



Richardson ISD Board Update

January 12, 2023





Strategic Design = Strategic Plan

Discussion Items:

- Review the engage2learn Strategic Design Process
- District Design Team
 - Design days hosted on January 9-10
- Upcoming Community Engagement Opportunities
- Q&A and Reflections



THE RISD GRADUATE PROFILE

To ensure academic success for all RISD students, we believe...

- In creating a safe learning environment that empowers every student in RISD to take risks, be creative, find acceptance, and grow;
- That education is an effective tool that can prepare every student in RISD for life after high school including teaching life skills;
- That every student in RISD will have the capability and desire to learn and rise to the level of expectations for individual success.

Students in RISD will develop competencies in the areas of:

FINANCIAL LITERACY

- Comprehend financial skills and available resources (earning, spending, saving/investing, borrowing, and protecting money).
- Apply knowledge of financial skills to real life situations learned through simulations/experiences.
- Demonstrate the use of critical thinking, math skills and technology as tools to analyze financial reports/scenarios.

CRITICAL THINKING/PROBLEM SOLVING

- Undertake risks with thoughts and ideas and learn through mistakes in a supported environment.
- Analyze problems, evaluates options and applies solutions.
- Exhibit curiosity, tenacity, resourcefulness, and innovation in and out of school.

REAL WORLD CONNECTIONS

- Communicate and collaborate effectively.
- Advocate for self and others.
- Adapt and be flexible.

EFFECTIVE COMMUNICATION

- Engage in multiple methods of communication including oral, written, and non-verbal, where all participants feel heard, valued, and understood.
- Understand the audience and the situation and identifies the appropriate response.
- Communicate professionally using a variety of methods and technologies.

EMOTIONAL INTELLIGENCE

- Develop a positive self-worth and increase belief in one's self and one's capacity to thrive in different situations.
- Advocate effectively for self and form resiliency in the face of adversity.
- Values others (cultural awareness, being open-minded).

GRADUATE OUTCOMES

THROUGH CULTIVATION OF THESE COMPETENCIES,
RISD GRADUATES WILL BE EQUIPPED WITH...



Problem-solving, critical thinking, and creativity skills that have been developed and applied in real world scenarios and experiences to achieve individual goals.



Meaningful and effective communication skills to address audiences appropriately in a variety of ways.



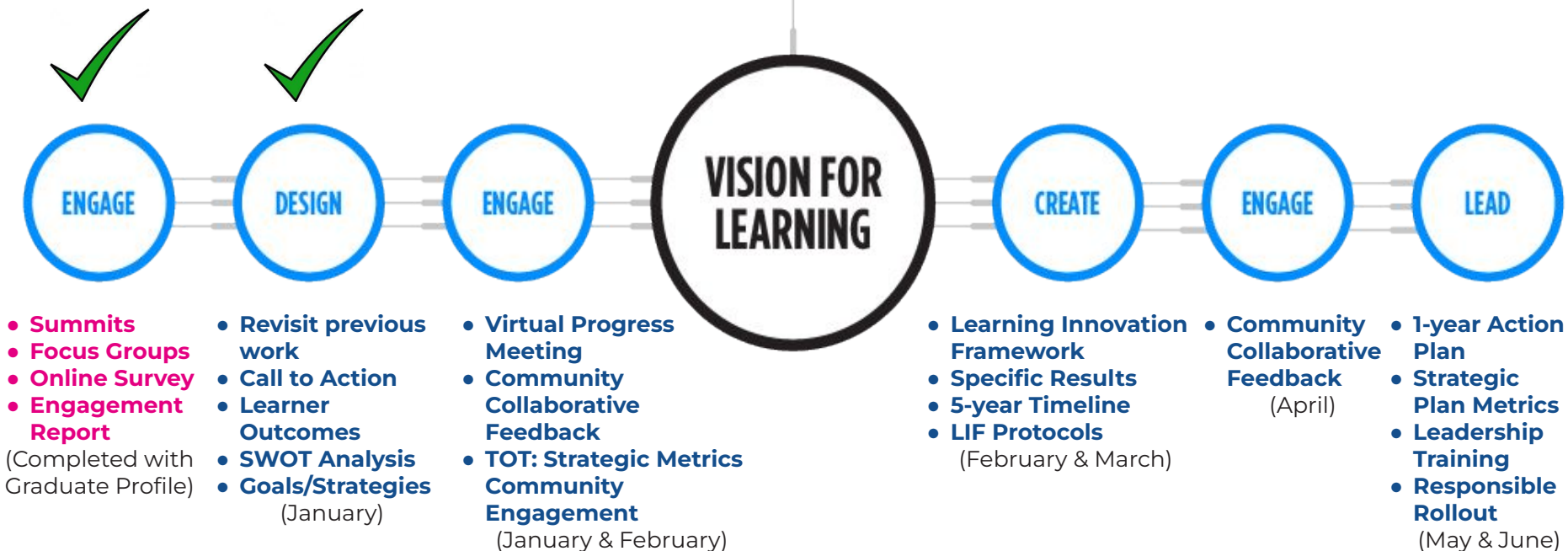
Tools to succeed in their choice of college, post-secondary training, and/or career post graduation.

The background is a solid blue color with a pattern of 3D hexagons. The hexagons are arranged in a staggered grid and have a slight shadow, giving them a three-dimensional appearance. The text is centered in the middle of the image.

Review of the Strategic Design Process

Richardson ISD Process

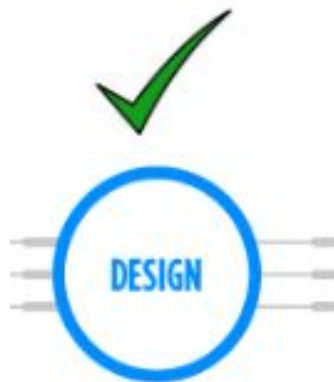
e2L STRATEGIC DESIGN MODEL



Richardson Strategic Planning Overview

Event/ Task	Audience	Description	Dates
Design	Stakeholder Design Team	Revisit the Graduate profile deliverables and develop strategic goals and strategies.	Jan 9, Jan 10
Community Engagement Collaborative	Community Members	Update, overview of current progress and opportunity for community input.	Jan 24
Virtual Progress Meeting	Community Members	Update and overview of current progress of the strategic plan deliverables.	Jan 25
Trainer of Trainers - Strategic Metrics Community Engagement	Facilitators (district leaders) for each goal/metric planning	Training for Richardson ISD on the design and planning of sessions to seek input from the community on strategic metrics	Feb 7, Feb 8,
Strategic Metrics Community Engagement	Community Members	Community input on possible strategic metrics	Feb 13, TBD
Create	Stakeholder Design Team	Learning Framework Design The process to reach graduate profile through the learning experience	Mar 21, 22, 23
LIF Protocols	Stakeholder Design Team	Learning Framework Learner/Educator Protocols for the classroom learning experience	Mar 28
Community Engagement Collaborative	Community Members	Update, overview of current progress and opportunity for community input.	Apr 12
Lead	Leadership team based on goals	Create Year 1 Action Plans of the strategic plan and Community Based Accountability Dashboard design	Apr 25, 26
Board Workshop	Board Members	Overview of finalized Community-Developed Strategic Plan	May 18
RIDe - Responsible Rollout Facilitation	District and Campus Leadership	Facilitate rollout of strategic plan and learning framework across the district	May 31
Leadership Training	District and Campus Leadership	Deep dive into the components of the strategic plan and strategies for implementation	June 7

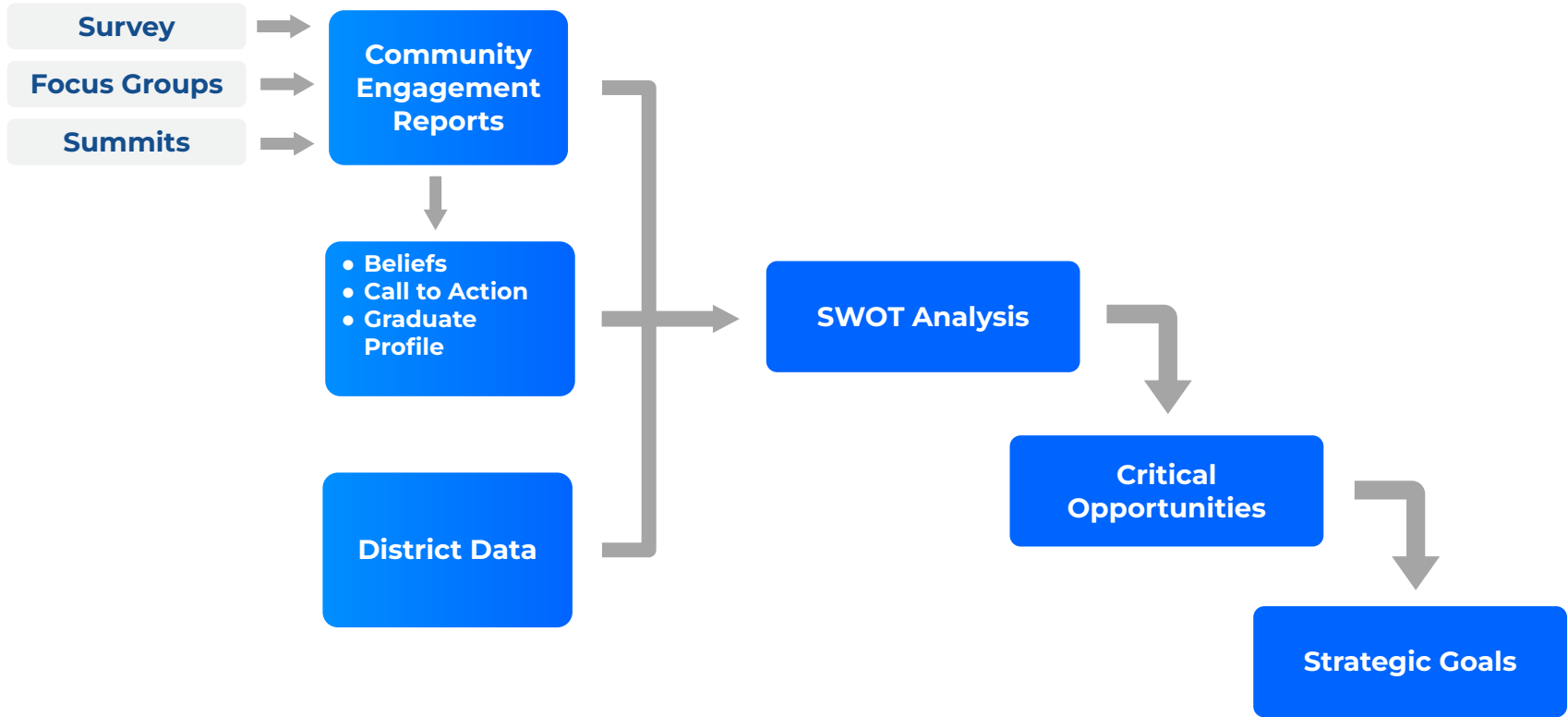
Design Days - January 9th and 10th



- Revisit previous work
 - Call to Action
 - Learner Outcomes
 - SWOT Analysis
 - Goals/Strategies
- (January)



Intentional Design



Design Days - January 9th and 10th

Sample Final Draft of a Strategy Goal

Equitable Facilities

- All learning environments will be safe, current and facilitate engaging learning experiences.



Design - January 9th and 10th

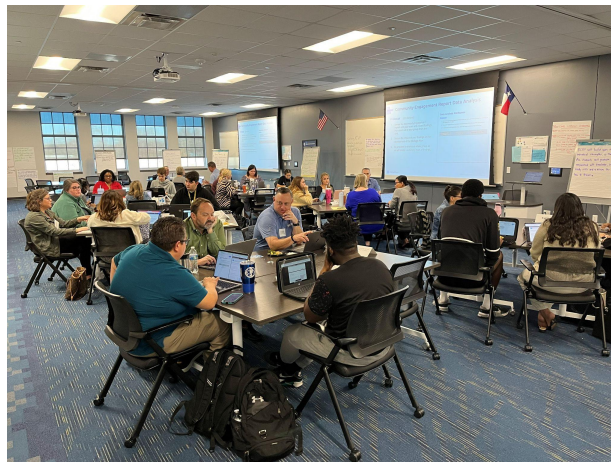


Kathy Hodge @kathyhodg... · 2h

Let's go Team 3/ The Over Thinkers! Digging into some valuable strategic planning @RichardsonISD w/ #engage2learn. #risdbelieves @nivasha @MedelyGaldamez



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Tweets Tweets & replies Media Likes



PK Woods @pk_woods71 · 1h

Day 2 of Strategic Design in Richardson ISD. All stakeholders are actively engaged in the design process! @RichardsonISD #engage2learn @ThadMisterG @dr_tdean



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Community Engagement Opportunities



Richardson ISD Strategic Planning Community Engagement Opportunities



Community Feedback

Opportunity for up to 60 people at each session to learn about the Strategic Goals process and provide ideas for the Design Committee.

Date/Time

- Jan 24, 2023 9:30a-12p [Sign-Up](#)
- Jan 24, 2023 4:30p-7p [Sign-Up](#)

Location: Arzell Ball Center 410 S Greenville Ave Richardson

Virtual Progress Meeting

Opportunity for community to participate virtually for a progress update on the Strategic Planning Process.

Date/Time

- Jan 25, 2023 9-10:00 am
 - Join via Zoom link <https://us06web.zoom.us/j/88601534243>
- Jan 25, 2023 6-7pm
 - Join via Zoom Link <https://us06web.zoom.us/j/85406845047>



Strategic Planning Metric Teams

Opportunity to provide input on possible metrics related to each strategic goal. There will be one team for each strategic goal.

Dates/Times/Locations: To be announced by Jan 19

Community Feedback

Opportunity for up to 60 people at each session to learn about the Specific Results process and provide Action Planning ideas for the Design Committee.

Date/Time

- Apr 12, 2023 9:30a-12p Sign-Up TBA
- Apr 12, 2023 4:30p-7p Sign-Up TBA

Location: Richardson Operations Center 1123 S Greenville Ave Richardson



Strategic Planning Metrics

- A way to determine if your efforts/plan/strategy are having the impact you intended
- Are aligned to your Call to Action, Learner Profile, and Goals
- Broad areas or categories that can be measured by specific metrics
- Identify indicators that will help you gauge progress toward your strategic goals.
- Determine the systems, processes, or strategies that exist or need to be developed in order to measure these indicators.

Indicator Metrics: Processes and Metrics

Indicator 1	<Insert indicator here>
	Is there already a way to measure...
Metrics	If Yes... List measure tool/method below (linking to existing report examples or including the measurement tool).
Metric 1	
Metric 2	
Metric 3	

Indicator 2	<Insert indicator here>
	Is there already a way to measure...
Metrics	If Yes... List measure tool/method below (linking to existing report examples or including the measurement tool).
Metric 1	
Metric 2	

Protocol

Identify Indicators

1. Review your Strategic Goals.
2. Individually brainstorm 3-5 ways making progress toward these goals will impact your students, staff, and/or schools.
3. Each team member shares their list.
4. With your team, identify the most critical 3-5 indicators that will help you gauge progress toward your goal.

Example Indicators: Growth of Learners, Student Attendance, Performance of Educators

Metrics

5. Determine what systems, processes, or strategies exist or need to be developed in order to measure these indicators.
 - a. If new systems, processes, or strategies need to be developed, review action plans and add a step/s to address this need.

Example Metrics: MAP, STAAR/EOC, Data from Frontline, Walkthrough data, staff survey, graduation rate

Goals

Goal 1	
Goal 2	
Goal 3	
Goal 4	
Goal 5	

Create - Design Team reconvenes in March

- Learning Innovation Framework
- Specific Results
- 5-year timeline
- Learning Innovation Framework/LIF Protocols



Lead - Late Spring & Summer 2023



Year 1 Action Plans

- No more than 25% of Specific Results in Year 1
- Quick Wins and High Impact Specific Results

Lead Day: Year 1 Action Plans

- Specific Results Analysis
- Create Action Plans
- 23-24 District and Campus Improvement Planning efforts

Specific Results Analysis

Goal:

Specific Result:

is about...

We know... (that will help us write this action plan)

We need to know...	Resource	Notes

Example: Action Plan Template

Protocol
Find the goal and specific result you are writing action plans for.
Add rows for action steps as needed.
Specific Results will have multiple action plans, please feel free to add more plans as needed.

Call to Action:

Goal 1:

Specific Result:

Action Plan Topic:

Action Steps (add rows as needed)

	Lead? Assisting?	Start Date	Due Date	Baseline Data	Mid-year & EOY Projection	Current Implementation	Evidence of Completion
1.							
2.							
3.							

Responsible Rollout - Training with Campus and District Leadership in May

Responsible Rollout ensures ROI.

- **Step One:**
Determine Guiding Principles
- **Step Two:**
Brainstorm Rollout Approaches
- **Step Three:**
Select Rollout Approach
- **Step Four:**
Develop Implementation Plans

Responsible Rollout Workspace						
Responsible Rollout: 5-Year Plan						
Timeline	Teacher/Campus Cohort			Leadership Orientation/Coaching		
	Year	Composition	Quantity	Implementation Begins	Campus	District
Year 1 2020-2021	Breakdown of Cohort (Campuses/Feeder Patterns, Grades, Content Areas, Volunteers, Other, etc.)	## teachers from each subgroup (grade, campus, content, etc.)	Semester:			Semester:
			Year:			Year:
Year 2 2021-2022	Breakdown of Cohort (Campuses/Feeder Patterns, Grades, Content Areas, Volunteers, Other, etc.)	## teachers from each subgroup (grade, campus, content, etc.)	Semester:			Semester:
			Year:			Year:
Year 3 2022-2023	Breakdown of Cohort (Campuses/Feeder Patterns, Grades, Content Areas, Volunteers, Other, etc.)	## teachers from each subgroup (grade, campus, content, etc.)	Semester:			Semester:
			Year:			Year:

Leadership Training with Principals

- Strategic Design Process
- Strategic Design Overview
- Learning Framework Analysis
- Action Plan Brainstorming
- Analyze Data, Goals, Specific Results
- Planning Alignment
- Campus Improvement Plans

CIP Template
Alignment to Strategic Design and Specific Results

Goal	
Performance Objective	
Evaluation Data Sources	

Campus/Department-Specific Actions

Strategy 1 Details	
Strategy 1	

CIP Template Crosswalk
Alignment to Strategic Design and Specific Results

Goal	Goal
Performance Objective	Specific Result
Evaluation Data Sources	Key Indicators and Metrics

Campus/Department-Specific Actions

Strategy 1 Details	
Strategy 1	Action
Expected Result/Impact	Outcomes, Profiles
Staff Responsible for Monitoring	
Schoolwide and Targeted Assistance Title I Elements	
Funding Sources	

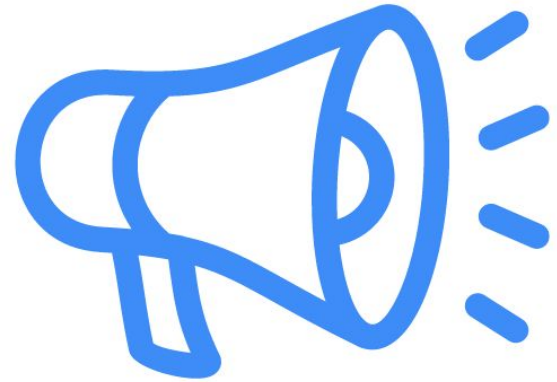


Strategic Design Deliverables include:

- Call to Action
- Strategic Goals/Strategies
- Specific Results
- Year 1 Action Plans
- 3-5 year Timeline
- Learning Innovation Framework
- Strategic Planning Metrics

Board of Trustees Role

- Champions of this community-designed process
- Promote awareness
- Encourage participation
- Connect constituents with questions to the right people



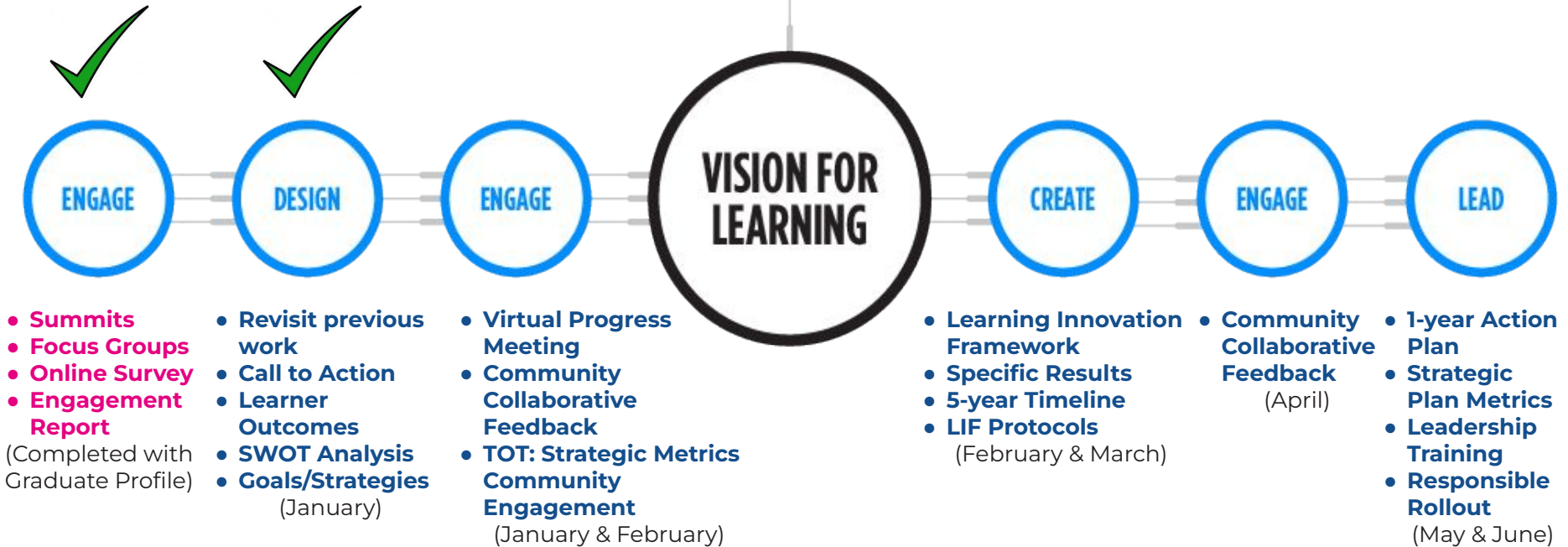
Board Workshop- May

Present an overview of finalized community developed strategic plan.



Richardson ISD Process

e2L STRATEGIC DESIGN MODEL



Updated Strategic Planning Website



<https://web.risd.org/strategicplan2023/>



Questions and Reflections

