the course of the retreat suggest a revision to these statements is necessary? Are the preliminary goals, targets, and strategies expressions of these statements? Are any contrary to these statements?

Responses are recorded and next steps are determined.

1:15 pm – 1:30 pm Close